CÔNG TY CỔ PHẦN TẬP ĐOÀN DABACO VIỆT NAM

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DABACO GROUP
KIẾN TẠO GIÁ TRỊ SỐNG BỀN VỮNG

DOCUMENTS FOR THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

DABACO GROUP
KIẾN TẠO GIÁ TRỊ SỐNG BỀN VỮNG

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Bac Ninh, April 02nd 2026

AGENDA OF THE 2026 ANNUAL GENERAL MEETING

- Time: 8:30 am 25 April 2026
- Location: 4th floor Hall of DABACO Group, No. 35 Ly Thai To Street, Vo Cuong Ward, Bac Ninh Province

Time	Content	Implement
8.00 am	***Registration and checking the shareholders' qualification***	*Organizing Committee*
	I. Opening	
8.30 am	1. Stabilize the organization for the Meeting, salute the flag - Declare the reason – Introduce the delegates	*Organizing Committee*
8.40 am	2. Report on verification of shareholder qualifications to attend the Meeting	*Shareholder qualification review board*
8.45 am	3. Introduce and approve the list of Moderators, Secretariat and Vote Counting Committee of the Meeting	*Organizing Committee*
8.50 am	4. Approval of the agenda and working regulations of the Meeting	*Organizing Committee*
	II. Content	
9.00 am	Presenting the 2025 Business Performance Report, and Directions, Task for 2026 Business Performance Plan.	*Board of Directors/ Board of Managers*
	Presentation of the Board of Directors' Reports	*Board of Directors*
	Presentation of the Board of Directors' Report Submission	*Board of Directors*
	Presentation of Reports and Report submission of the Board of Supervisors	*Board of Supervisors*
	Shareholders discussion	*Chairman, shareholders*
	Voting Approval of contents	*Chairman, Shareholders, Ballot counting committee*

11. 00 am	15 minutes Tea break	
11. 15 am	Approval of the meeting Minutes, the Meeting Resolution	*Secretariat*
11.30 am	***III. Closing***	

Recipients:
- Board of Directors members;
- Board of Supervisors;
- Shareholders' Meeting Organizing Committee;
- Shareholders;
- Achieved Board of Directors Office.

On Behalf of Board of Directors
Chairman

M.S.D.N: 2300105790 C.T.C.P
CÔNG TY CỔ PHẦN TẬP ĐOÀN DABACO VIỆT NAM
P. VÕ CƯỜNG - T. BẮC NINH

Nguyen Nhu So

DABACO GROUP
KIẾN TẠO GIÁ TRỊ SỐNG BỀN VỮNG

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Bac Ninh, April 02nd 2026

WORKING REGULATION
2026 ANNUAL GENERAL MEETING
DABACO GROUP

In order to ensure the principles of publicity, fairness and democracy, and to facilitate the organization and successfully conduct of the 2026 Annual General Meeting, the Board of Directors submits the following working regulations of the Annual General Meeting for approval:

Chapter I. GENERAL REGULATIONS

Article 1: Scope and subjects.

- This Regulation applies to the organization of the 2026 Annual General Meeting of Dabaco Group.

- This Regulation specifically stipulates the rights and obligations of shareholders or authorized representatives of shareholders (hereinafter referred to as shareholders) participating in the Annual General Meeting, conditions and procedures for conducting the Annual General Meeting.

- Shareholders and parties participating in the Annual General Meeting are responsible for implementing the provisions of this Regulation.

Chapter II. CONDITIONS FOR ATTENDANCE, RIGHTS AND OBLIGATIONS OF SHAREHOLDERS AND PARTIES PARTICIPATING IN THE ANNUAL GENERAL MEETING

Article 2: Condition for attending the Annual General Meeting

Being shareholders/shareholder representatives whose names are on list of shareholders on the date of closing the right to attend the Annual General Meeting established by the Vietnam Securities Depository and Clearing Corporation (last registration date is March 23, 2026)

Article 3: Rights and obligations of shareholders

1. Rights of shareholders eligible to attend the Annual General Meeting

- The right to discuss and vote on all matters within the authority of the Annual General Meeting according to the provisions of the Law on Enterprises and the Company Charter.

- Authorizing in writing a representative to attend and vote on their behalf at the Annual General Meeting. The person authorized to attend the Annual

General Meeting is not allowed to re-authorize another person to attend the Annual General Meeting.

- The Organizing Committee of the Annual General Meeting publicly announces the entire content of the Annual General Meeting Agenda. All eligible shareholders are allowed to participate in the discussion directly or through their authorized representatives.

- Each shareholder receives a Ballot (with the shareholder's name, shareholder code, and number of shares entitled to vote). The number of shares entitled to vote is equal to the total number of shares owned and/or the number of shares authorized by the representative (if any).

- At the Annual General Meeting, after hearing the report on the contents to be approved, shareholders will discuss and approve each content by raising their Ballots.

- Shareholders have the right to express their opinions on the contents of the Annual General Meeting in the discussion section under the direction of the Chairman.

- Shareholders who arrive late to the Annual General Meeting have the right to register immediately, then have the right to participate and vote immediately at the Annual General Meeting, but the Chairman is not responsible for stopping the Annual General Meeting for shareholders to register and the validity of the contents ballot will not be affected.

2. Obligations of ordinary shareholders when attending the Annual General Meeting

- Shareholders attending the Annual General Meetingmust bring their identification documents (ID card/passport for individuals, Business Registration Certificate/Operating License for organizations) and valid Letter of Authorization (for shareholder representatives) to present to the Shareholders' Qualifications Verification Committee. In case of individual authorization, the mandator -shareholder need sign Letter of Authorization. In case the mandator is a legal entity/organization, the Letter of Authorization must be signed by the legal representative and stamped by that legal entity/organization.

- Shareholders must complete the procedures for registering to attend the Annual General Meeting with the Shareholders' Qualifications Verification Committee.

- During the Annual General Meeting, shareholders must comply with the direction of the Chairman/Moderators of the Annual General Meeting, behave in a civilized and polite manner, and not cause disorder.

Article 4: Rights and obligations of the Shareholders' Qualification Verification Committee to attend the Meeting.

- The Board of Shareholders' Qualifications for Attending the Annual General Meeting appointed by the Company shall be responsible for: Checking the qualifications of shareholders and their authorized representatives based on

the documents they present; Receiving documents from delegates and shareholders attending the meeting; Issuing documents and Ballots according to the prescribed form; Summarizing the results and reporting to the Annual General Meeting on the results of checking the qualifications of shareholders attending the Annual General Meeting.

- In case a person attending the Meeting does not have full qualifications to attend, the of Shareholders' Qualifications Vertification Committee has the right to refuse that person's right to attend the meeting, refuse to issue Ballots and issue documents for the Annual General Meeting.

Article 5: Moderators

1. The Moderators consists of a maximum of 5 members introduced by the Meeting Organizing Committee and approved by the Annual General Meeting. The Chairman of the Board of Directors chairs the Meeting.

2. Rights and responsibilities of the Moderators.

- Chair, diret the Meeting; The Chairman carries out the necessary tasks to direct the Meeting in a valid and orderly manner.

- The decision of the Chairman of the Meeting on the order, procedures or events arising outside the Meeting Agenda will be of the highest judgment.

- Submitting drafts and conclusions on necessary issues to the Meeting for approval.

- Answering questions raised by the Meeting.

Article 6: Secretariats

The Meeting Secretariats are introduced by the Moderators and approved by the Meeting. The Secretariat is responsible to the Moderators and the Annual General Meeting for its duties, specifically:

- Record fully and honestly the contents of the Meeting.

- Assist the Moderators in announcing draft documents, conclusions, Resolutions of the Congress and notices of the Moderators sent to shareholders when requested.

- Receive questionaires/order to address from shareholders.

Article 7: Ballot Counting Committee

1. The Ballot Counting Committee consists of 3 people introduced by the Moderators and approved by the Annual General Meeting.

2. The Ballot Counting Committee has the following duties:

- Determine the results of voting of members of the Board of Directors and Supervisors by shareholders on issues approved at the Congress.

- Promptly notify the Secretariat of the results of voting.

- Review and report to the Congress for decision on cases of violations of voting regulations or complaints about voting results.

- Prepare and public the minutes of ballots counting at the Meeting.

Chapter III. CONDUCTING THE MEETING

Article 8: Conditions for conducting the Annual General Meeting

The Annual General Meeting is held when the number of shareholders attending the meeting comprise more than 50% of the shares with voting rights according to the shareholder list of Dabaco Group.

Article 9: How to conduct the Meeting

1. The Annual General Meeting will discuss and vote on each issue in the agenda. All issues will be approved by raising ballots. Each Shareholder or Shareholder Representative (01 person) can only vote once (agree or disagree, or blank) on the same issue to be voted on at the Annual General Meeting.

2. Principles of approval: The decisions of the Annual General Meeting shall be approved when approved by the number of shareholders holding more than 50% of the total number of votes of all shareholders attending and voting at the meeting; the decisions of the Annual General Meeting relating to the contents specified in Clause 1, Article 20 of the Charter of Dabaco Group shall be approved if approved by the number of shareholders representing 65% or more agree of the total number of votes of all shareholders attending and voting at the meeting.

Article 10: Address at the Meeting

Shareholders register their speech content with the Moderators (through the Annual General Meeting Secretariat) raise their hands to address, and only address when the Moderators agrees. The speech content must be concise and avoid duplication.

Chapter IV. TERM OF IMPLEMENTATION

Article 11: Implementation

1. Shareholders and participants of the Annual General Meeting must strictly comply with the Regulations of the Annual General Meeting. Anyone who violates these Regulations will be considered and handled by the Chairman according to the specific level.

2. These Regulations take effect immediately after being approved by the 2026 Annual General Meeting./.

Recipients:
- BOD members;
- Board of Supervisors;
- Shareholders;
- Meeting organizing committee;
- Archived Board of Directors Office.

On Behalf of Board of Directors
Chairman

M.S.D.N: 2300105790 C.T.C.P
CÔNG TY CỔ PHẦN TẬP ĐOÀN DABACO VIỆT NAM
P. VÕ CƯỜNG - T. BẮC NINH

Nguyen Nhu So

DABACO GROUP

SOCIALIST REPUBLIC OF VIETNAM
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Bac Ninh, April 2nd 2026

REPORT ON PRODUCTION AND BUSINESS PERFORMANCE IN 2025 AND ORIENTATIONS, TASKS, AND BUSINESS PLAN FOR 2026

To: Annual General Meeting

On behalf of the leaders of Dabaco Group, I would like to report to the shareholders on the production and business performance in 2025; Orientations, tasks, and business plan for 2026 as follows:

PART I

ASSESSMENT OF THE IMPLEMENTATION RESULTS IN 2025

In 2025, the global and Vietnamese economies continued to face numerous unpredictable fluctuations. Inflation showed signs of easing but still posed potential risks; energy prices, input materials, and exchange rates experienced complex volatility; while geopolitical tensions and disruptions in global supply chains continued to affect business and production activities of enterprises.

Domestically, the agricultural sector maintained a positive growth however, it was still impacted by livestock diseases, climate change, extreme weather conditions, high input and compliance costs, and fluctuations in consumption markets. These factors created considerable challenges for production, livestock farming, and processing activities of enterprises.

In close adherence to the Resolution of the General Meeting of Shareholders and under the direction of the Board of Directors of Dabaco Group, the Board of Management implemented comprehensive and decisive solutions in governance, operation, and risk control; focusing on stabilizing production, optimizing costs, and improving the efficiency of core business segments..

1. Key Performance Indicators Achieved in 2025:

- Total consolidated revenue (including internal revenue) reached VND 24,017 billion, achieving 83.5% of the plan (of which net revenue was VND 14,897 billion). The shortfall in achieving the consolidated revenue target was due to adjustments in internal production and consumption plans related to the Group's animal feed, breeding stock, and commercial pig farming operations, ensuring alignment with actual market conditions in each period.

- Profit after tax: VND 1,506.7 billion, exceeding the planned target by 50%.

2. Investment, Research and Development:

- In March 29, 2025, the Group inaugurated the DACOVET Vaccine Manufacturing Plant. This is a significant milestone, reflecting the Group's strategic vision and demonstrating effective integration within the comprehensive value chain developed by Dabaco Group, from research and production to commercialization of vaccines. The project opens up potential for research and development of essential vaccines serving the Group's livestock operations, while contributing to enhancing the domestic capacity of vaccine and veterinary medicine production, including the development of autogenous farm-specific (autogenous vaccines).

- Completed the investment and commissioning of Phase 2 of the Vegetable Oil Processing Plant (capacity: 1,000 tons of seeds per day).

- Actively accelerated the implementation of approved projects and commenced construction of several key projects, including: the H2 road under the BT (Build–Transfer) model; Ha Tinh Animal Feed mill; pig farming complexes in Quang Ninh and Ngoc Lac (Thanh Hoa); while expediting investment procedures for projects such as Lac Ve Industrial Cluster, a mixed-use complex building on Ly Thai To Street (35 floors) in Bac Ninh, a Vaccine Research Institute, and pig farming complexes in Lam Son – Nhu Xuan (Thanh Hoa), Quang Tri, Lao Cai, Thai Nguyen...

- Continued to promote research, breeding selection, and genetic resource mastery, focusing on key breeds such as Mia Chicken No.1, Ta-Dabaco Chicken, and J-Dabaco Chicken, thereby gradually increasing localization rates. Initial application of IoT sensor technology in monitoring and selecting individual genetic indicators has helped supervise growth and health, and optimize farming efficiency. This serves as an important foundation for improving breed quality and developing high-value products.

- Diversified and enhanced the value of agricultural product portfolios, including fresh eggs, ready-to-eat eggs, premium cooking oil, and processed meat products, ensuring convenience, safety, and nutritional value; effectively implementing humane cage-free egg farming models …

- Strengthened cooperation in investment, trade, and scientific–technical activities in related sectors, particularly in livestock breeding and animal feed, with domestic and international organizations, institutions, and enterprises..

- The Group strictly complied with the Party's guidelines and State regulations, ensured full policies, benefits, and income for employees, and actively fulfilled its social responsibilities. During the year, the Group contributed to various social activities by providing essential products such as ready-to-eat eggs, cooking oil, and processed foods, and encouraged employees to donate one day's salary to support communities affected by natural disasters and floods.

- Implemented synchronized management solutions to optimize production costs; invested in science and technology, digital transformation; and enhanced workforce training to master new and advanced technologies and effectively apply them in production and business activities.

3. Evaluation of Business Segments in 2025:

2.1. Animal Feed Segment (Feed):

In 2025, the animal feed market continued to be affected by fluctuations in input material prices, logistics costs, exchange rates, as well as risks from disease outbreaks and adverse weather conditions, the Group's management of Dabaco Group proactively implemented synchronized and flexible operational solutions. The Group focused on stabilizing production, optimizing technological processes, controlling costs, improving product quality, and expanding market development. As a result, total feed consumption volume in 2025 increased by 7.2% compared to 2024, making a significant contribution to the Group's overall business performance.

2.2. Livestock Segment (Farm):

2.2.1. Swine Farming:

In 2025, the Group's swine farming operations continued to achieve positive results through the comprehensive implementation of management and technical solutions, particularly in biosecurity farming, optimized nutrition, improved farming techniques, and enhanced breeding quality.As a result, the average reproductive productivity reached 30.5 weaned piglets per sow per year, with some units achieving 33–35 piglets per sow per year. Feed conversion ratios and mortality rates were further controlled and improved. Together with favorable market conditions, the efficiency of swine farming operations improved significantly, with pre-tax profit of the segment exceeding 86% of the Group's assigned target.

2.2.2. Poultry Farming:

- *Breeding chickens:* In 2025, as the poultry market gradually recovered from the challenges of 2024—despite continued impacts from diseases and price fluctuations—the Group proactively implemented synchronized solutions to stabilize and develop breeding operations. The Company continued to enhance research and genetic improvement, advantage competitive colored chicken breeds aligned with market demand, while promoting research programs for the conservation and development of indigenous genetic resources. As a result, breeding chicken sales volume improved, increasing by 9% compared to 2024, contributing positively to overall results, although growth remained below expectations.

- *Egg-laying chickens:* In 2025, the Group maintained stable operations and improved efficiency in egg production. Through the synchronized application of solutions in breeding, nutrition, and biosecurity farming techniques, fresh egg output increased by 4.6% compared to 2024. At the same time, the Group

continued to diversify and enhance its egg product portfolio to meet growing market demand. Notably, the Dabaco Cage-Free egg product line continued to be expanded, reflecting the Group's commitment to sustainable, environmentally friendly farming practices and animal welfare.

2.3. Food Segment (Food):

In 2025, food production and business activities remained stable. Processed products from meat, eggs, and related categories were continuously improved and diversified, focusing on enhancing quality, convenience, and nutritional value to better meet market demand.

Notably, on March 21, 2026, the Group inaugurated the Phase II expansion of the Dabaco Oil Pressing Plant, increasing capacity to 1,500 tons of seeds per day, thereby enhancing production capacity, optimizing operational efficiency, and enhance add-value within the food value chain.

2.4. Other Supporting Segments:

In 2025, supporting business segments continued to play a vital role as integral components of the Group's closed-loop value chain, directly supporting core operations from production to consumption. The production of PP/PE packaging and plastic tarpaulins ensured a stable supply for feed mills while also serving both domestic and export markets. Retail operations, including supermarkets, hotels, and restaurants, continued to function as channels to reach end consumers, contributing to the completion of the value chain and strengthening the Dabaco brand. Tan Chi cargo port operated stably, ensuring logistics infrastructure and effectively supporting the transportation of raw materials and goods across the Group, thereby enhancing connectivity and overall efficiency of the value chain.

PART II

ORIENTATIONS, TASKS, AND PRODUCTION AND BUSINESS PLAN FOR 2026

1. General Orientation:

The Board of Directors of Dabaco Group has determined to continue enhancing and completing the 3F+ value chain (Feed – Farm – Food – Future) in line with an integration-oriented approach, harmoniously combining international standards with Vietnamese identity, aiming to build a sustainable value chain that balances economic efficiency, environmental responsibility, and social benefits. On this basis, the Group will focus on leveraging the strategic drivers of the 3F+ model through product diversification, supply chain optimization, and proactive market orientation. At the same time, it will effectively and synchronously implement five key priorities: Digital Transformation, Green Transformation, Acceleration, Breakthrough, and Sustainable Development, built upon three fundamental pillars: Technology, Quality, and Human Resources.

2. Key Targets for the 2026 Production and Business Plan:

- Total revenue (including internal cónumption): VND 29,311 billion
- Profit before tax : VND 1,261 billion
- Profit after tax : VND 1,117 billion

(The 2026 business plan has been approved by the Board of Directors and information has been disclosed as per regulations).

3. Investment and Construction Plan:

3.1. Strongly and decisively implement projects approved by the General Meeting of Shareholders/Board of Directors for the 2025-2030 period, focusing on projects in the core business sector and a number of infrastructure, housing, and logistics development projects, including:

No	Project name	Area (estimated)	Total estimated investment (billion VND	Progress
1	High-tech livestock farming area in Dong Trieu, Quang Ninh	30.21 ha	543.5	Equipment installation on process, expected completion in 2026
2	High-tech livestock farming area in Ngoc Lac district, Thanh Hoa	20 ha	408	Equipment installation on process, expected completion in 2026
3	High-tech livestock farm in Kim Son commune, Bao Yen district, Lao Cai province	42.34 ha	560	Construction started on January 2nd, 2026, construction is on process, expected completion by the end of 2026
4	High-tech pig breeding and commercial farming area in Trieu Thuong commune, Trieu Phong district, Quang Tri province	63.65 ha	950	Investment preparation procedures are being finalized; implementation is scheduled for 2026-2027
5	Xuan Hoa concentrated livestock farm in Xuan Hoa commune, Nhu Xuan district (now Xuan Binh commune)	39ha	913	Land leveling is on process, bidding for construction and equipment installation is in progress; expected to be operational in early 2027

6	High-tech pig breeding and commercial farming area in Binh Thanh commune, Dinh Hoa district, Thai Nguyen province	48 ha	665	Investment procedures are being finalized; implementation is expected in 2026-2028
7	High-tech pig farming facility in Thanh Mai Commune, Cho Moi District, Bac Kan Province (now Thanh Mai Commune, Thai Nguyen Province)	25ha	450	Investment procedures are being finalized; project adjustments are underway; implementation is expected in 2026–2028
8	Dabaco Quang Ninh high-tech breeding and egg-laying chicken farming area	20ha	553	Investment procedures are being finalized; implementation is expected in 2026-2028
9	High-grade Feed mill in Nghi Xuan, Ha Tinh	56,317.3 m^2	765	Construction and equipment installation are on process, expected completion in 2026
10	High-tech research and development center associated with vaccine production area in Lac Ve commune, Tien Du district, Bac Ninh province	8 ha	1,333	Investment procedures and design documents are being finalized; implementation is expected in 2026-2028
11	Lac Ve Industrial Cluster, Tien Du district, Bac Ninh province	45 ha	678	Design documents and construction procedures are being finalized; Expected implementation 2026-2027
12	Dabaco Tan Chi Inland Container Depot (ICD) Project & Logistics Center	8ha	103	Investment and construction procedures are being finalized; expected implementation 2026-2027

13	Commercial, service, office and high-end apartment building For sale: DABACO Ly Thai To	6,533m2	2,700	Investment and construction procedures are being finalized; expected implementation 2026-2029
14	Dabaco Van An urban area construction investment project, exploiting the value of land use rights to repay investment in the construction of Van Mieu regulating lake park project, Bac Ninh city under BT contract form	13.89 ha	698	Investment and construction procedures are being finalized; expected implementation 2026-2028
15	Van An urban area exploiting the value of land use rights to repay investment costs for the construction of H2 road, Bac Ninh city under BT contract form	22.17 ha	1,027.9	Investment and construction procedures are being finalized; expected implementation 2026-2029

3.2. Continue to research, survey, and identify suitable locations and implement certain projects to facilitate the relocation of some livestock farms (if necessary); and develop expansion projects to enhance capacity in core business segments, including animal feed, livestock and poultry breeding, large-scale farming, and food processing, in order to meet the Group's strategic objectives; Review, research, and propose appropriate plans for existing land areas of the Company and its subsidiaries to ensure alignment with local socio-economic development planning and optimize land use efficiency.

3.3. Conduct a comprehensive review of all approved projects and/or those with investment policies under the principle that projects demonstrating efficiency will continue to be implemented, while inefficient projects will be suspended. The Board of Directors of Dabaco Group shall consider selecting partners and deciding on cooperation or transfer of one or several projects, without limitation on capital scale.

3.4. Based on actual conditions, the Board of Directors shall have full authority to determine the timing, investment capital sources, and implementation arrangements for each specific project, including adjustments and additions to the aforementioned projects (if any), ensuring suitability and effectiveness.

4. Key Tasks and Solutions:

In 2026, the global situation is predicted to remain complex and unpredictable. Prolonged and escalating geopolitical conflicts in various regions, particularly in the Middle East, continue to heighten the risk of energy crises, supply chain disruptions, and interruptions to global trade and logistics, thereby exerting significant pressure on exchange rates, production and business costs of enterprises, and the overall economy. For the livestock industry, disease outbreaks remain a persistent risk, increasing management and operational costs while threatening the safety and stability of livestock herds.

Face to such hard situation, to successfully achieve the planned targets, the Board of Directors and the Management have identified key priority solutions to be implemented as follows:

Firstly, maximize the utilization of existing farms, factories, and infrastructure capacity; concurrently review and prioritize resources for core business projects, ensuring progress, strict control of investment costs, and improved capital efficiency.

Secondly, strictly implement biosecurity farming processes; strengthen breeding, nutrition, and technical practices to stabilize livestock herds, enhance productivity and quality, and minimize disease risks.

Thirdly, effectively implement industrial, circular farming models; promote by-product reuse, resource efficiency, and emission reduction, in line with sustainable development and environmental standards.

Fourthly, continue optimizing the 3F+ value chain; strengthen cooperation with strategic partners; expand distribution systems and consumption markets, thereby enhancing added value and reinforcing the market position of the Dabaco bran.

Fifthly, promote the application of science, technology, and digital transformation in governance, production, and distribution, with a focus on investing in digital infrastructure across the value chain, including artificial intelligence (AI), IoT, biotechnology and genetics, and comprehensive quality management systems (DQMS), to enhance data transparency, operational efficiency, and competitiveness.

Sixthly, strongly and effectively implement brand repositioning activities, building on the values accumulated over the Group's 30-year development journey while aligning with future strategic orientations; affirming capabilities in mastering advanced technologies and modern production value chains, and demonstrating a clear commitment to sustainable, transparent, and socially responsible agricultural development.

Seventhly, develop high-quality human resources, strengthen accountability of leadership, implement cost control and savings, prevent waste, and ensure a harmonious balance of interests among the enterprise, shareholders, employees, and the community.

The above constitutes the Report on Production and Business Performance in 2025 and the orientations, tasks, and production and business plan for 2026 of Dabaco Group./.

Recipients:
- Shareholders;
- Chairman/Vice Chairman of the Board of Directors;
- Members of the Board of Directors;
- General Management Board;
- Board of Supervisors;
- Archived Board of Directors Office.

GENERAL DIRECTOR

M.S.D.N: 2300105790 C.T.C.P
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P. VÕ CƯỜNG - T. BẮC NINH

Nguyen Khac Thao

DABACO GROUP

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Bac Ninh, April 2nd, 2026

REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS OF DABACO GROUP

To: Annual General Meeting of Shareholders

The Board of Directors (the "BOD") of Dabaco Group respectfully reports to the General Meeting of Shareholders (the "GMS") on the results of its activities in 2025 and the orientations and tasks for 2026 as follows:

I. RESULTS OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025:

1. Evaluation of the BOD's Performance:

Within its assigned roles, powers, and responsibilities, the BOD actively performed its leadership and direction functions, in coordination with the Board of Management, to implement the 2025 production and business plan in accordance with the Resolution of the General Meeting of Shareholders; The BOD promptly addressed matters within its authority, thereby creating favorable conditions for the effective operation of the Executive Board and other management personnel. The BOD's direction and supervision were carried out through both direct meetings and/or written resolutions.

In 2025, the BOD convened 11 in-person meetings and issued written decisions to direct and resolve matters relating to major corporate governance orientations and issues within its authority, while supervising the Executive Board in implementing resolutions of the GMS and the BOD.

2. Evaluation of the Performance of BOD Members:

- In 2025, all BOD members successfully fulfilled their assigned duties; attended all BOD meetings; and voted on matters within the BOD's authority with a high sense of responsibility, demonstrating leadership capacity for the benefit of shareholders and the sustainable development of the Group.

- The Chairman of the BOD effectively performed duties in accordance with regulations, including developing and implementing annual work plans; assigning responsibilities among BOD members; organizing meetings; issuing resolutions, decisions, and notices; and directing, managing, and supervising the Executive Board in implementing BOD resolutions. The Chairman chaired weekly coordination meetings with the Executive Board every Monday morning and monthly meetings with management teams of member units by business

segments to ensure timely direction aligned with actual business conditions. In addition, thematic and ad hoc meetings, as well as site visits to production and business unit particularly those facing difficulties or under constructio were conducted to promptly resolve issues and ensure efficient and timely execution.

- Responsibilities were assigned to BOD members based on their expertise and strengths, thereby leveraging collective intelligence to effectively fulfill the BOD's responsibilities.

3. Activities of independent board members and their evaluation results

In 2025, the BOD consisted of 11 members, including 03 independent members, in compliance with applicable corporate governance regulations. Independent members performed their functions, duties, and powers in accordance with the law, the Company's Charter, and internal governance regulations.

Independent BOD members actively and fully participated in meetings; proactively reviewed materials; provided opinions; and exercised voting rights independently and objectively on matters within the BOD's authority. They also effectively performed their supervisory roles over the BOD, the Executive Board, and management personnel; contributed to improving internal governance regulations; and enhanced governance efficiency and transparency.

Detailed reports on the activities of each independent BOD member are presented in their respective reports submitted to the Annual General Meeting of Shareholders (attached hereto)

4. Supervisory Results over the Chief Executive Officer and Management Team:

- The Executive Board consists of 9 members: 01 Chief Executive Officer and 08 Deputy Chief Executive Officers, each assigned specific responsibilities aligned with practical requirements and individual capabilities.

- During operations, the Executive Board and management personnel implemented the Company's production and business plans in line with the targets and orientations set out in the resolutions of the GMS and the BOD; effectively executed key solutions approved by the BOD; and complied with the Company's regulations and applicable laws..

5. Related Party Transactions:

- Transactions between the Company and related parties complied with regulations on approval authority and information disclosure as prescribed by law.

- Transactions between the Company, its subsidiaries, and entities in which the Company holds more than 50% of charter capital with BOD members and their related persons; and transactions between the Company and entities where BOD members were founders or held management positions within the preceding three years, have been fully disclosed in the audited financial statements for 2025 and the Corporate Governance Report for 2025. These

reports have been published on the Company's official website at: www.dabaco.com.vn. Shareholders are kindly requested to refer to these reports for detailed information.

II. IMPLEMENTATION RESULTS OF THE RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDERS IN 2025:

Pursuant to the Resolution of the General Meeting of Shareholders in 2025, the BOD directed and supervised the Executive Board in organizing and conducting production and business activities, closely monitoring market developments and making appropriate and timely decisions to ensure stable operations, specifically as follows:

1. The Group's consolidated results for 2025 were as follows: Doanh thu (included internal consumtion): VND 24.017 billion, reach 83,5% 83.5% of the plan (of which net revenue was VND 14,897 billion) and Profit after tax: VND 1.506,7 billion, exceeding the plan by 50%. In the context of economic, political, and social challenges, these results reflect the outstanding efforts of the BOD, the Executive Board, and all employees of the Company.

2. The Group consistently complied with the Party's policies, legal regulations, and the Company's Charter and internal regulations. It ensured full and timely implementation of policies related to employees' rights and benefits; improved working conditions; maintained stable income for employees; and actively engaged in social welfare and environmental protection activities.

3. Profit distribution was implemented in accordance with Resolution No. 01/2025/NQ-ĐHĐCĐ dated April 19, 2025 of the General Meeting of Shareholders.

4. The remuneration of BOD members in 2025 was implemented in accordance with regulations and has been accounted for and disclosed in the Corporate Governance Report and the audited consolidated financial statements:

No	Full name	Position	Income (Dong)
1	Mr. Nguyen Nhu So	Chairman of the Board of Directors	3,280,180,000
2	Mr. Nguyen Khac Thao	Vice Chairman of the Board of Directors and General Director	2,030,180,000
3	Ms. Nguyen Thi Thu Huong	Vice Chairman of the Board of Directors and Deputy General Director	1,640,180,000
4	Mr. Nguyen The Tuong	Board Member and Deputy General Director	1,640,180,000

5	Mr. Nguyen Hoang Nguyen	Board Member	1,217,330,000
6	Mr. Le Quoc Doan	Board Member	1,313,658,000
7	Mr. Pham Van Hoc	Board Member and Deputy General Director	1,440,180,000
8	Mr. Bui Van Hoan	Board Member	480,000,000
9	Mr. Hoang Nguyen Hoc	Board Member	480,000,000
10	Mr. Tran Cong Nam	Board Member	1,151,280,000
11	Ms. Tran Phuong Lan	Board Member from April 19, 2025	320,000,000
12	Ms. Nguyen Thanh Huong	Board Member until April 19, 2025	160,000,000
	Total:		**15,153,168,000**

5. The Board of Directors of Dabaco Group appointed Ernst & Young Vietnam Limited as the entity responsible for the review and audit of the Company's 2025 financial statements.

6. The Group completed the issuance of shares for dividend payment for 2024 to shareholders in accordance with the plan approved by the 2025 Annual General Meeting of Shareholders (Resolution No. 01/2025/NQ-ĐHĐCĐ dated April 19, 2025).

Total number of shares issued: 50,197,522 shares, increasing the company's charter capital to VND 3,848.6 billion. The company has registered the capital change and disclosed information as required.

7. Report on Changes in the Use of Proceeds from the 2024 Share Offering:

In 2025, the BOD approved adjustments to the use of proceeds from the 2024 public offering to existing shareholders and ESOP issuance for the implementation of the "Dabaco Soybean Oil Extraction and Refining Plant Project," as follows:

- Approved the use of other capital sources from the Group's payment accounts to provide a loan to Dabaco Vegetable Oil Co., Ltd. in the amount of VND 44,663,230,000 for the project; concurrently reallocating an equivalent amount from the proceeds of the 2024 public offering to supplement the Group's working capital (BOD Resolution No. 08/2025/NQ-HĐQT dated October 27, 2025).

- Approved the adjustment of VND 66,000,000,000 (Sixty-six billion Vietnamese Dong) from working capital to fixed asset investment for the implementation of the above project; expected disbursement timeline: before June 30, 2026 (BOD Resolution No. 11/2025/NQ-HĐQT dated December 31, 2025).

8. Report on the utilization of proceeds from the 2024 share issuance, as audited by Ernst & Young Vietnam Limited (report attached).

9. Other contents were implemented in accordance with the approved plans and prevailing regulations.

III. REGARDING CORPORATE GOVERNANCE:

orporate governance reports are published on time. The company always strictly adheres to regulations on corporate governance and information disclosure, ensuring timeliness, compliance with legal regulations on corporate governance applicable to listed companies.

The company sends staff to attend conferences and seminars organized by the State Securities Commission and the Ho Chi Minh City Stock Exchange.

IV. OPERATIONAL PLAN OF THE BOARD OF DIRECTORS FOR 2026 AND SUBSEQUENT YEARS:

1. The BOD will continue to strengthen its organizational structure and enhance operational effectiveness by fully leveraging the capabilities, responsibilities, expertise, and experience of each member and the collective Board; focusing on successfully implementing the 2026 business plan based on the achievements of 2025 and the Group's development orientation toward 2030.

2. Direct the Executive Board to effectively implement the resolutions of the Annual General Meeting of Shareholders; accelerate investment progress; complete and operationalize projects in core business sectors; upgrade existing production facilities; and research, select, and implement expansion projects to enhance capacity in key segments such as animal feed, livestock and poultry breeding, and large-scale farming, ensuring targets for capacity, output, and investment efficiency.

3. Continue to review and improve the system of internal regulations and governance processes toward professionalism, with clear delineation of responsibilities and authority; enhance the supervisory, advisory, and strategic roles of each BOD member; and promptly address issues arising during business operations.

4. Closely coordinate with the Supervisory Board to strengthen comprehensive inspection and supervision; focus on risk management, cost control, and investment efficiency; ensure financial safety, legal compliance, and transparency; thereby safeguarding the legitimate rights and interests of shareholders.

5. Focus on developing high-quality human resources; promote digital transformation and product traceability; strengthen research and application of scientific and technological advancements in core business areas across the value chain (nutrition, breeding science, vaccines, value-added food, and deep processing), thereby enhancing productivity, quality, product diversification, operational efficiency, and sustainable value optimization for the Company, shareholders, employees, and society.

The above constitutes the Report on Production and Business Performance in 2025 and the orientations, tasks, and production and business plan for 2026 of Dabaco Group. Respectfully submitted to the General Meeting of Shareholders for consideration and approval

Sincerely./.

Recipients:
- Shareholders;
- Chairman/Vice Chairman of the Board of Directors;
- Members of the Board of Directors;
- General Management Board;
- Board of Supervisors;
- Archived Board of Directors Office

ON BEHALF OF BOARD OF DIRECTORS
Chairman

M.S.D.N: 2300105790 C.T.C.P
CÔNG TY CỔ PHẦN TẬP ĐOÀN DABACO VIỆT NAM
P. VÕ CƯỜNG T. BẮC NINH

Nguyen Nhu So

Dabaco Group

Report on the utilization progress of capital raised from the issuance of ordinary shares to existing shareholders and under the employee stock option program as at 31 December 2025

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Dabaco Group

Report on the utilization progress of capital raised from the issuance of ordinary shares to existing shareholders and under the employee stock option program as at 31 December 2025

Dabaco Group

CONTENTS

	Pages
General information	1 - 2
Report of management	3
Independent auditors' report	4 - 5
Report on the progress of utilization of capital	6 - 8
Notes to the report on the progress of utilization of capital	9 - 11

Dabaco Group

GENERAL INFORMATION

THE COMPANY

Dabaco Group ("the Company") is a joint stock company incorporated under the Law on Enterprise of Vietnam pursuant to the Enterprise Registration Certificate No. 2300105790 issued by the Department of Planning and Investment of Bac Ninh province (now known as the Department of Finance of Bac Ninh province) on 23 December 2004 and the subsequent amended Enterprise Registration Certificates, with the latest is the 25th amendment being granted on 14 August 2025.

The Company's shares are listed and traded on the Ho Chi Minh City Stock Exchange since July 2019 with the stock code DBC.

The current principal activities of the Company are:

- Production of animal feed, production and trading of cattle, poultry, waterfowl and aquatic breeds;
- Real estate business, housing and investment in infrastructure construction of new urban areas, small and medium-sized industrial parks; and
- Producing, processing and trading of livestock, poultry and waterfowl meat; producing, processing and trading of aquatic feed; raw materials for animal feed production; raising and breeding herds of original breeds: cattle, poultry and aquatic products.

The Company's head office is located at No. 35, Ly Thai To street, Vo Cuong ward, Bac Ninh province and its branch located at No. 22, hamlet 4, 18 street, Binh Hung commune, Ho Chi Minh city.

As at 31 December 2025, the Company has 30 direct subsidiaries (31 December 2024: 27).

BOARD OF DIRECTORS

Members of the Board of Directors during the year and at the date of this report are:

Mr. Nguyen Nhu So	Chairman	
Mr. Nguyen Khac Thao	Vice Chairman	
Ms. Nguyen Thi Thu Huong	Vice Chairman	appointed on 19 April 2025
Mr. Nguyen The Tuong	Member	
Mr. Nguyen Hoang Nguyen	Member	
Mr. Le Quoc Doan	Member	
Mr. Hoang Nguyen Hoc	Independent Member	
Mr. Bui Van Hoan	Independent Member	
Mr. Pham Van Hoc	Member	appointed on 19 April 2025
Ms. Tran Phuong Lan	Independent Member	appointed on 19 April 2025
Mr. Tran Cong Nam	Member	appointed on 19 April 2025
Ms. Nguyen Thanh Huong	Member	resigned on 19 April 2025

BOARD OF SUPERVISION

Members of the Board of Supervision during the year and at the date of this report are:

Mr. Ho Sy Quy	Head of Board of Supervision	
Ms. Nguyen Thi Bich	Member	
Ms. Nguyen Thi Mai Huong	Member	appointed on 19 April 2025
Mr. Nguyen Thanh Ha	Member	resigned on 19 April 2025

GENERAL INFORMATION (continued)

INTERNAL AUDIT FUNCTION

Members of the Internal Audit Function during the year and at the date of this report are:

Ms Dinh Thi Minh Thuan	Incharge of function
Ms Nguyen Thi Thu Huong	Member
Mr Nguyen Xuan Quang	Member

MANAGEMENT

Members of management during the year and at the date of this report are:

Mr. Nguyen Khac Thao	General Director
Ms. Nguyen Thi Thu Huong	Deputy General Director cum Chief Financial Officer
Mr. Pham Van Hoc	Deputy General Director
Mr. Nguyen The Tuong	Deputy General Director
Mr. Nguyen Van Tue	Deputy General Director
Mr. Hoang Van Chung	Deputy General Director
Mr. Le Minh Tuan	Deputy General Director
Mr. Do Viet Quan	Deputy General Director
Ms. Le Thi Minh Thu	Deputy General Director

LEGAL REPRESENTATIVES

The legal representatives of the Company during the year and at the date of this report are Mr Nguyen Nhu So and Mr Nguyen Khac Thao.

AUDITOR

The auditor of the Company is Ernst & Young Vietnam Limited.

REPORT OF MANAGEMENT

Management of Dabaco Group ('the Company") is pleased to present this report and the report on the progress of utilization of capital raised from the issuance of ordinary shares to existing shareholders and under the employee stock option program as at 31 December 2025 ("Report on the progress of utilization of capital" or "the Report").

MANAGEMENT'S RESPONSIBILITY IN RESPECT OF THE REPORT ON THE PROGRESS OF UTILIZATION OF CAPITAL

Management is responsible for the report on the progress of utilization of capital. In preparing the report, management is required to:

- comply with the requirements under Decree No. 155/2020/ND-CP dated 31 December 2020 and Decree No. 245/2025/ND-CP dated 11 September 2025, detailing the implementation of certain provisions of the Securities Law regarding the preparation and use of the report on the progress of utilization of capital;
- responsible for ensuring that proper accounting records are kept which disclose, with reasonable accuracy at any time, the Company's progress of the utilization of capital and for ensuring that the accounting records comply with the applied accounting system. It is also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities;
- responsible for preparing the report on the progress of utilization of capital in accordance with the basis of preparation and the accounting policies as presented in Note 2 of the Report on the progress of utilization of capital.

Management confirmed that it has complied with the above requirements in preparing the accompanying Report on the progress of utilization of capital.

STATEMENT BY MANAGEMENT

Management does hereby state that, in its opinion, the report on the progress of utilization of capital is prepared and presented in accordance with the basis of preparation and the accounting policies as presented in Note 2 of the Report on the progress of utilization of capital.

For and on behalf of management:

Nguyen Khac Thao
General Director

Nguyen Thi Thu Huong
Deputy General Director

Bac Ninh, Vietnam

2 April 2026

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Ho Chi Minh City, Vietnam

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Website (EN): ey.com/en_vn
Website (VN): ey.com/vi_vn

Reference: 11658659/69880732

INDEPENDENT AUDITORS' REPORT

To: The Shareholders of Dabaco Group

We have audited the report on the progress of utilization of capital raised from the issuance of ordinary shares to existing shareholders and under the employee stock option program as at 31 December 2025 ("report on the progress of utilization of capital") of Dabaco Group ("the Company") as prepared on 3 April 2026 and set out on pages 6 to 11, which comprise the report on the progress of utilization of capital and notes to report on the progress of utilization of capital. This report is prepared based on the basis of preparation and the accounting policies as presented in Note 2 of the report on the progress of utilization of capital.

Management's responsibility

Management is responsible for the preparation and true and fair presentation of the report on the progress of utilization of capital in accordance with the basis of preparation and the accounting policies as presented in Note 2 of the Report on the progress of utilization of capital, and for such internal control as management determines is necessary to enable the preparation and presentation of the report on the progress of utilization of capital that are free from material misstatement, whether due to fraud or error.

Auditors' responsibility

Our responsibility is to express an opinion on the report on the progress of utilization of capital based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the report on the progress of utilization of capital are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the report on the progress of utilization of capital. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the report on the progress of utilization of capital, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Company's preparation and true and fair presentation of the report on the progress of utilization of capital in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used by management, as well as evaluating the overall presentation of the report on the progress of utilization of capital.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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Opinion

In our opinion, the report on the progress of utilization of capital is prepared, in all material respects, in accordance with the basis of preparation and the accounting policies as presented in Note 2 of the report on the progress of utilization of capital.

Emphasis of matter

We draw attention to Note 2 of the report on the progress of utilization of capital, which describes the basis and the accounting policies applied for the preparation and presentation of the report on the progress of utilization of capital. This report is prepared to assist the Company in meeting the requirements set out under Decree No. 155/2020/ND-CP dated 31 December 2020 and Decree No. 245/2025/ND-CP dated 11 September 2025, detailing the implementation of certain provisions of the Securities Law. Therefore, this report may not be suitable for other purposes.

Our audit opinion is not modified in respect of this matter.

Ernst & Young Vietnam Limited

Bui Anh Tuan Deputy General Director Audit Practising Registration Certificate No. 1067-2023-004-1	Nguyen Quy Manh Auditor Audit Practising Registration Certificate No. 4482-2023-004-1

Hanoi, Vietnam

2 April 2026

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REPORT ON THE PROGRESS OF UTILIZATION OF CAPITAL/PROCEEDS COLLECTED FROM SHARE OFFERING/ISSUANCE

(According to the Offering Registration Certificate No. 111/GCN-UBCK issued by the Chairman of the State Securities Commission on 3 July 2024 and the Official Letter No. 4540/UBCK-QLCB dated 22 July 2024 from the State Securities Commission notifying the receipt of complete documentation for the report on the issuance of ordinary shares to existing shareholders and under the employee stock option program of the Company)

I. INTRODUCTION ABOUT THE ISSUER

1. Name of issuer: DABACO GROUP
2. Head office: No. 35, Ly Thai To street, Vo Cuong ward, Bac Ninh province.
3. Telephone number: 0222.3896000 Fax: 0222.3896000 Website: dabaco.com.vn
4. Share capital: VND 3,848,666,670,000.
5. Stock symbol: DBC
6. Bank account: Vietnam Joint Stock Commercial Bank for Industry and Trade – Bac Ninh Branch. Account number: 111000017444
7. Enterprise Registration Certificate: No. 2300105790 issued by the Department of Planning and Investment of Bac Ninh province (now known as the Department of Finance of Bac Ninh province) on 23 December 2004 and the 25th amendment being granted on 14 August 2025.
   - Principal activities: Production of animal feed, poultry feed, and aquatic feed. Industry code 1080.
   - Main products/services: Animal feed for livestock, poultry, waterfowl, and aquatic animals; Livestock and poultry (breeding pigs, breeding chickens, pigs, etc.).
8. License for establishment and operation: N/A

II. SHARES ISSUANCE

1. Name of shares: Shares of Dabaco Group
2. Type of shares: Ordinary shares
3. Par value: VND 10,000 per share
4. Number of shares issued: 92,667,286 shares

   In which:

   + Issuance of ordinary shares to existing shareholders: 80,667,286 shares

   + Issuance of shares under the employee stock option program: 12,000,000 shares
5. Total capital/proceeds collected, after deducting issuance costs: VND 1,329,761,090,000, in which the amount of capital raised for the intended project: VND 1,329,761,090,000.
6. Closing date of offering/issuance: 29 August 2024.

III. PROGRESS OF UTILIZATION OF CAPITAL/PROCEEDS COLLECTED FROM THE OFFERING/ISSUANCE

1. Utilization plan of proceeds from the offering/issuance:

Proceeds collected from the issuance of ordinary shares to existing shareholders and under the employee stock option program ("ESOP"), after deducting issuance costs, is VND 1,329,761,090,000, which will be utilized by the Company to supplement the Company's working capital and to invest into Dabaco Oil Company Limited ("Dabaco Oil") to implement "Dabaco Soybean Oil Pressing and Refining Plant Construction Project" (the Project). In details:

No.	Description	Amount (VND)	Offering methods	
			Public offering of shares to existing shareholders (VND)	ESOP issuance (VND)
1	Proceeds collected from the offering, after deducting issuance costs	1,329,761,090,000	1,209,761,090,000	120,000,000,000
	TOTAL	**1,329,761,090,000**	**1,209,761,090,000**	**120,000,000,000**

2. Progress of the project of the issuer

- Progress of the project according to announced plan: the project will be completed and put into production from December 2025.

- Current progress of the project: as of the date of the report, the Company has completed the investment of the project and the project has been put into production.

III. PROGRESS OF UTILIZATION OF CAPITAL/PROCEEDS COLLECTED FROM THE OFFERING/ISSUANCE (continued)

3. Progress of utilization of capital collected from the offering/issuance:

3.1. Progress of utilization of capital at Dabaco Group as at 31 December 2025 is as follow:

No.	Description	Amount utilised as at 31 December 2025 (VND)
1	Amount transferred to Dabaco Oil as long-term loans (*)	1,376,168,271,000
2	Amount used to supplement the Company's working capital (**)	44,663,230,000
	TOTAL	**1,420,831,501,000**

(*) Amount transferred to Dabaco Oil as long-term loans includes the cash proceeds from the issuance and the cash generated from the Company's operating and other activities.

(**) On 27 October 2025, the Company's Board of Directors issued the Resolution No. 08/2025/NQ-HDQT to approve the use of VND 44,663,230,000 from the issuance to supplement the Company's working capital.

3.2. Progress of investment into "Dabaco Soybean Oil Pressing and Refining Plant Construction Project" as at 31 December 2025 is as follow:

No.	Description	Amount utilised as at 31 December 2025 (VND)
1	Amount utilised for the investments in fixed assets and fixed assets of the "Dabaco Soybean Oil Pressing and Refining Plant Construction Project"	868,131,326,017
2	Amount utilised for initial working capital for the operations of the "Dabaco Soybean Oil Pressing and Refining Plant Construction Project"	469,294,271,000
	TOTAL	**1,337,425,597,017**

III. PROGRESS OF UTILIZATION OF CAPITAL/PROCEEDS COLLECTED FROM THE OFFERING/ISSUANCE (continued)

3. Progress of utilization of capital collected from the offering/issuance: (continued)

3.2. Progress of investment into "Dabaco Soybean Oil Pressing and Refining Plant Construction Project" as at 31 December 2025 is as follow: (continued)

(*) Amount invested to the "Dabaco Soybean Oil Pressing and Refining Plant Construction Project" includes the proceeds received from the Company and the funds generated from the Dabaco Oil's operating activities and other activities.

Bac Ninh, Vietnam

2 April 2026

Preparer	Chief Accountant	Chairman of the Board of Directors
Nguyen Thi Ngan	Nguyen Thi Thanh Huyen	Nguyen Nhu So

1. INFORMATION ABOUT THE OFFERING

According to the Resolution No. 01/2024/NQ-DHDCD dated 27 April 2024 (the Resolution No. 01), the General Meeting of Shareholders of the Company approved the plan to issue an additional maximum of 33.33% of the total outstanding shares of the Company, corresponding to the expected number of shares to be issued of 80,667,286 ordinary shares, to existing shareholders at the offering price of VND 15,000 per share. Also according to the Resolution No. 01, the General Meeting of Shareholders of the Company approved the plan to issue shares under employee stock option program with the number of shares to be issued is 12,000,000 shares, at the offering price of VND 10,000 per share.

On 3 July 2024, the Chairman of the State Securities Commission issued Public Offering Registration Certificate No. 111/GCN-UBCK to the Company

According to Document No. 4540/UBCK-QLCB dated 22 July 2024, the State Securities Commission has received all the necessary documents for the report on the issuance of ordinary shares to existing shareholders and under the employee stock option program and has requested the Company to report and disclose information in accordance with regulations.

According to Report No. 379/2024/BC-DBC dated 29 August 2024 and Report No. 380/2024/BC-DBC dated 29 August 2024, the Company has summarized the results of the issuance of ordinary shares to existing shareholders and under the employee stock option program to submit to the State Securities Commission. The number of shares distributed was 92,667,286 shares, which is 100% of the total number of shares expected to be issued.

According to Document No. 5743/UBCK-QLCB and Document No. 5744/UBCK-QLCB dated 9 September 2024, the State Securities Commission has received the Report on the results of issuance of ordinary shares to existing shareholders and the Report on the results of the share issuance under the employee stock option program, and has requested the Company to carry out the procedures for registration, depository, and listing in accordance with regulations.

According to the Resolution No. 01 and other resolutions of the Company's Board of Directors, proceeds collected from the issuance of ordinary shares to existing shareholders and under the employee stock option program will be utilised by the Company to supplement its working capital and to invest into Dabaco Oil Company Limited to implement the "Dabaco Soybean Oil Pressing and Refining Plant Construction Project".

2. BASIS OF PREPARATION AND APPLICABLE ACCOUNTING POLICIES

2.1 Basis of preparation of the report on the progress of utilization of capital

The report on the progress of utilization of capital is presented in Vietnamese Dong ("VND") and in accordance with the accounting policies presented in Note 2.2 of this report. The accounting policies have been selected by the Company largely based on the Vietnamese Accounting Standards, Vietnamese Enterprise Accounting System and the relevant statutory requirements.

The report on the progress of utilization of capital is prepared for the purpose of reporting and disclosing information regarding the use of proceeds raised from the issuance of ordinary shares to existing shareholders and under the employee stock option program in accordance with the requirements set out under Decree No. 155/2020/ND-CP dated 31 December 2020 and Decree No. 245/2025/ND-CP dated 11 September 2025, detailing the implementation of certain provisions of the Securities Law. Therefore, this report may not be suitable for other purposes.

The report on the progress of utilization of capital, including their utilisation, are not designed for those who are not informed about Vietnam's principles, procedures and practices and furthermore are not intended to present the utilization of capital of the Company in accordance with principles and practices generally accepted in countries other than Vietnam.

2. BASIS OF PREPARATION AND APPLICABLE ACCOUNTING POLICIES (continued)

2.2 *Applicable accounting policies*

The Company applies the following accounting policies to prepare the report on the progress of utilization of capital:

Proceeds collected from the offering

Proceeds collected from the issuance of ordinary shares to existing shareholders and under the employee stock option program is recognized based on the total amount received, after deducting issuance costs.

Loans to Dabaco Oil

Loans to Dabaco Oil Company is recognized based on actual disbursements and according to the loan contracts/agreements signed between the Company and Dabaco Oil from the closing date of the offering/issuance until 31 December 2025.

Amount used to supplement of the Company's working capital

Amount used to supplement of the Company's working capital is recognized based on the approval of the Company's Board of Directors in accordance with the Resolution No. 08/2025/NQ-HDQT dated 27 October 2025.

Amount utilized for the investment into "Dabaco Soybean Oil Pressing and Refining Plant Construction Project"

Amount utilized for the investment into "Dabaco Soybean Oil Pressing and Refining Plant Construction Project" is recognized based on actual disbursements to contractors, suppliers, and other counterparties involved in the implementation of the Project. Such amount has been summarised from 30 July 2020, which was the date Dabaco Oil started its investment in this project, until 31 December 2025 in accordance with utilization plan of proceeds collected from the offering.

Bac Ninh, Vietnam

2 April 2026

Preparer	Chief Accountant	Chairman of the Board of Directors
Nguyen Thi Ngan	Nguyen Thi Thanh Huyen	Nguyen Nhu So

DABACO GROUP

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Bac Ninh, April 2nd , 2026

ASSESSMENT REPORT OF INDEPENDENT BODs' MEMBER ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025 (Mr. Bui Van Hoan)

To: General Meeting of Shareholders

Pursuant to the prevailing Law on Enterprises; the Charter on Organization and Operation of Dabaco Group (the "Company"); the Regulations on the Operation of the Board of Directors (the "BOD and other relevant legal provisions, I, in my capacity as an Independent Member of the BOD, hereby present my assessment of the BOD's performance in 2025 as follows:

I. Information of the Independent Member of the Board of Directors Reporting

- Name: Bui Van Hoan
- Position: Independent Member of the Board of Director
- Term of office: 5 years term (2025-2030)
- Professional qualification: Master of Economics
- Assisting the Board of Directors in matters related to human resources, remuneration, and compensation; Supervising the activities of BOD members, the Executive Board, and management personnel; Providing independent and objective opinions on matters of the Company.

II. Evaluation of the Board of Directors' Performance

1. Structure of the Board of Directors

The Company's Board of Directors consists of 11 members, including 3 independent Board members, ensuring compliance with the law on corporate governance. The Board of Directors' structure is appropriate to the scale of operations, business sector, and development orientation of the Company.

2. Direction and Management Activities

In 2025, the Board of Directors held 11 meetings in accordance with regulations; Resolutions and Decisions were issued within the proper authority, procedures, and processes, ensuring legality and feasibility in implementation.

The BOD effectively performed its role in strategic orientation and supervision of the Executive Board in implementing business and production plans, investment activities, financial management, and risk governance. In market fluctuations, the BOD made timely and appropriate decisions to ensure the Company's operations remained stable, safe, and in full compliance with applicable laws.

3. Activities of Members of the Board of Directors

The Board of Directors assigns specific tasks to each member of the Board in charge of their respective areas of expertise, coupled with supervisory responsibilities over the Company's units, thereby enhancing proactiveness and governance efficiency.

Members of the BOD properly fulfilled their rights and obligations in accordance with applicable laws, the Company's Charter, the BOD's Operating Regulations, and other relevant provisions; Actively and responsibly participated in discussions, reviews, and decision-making on matters within the BOD's authority.

4. Related Party Transactions

The Company has fully complied with all legal regulations and the Company Charter related to the approval, management, and disclosure of information regarding transactions with related parties. Transactions are reviewed objectively, transparently, and closely monitored to prevent conflicts of interest.

5. Financial Management and Remuneration of the Board of Directors

The preparation and disclosure of financial statements were carried out in accordance with accounting standards and legal requirements, fairly reflecting the financial position and operating results of the Company.

Remuneration and operating expenses of the BOD were implemented in compliance with regulations, ensuring transparency and disclosure. Detailed information has been presented in the audited financial statements for 2025.

III. Activities of the Independent Member of the Board of Directors

In my capacity as an Independent Member of the BOD, performing duties including assisting the BOD in human resources and remuneration matters; Supervising the activities of BOD members, the Executive Board, and management personnel; Providing independent and objective opinions on Company matters, I have fully discharged my rights and obligations in accordance with regulations, focusing on the following key areas:

- Attending all BOD meetings, thoroughly reviewing documents, and providing independent and objective opinions;
- Supervising the activities of the BOD, the Executive Board, and the management team;
- Providing input on human resources matters, salary policies, remuneration, and benefits. These policies were developed in alignment with business performance, ensuring competitiveness, fairness, and compliance with legal regulations, thereby contributing to attracting, retaining, and motivating key personnel of the Company;

- Providing critical and independent opinions on major decisions to ensure transparency, efficiency, and alignment with shareholders' benefits.

All opinions were provided prudently, objectively, and in the best benefits of the Company, contributing to enhancing corporate governance quality. As a result, governance and management activities were implemented in line with strategic orientation, ensuring transparency, compliance, and effectiveness, while also helping to prevent risks and conflicts of interest.

IV. Recommendations

In order to improve business performance, I propose:

- Continuing to improve human resources and remuneration policies in alignment with performance and best governance practices;

- Strengthening supervision over the activities of the Executive Board and management team;

- Enhancing the role of independent BOD members in providing critical review, evaluation, and advisory on key matters of the Company.

The above is the evaluation report of Mr Bui Van Hoan, Independent Member of the Board of Directors on the performance of the Board of Directors of Dabaco Group for the year 2025.

Sincerely./.

Recipients:
- Shareholders;
- BODs' member;
- General Management Board;
- Board of supervisors;
- Filed BOD Office..

INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS

Bui Van Hoan

DABACO GROUP

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Bac Ninh, April 2nd, 2026

ASSESSMENT REPORT OF INDEPENDENT BODs' MEMBER ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025
(Mr. Hoang Nguyen Hoc)

To: General Meeting of Shareholders

Pursuant to the prevailing Law on Enterprises; the Charter on Organization and Operation of Dabaco Group (the "Company"); the Regulations on the Operation of the Board of Directors (the "BOD"); the Corporate Governance Regulations; and other relevant legal provisions, I, in my capacity as an Independent Member of the BOD, hereby present my assessment of the BOD's performance in 2025 as follows:

Reporting Person: Hoang Nguyen Hoc, Independent Member of the Board of Directors of Dabaco Group.

1. Performance of the Board of Directors:

- In 2025, the BOD convened numerous regular and ad hoc meetings, issued various resolutions within its authority to implement investment projects and oversee business and production operations.

The BOD's resolutions focused on addressing major matters, including: capital contributions for the establishment of new companies; acquisition of business facilities for the development of new farms, decisions on new investment projects, implementation of ongoing investment projects, approval of credit limits, and provision of support and solutions to address difficulties faced by certain subsidiaries …

- Members of the BOD fully attended meetings and actively contributed opinions with a high sense of responsibility. Each member leveraged their expertise and experience to provide valuable input during meetings.

The Chairman of the BOD operated the Board in accordance with the Company's Charter, maintained quarterly meeting schedules, and convened extraordinary meetings to address urgent matters as they arose.

- Responsibilities were clearly assigned to each BOD member, ensuring effective oversight of the Chief Executive Officer and the executive management team.

The Chairman of the BOD directly participated in monthly briefing meetings with the Board of Management and affiliated units to provide direction and closely supervise business and production operations.

2. Remarks and Evaluation:

- The activities of the Board of Directors in 2025 were conducted in full compliance with applicable laws and the Charter of Dabaco Group. The BOD's resolutions were issued in a timely and effective manner, with clear focus and priorities, meeting the practical requirements of the Company's management in alignment with the objectives set forth by the General Meeting of Shareholders.

- The BOD effectively fulfilled its roles in direction, governance, and comprehensive supervision of business and production activities, promptly identifying and addressing arising issues.

As a result, in 2025, the Company exceeded its business and production targets as approved by the General Meeting of Shareholders and implemented its investment projects in accordance with the planned schedule.

The above is the evaluation report of the Independent Member of the Board of Directors on the performance of the Board of Directors of Dabaco Group for the year 2025.

Sincerely./.

Recipients:
- Shareholders;
- BODs' member;
- General Management Board;
- Board of supervisors;
- Achrived BOD Office.

INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS



Hoang Nguyen Hoc

DABACO GROUP

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Bac Ninh, April 2nd, 2026

ASSESSMENT REPORT OF INDEPENDENT BODs' MEMBER ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025 (Mrs. Tran Phuong Lan)

To: General Meeting of Shareholders

Pursuant to the prevailing Law on Enterprises; the Charter on Organization and Operation of Dabaco Group (the "Company"); the Regulations on the Operation of the Board of Directors (the "BOD and other relevant legal provisions, I, in my capacity as an Independent Member of the BOD, hereby present my assessment of the BOD's performance in 2025 as follows:

1. General information

- Name: Tran Phuong Lan
- Position: Independent Member of the Board of Director – Dabaco Group
- Term of office: 5 years term (2025-2030)
- Professional qualification: Doctor of Philosophy

Other positions (if any): Vice President, DXCon Digital Transformation and Experience Management Consulting Joint Stock Company.

2. Roles and Responsibilities

From April 19th, 2025, as an Independent Member of the Board of Directors of Dabaco Group, I was assigned the following roles::

- In charge of training and development activities;
- Assisting the Board of Directors in international cooperation and financial activities;
- Supervising the activities of BOD members, the Executive Board, and management personnel;
- Providing independent and objective opinions on matters of the Group.

3. Activities in 2025

3.1. Attendance at Meetings

- Total number of BOD meetings in 2025: 11

- Number of meetings attended: 8

- Number of committee meetings (if any): 0

General assessment:

- Actively participated in meetings, reviewed documents in advance, and provided opinions during discussions

- Proactively contributed ideas and critical.

3.2. Contributions to the Board of Directors' Activities in 2025

During the year, I participated in training, appraisal, critical review, and provided independent recommendations regarding financial regulations and key investment projects of Dabaco Group, as follows:

3.2.1. Training Activities

In 2025, in coordination with the Executive Board, a training program was organized for 55 executives of the Group and its subsidiaries. The training covered the following topics:

- Overview of Vietnam's economic outlook in 2025 and the impact of U.S. tariff policies on Vietnamese enterprises.
- Leadership skills and practices
- Practical human resource management
- Sales and Marketing skills
- Financial data-driven decision-making
- Application of AI in corporate governance and management

The training program was well received and positively evaluated by members of the Executive Board and participants, meeting the expected objectives.

3.2.2 Contributions to Complete the Group's Regulations

Participated in providing comments and suggestions for adjustments to several clauses in the Group's Financial Management Regulations..

3.2.3 Providing Independent Opinions on Several Investment Projects

- Acquisition of equity stakes in livestock farms (poultry and swine):

Key roles and contributions:

(i) Strategic appraisal (Strategic fit)

Evaluated the alignment of such transactions with the Group's 3F strategy (Feed – Farm – Food).

(ii) Critical review of financial efficiency:

Requested the Executive Board to clarify the purchase price in comparison with market benchmarks

(iii) Operational risk control

Emphasize risk factors:

- Disease outbreaks (African Swine Fever (ASF), avian influenza)
- Breeding stock quality and actual productivity

- Port/Logistics projects:

Assessed strategic rationale; provided critical views on the role of port projects within the value chain; and reviewed the proposed capital structure and funding sources.

- Real estate projects: Provided independent views on appropriateness, including:

- Clarifying the objectives of the Group's participation in real estate projects and assessing associated risks, particularly their potential impact on resources allocated to core business activities.
- Clarify project's legal risk.

4. General Evaluation

4.1. Performance of the Board of Directors

BOD meetings were conducted in accordance with best practices. Strategic decisions were discussed in meetings in a transparent manner, ensuring that all members had the opportunity to express their views.

4.2. Executive Board

The management team demonstrates strong execution capabilities, closely follows the business plan, and adopts flexible solutions in response to market developments.

5. Recommendations

From the perspective of an Independent Member of the Board of Directors, I propose the following:

5.1. Regarding strategy

For M&A activities or new investments in livestock farms, priority should be given to farms that:

- Can be rapidly integrated into the existing value chain
- Are located in proximity to feed mills and slaughtering facilities to optimize logistics

5.2. Risk management

More detailed information should be provided regarding the payback period of each investment project, along with scenario analyses for different types of projects.

5.3. Corporate Governance

Further strengthen the application of information technology and digitalization in providing information and documentation to facilitate timely and effective review and contributions by BOD members.

6. Statement of Independence

I hereby confirm that in 2026, I have no related interests that would affect to independence and performed my duties:

- Honest
- Prudent
- For the best benefits of the Company and its shareholders

The above is the evaluation report of Mrs Tran Phuong Lan, Independent Member of the Board of Directors on the performance of the Board of Directors of Dabaco Group for the year 2025.

Sincerely./.

Recipients:
- Shareholders;
- BOD member;
- General Management Board;
- Supervisory Board;
- Achrived BOD Office..

INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS



Tran Phuong Lan

DABACO GROUP
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SOCIALIST REPUCLIC OF VIETNAM
Independence – Freedom - Happiness
==========

Bac Ninh, April 2nd 2026

REPORT OF THE BOARD OF SUPERVISORS

To: Annual General Meeting

On behalf of the Board of Supervisors, I would like to present to the Shareholders the results of the activities of the Board of Supervisors and its members as follows::

I. ACTIVITIES OF THE COMPANY, THE BOARD OF DIRECTORS, THE EXECUTIVE BOARD AND OTHER MANAGEMENT PERSONNEL:

1. Activities of the Board of Directors:

- In 2025, the Board of Directors (the "BOD") of Dabaco Group convened 11 meetings, along with monthly coordination meetings chaired by the Chairman of the BOD with the Executive Board, heads of functional departments, subsidiaries, and affiliated units. All BOD members attended fully and actively contributed opinions, demonstrating their experience and leadership capacity.

- The BOD issued 11 resolutions focusing on major matters, including:

Election of positions within the BOD for the 2025–2030 term and assignment of responsibilities to each member; approval of the establishment of subsidiaries and certain new projects; assessment of quarterly business performance; borrowing plans; and other significant matters within its authority.

- The BOD effectively fulfilled its role in strategic orientation, management, and comprehensive supervision of the Company's production, business, and investment activities; promptly introduced effective measures and decisively directed implementation to ensure the achievement of plans and tasks approved by the Annual General Meeting . The implementation of BOD resolutions was carried out seriously and effectively.

2. Activities of the Executive Board and Other Management Personnel:

- The Executive Board managed and operated production and business activities in line with objectives approved by the Annual General Meeting and the BOD, ensuring compliance with legal regulations and the Company's internal rules. Members of the Executive Board were assigned responsibility for specific business areas, directing and controlling all operations of their respective units. Under the direction of the Executive Board, other management personnel also implemented activities in accordance with the production and business objectives set by the BOD.

3. Transactions between the Company and Insiders and Related Parties:

- Transactions between the Company and its subsidiaries and affiliates complied with regulations on approval authority and information disclosure as prescribed by law..

- Transactions between the Company, its subsidiaries, and entities in which the Company holds more than 50% of charter capital with BOD members, the Chief Executive Officer (Director), other executives, and their related persons; as well as transactions between the Company and entities where such individuals were founders or held management positions within the three years preceding the transaction, were conducted in compliance with legal requirements, properly approved, and fully disclosed in accordance with regulations

4. Assessment of the Implementation of the 2025 Bussiness Plan and Financial Indicators:

The board of supervisors reviewed periodic financial reports of the Company's management and confirmed that the 2025 financial statements were fairly, fully, and reasonably presented in compliance with applicable laws, ensuring transparency of financial information..

Key financial indicators for 2025 are as follows::

- Consolidated revenue: VND 24,017 billion (including internal transactions), achieving 83.5% of the plan (of which net revenue was VND 14,897 billion);
- Consolidated profit after tax: VND 1,506.8 billion, achieving 150% of the plan;
- Earnings per share (EPS): VND 3,915 per share;
- Total assets: VND 15,976.7 billion, up 13.1% compared to 2024;
- Total liabilities: VND 7,355.5 billion, down 7.5% compared to 2024;
- Equity (excluding non-controlling interests): VND 8,068 billion, up 19.3% compared to 2024;
- Overall solvency ratio: 2.02 times, up 5.2% compared to 2024;
- Current ratio: 1.421 times, up 16.5% compared to 2024;
- Quick ratio: 0.465 times, up 28.7% compared to 2024;
- Return on Assets (ROA): 10.01%, up 76.5% compared to 2024;
- Return on Equity (ROE): 20.32%, up 51% compared to 2024.

5. Implementation of Investment and Construction Projects:

- In 2025, the Group continued implementing approved projects, including: Dabaco Soybean Oil Extraction and Refining Plant; pig farming complexes in Quang Ninh; high-quality pig breeding and commercial farming complex in Ngoc Lac, Thanh Hoa; Nutreco Ha Tinh premium animal feed Mill, etc.
- The Group also accelerated progress of several approved or proposed projects, including: H2 Road under the BT model; Ha Tinh Animal Feed Mill; Dabaco Ly Thai To Commercial Center, Office, and High-end Apartment Complex project, etc.,...

6. Fulfillment of Financial Obligations and Balance of Interests between Employees and Shareholders

- The Company fully implemented policies to ensure and improve income, stable employment, and welfare benefits for employees.
- The Company fulfilled all obligations to the State budget in accordance with legal regulations.
- For shareholders:

+ Funds were appropriated and retained earnings utilized in accordance with Resolution No. 01/2025/NQ-ĐHĐCĐ dated April 19, 2025. During the year, the Company paid dividends for 2024 in shares at a rate of 15% in accordance with Decision No. 305/QĐ-HĐQT dated July 15, 2025, and completed procedures to increase charter capital under the 25th amendment of the Enterprise Registration Certificate dated August 14, 2025.

+ Information disclosure was strictly implemented in accordance with legal regulations

+ Full information on the Company's production and business activities was published on its website, facilitating timely access for shareholders and investors.

II. ACTIVITIES OF THE BOARD OF SUPERVISORS AND ITS MEMBERS:

- The board of supervisors completed its 2025 operational plan approved by the Annual Annual General Meeting . Members fully complied with legal regulations and the Company's Charter. The board of supervisors held 03 meetings during 2025 to evaluate its performance, that of each member, and the Company's management and business operations. Minutes were properly prepared for all meetings, recording discussions and conclusions.

- During the year, the board of supervisors strictly performed its supervisory duties over the Company's production, business, and financial activities; monitored the implementation of resolutions approved at the 2025 Annual Annual General Meeting ; and ensured compliance with BOD resolutions, as well as the Company's internal regulations and policies..

- Coordinated with the BOD to select Ernst & Young Vietnam Limited as the independent auditor for the 2025 financial statements.

- Reviewed and appraised quarterly, semi-annual, and annual financial statements.

- Total remuneration, operating expenses, and other benefits of board of supervisors members in 2025 amounted to VND 1,331,245,000, detailed as follows:

No	Full name	Position	Total (Dong)
1	Ho Sy Quy	Head of Board	585,000,000
2	Nguyen Thi Bich	Member	571,245,000
3	Nguyen Thanh Ha (member of the board of supervisors until April 19, 2025)	Member	0
4	Nguyen Thi Mai Huong (member of the board of supervisors from April 19, 2025	Member	175,000,000

III. COORDINATION BETWEEN THE BOARD OF SUPERVISORS, THE BOARD OF DIRECTORS, AND THE EXECUTIVE BOARD:

- The Board of Directors of Dabaco Group provided the board of supervisors with resolutions and decisions in a timely and complete manner. The Executive Board created favorable conditions for the board of supervisors to access information and documents related to the Company's production and business activities upon request.

- The board of supervisors effectively coordinated with the Company's internal inspection teams in conducting inspection and supervision activities at member units.

- The board of supervisors was invited to attend and provide opinions at all meetings of the Board of Directors, the Executive Board, and monthly coordination meetings with member units.

IV. PLAN FOR 2026

- The board of supervisors will continue to perform its supervisory duties in accordance with its functions and responsibilities as prescribed by law and the Company's Charter.

- The board of supervisors will maintain and strengthen periodic supervision in accordance with the Company's Charter and the Operating Regulations of the board of supervisors, ensuring that all Company activities comply with legal regulations and safeguard the interests of shareholders.

The above constitutes the Report on the activities of the board of supervisors of Dabaco Group. Respectfully submitted to the Annual General Meeting for consideration and approval../.

Recipients:
- Company shareholders;
- Board of Directors;
- Board of supervisors members;
- Board of supervisors archives.

ON BEHALF OF BOARD OF SUPERVISORS
Head of Board

M.S.D.N: 2300105795 C.T.C.P
CÔNG TY CỔ PHẦN TẬP ĐOÀN DABACO VIỆT NAM
P. VÕ CƯỜNG - T. BẮC NINH

HO SY QUY

DABACO GROUP
BOARD OF DIRECTORS

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

No: 01/TTr-HĐQT

Bac Ninh, April 02nd, 2026

REPORT SUBMISSION
2026 ANNUAL GENERAL MEETING
(Re: Approval of the audited financial statements for 2025)

To: **Valued Shareholders**

- Pursuant to the Law on Enterprise 2020 and the Amending and Supplementing Law in 2025;

- Pursuant to the Charter of Organization and Operation of DABACO Group;

- Pursuant to the audited Financial Statements of 2025,

The Board of Directors respectfully submits to the Annual General Meeting for approval of the Financial Statements of 2025 (including the Separate Financial Statements and the Consolidated Financial Statements audited by Ernst & Young Vietnam Ltd..

The audited Financial Statements of 2025 are printed in the Annual Report of 2025 and fully disclosed on the electronic information portal of the Ho Chi Minh Stock Exchange and the company's website www.dabaco.com.vn.

Respectfully submits to the Annual General Meeting for consideration and approval./.

Recipients:
- Shareholders;
- Board of Directors members;
- Board of Supervisors;
- Achieved Board of Directors Office.

ON BEHALF OF BOARD OF DIRECTORS
Chairman

M.S.D.N: 2300105790 C.T.C.P
CÔNG TY CỔ PHẦN TẬP ĐOÀN DABACO VIỆT NAM
P. VÕ CƯỜNG - T. BẮC NINH

Nguyen Nhu So

DABACO GROUP
BOARD OF DIRECTORS

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

No: 02/TTr-HĐQT

Bac Ninh, April 02nd, 2026

REPORT SUBMISSION
2026 ANNUAL GENERAL MEETING
(Re: Fund Appropriation and use of undistributed profit after tax)

To: **Valued Shareholders**

- Pursuant to the Law on Enterprises 2020 and the Amending and Supplementing Law in 2025;

- Pursuant to the Charter of Organization and Operation of DABACO Group;

- Pursuant to the actual siatuation and business results in 2025,

The Board of Directors respectfully submits to the Annual General Meeting for approval of the contents related to the fund appropriation and use of undistributed profit after tax in 2025 and the expected year 2026, as follows:

1. Approval of the Fund Appropriation and use of undistributed profit after tax in 2025:

The Board of Directors submits to valued Shareholders for approval of the Fund Appropriation plan and use of undistributed profit after tax in 2025 as follows:

- Total profit to be distributed is: 1,506,767,998,626 VND (In words: One trillion five hundred and six billion, seven hundred sixty-seven million, nine hundred ninety-eight thousand and six hundred twenty-six VND), of which:

✓ Pay dividends in 2025 (rate 15%) (*)	577,300,000,500 VND
✓ Remuneration for the board of directors and Board of Supervisors in 2026:	7,520,000,000 VND
✓ Remaining profits distributed to Funds:	921,947,998,126 VND

In:

• *Appropriate the Bonus Fund, Welfare Fund*	*88,000,000,000 VND*
In Which:	
+ Bonus Fund:	*44,000,000,000 VND*
+ Welfare fund:	*44,000,000,000 VND*
• *Appropriate the Development Investment Fund*	*833,947,998,126 VND*

(*) The difference due to the rounding down principle for odd shares in the plan to issue shares to pay dividends in 2025 will be transferred to the development investment fund.

2. Approval of the remuneration level of the Board of Directors, the Board of Supervisors, and the Secretary of the Board of Directors in 2025:

The Board of Directors submits to valued Shareholders for approval that the total remuneration of members of the Board of Directors, members of the Board of Supervisors, and the Secretary of the Board of Directors in 2026 does not exceed 1.5% of the total undistributed profit after tax on the Company's Consolidated Financial Statements in 2026.

Authorize the Chairman of the Board to decide on the form and speific level of payment for each member.

Respectfully submits to the valued Shareholders for consideration and approval./.

Recipients:

- Shareholders;
- Board of Directors members;
- Board of Supervisors;
- Achieved Board of Directors Office.

ON BEHALF OF BOARD OF DIRECTORS
Chairman



Nguyen Nhu So

DABACO GROUP
BOARD OF DIRECTORS

SOCIALIST REPUBLIC OF VIETNAM
Độc lập – Tự do - Hạnh Phúc

No: 03/TTr-HĐQT

Bac Ninh, April 02nd, 2026

REPORT SUBMISSION
2025 ANNUAL GENERAL MEETING
(Re: Approval of the plan to issue shares to pay dividends in 2024)

To: **Valued Shareholders**

- Pursuant to the law on enterprise 2020 and the Amending and Supplementing Law in 2025;

- Pursuant to the Law on Securities 2019, the Amended Law in 2024, and the Decrees guiding the implementation of the Law on Securities;

- Pursuant to the Charter of Organization and Operation of DABACO Group;

- Pursuant to the actual situation and business production results in 2025,

The Board of Directors respectfully submits to the General Meeting of Shareholders the following dividend payment plan for 2025:

1. Dividend rate: 15% of the par value of shares

2. Payment method: 3% in cash and 12% in shares, specifically:

2.1. Payment in cash: 3% of the par value of shares (each share receives 300 VND).

2.2. Payment in shares: 12% of the par value of shares, according to the following plan:

- Share name: Shares of Dabaco Group
- Share code: DBC
- Type of share issued: Ordinary shares
- Par value of shares: 10,000 VND/share
- Method of issuing shares: Issuing shares to pay dividends for the fiscal year ending December 31st, 2025.
- Number of outstanding shares: 384,866,667 shares
- Number of treasury shares: 0 shares

Number of shares expected to be issued to pay dividends: 46,184,000 shares (The actual number of shares issued may be smaller than the number of shares expected to be issued proportionally due to the implementation of the principle of rounding down and canceling the number of shares in decimal places)

- Total expected value of issuance at par value: VND 461,840,000,000
- Issuance ratio (number of shares expected to be issued/number of shares in circulation): 12%
- Issuance subjects: existing shareholders whose names are on the list of shareholders on the last registration date to close the list of shareholders to conduct the right to pay dividends in shares ("Last registration date to receive dividends") issued by the Vietnam Securities Depository and Clearing Corporation (VSDC) according to regulations.
- Ratio of rights: 100:12 (shareholders owning 01 share on the deadline registration to receive dividends will receive 01 right and for every 100 rights will receive dividends equal to 12 shares)

- Capital source to issue shares to pay dividends: Undistributed profit after tax on the audited consolidated financial statements for 2025.

- Rounding principle and plan for handling fractional shares: The number of shares each shareholder receives will be rounded down to the nearest unit, the number of fractional shares (if any) will be canceled.

- Example: On the last registration date to receive dividends, shareholder Nguyen Van A owns 22 shares. The number of shares dividends that Mr. Nguyen Van A receives is calculated according to the ratio of shares issued to pay dividends, which is 22 x 12% = 2.6 shares. After rounding, the number of shares that Mr. Nguyen Van A receives is 2 shares and the odd 0.6 shares will be removed.

- Expected issuance time: Authorize the Board of Directors to decide the specific time.

- Transfer restrictions: No transfer restrictions shall apply to shares issued for dividend payment. Shares that are subject to transfer restrictions shall still be entitled to receive shares from this issuance. Treasury shares (if any) shall not be entitled to exercise rights. The right to receive shares issued for dividend payment shall not be transferable.

- Distribution method: Shares are distributed directly to existing shareholders whose names are on the list of shareholders on the deadline registration to receive dividends.

- Change/adjust the Business Registration Certificate and the Company Charter: Approve the change of charter capital; amend and supplement the Company Charter and the Business Registration Certificate after the completion of the issuance process.

- Register for depository and additional listing: Approve the registration for depository and additional listing of securities for the entire number of shares issued after the end of the issuance in accordance with current regulations.

- Authorization: The Annual General Meeting unanimously authorizes the Board of Directors to decide on all matters related to the implementation of the plan to issue shares to pay dividends, including but not limited to the following tasks:

+ Select the issuance time; Develop and complete the application for permission to issue shares to pay dividends to send to the competent State agency. In case the competent State agency requests to amend or supplement the dossier, the Board of Directors has the right to decide to amend or supplement according to the recommendations/suggestions/instructions of the competent State agencies.

+ Carry out tasks related to the issuance of shares to pay dividends:

- Finalize the date of granted rights and key timelines related to the implementation of the plan to issue shares to pay dividends;
- Carry out the registration of changes in charter capital corresponding to the Certificate of Business Registration, Company Charter;
- Decide and organize the implementation of other necessary procedures to complete the issuance, register for additional depository and register for additional listing of all newly issued shares;
- Decide on all other related issues during the implementation of the issuance of shares to pay dividends to ensure the successful issuance.

+ The Board of Directors is authorized to the Chairman of the Board of Directors or the General Director to perform one or more specific above-mentioned tasks.

Respectfully submits to the Annual General Meeting for consideration and approval./.

Recipients:

- Shareholders;
- Board of Directors members;
- Board of Supervisors;
- Achieved Board of Directors Office.

ON BEHALF OF BOARD OF DIRECTORS
Chairman



Nguyen Nhu So

DABACO GROUP
BOARD OF DIRECTORS

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No.: 04/TTr-HĐQT

Bac Ninh, April 2, 2026

REPORT SUBMISSION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
(Regarding: Amendments and supplementations to the Charter and Operating Regulations)

To: **The General Meeting of Shareholders**

- Based on the Enterprise Law of 2020 and the its amendment and supplementing in 2025;

- Pursuant to the Law on Securities 2019, the Amended Law in 2024, and the Decrees guiding the implementation of the Law on Securities;

- Based on the Charter of Organization and Operation of DABACO GROUP;

- Based on the company's actual production and business operations,

The Board of Directors submits to the General Meeting of Shareholders for consideration and approval the amendments and supplementations to the Charter of Organization and Operation, the Internal Regulations on Corporate Governance, and the Regulations on the Operation of the Board of Directors of Dabaco group, as follows:

1. Approval of amendments and supplementations to the Company's Charter of Organization and Operation :

To ensure compliance with legal regulations and the company's operational practices, the Board of Directors submits to the General Meeting of Shareholders for approval the amendment and supplementation of certain articles of the Company's Charter (*as attached in the appendix*). The Board of Directors is responsible for updating the amended and supplemented articles and promulgating the Charter. If approved by the General Meeting of Shareholders at the annual meeting on April 25, 2026, the amended Charter will take effect from April 25, 2026 and replace the current Charter.

2. Approval of amendments and supplementations to the internal regulations on corporate governance:

To ensure compliance with legal regulations and the amended Company Charter, the Board of Directors submits to the General Meeting of Shareholders for approval the amendment and supplementation of several articles of the Internal Regulations on Corporate Governance (*as attached in the appendix*). The Board of Directors is responsible for updating the amended and supplemented regulations and issuing the Regulations. If approved by the General Meeting of Shareholders at the annual meeting on April 25, 2026, the amended Regulations will take effect from April 25, 2026, and replace the current Regulations.

3. Approval of amendments to the Board of Directors' Rules of Operation:

To ensure compliance with legal regulations and the amended Company Charter, the Board of Directors submits to the General Meeting of Shareholders for approval the amendment of certain articles of the Board of Directors' Operating Regulations (*as attached in the appendix*). The Board of Directors is responsible for updating the amended provisions and issuing the Regulations. If approved by the General Meeting of Shareholders at the annual meeting on April 25, 2026, the amended Regulations will take effect from April 25, 2026, and replace the current Regulations.

Respectfully submits to the Annual General Meeting for consideration and approval./.

Recipients:

- Shareholders;
- Board of Directors members;
- Board of Supervisors;
- Achieved Board of Directors Office.

ON BEHALF OF BOARD OF DIRECTORS
Chairman

M.S.D.N: 2300105790 - C.T.C.P
CÔNG TY CỔ PHẦN TẬP ĐOÀN DABACO VIỆT NAM
P. VÕ CƯỜNG T. BẮC NINH

Nguyen Nhu So

APPENDIX

AMENDMENTS AND SUPPLEMENTS TO THE CHARTER

(Note: The Appendix only underlines the contents that the current Charter and the amended and supplemented Charter have little difference for shareholders to easily follow. For contents with many differences, the Appendix will not be underlined)

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
1	Definition	**Article 1. Definition**	**Article 1. Explanation of terms**	
		1. In this Charter, the following terms shall be construed as follows: a. "Charter capital" means capital contributed by all shareholders and specified in Article 5 of this Charter. b. "Law on Enterprises" means the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020. c. "Date of establishment" means the date on which the Company is granted the Business Registration Certificate. d. "Managers" means the General Director, Deputy General Director, Chief Accountant, and other managerial positions in the Company approved by the Board of Directors. e. "Related persons" are individuals and organizations specified in Article 4.46 of the Securities Law No. 54/2019/QH14 approved by the National Assembly on November 26, 2019. f. "Operation duration" means the operation duration of the Company specified in Article 2 of this Charter. g. "Vietnam" means the Socialist Republic of Vietnam. 2. In these Regulations, references to one or more other regulations or documents shall include amendments or documents that replace them. 3. The headings (chapters and articles of this Charter) are used for the convenience of understanding the contents and do not affect the contents of this Charter; 4. Words or terms that have been defined in the Enterprise Law (if not in conflict with the subject or context) shall	1. In this Charter, the following terms shall be construed as follows: a) *Charter capital* is the total par value of shares sold or registered for purchase upon establishment of a joint-stock company and as prescribed in Article 6 of this Charter; b) *Voting capital* is share capital, whereby the owner has the right to vote on matters falling under the decision-making competence of the General Meeting of Shareholders; c) *The Law on Enterprises* is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and the Law amended and supplemented in 2025; d) The *Law on Securities* is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; dd) *Vietnam* is the Socialist Republic of Vietnam; e) *The date of establishment* is the date on which the Company is granted the Enterprise Registration Certificate (Business Registration Certificate and equivalent papers) for the first time; g) *Executives* of enterprises are general directors, deputy general directors, chief accountants and other executives as prescribed in the company's charter; h) *The enterprise manager* is the manager of the company, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director and individuals holding other managerial positions as prescribed	Refer to the template Charter promulgated together with Circular No. 116/2020

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		have the same meanings in this Charter.	in the company's charter; i) *Related* persons being individuals and organizations specified in Clause 46, Article 4 of the Law on Securities; k) *Shareholder* means an individual or organization that owns at least one share of a joint-stock company; l) *Founding shareholder* means a shareholder who owns at least one ordinary share and signs on the list of founding shareholders of a joint-stock company; m) *Major shareholder* means a shareholder specified in Clause 18, Article 4 of the Law on Securities; n) *Operation duration* is the operation period of the Company specified in Article 2 of this Charter and the extension period (if any) approved by the General Meeting of Shareholders of the Company; o) *The Stock Exchange* means the Vietnam Stock Exchange and its subsidiaries. 2. In this Charter, references to one or several other regulations or documents include amendments, supplements or substitute documents. 3. The headings (Sections and Articles of this Charter) are used to facilitate the understanding of the contents and do not affect the contents of this Charter. 4. Words or terms that have been defined in the Enterprise Law (if they do not contradict the subject or context) shall have the same meanings in this Charter.	
2	Name, form, head office, branch, representative office and duration of operation of the company	**Chapter II. Name, form, head office, branch, representative office and duration of operation of the company** **Article 2. Name, form, head office, branch, representative office and duration of operation of the company**	**Chapter II. Name, form, head office, branch, representative office, <u>business location, duration of operation and legal representative</u> of the company** **Article 2. Name, form, head office, branch, representative office, <u>business location</u> and duration of operation of the company** **Article 3. Legal representative of the Company**	
		1. Company Name - Vietnamese name: CÔNG TY CỔ PHẦN TẬP ĐOÀN DABACO VIỆT NAM	Article 2. Name, form, head office, branch, representative office, <u>business location</u> and duration of operation of the Company	Refer to the template Charter promulgated

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		- English name: DABACO GROUP - Transaction name: DABACO 2. A company is a joint-stock company with legal person status in accordance with the current law of Vietnam. 3. The registered office of the Company is: - Address: No. 35, Ly Thai To Street, Vo Cuong Ward, Bac Ninh Province - Phone: (84-0222) 3895111 - Fax: (84-0222) 3821377 - E-mail: contact@dabaco.vn Website: www.dabaco.com.vn/www.dabaco.vn Article 3. Legal representative of the Company The Company has two (02) legal representatives, including: a. Chairman of the Board of Directors, and; b. General Director. Powers and obligations of the legal representative: The legal representative competence of each legal representative of the Company is specified by the Board of Directors through the Resolution of the Board of Directors. The Company may establish branches and representative offices in the business area to implement the Company's operational objectives in accordance with the resolution of the Board of Directors and to the extent permitted by law. Except for the termination of operation in accordance with Articles 47 and 48 of this Charter, the term of operation of the Company shall commence from the date of incorporation and shall be indefinite.	1. Company Name - Company name written in Vietnamese: CÔNG TY CỔ PHẦN TẬP ĐOÀN DABACO VIỆT NAM - Company name written in English: DABACO GROUP - Abbreviated Company Name: DABACO 2. A company is a joint-stock company with legal person status in accordance with the current law of Vietnam. 3. The registered office of the Company is: - Head office address: No. 35 Ly Thai To Street, Vo Cuong Ward, Bac Ninh Province - Phone: (84-0222) 3895111 - E-mail: contact@dabaco.vn - Website: www.dabaco.com.vn/www.dabaco.vn 4. The Company may establish branches and representative offices in the business areas to implement the Company's operational objectives in accordance with the decisions of the Board of Directors and to the extent permitted by law. 5. Except for the termination of operation under Article 55 of this Charter, the term of operation of the Company is indefinitely from the date of establishment. **Article 3. Legal representative of the Company** 1. The company has two (02) legal representatives, including: a. Chairman of the Board of Directors, and; b. General Director. 2. Powers and obligations of the legal representative: The legal representative competence of each legal representative of the Company shall be specified by the Board of Directors through the Resolution of the Board of Directors.	together with Circular No. 116/2020
3	Business Scope and Activities of the Company	**Article 4**	**Article 5.**	
		1. The Company is authorized to plan and conduct all business activities in accordance with the provisions of the Business Registration Certificate and this Charter in accordance with the provisions of applicable laws and take	Companies permitted to conduct business activities in the business lines specified in this Charter have registered, notified changes in registration contents with the business registration authority and announced on the National	Refer to the template Charter promulgated together with

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		appropriate measures to achieve the Company's objectives. 2. The company may conduct business activities in other fields in accordance with the provisions of law.	Enterprise Registration Portal. In case the company is engaged in conditional business lines, the company must fully meet the business conditions in accordance with the provisions of the Law on Investment and relevant specialized laws.	Circular No. 116/2020
4	Charter capital, shares	**Article 5**	**Article 6**	
		1. The Company's charter capital at the time of adoption of this Charter is VND 3,848,666,670,000 (Three thousand, eight hundred and forty-eight billion, six hundred and sixty-six million, six hundred and seventy thousand VND). The total charter capital of the Company is divided into 384,866,667 shares with a par value of VND 10,000. 3. The Company's shares on the date of adoption of this Charter include ordinary shares. The rights and obligations attached to ordinary shares are specified in Articles 11 and 12 of this Charter. 6. A company may purchase shares issued by the company itself (including refundable preference shares) in the ways specified in this Charter and current laws. Ordinary shares acquired by the Company are treasury shares and the Board of Directors may offer them for sale in ways consistent with the provisions of this Charter and the Securities Law and relevant guiding documents. 7. The company may issue other types of securities when it is unanimously approved in writing by the General Meeting of Shareholders and in accordance with the provisions of the law on securities and securities market.	1. The charter capital of the Company is 3,848,666,670,000 VND (Three thousand, eight hundred and forty-eight billion, six hundred and sixty-six million, six hundred and seventy thousand VND). The total charter capital of the Company is divided into 384,866,667 shares with a par value of 10,000 VND/share. 3. The Company's shares on the date of adoption of this Charter include ordinary shares and preferred shares (if any). The rights and obligations of shareholders holding each type of shares are specified in Articles 12 and 13 of this Charter. 6. A company may purchase shares issued by itself in the ways specified in this Charter and current laws. 7. The company may issue securities in accordance with the provisions of law.	Refer to the template Charter promulgated together with Circular No. 116/2020
5	Transfer of shares	**Clause 1 Article 8**	**Clause 1 Article 9**	
		1. All shares are freely transferable unless otherwise provided for by this Charter and law. Stocks listed and registered for trading on the Stock Exchange will be transferred in accordance with the provisions of the law on securities and the securities market.	1. All shares are freely transferable unless otherwise provided for by this Charter and law. Stocks listed and registered for trading on the Stock Exchange shall be transferred in accordance with the provisions of the law on securities and securities market.	Refer to the template Charter promulgated together with Circular No. 116/2020

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
6	Share Recovery	**Clause 5 Article 9**	**Clause 5 Article 10**	
		5. Shareholders holding the withdrawn shares shall have to relinquish their shareholder status in respect of those shares, but shall still have to pay all relevant amounts plus proportional interest (not exceeding 15% per annum) at the time of recovery under the decision of the Board of Directors from the date of recovery to the date of payment. The Board of Directors has the sole right to decide on the coercive payment of the entire value of shares at the time of recovery or may exempt or reduce the payment of part or all of such amount.	5. Shareholders holding the withdrawn shares must relinquish their shareholder status for those shares, but must still be responsible for the total par value of the shares registered for purchase for the Company's financial obligations arising at the time of recovery under the decision of the Board of Directors from the date of recovery to the date of implementation payment. The Board of Directors has the sole right to decide on the coercive payment of the entire value of shares at the time of recovery.	Refer to the template Charter promulgated together with Circular No. 116/2020
7	Management organizational structure	**Chapter V, Article 10**	**Chapter V, Article 11**	
		CHAPTER V. ORGANIZATIONAL STRUCTURE, MANAGEMENT AND CONTROL Article 10. Management organizational structure The organizational structure of the Company includes: a. The General Meeting of Shareholders; b. Board of Directors; c/ The General Director; d. The Control Board.	CHAPTER V. ORGANIZATIONAL STRUCTURE, GOVERNANCE AND CONTROL Article 11. Organizational structure, governance, and control The organizational structure of management, administration and control of the Company includes: 1. The General Meeting of Shareholders; 2. The Board of Directors; 3. The Control Board; 4. General Director.	Refer to the template Charter promulgated together with Circular No. 116/2020
8	Shareholders' rights	**Clause 3 Article 11**	**Clause 3 Article 12**	
		3. Shareholders or a group of shareholders holding 5% or more of the total number of ordinary shares shall have the right to nominate candidates to the Board of Directors and the Supervisory Board in accordance with the relevant provisions of Articles 24 and 34 of the Company's Charter.	3. Shareholders or a group of shareholders holding 5% or more of the total number of ordinary shares shall have the right to nominate candidates to the Board of Directors and the Supervisory Board in accordance with the relevant provisions of Articles 25 and 37 of the Company's Charter.	Update the article references to ensure consistency with the Company's Charter.
9	General Meeting of Shareholders	**Clause 3c, Clause 4a, 4b, 4c Article 13**	**Clause 3c, Clause 4a, 4b, 4c Article 14**	
		3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases: c) Upon request of a shareholder or a group of shareholders as prescribed in Clause 2, Article 11 of the Company's Charter;	3.The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases: c) Upon request of a shareholder or a group of shareholders as prescribed in Clause 2, Article 12 of the Company's Charter;	Update the article references to ensure consistency with the Company's

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		4. Convening an extraordinary General Meeting of Shareholders: a) The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date on which the number of remaining members of the Board of Directors or the Supervisory Board falls below the level prescribed in Clause 3(b), Article 14, or from the date of receipt of a request as prescribed in Clauses 3(c) and 3(d), Article 14; b) In the event that the Board of Directors fails to convene the General Meeting of Shareholders as prescribed above, the Supervisory Board shall, within the next thirty (30) days, replace the Board of Directors in convening the General Meeting of Shareholders in accordance with Clause 3, Article 140 of the Law on Enterprises; c) In the event that the Supervisory Board fails to convene the General Meeting of Shareholders as prescribed in Clause 4(b), Article 14, within the following thirty (30) days, the requesting shareholder or group of shareholders as prescribed in Clause 3(c), Article 14 shall have the right, on behalf of the Company, to convene the General Meeting of Shareholders in accordance with the Law on Enterprises.	4. Convening an extraordinary General Meeting of Shareholders: a) The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date on which the number of remaining members of the Board of Directors or the Supervisory Board falls below the level prescribed in Clause 3(b) of this Article, or from the date of receipt of a request as prescribed in Clauses 3(c) and 3(d) of this Article; b) In the event that the Board of Directors fails to convene the General Meeting of Shareholders in accordance with Clause 4(a) of this Article, the Supervisory Board shall, within the next thirty (30) days, replace the Board of Directors in convening the General Meeting of Shareholders in accordance with Clause 3, Article 140 of the Law on Enterprises; c) In the event that the Supervisory Board fails to convene the General Meeting of Shareholders in accordance with Clause 4(b) of this Article, within the following thirty (30) days, the requesting shareholder or group of shareholders as prescribed in Clause 3(c) of this Article shall have the right, on behalf of the Company, to convene the General Meeting of Shareholders in accordance with the Law on Enterprises.	Charter.
10	Rights and obligations of the General Meeting of Shareholders	**Point s, Clause 2, Article 14**	**Point s, Clause 2, Article 15**	
		s) Approve the transactions specified in Clause 4, Article 293 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;	s) Approve the transactions specified in Clause 4, Article 293 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities and as amended and supplemented in the Government's Decree No. 245/2025/ND-CP dated September 11, 2025 as amended. supplementing a number of articles of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020;	Amending and supplementing to comply with the provisions of the Government's Decree No. 245/2025/ND-CP dated September 11, 2025 amending and supplementing a

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
				number of articles of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020
11	Convening meetings, meeting agendas and notice of invitation to the General Meeting of Shareholders	**Clause 1, Clause 3, Clause 4, Clause 5 Article 17**	**Clause 1, Clause 3, Clause 4, Clause 5 and supplement Point d Clause 2 Article 18**	
		1. The Board of Directors shall convene annual and extraordinary General Meetings of Shareholders. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the cases specified in Clause 3, Article 13 of the Company's Charter. 3. The convener of the General Meeting of Shareholders must send a notice of invitation to the meeting to all shareholders on the list of shareholders entitled to attend the meeting at least 21 days before the opening date, specifically as follows: a) The notice of invitation to the meeting must contain the name, address of the head office and enterprise code; name, contact address of shareholders, time and place of the meeting and other requirements for attendees (if any). b) The notice of invitation to the meeting shall be sent by means of ensuring that it reaches the contact address of the shareholders (including sending by one or more forms such as email, SMS, letter by post or other appropriate methods as prescribed by the company) and posted on the company's website. c) The notice of invitation to the meeting must be enclosed with the following documents: the meeting agenda, documents used in the meeting and the draft resolution for each issue on the meeting agenda; Voting slips. d) The sending of meeting documents together with the notice of invitation to the meeting specified in this Article may be replaced by posting them on the company's	1. The Board of Directors shall convene annual and extraordinary General Meetings of Shareholders. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the cases specified in Clause 3, Article 14 of the Company's Charter. 2.d) The draft resolution of the General Meeting of Shareholders according to the expected contents of the meeting; 3. The notice of invitation to the General Meeting of Shareholders shall be sent to all shareholders by means to ensure that the contact address of the shareholders is reached (including sending by one or more forms such as email, SMS, postal mail or other appropriate methods as prescribed by the company), and at the same time publish on the website of the Company and the State Securities Commission, the Stock Exchange where the Company's shares are listed or registered for trading. The convener of the General Meeting of Shareholders must send a notice of invitation to the meeting to all shareholders on the list of shareholders entitled to attend the meeting at least 21 days before the opening date of the meeting counting from the date on which the notice is duly sent or sent. The agenda of the General Meeting of Shareholders, documents related to the issues to be voted on at the General Meeting shall be sent to shareholders or/and posted on the Company's website. In case the documents are not enclosed with the notice of the General Meeting of Shareholders, the notice of	Refer to the template Charter promulgated together with Circular No. 116/2020 and Update the article references to ensure consistency with the Company's Charter.

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		website. In this case, the notice of invitation to the meeting must clearly state the place and method of downloading the documents. e) The notice of invitation to the meeting and enclosed documents will be published on the website of the company, the State Securities Commission and the Stock Exchange at the same time as sending the notice to shareholders. 4. Shareholders or a group of shareholders referred to in Clause 2, Article 11 of the Company's Charter shall have the right to propose… 5. The convener of the General Meeting of Shareholders has the right to reject proposals related to Clause 4 of Article 17 in the following cases: a) The petition is sent on time or insufficiently or with incorrect contents; b. At the time of petition, the shareholder or group of shareholders does not have at least 5% or more of ordinary shares; c/ The proposed issue does not fall within the scope of the competence of the General Meeting of Shareholders for discussion and approval.	invitation to the meeting must clearly state the link to all meeting documents for shareholders to access, including: a) The meeting agenda and documents used in the meeting; b) List and details of candidates in case of election of members of the Board of Directors or members of the Control Board; c) Voting slips; d) Draft resolutions on each issue on the meeting agenda. 4. Shareholders or a group of shareholders referred to in Clause 2, Article 12 of the Company's Charter shall have the right to propose… 5. The convener of the General Meeting of Shareholders has the right to reject proposals related to Clause 4 of this Article in the following cases: a) The petition is sent in contravention of the provisions of Clause 4 of this Article; b/ At the time of petition, the shareholder or group of shareholders fails to hold 5% or more of the ordinary shares as prescribed in Clause 2, Article 12 of this Charter; c/ Proposals not falling within the scope of decision-making competence of the General Meeting of Shareholders; d/ Other cases as prescribed by law and this Charter.	
12	Procedures for conducting meetings and voting at the General Meeting of Shareholders	**Article 19**	**Article 20**	
		1. On the day of the General Meeting of Shareholders, the Company must carry out the procedures for registering shareholders and must carry out the registration until the shareholders who have the right to attend the meeting are fully registered. 2. When registering shareholders, the Company will issue each shareholder or authorized representative with the right to vote a voting card, on which the registration number, full name of the shareholder, the full name of the authorized representative and the number of votes of such	1. Before the opening of the meeting, the Company must carry out the procedures for registering shareholders and must carry out the registration until the shareholders who are entitled to attend the meeting are fully registered in the following order: a) When registering shareholders, the Company shall grant each shareholder or authorized representative the right to vote a voting card, on which the registration number, full name of the shareholder, the full name of the authorized representative and the number of votes of such shareholder	Refer to the template Charter promulgated together with Circular No. 116/2020

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		shareholder are inscribed. When voting at the congress, the number of votes in favor of the resolution is collected first, the number of cards against the resolution is collected later, and finally the total number of votes for or against is counted to decide. The total number of votes for or against each issue or abstaining shall be notified by the Chairman immediately after the voting on such issue. The General Assembly shall select among the delegates who are responsible for counting or supervising the counting of votes, and if the General Assembly does not choose, the Chairman shall select such persons. The number of members of the vote-counting committee shall not exceed three. 3. Shareholders who attend the General Meeting of Shareholders late have the right to register immediately and then have the right to participate and vote right at the meeting. The presiding officer is not responsible for stopping the general meeting to allow late shareholders to register and the validity of votes conducted before the late shareholders attend will not be affected. 4. The General Meeting of Shareholders shall be presided over by the Chairman of the Board of Directors, in case the Chairman of the Board of Directors is absent, the Vice Chairman of the Board of Directors or a person elected by the General Meeting of Shareholders will preside. In case none of them can chair the meeting, the members of the Board of Directors of the highest position present shall hold a meeting to elect the Chairman of the General Meeting of Shareholders, the Chairman does not have to be a member of the Board of Directors. The Chairman, Vice Chairman or Chairman elected by the General Meeting of Shareholders shall nominate one or several secretaries to make the minutes of the meeting. In case of election of the Chairman, the name of the nominated Chairperson and the number of votes for the Chairman must be announced.	shall be inscribed. The General Meeting of Shareholders discusses and votes on each issue in the content of the program. The voting is conducted by voting in favor, disapproval and no opinion. At the Congress, the number of votes approving the resolution is collected first, the number of cards disapproving the resolution is collected later, and finally counting the total number of votes in favor or disapproval to decide. The results of the vote counting were announced by the Chairman just before the end of the meeting. The congress shall elect persons responsible for counting votes or supervising the counting of votes at the request of the chairperson. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders at the request of the Chairman of the meeting; b) Shareholders, authorized representatives of shareholders being organizations or authorized persons who come after the meeting has opened have the right to register immediately and then have the right to participate and vote at the general meeting immediately after registration. The Chairman is not responsible for stopping the meeting to allow shareholders to be late for registration and the validity of the previously voted contents remains unchanged. 2. The election of chairpersons, secretaries and vote counting committees is prescribed as follows: a) The Chairman of the Board of Directors shall preside over or authorize other members of the Board of Directors to chair the meeting of the General Meeting of Shareholders convened by the Board of Directors. In case the Chairman is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them to chair the meeting on the principle of majority. In case of failure to elect the chairperson, the Head of the Executive Control Board shall allow the General Meeting of Shareholders to elect the chairperson of the meeting from among the participants and the person with the highest vote	

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		5. The Chairman's decision on the order, procedures or events arising outside the program of the General Meeting of Shareholders will be the highest judgment. 6. The Chairman of the General Meeting of Shareholders may postpone the general meeting even if the required number of delegates is available at another time and at a venue decided by the chairman without consulting the general meeting if it finds that (a) the members attending it are not possible to have convenient seats at the venue of the general meeting, (b) the conduct of those present disrupts or is likely to disrupt the meeting or (c) the delay is necessary for the affairs of the general meeting to be properly conducted. In addition, the Chairman of the General Meeting may postpone the General Meeting when there is a consensus or request of the General Meeting of Shareholders and there is a sufficient number of delegates attending the meeting. The maximum postponement period shall not exceed three days from the intended date of opening of the congress. The reconvening session will only consider matters that would have been legally resolved at the previously delayed congress. 7. In case the chairman postpones or suspends the General Meeting of Shareholders in contravention of the provisions of Clause 6 Article 19, the General Meeting of Shareholders elects another person from among the members attending to replace the chairman to administer the meeting until the end and the validity of the votes at that meeting is not affected. 8. The presiding officer of the general meeting or the secretary of the general meeting may conduct such activities as they deem necessary to conduct the General Meeting of Shareholders in a valid and orderly manner; or let the congress reflect the wishes of the majority of attendees. 9. The Board of Directors may require shareholders or authorized representatives to attend the General Meeting	to chair the meeting; b) Except for the case specified at Point a of this Clause, the signatory shall convene a meeting of the Executive General Meeting of Shareholders so that the General Meeting of Shareholders elects the chairperson of the meeting and the person with the highest number of votes shall preside over the meeting; c) The chairperson appoints one or several persons to act as the secretary of the meeting; d) The General Meeting of Shareholders shall elect one or several persons to the vote counting committee at the request of the chairperson of the meeting. 3. The agenda and contents of the meeting must be approved by the General Meeting of Shareholders in the opening session. The program must clearly and in detail determine the time for each issue in the content of the meeting agenda. 4. The chairperson of the general meeting has the right to take necessary and reasonable measures to administer the General Meeting of Shareholders in an orderly manner, in accordance with the approved program and reflecting the wishes of the majority of the participants. a) Arrange seats at the venue of the General Meeting of Shareholders; b) Ensure the safety of everyone present at the meeting places; c) Create conditions for shareholders to attend (or continue to attend) the general meeting. The convener of the General Meeting of Shareholders has the full right to change the above-mentioned measures and apply all necessary measures. Applicable measures may be to issue an entry permit or use other forms of electives. 5. The General Meeting of Shareholders shall discuss and vote on each issue in the contents of the program. The voting is conducted by voting in favor, disapproval and no	

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		of Shareholders to submit to such inspections or security measures as the Board deems appropriate. In case a shareholder or authorized representative refuses to comply with the regulations on inspection or security measures mentioned above, the Board of Directors may, after careful consideration, refuse or expel the shareholder or representative to participate in the General Meeting. 10. The Managing Board, after careful consideration, may take such measures as the Managing Board deems appropriate to: a. Adjusting the number of people present at the main venue of the General Meeting of Shareholders; b. Ensure the safety of everyone present at that location; c. Creating conditions for shareholders to attend (or continue to attend) the general meeting. The Board of Directors has the right to change the above measures and apply all measures as the Board deems necessary. Applicable measures may be to issue an entry permit or use other forms of electives. 11. In case the above-mentioned measures are applied at the General Meeting of Shareholders, the Board of Directors, when determining the venue of the general meeting, may: a. Notice that the general meeting will be conducted at the location indicated in the notice and that the chairman of the general meeting will be present there (the "Principal Place of the General Meeting"); b. Arrange and organize shareholders or authorized representatives who are unable to attend the meeting under this Article or who wish to participate at a location other than the main venue of the general meeting to attend the general meeting at the same time; The notice of the organization of the general meeting does not need to detail the measures taken under this Article. 12. In this Charter (unless otherwise required by	opinion. The results of the vote counting were announced by the chairman just before the end of the meeting. 6. The convener or chairperson of the General Meeting of Shareholders has the following rights: a) Request all participants to undergo inspection or other lawful and reasonable security measures; b) Request competent agencies to maintain the order of meetings; expel persons who do not comply with the executive authority of the chairman, deliberately disrupt order, prevent the normal progress of the meeting, or fail to comply with the requirements for security checks from the General Meeting of Shareholders. 7. The Chairperson may postpone the meeting of the General Meeting of Shareholders which has a sufficient number of people registered to attend the meeting for a maximum of 03 working days from the date the meeting is scheduled to open and may only postpone the meeting or change the meeting venue in the following cases: a) The meeting place does not have enough convenient seats for all participants; b) The means of communication at the meeting venue do not ensure the participation, discussion and voting of shareholders attending the meeting; c) There are people attending the meeting obstructing or disrupting the order, causing the meeting to not be conducted in a fair and lawful manner. 8. In case the chairperson postpones or suspends the meeting of the General Meeting of Shareholders in contravention of the provisions of Clause 7 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the chairperson to administer the meeting until the end; All resolutions passed at that meeting are enforceable. 9. In case the Company applies modern technology to organize the General Meeting of Shareholders through	

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		circumstances), all shareholders shall be deemed to be participating in the general meeting at the main venue of the meeting. Every year, the Company must hold the General Meeting of Shareholders at least once. The Annual General Meeting of Shareholders shall not be held in the form of collecting written opinions. 13. In case the Company applies modern technology to organize the General Meeting of Shareholders through online meetings, the Company shall ensure that shareholders attend and vote in the form of electronic voting or other electronic forms in accordance with the provisions of the Law on Enterprises and documents detailing the implementation of a number of articles of the Law on Securities.	online meetings, the Company shall ensure that shareholders attend and vote in the form of electronic voting or other electronic forms in accordance with the provisions of the Law on Enterprises and documents detailing the implementation of a number of articles of the Law on Securities.	
13	Competence and mode of collecting shareholders' opinions in writing to approve decisions of the General Meeting of Shareholders	**Clause 2, Point a Clause 3, Clause 4d, Point a Clause 5 Article 21**	**Clause 2, Point a Clause 3, Clause 4d, Point a Clause 5 Article 22**	
		2. ...The requirements and procedures for sending voting ballots and accompanying documents shall be implemented in accordance with Clause 3, Article 17 of this Charter. 3. The opinion poll must contain the following principal contents: a/ Name, address of the head office, number and date of issuance of the business registration certificate and place of business registration of the company; 4.d. Voting by electronic ballot or other electronic means as provided in Clause 13, Article 19 of the Charter. 5. The Board of Directors shall count votes and make a record of vote counting under the witness of the Control Board or shareholders who do not hold the company's management positions. The vote counting record must contain the following principal contents: a/ Name and address of the head office, number and date of issuance of the business registration certificate and place of business registration;	2. ...The requirements and procedures for sending voting ballots and accompanying documents shall be implemented in accordance with Clause 3, Article 18 of this Charter. 3. The opinion poll must contain the following principal contents: a. Name, address of the head office, enterprise code; 4.d. Voting by electronic ballot or other electronic means as provided in Clause 9, Article 20 of the Charter. 5. The Board of Directors shall count votes and make a record of vote counting under the witness of the Control Board or shareholders who do not hold the company's management positions. The vote counting record must contain the following principal contents: a/ Name and address of the head office and enterprise code;	Refer to the template Charter promulgated together with Circular No. 116/2020 and Update the article references to ensure consistency with the Company's Charter.

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
14	Resolution and Minutes of the General Meeting of Shareholders	**Clause 4 Article 22**	**Clause 4 Article 23**	
		4. The resolution, the minutes of the General Meeting of Shareholders, the appendix to the list of shareholders registered to attend the meeting together with the signatures of the shareholders, the written authorization to attend the meeting, all documents attached to the minutes (if any) and relevant documents enclosed with the notice of invitation to the meeting must be disclosed in accordance with the law on information disclosure on the market securities school and must be kept at the head office of the Company.	4. Resolutions and minutes of the General Meeting of Shareholders must be sent to all shareholders within 15 days from the date of conclusion of the meeting; the sending of resolutions and minutes can be replaced by posting them on the company's website. 5. The Resolution, the Minutes of the General Meeting of Shareholders, the appendix to the list of shareholders registering to attend the meeting, the written authorization to attend the meeting, all documents attached to the Minutes (if any) and relevant documents attached to the notice of invitation to the meeting must be kept at the company's head office.	Amending and supplementing in accordance with the provisions of the Law on Enterprises 2020
15	Request for cancellation of the resolution of the General Meeting of Shareholders	**Article 23**	**Article 24**	
		Within ninety days after receiving the resolution or the minutes of the General Meeting of Shareholders or the minutes of the vote counting results for consultation of the General Meeting of Shareholders, the shareholders or groups of shareholders specified in Article 11.2 may request the Court or Arbitrator to consider, to cancel the Resolution or part of the resolution of the General Meeting of Shareholders in the following cases:	Within ninety days after receiving the resolution or the minutes of the General Meeting of Shareholders or the minutes of the vote counting results for consultation with the General Meeting of Shareholders, shareholders or groups of shareholders specified in Article 12.2 of this Charter may request the Court or Arbitrator to consider, to cancel the Resolution or part of the resolution of the General Meeting of Shareholders in the following cases:	Update the article references to ensure consistency with the Company's Charter.
16	Composition and term of office of members of the Board of Directors	**Article 24. Composition and term of office of members of the Board of Directors**	**Article 25. Candidacy and nomination of members of the Board of Directors** **Article 26. Composition and term of office of members of the Board of Directors**	
		1. The number of members of the Board of Directors shall be at least five (05) persons and at most eleven (11) persons. The term of office of a member of the Board of Directors shall not exceed five (05) years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors for no more than 02 consecutive terms. In case all members of the Board of Directors end their term of office, such members shall continue to be	**Article 25. Candidacy and nomination of members of the Board of Directors** 1. Shareholders holding less than 5% of the voting shares may combine the voting rights of each person together to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding between 5% and less than 10% of voting shares may nominate a member; from 10% to less than 30% shall be nominated for two members; from 30% to less than 50% are nominated for	Refer to the template Charter promulgated together with Circular No. 116/2020

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		members of the Board of Directors until a new member is elected to replace and take over the work. 2. Shareholders holding less than 5% of the voting shares may combine the voting rights of each person together to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding between 5% and less than 10% of voting shares may nominate a member; from 10% to less than 30% shall be nominated for two members; from 30% to less than 50% are nominated for three members; from 50% to less than 65% may nominate four members and if 65% or more are nominated a sufficient number of candidates. 3. In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient as prescribed, the incumbent Board of Directors shall recommend additional candidates or organize the nomination as prescribed in the Company's Charter, the Internal Regulations on corporate governance and the Regulations on operation of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with law. 4. In case the candidates of the Board of Directors have been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must have a written commitment to the truthfulness and accuracy of personal information disclosed and must commit to perform their duties honestly, prudently and in the best interests of the Company if elected as a member of the Board of Directors. Information related to the Board candidate	three members; from 50% to less than 65% may nominate four members and if 65% or more are nominated a sufficient number of candidates. 2. In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient as prescribed, the incumbent Board of Directors shall introduce additional candidates or organize the nomination as prescribed in the Company's Charter, the Company's internal regulations on corporate governance and the Board's Operation Regulations. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with law. 3. In case of identification of candidates for the Board of Directors, the Company must disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must have a written commitment to the truthfulness and accuracy of personal information disclosed and must commit to perform their duties honestly, prudently and in the best interests of the Company if elected as a member of the Board of Directors. Information related to the Board candidate announced includes: a) Full name, date of birth; b) Professional qualifications; c) Working history; d) Other managerial titles (including the title of the Board of Directors of other companies); dd) Interests related to the Company and its related parties; e) Other information (if any) as prescribed in the company's charter; g) The public company must be responsible for disclosing	

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		announced includes: a) Full name, date of birth; b) Professional qualifications; c) Working history; d) Other managerial titles (including the title of the Board of Directors of other companies); dd) Interests related to the Company and its related parties; e) Other information (if any) as prescribed in the company's charter; g) The public company must be responsible for disclosing information about the companies in which the candidate is holding the position of member of the Board of Directors, other managerial positions and interests related to the company of the candidate of the Board of Directors (if any). 5. The structure of members of the Board of Directors is as follows: a. The structure of the Board of Directors must ensure that at least 1/3 of the total number of members of the Board of Directors are non-executive members. The Company minimizes the members of the Board of Directors who concurrently hold executive positions of the Company to ensure the independence of the Board of Directors. b. The total number of independent members of the Board of Directors must ensure the following provisions: - Having at least 01 independent member in case the company has the number of members of the Board of Directors from 03 to 05 members; - Having at least 02 independent members in case the company has the number of members of the Board of Directors from 06 to 08 members; - There are at least 03 independent members in case the company has the number of members of the Board of Directors from 09 to 11 members. 6. Members of the Board of Directors must meet the	information about the companies in which the candidate is holding the position of member of the Board of Directors, other managerial positions and interests related to the company of the candidate of the Board of Directors (if any). 4. Members of the Board of Directors must meet the criteria and conditions specified in Clauses 1 and 2, Article 155 of the Law on Enterprises and this Charter. **Article 26. Composition and term of office of members of the Board of Directors** 1. The number of members of the Board of Directors shall be at least five (05) persons and at most eleven (11) persons. 2. The term of office of a member of the Board of Directors shall not exceed five (05) years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors for no more than 02 consecutive terms. In case all members of the Board of Directors end their term of office, such members shall continue to be members of the Board of Directors until a new member is elected to replace and take over the work. 3. The structure of members of the Board of Directors is as follows: a. The structure of the Board of Directors must ensure that at least 1/3 of the total number of members of the Board of Directors are non-executive members. The Company minimizes the members of the Board of Directors who concurrently hold executive positions of the Company to ensure the independence of the Board of Directors. b. The total number of independent members of the Board of Directors must ensure the following provisions: - Having at least 01 independent member in case the company has the number of members of the Board of Directors from 03 to 05 members; - Having at least 02 independent members in case the	

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		criteria and conditions specified in Clauses 1 and 2, Article 155 of the Law on Enterprises and this Charter. 7. A member of the Board of Directors shall no longer be a member of the Board of Directors in case of dismissal, dismissal or replacement by the General Meeting of Shareholders as prescribed in Article 160 of the Law on Enterprises. 8. The appointment of members of the Board of Directors must be disclosed in accordance with the law on information disclosure on the securities market. 9. Members of the Board of Directors are not necessarily holders of shares of the Company. 10. Members of the Board of Directors must have experience in management and administration in the field of operation of the Company and have no conflict of interest with the Company.	company has the number of members of the Board of Directors from 06 to 08 members; - There are at least 03 independent members in case the company has the number of members of the Board of Directors from 09 to 11 members. 4. A member of the Board of Directors shall no longer be a member of the Board of Directors in case of dismissal, dismissal or replacement by the General Meeting of Shareholders as prescribed in Article 160 of the Law on Enterprises. 5. The appointment of members of the Board of Directors must be disclosed in accordance with the law on information disclosure on the securities market. 6. Members of the Board of Directors are not necessarily shareholders of the Company. 7. Members of the Board of Directors must be persons who have experience in management and administration in the field of operation of the Company and have no conflict of interest with the Company.	
17	Powers and obligations of the Board of Directors	**Article 25. Powers and obligations of the Board of Directors**	**Article 27. Powers and obligations of the Board of Directors** **Article 28. Remuneration, bonuses and other benefits of members of the Board of Directors**	
		1. The Board of Directors is the management body of the Company, having full authority on behalf of the Company to decide and exercise the rights and obligations of the Company, except for those falling within the authority of the General Meeting of Shareholders. 2. The rights and obligations of the Board of Directors shall be prescribed by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors shall have the following rights and obligations: a) To decide on the Company's development strategy, medium-term development plans, and annual business	**Article 27. Powers and obligations of the Board of Directors** 1. The Board of Directors is the managing agency of the Company and has full authority on behalf of the Company to decide and exercise the rights and obligations of the Company, except for the rights and obligations falling under the competence of the General Meeting of Shareholders. 2. The rights and obligations of the Board of Directors shall be prescribed by law, the company's charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:	Refer to the template Charter promulgated together with Circular No. 116/2020

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		plans; b) To propose the types of shares and the total number of shares of each type to be offered; c) To decide on the sale of unsold shares within the total number of shares authorized for offering of each type; to decide on raising additional capital in other forms; d) To decide on the selling price of shares and bonds of the Company; đ) To decide on the repurchase of shares in accordance with Clauses 1 and 2, Article 133 of the Law on Enterprises; e) To decide on investment plans and investment projects within its authority and in accordance with the law; g) To decide on solutions for market development, marketing, and technology; h) To approve contracts for purchase, sale, borrowing, lending, and other contracts or transactions with a value equal to or greater than 35% of the total assets recorded in the Company's latest financial statements, except for those under the authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138 and Clauses 1 and 3, Article 167 of the Law on Enterprises; i) To elect, remove, and dismiss the Chairman of the Board of Directors; to appoint, remove, enter into, and terminate contracts with the General Director (CEO) and other key managers as prescribed in the Company's Charter; to decide on salaries, remuneration, bonuses, and other benefits of such persons; to appoint authorized representatives to participate in Members' Councils or General Meetings of Shareholders of other companies, and to decide on their remuneration and other benefits; k) To supervise and direct the General Director and other managers in the day-to-day business operations of the Company;	a) Decide on the Company's medium-term development strategy and plan and annual business plan; b) Proposing the types of shares and the total number of shares entitled to be offered for sale of each type; c) Decide on the sale of unsold shares within the number of shares entitled to be offered for sale of each type; decide to mobilize additional capital in other forms; d) Decide on the selling price of the Company's shares and bonds; dd) Decide on share repurchase as prescribed in Clause 1 and Clause 2, Article 133 of the Law on Enterprises; e) Decide on investment plans and investment projects within their competence and limits as prescribed by law; g) Decide on solutions for market development, marketing and technology; h) Approve contracts for purchase, sale, borrowing, lending and other contracts and transactions valued at 35% or more of the total value of assets recorded in the Company's latest financial statements, except for contracts and transactions under the decision-making competence of the General Meeting of Shareholders as prescribed at Point d, Clause 2, Article 138. Clauses 1 and 3, Article 167 of the Law on Enterprises; i) Elect, dismiss or dismiss the Chairman of the Board of Directors; appointing, dismissing, signing contracts, terminating contracts for the General Director and other important managers as prescribed by the company's charter; decide on the salaries, remuneration, bonuses and other benefits of such managers; appoint authorized representatives to participate in the Members' Council or the General Meeting of Shareholders of other companies, decide on the remuneration and other benefits of such persons; k) Supervise and direct the General Director and other managers in the daily operation of the Company's business;	

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		l) To decide on the organizational structure and internal management regulations of the Company; to decide on the establishment of subsidiaries, branches, and representative offices, and on capital contributions or share acquisitions in other enterprises; m) To approve agendas and materials for meetings of the General Meeting of Shareholders; to convene meetings of the General Meeting of Shareholders or collect written opinions for resolution adoption; n) To submit audited annual financial statements to the General Meeting of Shareholders; o) To propose dividend levels; to decide on the time and procedures for dividend payment or handling of losses incurred in business operations; p) To propose reorganization or dissolution of the Company; to request the initiation of bankruptcy procedures; q) To issue the Regulation on operation of the Board of Directors and the Internal Corporate Governance Regulation after approval by the General Meeting of Shareholders; to issue the Company's Information Disclosure Regulation; s) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other relevant laws, and the Company's Charter. 3. The Board of Directors shall report to the General Meeting of Shareholders on its performance in accordance with regulations guiding the implementation of certain provisions of the Law on Securities. 4. Unless otherwise provided by law or the Charter, the Board of Directors may delegate its authority to subordinate employees and managers to act on behalf of the Company. 5. Members of the Board of Directors (excluding alternate authorized representatives) shall be entitled to	l) Decide on the organizational structure and internal management regulations of the company, decide on the establishment of subsidiaries, branches, representative offices and capital contribution and purchase of shares of other enterprises; m) Approve programs and contents of documents for the General Meeting of Shareholders, convene the General Meeting of Shareholders or collect opinions for the General Meeting of Shareholders to approve the resolution; n) Submit the audited annual financial statements to the General Meeting of Shareholders; o) Proposing the level of dividends to be paid; decide on the time limit and procedures for paying dividends or handling losses arising in the course of business; p) Propose the reorganization or dissolution of the company; request for bankruptcy of the Company; q) Decide to promulgate the Regulation on operation of the Board of Directors and the internal regulation on corporate governance after being approved by the General Meeting of Shareholders; to decide on the promulgation of the Regulation on information disclosure of the company; s) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of law and the company's charter. 3. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities as prescribed in documents guiding the implementation of a number of articles of the Law on Securities. 4. Unless otherwise provided by law and the Charter, the Board of Directors may authorize subordinate employees and representative managers to handle the work on behalf of the Company. **Article 28. Remuneration, bonuses and other benefits of members of the Board of Directors**	

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		remuneration for their duties. The total remuneration of the Board of Directors shall be decided by the General Meeting of Shareholders and allocated among members as agreed by the Board or equally in the absence of such agreement. 6. The total remuneration paid to members of the Board of Directors and the remuneration of each member shall be disclosed in detail in the Company's Annual Report. 7. Members of the Board of Directors holding executive positions (including Chairman or Vice Chairman), serving on committees of the Board, or performing tasks beyond the normal scope of a Board member may receive additional remuneration in the form of lump-sum payments, salaries, commissions, profit-sharing percentages, or other forms as decided by the Board of Directors. 8. Members of the Board of Directors shall be reimbursed for all reasonable travel, accommodation, and other expenses incurred in performing their duties, including expenses arising from attending meetings of the Board of Directors, its committees, or the General Meeting of Shareholders.	1. The company has the right to pay remuneration and rewards to members of the Board of Directors according to business results and efficiency. 2. Members of the Board of Directors are entitled to work remuneration and bonuses. The work remuneration is calculated according to the number of working days required to complete the tasks of the members of the Board of Directors and the remuneration level per day. The Board of Directors estimates the remuneration for each member on the principle of unanimity. The total remuneration and bonus of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting. 3. The remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the law on corporate income tax, expressed as a separate item in the Company's annual financial statements and must be reported to the General Meeting of Shareholders at the annual meeting. 4. A member of the Board of Directors holding an executive position or a member of the Board of Directors working in sub-committees of the Board of Directors or performing other tasks outside the scope of ordinary duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump sum of remuneration each time. salaries, commissions, profit percentages or in other forms as decided by the Board of Directors. 5. Members of the Board of Directors are entitled to be paid all expenses for travel, meals, accommodation and other reasonable expenses that they have to pay when performing their responsibilities as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders. Board of Directors or subcommittees of the Board of Directors. 6. Members of the Board of Directors may purchase liability insurance by the Company after obtaining the approval of the General Meeting of Shareholders. This	

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
			insurance does not cover the liabilities of the Board of Directors members related to violations of the law and the company's Charter.	
18	Chairman and Vice Chairman of the Board of Directors	**Article 26** 1. The Board of Directors shall select from among the members of the Board of Directors to elect a Chairman and Vice Chair(s). The Chairman of the Board of Directors may not concurrently hold the title of General Director of the company. 2. The Chairman of the Board of Directors shall convene and preside over the General Meeting of Shareholders and meetings of the Board of Directors, and shall have other rights and responsibilities specified in this Charter and the Law on Enterprises. The Vice Chairman shall have the same rights and obligations as the Chairman in cases authorized by the Chairman but only in cases where the Chairman has notified the Board of Directors that he or she is absent or must be absent due to force majeure reasons or inability to perform his/her duties. In the case stated above the Chairman does not appoint the Vice Chairman to act as such, the remaining members of the Board of Directors shall appoint the Vice Chairman. Where both the Chairman and the Provisional Vice Chairman are unable to perform their duties for some reason, the Board of Directors may appoint another of them to perform the duties of the Chairman on the principle of oversold majority. 3. The Chairman of the Board of Directors shall be responsible for ensuring that the Board of Directors sends annual financial statements, reports on the company's operations, audit reports and inspection reports of the Board of Directors to shareholders at the General Meeting of Shareholders; 4. In case both the Chairman and the Vice Chairman of the Board of Directors resign or are dismissed, the Board of Directors must elect a replacement within ten days.	**Article 29** 1. The Chairman and Vice Chairman of the Board of Directors shall be elected, dismissed or dismissed from office by the Board of Directors from among the members of the Board of Directors. 2. The Chairman of the Board of Directors may not concurrently hold the General Director 3. The Chairman of the Board of Directors shall have the following rights and obligations: a) Formulate programs and plans for operation of the Board of Directors; b) Prepare programs, contents and documents for the meeting; convening, presiding over and presiding over meetings of the Board of Directors; c) Organize the adoption of resolutions and decisions of the Board of Directors; d) Supervise the process of organizing the implementation of resolutions and decisions of the Board of Directors; dd) Chairing the General Meeting of Shareholders; e) Other rights and obligations as prescribed by the Law on Enterprises and the company's charter. 4. In case the Chairman of the Board of Directors submits a letter of resignation or is dismissed from office, the Board of Directors must elect a replacement within 10 days from the date of receipt of the letter of resignation or dismissal or dismissal. 5. In case the Chairman of the Board of Directors is absent and unable to perform his/her duties, the Vice Chairman of the Board of Directors or another member shall be authorized in writing to exercise the rights and perform the obligations of the Chairman of the Board of Directors on the principle of oversold majority. In case no authorized	Refer to the template Charter promulgated together with Circular No. 116/2020

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
			person or the Chairman of the Board of Directors dies, goes missing, is temporarily detained, is serving a prison sentence, is serving an administrative-handling measure at a compulsory detoxification establishment, compulsory education institution, escapes from his/her place of residence, is restricted or loses his/her civil act capacity, have difficulties in cognition, control of behavior, are banned by the Court from holding certain positions, practicing certain professions or doing certain jobs, the remaining members shall elect one of the members to hold the position of Chairman of the Board of Directors on the principle that the majority of the remaining members approve until a new decision of the Board of Directors is issued.	
19	Board Meetings	**Clause 12 Article 27**	**Clause 12 Article 30**	
		12. Telephone meetings or other forms. A meeting of the Board of Directors may be held in the form of an agenda between the members of the Board of Directors when all or several members are in different locations provided that each member participating in the meeting can: a. Listening to each other member of the Board of Directors speaking in the meeting; b. If desired, he or she can speak to all other attendees simultaneously. Communication between members may be conducted directly by telephone or by other means of communication (including the use of such means at the time of the adoption of the Charter or later) or a combination of all these methods. According to this Charter, a member of the Board of Directors participating in such a meeting shall be deemed to be "present" at such meeting. The meeting venue held under this regulation is the place where the largest group of Board members gather, or, if there is no such group, the place where the Chair of the meeting is present. Decisions adopted in a duly held and conducted telephone	12. Online meetings or other forms. A meeting of the Board of Directors may be held in the form of an agenda between the members of the Board of Directors when all or several members are in different locations provided that each member participating in the meeting can: a. Listening to each other member of the Board of Directors speaking in the meeting; b. If desired, he or she can speak to all other attendees simultaneously. The Board of Directors may hold online meetings or other forms or a combination of all these methods. According to this Charter, a member of the Board of Directors participating in such a meeting shall be deemed to be "present" at such meeting. The meeting venue held under this regulation is the place where the largest group of Board members gather, or, if there is no such group, the place where the Chair of the meeting is present. Decisions adopted in an online meeting or other forms are duly organized and conducted in accordance with the regulations and take effect immediately upon the conclusion of the meeting.	Refer to the template Charter promulgated together with Circular No. 116/2020

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		meeting will take effect immediately upon the conclusion of the meeting but must be affirmed by the signatures on the minutes of all Board members present at this meeting. 14. Minutes of meetings of the Board of Directors. Meetings of the Board of Directors must be recorded and can be recorded, recorded and kept in other electronic forms at the company's headquarters. The minutes of the meeting shall be made in Vietnamese and may be additionally made in a foreign language, with full main contents in accordance with the provisions of the Law on Enterprises. Minutes made in Vietnamese and foreign languages are equally valid. In case of any difference in contents, the contents of the Vietnamese Minutes shall prevail. The minutes of the meeting of the Board of Directors must be signed by the Chairperson and the person recording the minutes. The chairperson and the person taking the minutes must take responsibility for the truthfulness and accuracy of the contents of the minutes of the meeting of the Board of Directors.	14. Minutes of meetings of the Board of Directors. Meetings of the Board of Directors must be recorded and can be recorded, recorded and kept in other electronic forms at the company's headquarters. The minutes of the meeting shall be made in Vietnamese and may be additionally made in a foreign language, with full main contents in accordance with the provisions of the Law on Enterprises. Minutes made in Vietnamese and foreign languages are equally valid. In case of any difference in contents, the contents of the Vietnamese Minutes shall prevail. The minutes of the meeting of the Board of Directors must be signed by the Chairperson and the person recording the minutes. The chairperson and the person taking the minutes must take responsibility for the truthfulness and accuracy of the contents of the minutes of the meeting of the Board of Directors. In case the chairperson or the person taking the minutes refuses to sign the minutes of the meeting but if it is signed by all other members of the Board of Directors attending the meeting and has all the contents as prescribed by the Law on Enterprises, this record shall take effect.	
20	Board Meetings	**Clause 6 Article 27. Board Meetings**	**Article 31. Subcommittees of the Board of Directors**	
		6. The company's Board of Directors may set up sub-committees to support the operation of the Board of Directors, including the human resources sub-committee, the sub-committee on remuneration and other sub-committees. The Board of Directors needs to appoint 01 independent member of the Board of Directors as the head of the sub-committees on human resources and the subcommittee on salary and bonus. In case the company does not establish personnel subcommittees and salary and bonus subcommittees, the Board of Directors may assign independent members of the Board of Directors to assist the Board of Directors in personnel and salary and bonus activities. The Board of Directors shall detail the establishment of sub-committees, the responsibilities of each sub-committee, the responsibilities of members of the	1. The Board of Directors may set up sub-committees to be in charge of development policies, human resources, compensation, internal audit, risk management and other subcommittees. The number of members of the subcommittee decided by the Board of Directors shall be at least 03 persons, including members of the Board of Directors and external members. The activities of the subcommittee must comply with the regulations of the Board of Directors. The resolution of the subcommittee is only effective when the majority of members attend and vote to approve it at the meeting of the subcommittee. 2. The implementation of decisions of the Board of Directors or subcommittees under the Board of Directors must comply with current provisions of law and the provisions of the company's charter and internal regulations	Refer to the template Charter promulgated together with Circular No. 116/2020 and the actual operation of the company

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		sub-committee or the responsibilities of independent members appointed in charge of personnel and salaries and bonuses.	on corporate governance. 3. In case of failure to establish sub-committees, the Board of Directors may assign members of the Board of Directors to independently assist the Board of Directors in personnel, salary and bonus and other activities. The Board of Directors shall specify the establishment of sub-committees, the responsibilities of each sub-committee, the responsibilities of members of the sub-committees or the responsibilities of independent members appointed in charge of personnel, salaries and bonuses and other activities.	
21	Organization of the management apparatus	**Article 30**	**Article 34**	
		The company will enact a management system under which the management apparatus will be responsible and under the leadership of the Board of Directors. The company has a General Director, one or several Deputy General Directors and a Chief Accountant appointed by the Board of Directors. The General Director and Deputy General Directors may be members of the Board of Directors at the same time, and are appointed or dismissed by the Board of Directors by a resolution duly passed.	The Company's management system must ensure that the management apparatus is accountable to the Board of Directors and subject to the supervision and direction of the Board of Directors in the daily business of the Company. The company has a General Director), Deputy General Directors, Chief Accountant and other managerial positions appointed by the Board of Directors. The appointment, dismissal and dismissal of the above-mentioned positions must be approved by resolutions and decisions of the Board of Directors.	Refer to the template Charter promulgated together with Circular No. 116/2020 and the actual operation of the company
22	Management Officer	**Article 31**	**Article 35. Company Executive**	
		1. At the request of the General Director and the approval of the Board of Directors, the Company may use the number and type of managers necessary or suitable to the company's management structure and practices proposed by the Board of Directors from time to time. Managers must have the necessary diligence for the Company's activities and organizations to achieve the set objectives. 2. The salary, remuneration, benefits and other terms of the labor contract for the General Director shall be decided by the Managing Board and the contract with other managers shall be decided by the Managing Board after consulting the General Director.	1. The company's executives include the General Director, Deputy General Director, Chief Accountant and other executives as prescribed by the company's charter. 2. At the request of the General Director and the approval of the Board of Directors, the Company may recruit executives other than those with the number and standards in accordance with the Company's management structure and regulations prescribed by the Board of Directors. Business executives must be responsible for assisting the Company in achieving its objectives in its operations and organization. 3. The general director shall be paid salaries and bonuses. The salary and bonus of the General Director shall be	Refer to the template Charter promulgated together with Circular No. 116/2020 and the actual operation of the company

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
			decided by the Board of Directors. 4. The executive's salary shall be included in the Company's business expenses in accordance with the law on corporate income tax, which shall be expressed 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.	
23	Appointment, dismissal, duties and powers of the General Director	**Clause 1,2 and Points i,j,k,l Clause 3 and Clause 4 Article 32**	**Clauses 1,2,3 Article 36; Remove Points i,j,k,l Clause 3 and Clause 4, Article 32**	
		1. Appointment. The Board of Directors shall appoint a member of the Board or another person as the General Director and shall enter into a contract that sets out the salary, remuneration, benefits, and other terms related to the hiring. Information on the salary, allowances and benefits of the General Director must be reported in the Annual General Meeting of Shareholders and stated in the Company's annual report. 2. Term of office. According to Article 26 of this Charter, the General Director shall not concurrently hold the position of Chairman of the Board of Directors. The term of office of the General Director is 05 (five) years unless otherwise provided for by the Board of Directors and may be re-appointed. The appointment may expire based on the provisions of the labor contract. General directors are not allowed to be persons who are prohibited by law from holding this position, i.e. minors, persons who are incapable of acting, persons who have been sentenced to imprisonment, persons who are serving prison sentences, employees of the armed forces, public servants and persons who have been judged to have worked for the company they previously led this is bankrupt. 3. The General Director has the following rights and obligations: i) Recommending the number and types of managers that the company needs to hire for the Board of Directors to appoint or dismiss when necessary in order to apply the	1. The Board of Directors shall appoint 01 member of the Board of Directors or hire another person to act as the General Director. 2. The General Director is the person who runs the daily business of the Company; subject to the supervision of the Board of Directors; take responsibility before the Board of Directors and law for the performance of their assigned rights and obligations. 3. The term of office of the General Director shall not exceed 05 years and may be re-appointed for an unlimited number of terms. The General Director must meet the standards and conditions prescribed by law and the company's Charter.	Refer to the template Charter promulgated together with Circular No. 116/2020 and the actual operation of the company

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		activities and good management structures proposed by the Board of Directors, and advising the Board of Directors to decide on salaries, remuneration, benefits and other terms of labor contracts of managers; j) On November 30 of each year, the General Director shall submit to the Board of Directors for approval a detailed business plan for the next fiscal year on the basis of meeting the requirements of the appropriate budget as well as the five-year financial plan. k) Propose measures to improve the operation and management of the Company; l) Prepare long-term, annual and monthly estimates of the Company (hereinafter referred to as estimates) in service of the Company's long-term, annual and monthly management activities according to the business plan. The annual estimate (including the balance sheet, the report on production and business activities and the report on expected cash flows) for each fiscal year shall be submitted to the Board of Directors for approval and shall include the information specified in the Company's regulations. 4. To report to the Board of Directors and shareholders. The General Director shall be responsible to the Board of Directors and the General Meeting of Shareholders for the performance of assigned tasks and powers and must report to these agencies when requested.		
24	Member of the Supervisory Board	**Article 33. Member of the Supervisory Board**	**Article 37. Candidacy and nomination of members of the Control Board (Controllers)** **Article 38. Composition of the Supervisory Board** **Article 39. Head of the Supervisory Board**	
		1. The number of members of the Control Board must be between three (03) and five (05) members. The Control Board must have more than half of the Controllers permanently residing in Vietnam. The controller may not be a shareholder or employee of the company. Controllers	**Article 37. Candidacy and nomination of members of the Control Board (Controllers)** 1. Shareholders holding less than 5% of voting shares may gather their votes together to nominate candidates for the Supervisory Board. A shareholder or group of shareholders	Refer to the template Charter promulgated together with Circular No.

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		do not work in the accounting and finance departments of the company; not being a member or employee of an independent audit firm auditing the company's financial statements in the previous 03 consecutive years. The Control Board must appoint a member as the Head of the Board. The Head of the Supervisory Board must have a university diploma or higher in one of the majors of economics, finance, accounting, auditing, law, business administration or majors related to the Company's business activities. The Head of the Control Board has the following rights and responsibilities: a. Convening meetings of the Supervisory Board and acting as the Head of the Supervisory Board; b. Request the Company to provide relevant information to report to the members of the Supervisory Board; c/ To prepare and sign reports of the Control Board after consulting the Board of Directors for submission to the General Meeting of Shareholders. 2. Shareholders holding less than 5% of voting shares may gather their votes together to nominate candidates to the Supervisory Board. A shareholder or group of shareholders holding between 5% and less than 10% of the shares may nominate a member; from 10% to less than 30% shall be nominated for two members; from 30% to less than 50% are nominated for three members; from 50% to less than 65% may nominate four members and if 65% or more are nominated a sufficient number of candidates. 3. Members of the Control Board shall be elected by the General Meeting of Shareholders, the term of office of the members of the Control Board shall not exceed five (05) years and may be re-elected for an unlimited number of terms. 4. A member of the Control Board shall be dismissed from office in the following cases: a. No longer meet the criteria and conditions for being a member of the Supervisory Board as prescribed in the Law	holding between 5% and less than 10% of the shares may nominate a member; from 10% to less than 30% shall be nominated for two members; from 30% to less than 50% are nominated for three members; from 50% to less than 65% may nominate four members and if 65% or more are nominated a sufficient number of candidates. 2. In case the number of candidates of the Control Board approved for nomination and candidacy is not sufficient, the incumbent Control Board may nominate additional candidates or organize nomination according to the provisions of the company's charter, the internal regulations on corporate governance and the operation regulations of the Control Board. The introduction 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 law. 3. The disclosure of information related to the identified candidates shall be carried out in the same manner as prescribed in Clause 3, Article 25 of the company's charter. **Article 38. Composition of the Supervisory Board** 1. The number of members of the Control Board must be between three (03) and five (05) members. The term of office of a member of the Supervisory Board shall not exceed five (05) years and may be re-elected for an unlimited number of terms. 2. Members of the Control Board must meet the criteria and conditions specified in Article 169 of the Law on Enterprises and not fall into the following cases: a) Working in the accounting and finance departments of the Company; b) Being a member or employee of an independent auditing firm auditing the company's financial statements in the previous 03 consecutive years. 3. A member of the Control Board shall be dismissed from office in the following cases:	116/2020 and the actual operation of the company

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		on Enterprises; b. Have a letter of resignation and be approved. 5. A member of the Control Board shall be dismissed in the following cases: a. Failing to complete assigned tasks and jobs; b. Failing to exercise their rights and obligations for 06 consecutive months, except for force majeure cases; c) Repeatedly violating or seriously violating the obligations of members of the Control Board as prescribed by the Law on Enterprises and the company's charter; d/ Other cases as prescribed by the resolution of the General Meeting of Shareholders. 6. The candidacy and nomination of members of the Control Board shall be carried out in the same manner as prescribed in Clause 4, Article 24 of this Charter.	a) Failing to meet the criteria and conditions for being a member of the Control Board as prescribed in Clause 2 of this Article; b) Having a letter of resignation and being approved; c) Other cases as prescribed in this Charter. 4. A member of the Control Board shall be dismissed in the following cases: a) Failing to complete the assigned tasks or jobs; b) Failing to exercise his/her rights and obligations for 06 consecutive months, except for force majeure cases; c) Repeatedly violating or seriously violating the obligations of members of the Control Board under the provisions of the Law on Enterprises and the company's charter; d) Other cases according to the resolution of the General Meeting of Shareholders. **Article 39. Head of the Supervisory Board** 1. The Head of the Control Board shall be elected by the Control Board from among the members of the Control Board; the election, dismissal and dismissal shall be carried out on the principle of majority. The Supervisory Board must have more than half of the members permanently residing in Vietnam. The Head of the Supervisory Board must have a university diploma or higher in one of the majors of economics, finance, accounting, auditing, law, business administration or majors related to the company's business activities. 2. Rights and obligations of the Head of the Control Board: a) Convene a meeting of the Control Board; b) Request the Board of Directors, the General Director and other executives to provide relevant information to report to the Control Board; c) Prepare and sign the report of the Control Board after consulting the Board of Directors for submission to the General Meeting of Shareholders.	

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
25	Supervisory Board	**Article 34. Supervisory Board**	**Article 40. Rights and obligations of the Control Board** **Article 41. Supervisory Board Meeting** **Article 42. Salaries, remuneration, bonuses and other benefits of members of the Supervisory Board**	
		1. The company must have a Control Board and the Control Board shall have the powers and responsibilities specified in Article 170 of the Law on Enterprises and this Charter, mainly the following powers and obligations: a/ To propose and propose the General Meeting of Shareholders to approve the list of auditing organizations approved to audit the company's financial statements; b. To be responsible to shareholders for their supervisory activities; c/ To supervise the company's financial situation and the compliance with law in the operation of members of the Board of Directors, the General Director and other managers; d/ To ensure the coordination of activities with the Board of Directors, the General Director and shareholders; e. In case of detecting acts of violation of law or violation of the Company's Charter by members of the Board of Directors, the General Director and other executives of the company, the Control Board must notify in writing to the Board of Directors within 48 hours, requesting the violator to stop the violation and take remedial measures; f. Formulate the Operation Regulation of the Supervisory Board and submit it to the General Meeting of Shareholders for approval; g. Report at the General Meeting of Shareholders in accordance with the provisions of the securities law; h. Have the right to access the Company's records and documents kept at the head office, branches and other locations; have the right to go to the workplace of the company's managers and employees during working hours; i. Have the right to request the Board of Directors,	**Article 40. Rights and obligations of the Control Board** 1. The Control Board has the powers and obligations specified in Article 170 of the Law on Enterprises and the following rights and obligations: a/ To propose and propose the General Meeting of Shareholders to approve the list of auditing organizations approved to audit the company's financial statements; decide on the audit organization approved to inspect the Company's operations, and exempt the approved auditor when deeming it necessary. b. To be responsible to shareholders for their supervisory activities; c/ To supervise the company's financial situation and the compliance with law in the operation of members of the Board of Directors, the General Director and other managers; d/ To ensure the coordination of activities with the Board of Directors, the General Director and shareholders; e. In case of detecting acts of violation of law or violation of the Company's Charter by members of the Board of Directors, the General Director and other executives of the company, the Control Board must notify in writing to the Board of Directors within 48 hours, requesting the violator to stop the violation and take remedial measures; f. Formulate the Operation Regulation of the Supervisory Board and submit it to the General Meeting of Shareholders for approval; g. Report at the General Meeting of Shareholders in accordance with the provisions of the securities law; h. Have the right to access the Company's records and documents kept at the head office, branches and other locations; have the right to go to the workplace of the	Refer to the template Charter promulgated together with Circular No. 116/2020 and the actual operation of the company

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		members of the Board of Directors, the General Director and other managers to provide complete, accurate and timely information and documents on the management, administration and business activities of the Company; j. Other rights and obligations as prescribed by law. 2. Members of the Board of Directors, the General Director and managers must provide all information and documents related to the Company's operation at the request of the Supervisory Board. The Company Secretary shall ensure that all photocopies of financial information, other information provided to the members of the Board of Directors and copies of the minutes of the Board of Directors meetings shall be made available to the members of the Supervisory Board at the same time they are provided to the Board of Directors. 3. After consulting the Managing Board, the Control Board may promulgate regulations on meetings of the Control Board and the operation of the Control Board. The Supervisory Board shall meet at least twice a year and the number of members participating in such meetings shall be at least two-thirds of the number of members of the Supervisory Board. 4. The remuneration level of members of the Control Board shall be decided by the General Meeting of Shareholders. Members of the Supervisory Board will also be paid for travel, hotel and other expenses reasonably incurred when they participate in Supervisory Board meetings or in connection with the Company's business.	company's managers and employees during working hours; i. Have the right to request the Board of Directors, members of the Board of Directors, the General Director and other managers to provide complete, accurate and timely information and documents on the management, administration and business activities of the Company; j. Other rights and obligations as prescribed by law. **Article 41. Supervisory Board Meeting** 1. The Control Board must meet at least 02 times in a year, and the number of members attending the meeting must be at least 2/3 of the members of the Control Board. The minutes of the Supervisory Board meeting are detailed and clear. The recordkeeper and members of the Supervisory Board attending the meeting must sign the minutes of the meeting. The minutes of meetings of the Control Board must be kept in order to determine the responsibilities of each member of the Control Board. 2. The Control Board has the right to request members of the Board of Directors, the General Director and representatives of the approved audit organization to attend and answer matters that need to be clarified. **Article 42. Salaries, remuneration, bonuses and other benefits of members of the Supervisory Board** 1. Members of the Control Board shall be paid salaries, remuneration, bonuses and other benefits under decisions of the General Meeting of Shareholders. The General Meeting of Shareholders shall decide on the total salary, remuneration, bonuses, other benefits and annual operating budget of the Control Board. 2. Members of the Control Board shall be paid expenses for meals, accommodation, travel and the use of independent consultancy services at a reasonable rate. This total remuneration and expenses must not exceed the total annual operating budget of the Control Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.	

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
			3. Salaries and operating expenses of the Control 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 made into separate items in the Company's annual financial statements.	
26	Prudent responsibilities of members of the Board of Directors, General Directors and managers	**CHAPTER X** **DUTIES OF MEMBERS OF THE BOARD OF DIRECTORS, GENERAL DIRECTORS AND MANAGERS** **Article 35**	**CHAPTER X** **RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE CONTROL BOARD, GENERAL DIRECTOR AND OTHER EXECUTIVES** **Article 43. Prudent responsibilities of members of the Board of Directors, members of the Control Board, General Director and other executives**	
		Members of the Board of Directors, the General Director and their trusted managers are responsible for carrying out their duties, including those as members of subcommittees of the Board of Directors, in good faith and in a manner that they believe is in the best interests of the Company and with the degree of care that a person can exercise in the best interests of the Company. Caution is often present when holding an equivalent position and under similar circumstances.	Members of the Board of Directors, members of the Supervisory Board, General Directors and other executives shall be responsible for performing their duties, including those as members of subcommittees of the Board of Directors, in an honest and prudent manner for the benefit of the Company.	Refer to the template Charter promulgated together with Circular No. 116/2020 and the actual operation of the company
27	Responsibility for honesty and avoidance of conflicts of interest	**Clause 6, Clause 7 Article 36**	**Clause 6, Clause 7 Article 44**	
		6. Contracts or transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, General Directors, managers, or persons related to them or the company, partner, association, or organization of which one or more members of the Board of Directors, managers or persons related to them who are members, or have related financial interests, shall not be invalidated by reason of such relationships, or because such member of the Board of Directors or such managerial officer is present or participates in the relevant meeting or to the Board of Directors or subcommittee that has authorized the	6. Transactions between the Company and one or more members of the Board of Directors, members of the Control Board, General Directors, other executives and individuals and organizations related to these subjects shall not be invalidated in the following cases: a) For transactions with a value less than or equal to 35% of the total value of assets recorded in the latest financial statements, important contents of the contract or transaction as well as relationships and interests of members of the Board of Directors and members of the Control Board, The General Director and other executives have been reported to the Board of Directors and approved by the Board of	Refer to the template Charter promulgated together with Circular No. 116/2020 and Decree 245/2025/ND-CP dated September 11, 2025

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		performance of the agreement. or transaction, or because their votes are also counted when voting on that purpose, if: a/ For contracts valued at less than 20% of the total value of assets recorded in the latest financial statements, important factors of the contract or transaction as well as the relationships and interests of managers or members of the Board of Directors have been reported to the Board of Directors or relevant subcommittees. At the same time, the Board of Directors or such subcommittee has allowed the performance of such contract or transaction in good faith by a majority of votes of members of the Council who have no related interests; or b/ For contracts with a value greater than 20% of the total value of assets recorded in the latest financial statements, the important elements of this contract or transaction as well as the relationship and interests of the managers or members of the Board of Directors have been announced to shareholders who have no related interests voted on the matter, and those shareholders voted in favor of the contract or transaction; c. The contract or transaction is considered fair and reasonable in all respects relating to the shareholders of the company at the time of the transaction or the contract is authorized by the Board of Directors or a subcommittee of the Board of Directors or the shareholders, approval or ratification. Members of the Board of Directors, the General Director, their officers or related persons are not permitted to buy or sell or otherwise trade in the shares of the company or its subsidiaries at the time they obtain information that would supposedly affect the price of such shares and their shareholders others do not know this information.	Directors by a majority of votes of members of the Board of Directors who have no related interests; b) For a transaction with a value of more than 35% or a transaction 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 value of assets recorded in the latest financial statement, the important contents of this transaction as well as the relationship and interests of members of the Board of Directors, members of the Supervisory Board, General Director, and other executives have been announced to shareholders and approved by the General Meeting of Shareholders by votes of shareholders who have no related interests. 7. Directors and general directors must not be related persons of enterprise managers, controllers of companies and parent companies, representatives of state ownership interests, representatives of capital interests of enterprises at companies and parent companies as prescribed at Point d, Clause 46, Article 4 of the Law on Securities.	
28	Liability for Damage and Compensation	**Article 37**	**Article 45. Liability for Damage and Compensation**	
		1. Liability for damage. Members of the Board of Directors, General Directors and managers who violate their obligations	1. Members of the Board of Directors, members of the Control Board, the General Director and other executives	Refer to the template Charter

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		to act honestly and fail to fulfill their obligations with care, diligence and professional capacity shall be held responsible for the damages caused by their violations. 2. Indemnification. The Company will compensate persons who have been, are and are at risk of becoming a stakeholder in complaints, lawsuits, and prosecutions that have been, are or may be conducted, whether these are civil or administrative cases (which are not litigation conducted by the Company or initiated by the Company) if such persons have been or are a member of the Board of Directors, a manager, an employee or a representative authorized by the Company (or its subsidiaries), or such person has or is acting at the request of the Company (or its subsidiaries) as a member of the Board of Directors, managers, employees or authorized representatives of a company, partnership, joint venture, trust or other legal entity. Expenses to be compensated include: costs incurred (including attorneys' fees), judgment costs, fines, payables incurred in fact or deemed reasonable when settling these cases within the framework of the law, provided that the person has acted honestly, carefully, diligently and professionally in a manner that he or she believes is in the best interest of the Company or not against the highest interests of the Company, on the basis of compliance with the law and there is no discovery or confirmation that he has breached his or her responsibilities. The Company reserves the right to purchase insurance for such persons to avoid the above-mentioned liabilities.	who violate their obligations and responsibilities honestly and prudently and fail to fulfill their obligations shall be responsible for the damage caused by their acts of violation. 2. The Company shall compensate persons who have been, are or may become a related party in complaints, lawsuits and prosecutions (including civil and administrative cases and non-lawsuits initiated by the Company) if such persons have been or are members of the Board of Directors, members of the Supervisory Board, General Directors, other executives, employees or representatives authorized by the Company who have been or are performing duties as authorized by the Company, acting honestly and prudently in the interests of the Company on the basis of compliance with the law and without evidence confirming that such person has breached his or her responsibilities. 3. Compensation expenses include costs for judgments, fines and payables incurred in reality (including fees for hiring lawyers) when settling these cases within the framework permitted by law. The company may purchase insurance for these people to avoid the above liabilities.	promulgated together with Circular No. 116/2020 and the actual operation of the company
29	Workers and trade unions	**Article 39**	**Article 47**	
		The General Director shall make a plan for the Board of Directors to approve matters relating to recruitment, employment, dismissal, salaries, social insurance, benefits, rewards and discipline for managers and employees as well as the Company's relations with trade unions recognized in accordance with the standards. best management practices and policies, the practices and	1. The General Director shall make a plan for the Board of Directors to approve matters related to the recruitment and dismissal of employees, salaries, social insurance, welfare, commendation and discipline for employees and executives of enterprises. 2. The General Director shall make a plan for the Board of Directors to approve matters related to the Company's	Refer to the template Charter promulgated together with Circular No. 116/2020

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		policies set forth in this Charter, the Company's statutes and applicable laws.	relations with trade union organizations in accordance with the standards, best management practices and policies, practices and policies specified in this Charter. the Company's regulations and applicable laws.	
30	Financial year	**Article 42**	**Article 50**	
		The Company's financial year shall commence on the first day of January each year and end on 31 December of the same year. The first financial year shall commence on the date of issuance of the Enterprise Registration Certificate and end on 31 December immediately following the date of issuance of such Certificate.	The Company's financial year shall commence on 1 January each year and end on 31 December of the same year. The first financial year shall commence on the date of issuance of the Enterprise Registration Certificate and end on 31 December of that year.	Refer to the template Charter promulgated together with Circular No. 116/2020
31	Termination of Operation	**Article 47**	**Article 55. Dissolution of the company**	
		1. The company may be dissolved or terminated in the following cases: a. The Court declares the Company bankrupt in accordance with the current law; b. Dissolved according to the decision of the General Meeting of Shareholders. c/ Other cases prescribed by law. 2. The dissolution of the Company shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified or approved by the competent authority (if required) as prescribed.	1. The company may be dissolved in the following cases: a. According to the resolutions and decisions of the General Meeting of Shareholders; b. The Enterprise Registration Certificate is revoked, unless otherwise provided for by the Law on Tax Administration; c/ Other cases as prescribed by law. 2. The dissolution of the Company shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified or approved by the competent authority (if required) as prescribed.	Refer to the template Charter promulgated together with Circular No. 116/2020
32	Liquidation	**Article 49**	**Article 57**	
		1. At least six months after the issuance of a decision on dissolution of the Company, the Board of Directors must establish a Liquidation Board consisting of three members. Two members appointed by the General Meeting of Shareholders and one member appointed by the Board of Directors from an independent auditing firm. The liquidation board will prepare its operating regulations. Members of the Liquidation Board can be selected from among the Company's employees or independent experts. All liquidation-related expenses will be preferentially paid	1. At least six months after the issuance of the decision on dissolution of the Company, the Board of Directors must establish a Liquidation Board consisting of three members. Two members appointed by the General Meeting of Shareholders and one member appointed by the Board of Directors from an independent auditing firm. The liquidation board will prepare its operating regulations. Members of the Liquidation Board can be selected from among the Company's employees or independent experts. All liquidation-related expenses will be preferentially paid by the	Refer to the template Charter promulgated together with Circular No. 116/2020

STT	Name of Terms	Current Charter	Amended and supplemented Charter	Reasons for amendment and supplementation
		by the Company before the Company's other liabilities. 2. The liquidation board shall report to the business registration authority on the date of establishment and commencement of operation. From that point on, the Liquidation Board will represent the Company in all matters related to the liquidation of the Company before the Courts and administrative agencies. 3. The proceeds from the liquidation shall be paid in the following order: a. Liquidation expenses; b. Salaries and insurance expenses for employees; c. Taxes and other remittances of a tax nature that the Company must pay to the State; d. Loans (if any); e. Other liabilities of the Company; f. The remaining balance after all debts from (a) to (e) above have been paid will be distributed to shareholders. Preferred shares will be prioritized for prepayment.	Company before the Company's other liabilities. 2. The liquidation board shall report to the business registration authority on the date of establishment and commencement of operation. From that point on, the Liquidation Board will represent the Company in all matters related to the liquidation of the Company before the Courts and administrative agencies. 3. The proceeds from the liquidation shall be paid in the following order: a. Liquidation expenses; b. Salary arrears, severance allowances, social insurance and other benefits of employees under the signed collective labor agreement and labor contract; c/ Tax debts; d. Other debts of the Company; e. The remainder after all debts from (a) to (d) above have been paid shall be divided among the shareholders. Preferred shares are prioritized for prepayment.	
33			Update the numbering of other provisions accordingly.	

APPENDIX

AMENDMENTS AND SUPPLEMENTS TO THE CORPORATE GOVERNANCE REGULATION

(Note: The Appendix only underlines the contents that the current Regulation and the amended and supplemented Regulations have little difference so that shareholders can easily follow. For the contents with too many differences, the Appendix will not underline)

STT	Name of Terms	Current Regulations	Amended and supplemented Regulations	Reasons for amendment and supplementation
1	Meaning, scope of regulation and objects of application	**Article 1**	**Article 1. Scope of regulation and subjects of application**	
		1. The Internal Regulation on Corporate Governance of DABACO GROUP ("the Regulation") is formulated and promulgated in accordance with the requirements of the law on governance of public joint stock companies under the Law on Enterprises, the Law on Securities, Decree No. 155/2020/ND-CP dated 31/12/2020 of the Government and Circular No. 116/2020/TT-BTC dated 31/12/2020 of the Ministry of Finance, guidance on corporate governance applicable to public companies. 2. The Regulation sets out the basic principles of corporate governance to protect the legitimate rights and interests of shareholders, establish standards of professional behavior and ethics of members of the Board of Directors, the Control Board, the Board of General Directors and managers of DABACO GROUP. 3. This Regulation applies to: (i) Shareholders of companies and organizations and individuals who are related persons of shareholders; (ii) Members of the Board of Directors, Controllers, business executives of the company and organizations and individuals who are related persons of these subjects; and organizations and individuals with interests related to the company.	1. Scope of regulation: The internal regulation on corporate governance stipulates the contents of the roles, rights and obligations of the General Meeting of Shareholders, the Board of Directors and the General Director; order and procedures for meetings of the General Meeting of Shareholders; nomination, candidacy, election, dismissal and dismissal of members of the Board of Directors, the Control Board, the General Director and other activities as prescribed in the company's charter and other current provisions of law. 2. Subjects of application: This Regulation applies to members of the Board of Directors, the Control Board, the General Director and related persons.	Refer to the template Regulations promulgated together with Circular No. 116/2020
2	Rights and obligations of the General Meeting of Shareholders and the order and procedures for	**Clause 1, Clause 2, Clause 4.3.b, Clause 6.2, Clause 6.4 Article 6**	**Clause 1, Clause 2, Clause 4.3.b, Clause 6.2, Clause 6.4, Clause 6.5 Article 6. Roles, rights and obligations of the General Meeting of Shareholders and the order and procedures for convening and voting at the General Meeting of Shareholders**	
		1. Rights and obligations of the General Meeting of Shareholders as prescribed in Article 14 of the company's charter	1. Roles, rights and obligations of the General Meeting of Shareholders as prescribed in Article 15 of the company's charter	Refer to the template Regulations

STT	Name of Terms	Current Regulations	Amended and supplemented Regulations	Reasons for amendment and supplementation
	convening and voting at the General Meeting of Shareholders	2. Notification of the finalization of the list of shareholders entitled to attend the General Meeting of Shareholders; Competence to convene the General Meeting of Shareholders; Notice of convening the General Meeting of Shareholders: 2.1. The announcement of the closing of the list of shareholders entitled to attend the General Meeting of Shareholders shall comply with the provisions of the company's charter and the provisions of the securities law applicable to public and listed companies. 2.2. Competence to convene the General Meeting of Shareholders as prescribed in Article 13 of the company's charter. 2.3. The notice of the General Meeting of Shareholders shall comply with the provisions of Clause 3, Article 17 of the company's Charter. 4.3. Voting, vote counting, and announcement of voting results: b. The General Meeting of Shareholders shall discuss and vote on each matter included in the meeting agenda. When conducting voting on each matter at the Meeting, voting cards in favor shall be collected first, followed by voting cards against; thereafter, the total number of votes for and against shall be counted to determine the result. The total number of votes in favor, against, or abstentions for each matter shall be announced by the Chairperson immediately after the voting on such matter is completed. The General Meeting of Shareholders shall select from among the attending shareholders the persons responsible for vote counting or supervising the vote counting; if no such selection is made, the Chairperson shall appoint them. The vote-counting committee shall consist of no more than three (03) members. Resolutions of the General Meeting of Shareholders shall be adopted in accordance with Article 20 of the Company's Charter.	2. To make a list of shareholders and notify the finalization of the list of shareholders entitled to attend the General Meeting of Shareholders; Competence to convene the General Meeting of Shareholders; Notice of convening the General Meeting of Shareholders: 2.1. The compilation of the list of shareholders shall comply with the provisions of Article 141 of the Law on Enterprises and the company's charter; 2.2. The announcement of the closing of the list of shareholders entitled to attend the General Meeting of Shareholders shall comply with the provisions of the company's charter and the provisions of the securities law applicable to public and listed companies. 2.3. Competence to convene the General Meeting of Shareholders as prescribed in Article 14 of the company's charter. 2.4. The notice of invitation to the meeting, contents and agenda of the General Meeting of Shareholders shall comply with the provisions of Article 18 of the company's charter. 4.3. Voting procedures, vote counting, and announcement of voting results: b. The General Meeting of Shareholders shall discuss and vote on each matter included in the meeting agenda. Voting shall be conducted by way of votes in favor, votes against, and abstentions. At the Meeting, voting cards in favor of the resolution shall be collected first, followed by voting cards against; thereafter, the total number of votes in favor or against shall be counted to determine the result. The vote counting results shall be announced by the Chairperson immediately prior to the closing of the Meeting. The General Meeting of Shareholders shall elect persons responsible for vote counting or supervising the vote counting upon the proposal of the Chairperson. The number of members of the vote-counting committee shall be decided by the General Meeting of Shareholders based on the Chairperson's proposal. Resolutions of the General Meeting of Shareholders shall be	promulgated together with Circular No. 116/2020; Update the article title to align with the Company's Charter.

STT	Name of Terms	Current Regulations	Amended and supplemented Regulations	Reasons for amendment and supplementation
		6. Making the minutes of the General Meeting of Shareholders: 6.2. The minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The chairperson and the secretary of the meeting must be jointly responsible for the truthfulness and accuracy of the contents of the minutes. 6.4. The resolution, the minutes of the General Meeting of Shareholders, the appendix to the list of shareholders registered to attend the meeting enclosed with the signatures of the shareholders, the written authorization to attend the meeting, all documents attached to the minutes (if any) and relevant documents enclosed with the notice of invitation to the meeting must be disclosed in accordance with the law on information disclosure on the market. securities school and must be kept at the head office of the Company.	adopted in accordance with Article 21 of the Company's Charter. 6. Resolutions and minutes of the General Meeting of Shareholders: 6.2. The minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The chairperson and the secretary of the meeting or other persons who sign the minutes of the meeting must be jointly responsible for the truthfulness and accuracy of the contents of the minutes. 6.4. Resolutions and minutes of the General Meeting of Shareholders must be sent to all shareholders within 15 days from the date of conclusion of the meeting; the sending of resolutions and minutes can be replaced by posting them on the company's website. 6.5. The Resolution, the Minutes of the General Meeting of Shareholders, the appendix to the list of shareholders registering to attend the meeting, the written authorization to attend the meeting, all documents attached to the Minutes (if any) and relevant documents attached to the notice of invitation to the meeting must be kept at the company's head office.	
3	The approval of the Resolution by the General Meeting of Shareholders in the form of written opinions:	**Clause 1, Clause 2, Point a Clause 3, Point d Clause 4, Point a Clause 5 Article 7**	**Clause 1, Clause 2, Point a Clause 3, Point d Clause 4, Point a Clause 5 Article 7**	
		1. The Board of Directors has the right to collect shareholders' opinions in writing on all matters falling under the competence of the General Meeting of Shareholders to approve the decision of the General Meeting of Shareholders at any time if it deems it necessary for the interests of the company. 2. ...The requirements and procedures for sending voting ballots and accompanying documents shall be implemented in accordance with Clause 3, Article 17 of the Company's Charter. 3. The opinion poll must contain the following principal contents: a/ Name, address of the head office, number and date of	1. The Board of Directors has the right to collect shareholders' opinions in writing on all matters falling under the competence of the General Meeting of Shareholders in order to approve the decision of the General Meeting of Shareholders at any time if it deems it necessary for the interests of the company. except for the case specified in Clause 2, Article 147 of the Law on Enterprises; 2. ...The requirements and procedures for sending voting ballots and accompanying documents shall be implemented in accordance with Clause 3, Article 18 of the Company's Charter. 3. The opinion poll must contain the following principal contents: a/ Name and address of the head office and enterprise code;	Amendments to conform to the provisions of the current Enterprise Law; Update the article title to align with the Company's Charter.

STT	Name of Terms	Current Regulations	Amended and supplemented Regulations	Reasons for amendment and supplementation
		issuance of the business registration certificate and place of business registration of the company; 4.d) Voting by electronic ballot or other electronic means as provided in Clause 13, Article 19 of the Company's Charter. 5. The Board of Directors shall count votes and make a record of vote counting under the witness of the Control Board or shareholders who do not hold the company's management positions. The vote counting record must contain the following principal contents: a/ Name and address of the head office, number and date of issuance of the business registration certificate and place of business registration;	4.d) Voting by electronic ballot or other electronic means as provided in Clause 9, Article 20 of the Company's Charter. 5. The Board of Directors shall count votes and make a record of vote counting under the witness of the Control Board or shareholders who do not hold the company's management positions. The vote counting record must contain the following principal contents: a/ Name and address of the head office and enterprise code;	
4	Procedures for requesting the annulment of a resolution of the General Meeting of Shareholders	**Article 9**	**Article 9**	
		Within ninety days after receiving the resolution or the minutes of the General Meeting of Shareholders or the minutes of the vote counting results for consultation with the General Meeting of Shareholders, shareholders or groups of shareholders specified in Article 11.2 of the Company's Charter ….	Within ninety days after receiving the resolution or the minutes of the General Meeting of Shareholders or the minutes of the vote counting results for consultation with the General Meeting of Shareholders, shareholders or groups of shareholders specified in Article 12.2 of the Company's Charter ….	Update the article title to align with the Company's Charter.
5	Report on the activities of the Board of Directors at the Annual General Meeting of Shareholders	**Clause 3 Article 11**	**Clause 3 Article 11**	
		3. Activities of independent members of the Board of Directors and results of assessment of independent members of the Board of Directors on the activities of the Board of Directors.	3. Activities of independent members of the Board of Directors and results of each independent member's assessment of the activities of the Board of Directors.	Amending to conform to Decree 245/2025/ND-CP dated 11/9/2025 (Decree 245) amending and supplementing Clause 4, Article 280 of Decree 155/2020/ND-CP dated 31/12/2020 (Decree 155)

STT	Name of Terms	Current Regulations	Amended and supplemented Regulations	Reasons for amendment and supplementation
6	Board Membership	**Clause 3 Article 16**	**Clause 3 Article 16**	
		3. A member of the Board of Directors of a company must not be a member of the Board of Directors at more than five (05) other companies.	3. A member of the Board of Directors of a company may only be a member of the Board of Directors or the Board of Members at a maximum of 05 other companies.	Amending to conform to Decree 245 amending and supplementing Clause 3, Article 275 of Decree 155
7	Composition of the Board of Directors	**Clause 2 Article 17**	**Clause 2 Article 17**	
		2. The structure of members of the Board of Directors must ensure a balance between executive members and non-executive members, in which at least one-third (1/3) of the total number of members of the Board of Directors must be non-executive members of the Board of Directors.	2. The number of non-executive members of the company's Board of Directors must meet the following provisions: a) There is at least 01 non-executive member in case the company has between 03 and 05 members of the Board of Directors; b) There are at least 02 non-executive members in case the company has the number of members of the Board of Directors from 06 to 08 members; c) There are at least 03 non-executive members in case the company has between 09 and 11 members of the Board of Directors.	Amending to conform to Decree 245 amending and supplementing Clause 2, Article 276 of Decree 155
8	Rights and obligations of members of the Board of Directors	**Clause 4 Article 18**	**Supplementing Clause 2; Clause 5 Article 18**	
		4. Independent members of the Managing Board must make an evaluation report on the operation of the Managing Board.	2. Salaries, remuneration, bonuses and other benefits of members of the Board of Directors shall comply with the provisions of the Law on Enterprises and the company's charter. 5. Each independent member of the Managing Board of the company must make an evaluation report on the operation of the Managing Board.	Amending to conform to Decree 245 amending and supplementing Clause 3, Article 277 of Decree 155, Circular 116/2020/TT-BTC

STT	Name of Terms	Current Regulations	Amended and supplemented Regulations	Reasons for amendment and supplementation
9	Cases of dismissal, dismissal and addition of members of the Board of Directors	**Point b Clause 4 Article 20**	**Point b Clause 4 Article 20; Clause 5 of Article 20 is supplemented**	
		4. The Board of Directors must convene a meeting of the General Meeting of Shareholders to elect additional members of the Board of Directors in the following cases: a) If the number of members of the Board of Directors is reduced by more than one-third compared to the number specified in the company's charter, the Board of Directors shall convene a meeting of the General Meeting of Shareholders within sixty (60) days from the date on which the number of members is reduced by more than one-third. b) The number of independent members of the Board of Directors decreases, failing to ensure the ratio as prescribed. In other cases, at the nearest meeting, the General Meeting of Shareholders shall elect a new member to replace the member of the Board of Directors who has been dismissed or dismissed.	4. The Board of Directors must convene a meeting of the General Meeting of Shareholders to elect additional members of the Board of Directors in the following cases: a) If the number of members of the Board of Directors is reduced by more than one-third compared to the number specified in the company's charter, the Board of Directors shall convene a meeting of the General Meeting of Shareholders within sixty (60) days from the date on which the number of members is reduced by more than one-third. b) In case the number of independent members of the Board of Directors decreases or fails to ensure the ratio as prescribed, the Board of Directors must notify at the nearest General Meeting of Shareholders or convene a meeting of the General Meeting of Shareholders to elect additional or replacement within 06 months from the date of occurrence of this case in accordance with law. c) Except for the cases specified at Points a and b of this Clause, the General Meeting of Shareholders shall elect a new member to replace the member of the Board of Directors who has been dismissed or dismissed at the nearest meeting. 5. The election, dismissal or dismissal of members of the Board of Directors must be disclosed in accordance with law.	Amend to comply with the provisions of Article 155 of the 2020 Law on Enterprises
10	Responsibilities and obligations of the Board of Directors	**Clause 9 Article 21**	**Clause 9, Article 21; supplementing Clause 10 Article 21**	
		9. To organize training and training in corporate governance and necessary skills for members of the Board of Directors, the General Director and other managers of the company.	9. To organize training and training in corporate governance and necessary skills for members of the Board of Directors, the General Director, the person in charge of corporate governance and other managers of the company. 10. To pay dividends to shareholders in accordance with law after being approved by the Annual General Meeting of Shareholders.	Amending and supplementing in accordance with Decree 245 amending and supplementing Clause 3, Article 277 of Decree 155

STT	Name of Terms	Current Regulations	Amended and supplemented Regulations	Reasons for amendment and supplementation
11	Order and procedures for organizing meetings of the Board of Directors	**Clause 12, Clause 14 Article 23**	**Clause 12, Clause 14 Article 23**	
		12. Telephone meetings or other forms. A meeting of the Board of Directors may be held in the form of an agenda between the members of the Board of Directors when all or several members are in different locations provided that each member participating in the meeting can: a. Listening to each other member of the Board of Directors speaking in the meeting; b. If desired, he or she can speak to all other attendees simultaneously. Communication between members may be conducted directly by telephone or by other means of communication (including the use of such means at the time of the adoption of the Charter or later) or a combination of all these methods. Under this Charter, a member of the Board of Directors who participates in such a meeting is deemed to be "present" at that meeting. The place of the meeting held under this regulation is the place where the largest group of Board members gather, or if there is no such group, is the place where the Chairman of the meeting is present. Decisions adopted in a duly held and conducted telephone meeting will take effect immediately upon the conclusion of the meeting but must be affirmed by the signatures on the minutes of all Board members present at this meeting. 14. Minutes of meetings of the Board of Directors. Meetings of the Board of Directors must be recorded and can be recorded, recorded and kept in other electronic forms at the company's headquarters. The minutes of the meeting shall be made in Vietnamese and may be additionally made in a foreign language, with full main contents in accordance with the provisions of the Law on Enterprises. Minutes made in Vietnamese and foreign languages are equally valid. In case of any difference in contents, the contents of the Vietnamese Minutes shall prevail. The minutes of the	12. Online meetings or other forms. A meeting of the Board of Directors may be held in the form of an agenda between the members of the Board of Directors when all or several members are in different locations provided that each member participating in the meeting can: a. Listening to each other member of the Board of Directors speaking in the meeting; b. If desired, he or she can speak to all other attendees simultaneously. The Board of Directors may hold online meetings or other forms or a combination of all these methods. According to this Charter, a member of the Board of Directors participating in such a meeting shall be deemed to be "present" at such meeting. The meeting venue held under this regulation is the place where the largest group of Board members gather, or, if there is no such group, the place where the Chair of the meeting is present. Decisions adopted in an online meeting or other forms are duly organized and conducted in accordance with the regulations and take effect immediately upon the conclusion of the meeting. 14. Minutes of meetings of the Board of Directors. Meetings of the Board of Directors must be recorded and can be recorded, recorded and kept in other electronic forms at the company's headquarters. The minutes of the meeting shall be made in Vietnamese and may be additionally made in a foreign language, with full main contents in accordance with the provisions of the Law on Enterprises. Minutes made in Vietnamese and foreign languages are equally valid. In case of any difference in contents, the contents of the Vietnamese Minutes shall prevail. The minutes of the meeting of the Board of Directors must be signed by the Chairperson and the person recording the minutes. The chairperson and the person taking the minutes must take responsibility for the truthfulness and accuracy of the contents of the minutes of the meeting of the Board of Directors. In case the	Amend to align with the Company's actual operations

STT	Name of Terms	Current Regulations	Amended and supplemented Regulations	Reasons for amendment and supplementation
		meeting of the Board of Directors must be signed by the Chairperson and the person recording the minutes. The chairperson and the person taking the minutes must take responsibility for the truthfulness and accuracy of the contents of the minutes of the meeting of the Board of Directors.	chairperson or the person taking the minutes refuses to sign the minutes of the meeting but if it is signed by all other members of the Board of Directors attending the meeting and has all the contents as prescribed by the Law on Enterprises , this record shall take effect.	
12	Subcommittees of the Board of Directors	**Article 24**	**Article 24**	
		1. The company's Board of Directors may set up sub-committees to support the operation of the Board of Directors, including the human resources sub-committee, the remuneration sub-committee and other sub-committees. The Board of Directors needs to appoint 01 independent member of the Board of Directors as the head of the sub-committees on human resources and the subcommittee on salary and bonus. 2. In case the company fails to establish personnel sub-committees and sub-committees on salary and bonus, the Board of Directors may assign independent members of the Board of Directors to assist the Board of Directors in personnel and salary and bonus activities. 3. The Board of Directors shall detail the establishment of sub-committees, responsibilities of each sub-committee, responsibilities of members of sub-committees or responsibilities of independent members appointed in charge of personnel, salaries and bonuses.	1. The Board of Directors may set up sub-committees to be in charge of development policies, human resources, compensation, internal audit, risk management and other subcommittees. The number of members of the subcommittee decided by the Board of Directors shall be at least 03 persons, including members of the Board of Directors and external members. The activities of the subcommittee must comply with the regulations of the Board of Directors. The resolution of the subcommittee is only effective when the majority of members attend and vote to approve it at the meeting of the subcommittee. 2. The implementation of decisions of the Board of Directors or subcommittees under the Board of Directors must comply with current provisions of law and the provisions of the company's charter and internal regulations on corporate governance. 3. In case of failure to establish sub-committees, the Board of Directors may assign members of the Board of Directors to independently assist the Board of Directors in personnel, salary and bonus and other activities. The Board of Directors shall specify the establishment of sub-committees, the responsibilities of each sub-committee, the responsibilities of members of the sub-committees or the responsibilities of independent members appointed in charge of personnel, salaries and bonuses and other activities.	Amend to align with the Company's actual operations
13	Appointment of General Director	**Article 26**	**Article 26**	
		1. The Board of Directors shall appoint a member of the Board of Directors or another person as the General Director and shall sign a contract stipulating the salary,	1. The Board of Directors shall appoint 01 member of the Board of Directors or hire another person to act as the General Director.	Amend to align with the Company's

STT	Name of Terms	Current Regulations	Amended and supplemented Regulations	Reasons for amendment and supplementation
		remuneration, benefits and other terms related to the recruitment. Information on the salary, allowances and benefits of the CEO must be reported in the Annual General Meeting of Shareholders and stated in the Company's annual report. The General Director is the person who runs the day-to-day business of the company; subject to the supervision of the Board of Directors; to take responsibility before the Board of Directors and the law for the performance of their assigned rights and obligations. 2. The term of office of the General Director is 05 (five) years, unless otherwise provided for by the Board of Directors and may be re-appointed. The appointment may expire based on the provisions of the labor contract. General directors are not allowed to be persons who are prohibited by law from holding this position, i.e. minors, persons who are incapable of acting, persons who have been sentenced to imprisonment, persons who are serving prison sentences, employees of the armed forces, public servants and persons who have been judged to have worked for the company they previously led this is bankrupt. 3. To report to the Board of Directors and shareholders. The General Director shall be responsible to the Board of Directors and the General Meeting of Shareholders for the performance of assigned tasks and powers and must report to these agencies when requested.	2. The General Director is the person who runs the daily business of the Company; subject to the supervision of the Board of Directors; take responsibility before the Board of Directors and law for the performance of their assigned rights and obligations. 3. The term of office of the General Director shall not exceed 05 years and may be re-appointed for an unlimited number of terms. The General Director must meet the standards and conditions prescribed by law and the company's Charter.	actual operations
14	Cases of resignation, dismissal or dismissal of managers	**Clause 3 Article 29**	**Clause 3 Article 29**	
		3. The General Director, Deputy General Director, Chief Accountant may be dismissed by the Board of Directors in the following cases:	3. The Board of Directors shall dismiss the General Director, Deputy General Director, Chief Accountant in the following cases:	Amendment and supplementation to suit the actual operation of the Company
15	Controller	**Clause 1 Article 32**	**Clause 1 Article 32**	
		1. The number of controllers is at least 03 people and at most 05 people. The controller may not be a shareholder of	1. The number of controllers is at least 03 people and at most 05 people. The controller may not be a shareholder of the company.	Amending and supplementing to

STT	Name of Terms	Current Regulations	Amended and supplemented Regulations	Reasons for amendment and supplementation
		the company. The controller is appointed by the General Meeting of Shareholders, the term of office of the controller is 05 years and the controller may be re-elected for an unlimited number of terms.	The controller is elected by the General Meeting of Shareholders, the term of office of the controller is 05 years and the controller can be re-elected for an unlimited number of terms.	conform with the provisions of the Law on Enterprises
16	How to elect the Controller	**Article 33**	**Article 33. How to elect the Controller**	
		The method of election of the Comptroller shall be similar to the provisions in Article 17 of this Regulation.	The method of election of the Comptroller shall be similar to the provisions in Article 19 of this Regulation.	Update the article to match the content
17	Cases of dismissal or dismissal of the Comptroller		**Supplementing Clause 3 Article 34**	
			3. The election, dismissal and dismissal of members of the Control Board must be disclosed in accordance with law.	Refer to the template Regulation promulgated together with Circular No. 116/2020
18	Rights and obligations of the Controller		**Clause 3 of Article 35 is supplemented**	
			3. Thesalary, remuneration, bonus and other benefits of the Comptroller shall comply with the provisions of the Law on Enterprises and the company's Charter.	Refer to the template Regulation promulgated together with Circular No. 116/2020
19	Rights and obligations of the Control Board	**Article 36**	**Article 36**	
		The Supervisory Board has the rights and obligations as prescribed in Article 170 of the Law on Enterprises and the company's Charter, in addition, the Supervisory Board has the following rights and obligations: 1. To propose and propose the General Meeting of Shareholders to approve an independent audit organization to audit the company's financial statements; 2. To take responsibility before shareholders for their supervisory activities;	The Control Board has the rights and obligations specified in Article 170 of the Law on Enterprises, the company's charter and the following rights and obligations: 1. To propose and propose the General Meeting of Shareholders to approve the list of auditing organizations approved to audit the company's financial statements; decide on the approved audit organization to inspect the company's operations, and dismiss the approved auditor when deeming it necessary. 2. To take responsibility before shareholders for their supervisory activities.	Refer to the template Charter promulgated together with Circular No. 116/2020

STT	Name of Terms	Current Regulations	Amended and supplemented Regulations	Reasons for amendment and supplementation
		3. To supervise the company's financial situation, the legality of activities of members of the Board of Directors, the General Director, other managers, and the coordination of activities between the Control Board and the Board of Directors, the General Director and shareholders; 4. In case of detecting acts of violation of law or violation of the company's charter by members of the Board of Directors, the General Director and other executives of the enterprise, they must notify in writing to the Board of Directors within 48 hours, requesting the violators to stop their violations and take remedial measures; 5. To report to the General Meeting of Shareholders in accordance with the company's Charter and this Regulation. 6. Formulate the Regulation on operation of the Control Board and submit it to the General Meeting of Shareholders for approval as prescribed.	3. To supervise the company's financial situation and the observance of law in the operation of members of the Board of Directors, the General Director and other managers. 4. Ensure coordination with the Board of Directors, the General Director and shareholders. 5. In case of detecting acts of violation of law or violation of the company's charter by members of the Board of Directors, the General Director and other executives of the enterprise, the Control Board must notify in writing to the Board of Directors within 48 hours, requesting the violator to stop the violation and take remedial measures. 6. To formulate the operation regulations of the Control Board and submit them to the General Meeting of Shareholders for approval. 7. To report to the General Meeting of Shareholders in accordance with the company's charter and this Regulation.	
20	Processes and procedures for coordinating activities of the Board of Directors	**Clause 3, Clause 4, Clause 5, Clause 6 Article 39**	**Clause 3, Clause 4, Clause 5 Article 39**	
		3. The Board of Directors elects a Chairman of the Board of Directors to manage the Company's production and business activities. Other members are in charge of the company's business areas assigned by the Chairman of the Board of Directors and report to the Board of Directors. 4. Matters that must be resolved immediately and cannot be convened at the Board of Directors meeting as prescribed shall be handled by consultation between the Chairman of the Board of Directors and members of the Board of Directors and the General Director (directly or indirectly) and then report back to the Board of Directors at the nearest meeting. 5. Members of the Board of Directors are responsible for monitoring, analyzing, detecting, synthesizing and evaluating the implementation of resolutions and decisions of the General Meeting of Shareholders, of the Board of Directors, regulations and regulations of the Board of Directors and of the company issued to propose the Board of Directors to amend (if any) to suit the actual situation	3. The Board of Directors elects a Chairman of the Board of Directors to manage the Company's production and business activities. Other members undertake the business areas of the company as assigned by the Board of Directors and report to the Board of Directors. 4. Members of the Board of Directors are responsible for monitoring, analyzing, detecting, synthesizing and evaluating the implementation of resolutions and decisions of the General Meeting of Shareholders, of the Board of Directors, regulations and regulations of the Board of Directors and of the company issued in order to propose the Board of Directors to amend (if any) to suit the actual situation and in accordance with the provisions of law. 5. 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 activities of the Company and its units. Managers are required to provide timely, complete and accurate information and documents at the request of	Amending and supplementing to conform with the actual operation of the company

STT	Name of Terms	Current Regulations	Amended and supplemented Regulations	Reasons for amendment and supplementation
		and in accordance with the provisions of law. 6. Members of the Board of Directors have the right to request the General Director to provide information about the company's activities but must obtain the consent of the Chairman of the Board of Directors. The information provided must be complete, accurate and in writing. In case it is not possible to provide in time, the General Director is responsible for notifying the members of the Board of Directors and confirming the exact time of supply. The Board of Directors is not allowed to use information that has not been disclosed by the company or disclosed to others to carry out related transactions.	members of the Board of Directors. The order and procedures for requesting and providing information are prescribed by the company's charter. Members of the Board of Directors are not allowed to use information that has not been disclosed by the company or disclosed to others to carry out related transactions.	
21	Responsibility for honesty and avoidance of conflicts of interests of members of the Board of Directors, the Control Board, the General Director and other managers.	**Clause 2, Clause 5 Article 45**	Clause 2, Clause 5 and Clause 6 of Article 45 are supplemented. Responsibility for honesty and avoidance of conflicts of interest of business managers.	
		2. Members of the Board of Directors, Controllers, General Directors, other managers and related persons of these members must not use the information obtained through their positions for personal self-interest or to serve the interests of other organizations or individuals. 5. Members of the Board of Directors, Controllers, General Directors, other managers and related persons of these members are not allowed to use information that has not been disclosed by the company or disclosed to others to carry out related transactions.	2. Members of the Board of Directors, Controllers, General Directors, other managers and related persons of these members may only use the information obtained through their positions to serve the interests of the company. 5. Members of the Board of Directors, Controllers, General Directors, other managers and related persons of these entities shall not use or disclose to others internal information to carry out related transactions. 6. Directors and general directors must not be related persons of enterprise managers, controllers of companies and parent companies, representatives of state ownership interests, representatives of capital interests of enterprises at companies and parent companies as prescribed at Point d, Clause 46, Article 4 of the Law on Securities	Amending and supplementing to conform with Decree 155 and Decree 245 supplementing Clause 6, Article 291 of Decree 155
22	Transactions with shareholders, business managers and related persons of these	**Clause 3, Clause 4, Clause 5 Article 47**	**Clause 3, Clause 4, Clause 5 Article 47**	
		3. The company is not allowed to provide loans or guarantees to related persons of institutional shareholders, except for the following cases: a) Companies and organizations that are related persons of shareholders are companies in the same group or companies operating in groups of companies, including parent	3. The company is not allowed to provide loans or guarantees to related persons of institutional shareholders, except for the following cases: a) Companies and organizations that are related persons of shareholders being companies in the same group or companies operating in groups of companies, including parent companies -	Amending to conform to Decree 245 amending and supplementing Clauses 3, 4 and

STT	Name of Terms	Current Regulations	Amended and supplemented Regulations	Reasons for amendment and supplementation
	entities	companies - subsidiaries and economic groups and these transactions must be approved by the General Meeting of Shareholders or the Board of Directors in accordance with the provisions of the company's charter; b) Unless otherwise provided for by law. 4. The company may only perform the following transactions when it has been approved by the General Meeting of Shareholders: a) Granting loans or guarantees to members of the Board of Directors, Controllers, General Directors, other managers who are not shareholders and related individuals and organizations of these entities. In case of granting loans or guarantees to relevant organizations of members of the Board of Directors, Controllers, General Directors, other managers whose companies and organizations are companies in the same group or companies operating in groups of companies, including parent companies - subsidiaries, economic group, the General Meeting of Shareholders or the Board of Directors approves in accordance with the provisions of the company's charter. b) Transactions with a value of 35% or more or transactions resulting in the total value of valuable transactions arising within 12 months from the date of the first transaction with a value of 35% or more of the total value of assets stated in the latest financial statements between the company and one of the following entities: - Members of the Board of Directors, Controllers, General Directors, other managers and related persons of these subjects; - Shareholders and authorized representatives of shareholders who own more than 10% of the total ordinary share capital of the company and their related persons; - Enterprises related to the subjects specified in Clause 2, Article 164 of the Law on Enterprises. c) Contracts, transactions on borrowing or selling assets	subsidiaries, economic groups and such transactions must be approved by the General Meeting of Shareholders or the Board of Directors in accordance with the provisions of the company's charter; at the same time, the organization is related persons who are not shareholders of the company as prescribed in Clause 2 of this Article. c) Otherwise provided for by law. 4. The company may only perform the following transactions when it has been approved by the General Meeting of Shareholders: a) Granting loans or guarantees to members of the Board of Directors, members of the Control Board, General Director, other managers who are not shareholders and related individuals and organizations of these entities. In case of granting loans or guarantees to related organizations of members of the Board of Directors, members of the Control Board, General Directors and other managers where the company and the organization (except for the organization being a shareholder of the company specified in Clause 2 of this Article) are companies in the same group or companies operating in a group of companies companies, including parent companies - subsidiaries, economic groups, the General Meeting of Shareholders or the Board of Directors approved in accordance with the provisions of the company's charter. b) The transaction is valued at 35% or more or the transaction results in the total value of the transaction arising within 12 months from the date of the first transaction being valued at 35% or more of the total value of assets stated in the latest financial statement or a ratio, other values smaller as prescribed in the company's charter between the company and one of the following entities: - Members of the Board of Directors, Controllers, General Directors, other managers and related persons of these subjects; - Shareholders and authorized representatives of shareholders who own more than 10% of the total ordinary share capital of the company and their related persons;	5, Article 293 of Decree 155

STT	Name of Terms	Current Regulations	Amended and supplemented Regulations	Reasons for amendment and supplementation
		with a value greater than 10% of the total value of assets stated in the latest financial statements between the company and shareholders owning 51% or more of the total voting shares or related persons of such shareholders. 5. The Board of Directors shall approve the contracts and transactions specified at Point b, Clause 4 of this Article with a value of less than 35% of the total value of assets stated in the latest financial statements or another smaller percentage specified in the company's charter.	- Enterprises related to the subjects specified in Clause 2, Article 164 of the Law on Enterprises; c) Contracts, loan transactions, or sale of assets with a value greater than 10% of the total value of assets stated in the latest financial statements between the company and shareholders owning 51% or more of the total voting shares or related persons of such shareholders. 5. The Board of Directors shall approve the contracts and transactions specified at Point b, Clause 4 of this Article with a value of less than 35% of the total value of assets stated in the latest financial statements or a smaller percentage or value as prescribed in the company's charter.	
23	Information disclosure organization	**Article 53**	**Article 53**	
		1. The Board of Directors is responsible for ensuring that the information disclosure is in accordance with the provisions of the Securities Law and guiding documents. 2. To ensure accuracy and timeliness, the Board of Directors must appoint at least one full-time officer in charge of information disclosure. The officer in charge of information disclosure can be an assistant, the company secretary or a part-time manager. 3. An officer in charge of information disclosure must be a person who: a. Have knowledge of accounting, finance, and have certain skills in informatics; b. Publicize the name and working phone number so that shareholders can easily contact; c. Have sufficient time to perform their duties, especially in contacting shareholders, recording shareholders' opinions, replying to shareholders' opinions and corporate governance issues as prescribed; d. Taking responsibility for disclosing the Company's information to investors in accordance with the provisions of law and the Company's Charter. 4. The information disclosure shall be carried out on the media of the State Securities Commission, the Stock Exchange, publications and websites of the Company.	1. The company must formulate and promulgate regulations on information disclosure of the company in accordance with the provisions of the Law on Securities and guiding documents. 2. The company's legal representative or authorized person to disclose information has the following responsibilities: a) To disclose the company's information to the investment public in accordance with law and the company's charter; b) Publicize the working name and phone number so that shareholders can easily contact them.	Amend to align with the Company's actual operations

APPENDIX

AMENDMENTS AND SUPPLEMENTS TO THE OPERATION REGULATION OF THE BOARD OF DIRECTORS

(Note: The Appendix only underlines the contents that the current Regulation and the amended and supplemented Regulations have little difference so that shareholders can easily follow. For contents with many differences, the Appendix will not be underlined)

STT	Name of Terms	Current Regulations	Amended and supplemented Regulations	Reasons for amendment and supplementation
1	Rights and obligations of members of the Board of Directors	**Clause 3 Article 3**	**Clause 3 Article 3**	
		3. Independent members of the Board of Directors must make an assessment report on the operation of the Board of Directors.	3. Each independent member of the Managing Board of the company must make an evaluation report on the operation of the Managing Board.	Amending to conform to Decree 245 amending and supplementing Clause 3, Article 277 of Decree 155, Circular 116/2020/TT-BTC
2	Criteria and conditions for members of the Board of Directors	**Point c Clause 1 Article 6**	**Point c Clause 1 Article 6; Clause 2, Clause 3 Article 6**	
		c) A member of the Board of Directors of the company may concurrently be a member of the Board of Directors of up to 5 other companies;	c) A member of the Board of Directors of a company may only be a member of the Board of Directors or the Board of Members at a maximum of 05 other companies; 2. Independent members of the Board of Directors must meet the following criteria and conditions: a) Not being a person working for the Company, its parent company or its subsidiaries; not being a person who has worked for the Company, the parent company or its subsidiaries for at least 03 consecutive years; b) Not being a person who is receiving salaries or remunerations from the company, except for allowances that members of the Board of Directors are entitled to as prescribed; c) Not being a person whose spouse, natural father, adoptive father, natural mother, adoptive mother, natural child, adopted child, brother, sister or sibling is a major shareholder of the Company; being a manager of the Company or its subsidiaries; d) Not being a person who directly or indirectly owns at least 01% of the total voting shares of the Company; dd) Not being a person who has been a member of the Board of Directors or the Control Board of the Company for at least 05 consecutive years, except for the case of being appointed for 02 consecutive terms; e) Other criteria and conditions as prescribed by law and the company's charter.	Modified to suit: Decree No. 245/2025/ND-CP dated September 11, 2025 amending and supplementing Clause 3, Article 275 of Decree No. 155/2020/ND-CP dated December 31, 2020

STT	Name of Terms	Current Regulations	Amended and supplemented Regulations	Reasons for amendment and supplementation
			3. An independent member of the Board of Directors must notify the Board of Directors of his/her failure to fully satisfy the criteria and conditions specified in Clause 2 of this Article and of course ceases to be an independent member of the Board of Directors from the date on which he or she fails to fully meet the criteria and conditions. The Board of Directors must notify the case in which the independent member of the Board of Directors no longer meets all the criteria and conditions at the nearest General Meeting of Shareholders or convene a meeting of the General Meeting of Shareholders to elect additional or replacement independent members of the Board of Directors within 06 months from the date of receipt of the notice of the independent members of the relevant Board of Directors.	
3	Dismissal, dismissal, replacement and addition of members of the Board of Directors	**Point c Clause 4 Article 8**	**Point c Clause 4 Article 8; supplementing Point b Clause 4 Article 8**	
		c) Except for the case specified at Point a of this Clause, the General Meeting of Shareholders shall elect a new member to replace the member of the Board of Directors who has been dismissed or dismissed at the nearest meeting.	b) In case the number of independent members of the Board of Directors decreases or fails to ensure the ratio as prescribed, the Board of Directors must notify at the nearest General Meeting of Shareholders or convene a meeting of the General Meeting of Shareholders to elect additional or replacement within 06 months from the date of occurrence of this case in accordance with law. c) Except for the cases specified at Points a and b of this Clause, the General Meeting of Shareholders shall elect a new member to replace the member of the Board of Directors who has been dismissed or dismissed at the nearest meeting.	Amend and supplement to comply with the provisions of Article 155 of the Law on Enterprises.
4	Subcommittees assisting the Board of Directors.	**Article 14.**	**Article 14. Subcommittees assisting the Board of Directors**	
		1. The company's Board of Directors may set up sub-committees to support the operation of the Board of Directors, including the human resources sub-committee, the remuneration sub-committee and other sub-committees. The Board of Directors needs to appoint 01 independent member of the Board of Directors as the head of the sub-committees on human resources and the subcommittee on salary and bonus.	1. The Board of Directors may set up sub-committees to be in charge of development policies, human resources, compensation, internal audit, risk management and other subcommittees. The number of members of the subcommittee decided by the Board of Directors shall be at least 03 persons, including members of the Board of Directors and external members. The activities of the subcommittee must comply with the regulations of the Board of Directors. The resolution of the subcommittee is only effective when the majority of members attend and vote to approve it at the meeting of the subcommittee. 2. The implementation of decisions of the Board of Directors or subcommittees under the Board of Directors must comply with current provisions of law and the provisions of the company's charter and internal regulations on corporate governance.	Amend to align with the Company's actual operations.

STT	Name of Terms	Current Regulations	Amended and supplemented Regulations	Reasons for amendment and supplementation
		2. In case the company fails to establish personnel sub-committees and sub-committees on salary and bonus, the Board of Directors may assign independent members of the Board of Directors to assist the Board of Directors in personnel and salary and bonus activities. 3. The Board of Directors shall detail the establishment of sub-committees, responsibilities of each sub-committee, responsibilities of members of sub-committees or responsibilities of independent members appointed in charge of personnel, salaries and bonuses.	3. In case of failure to establish sub-committees, the Board of Directors may assign members of the Board of Directors to independently assist the Board of Directors in personnel, salary and bonus and other activities. The Board of Directors shall specify the establishment of sub-committees, the responsibilities of each sub-committee, the responsibilities of members of the sub-committees or the responsibilities of independent members appointed in charge of personnel, salaries and bonuses and other activities.	

DABACO GROUP
BOARD OF SUPERVISORS

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

No.: 01/TTr-BKS

Bac Ninh, April 02nd 2026

REPORT SUBMISSION
Annual General Meeting of Shareholders in 2026

To: **Valued Shareholders**

- Based on the provisions of the 2020 Enterprise Law and the Amending and Supplementing Law in 2025;

- Based on the Charter on the Organization and Operations of Dabaco Group;

- Based on the Company's Governance Regulations,

To ensure compliance with legal regulations, the Board of Supervisors proposes that the General Meeting of Shareholders authorize the Board of Chairmans to select one of the following auditing firms to conduct the review of the semi-annual financial report and audit the financial statements for the year 2026 of the Company, including:

- Viet Nam Ernst & Young Limited Company (E&Y);
- PricewaterhouseCoopers (Vietnam) Limited (PWC);
- Deloitte Vietnam Company Limited; and,
- KPMG Vietnam Limited.

We respectfully report and seek the approval of the General Meeting!

Recipients:
- Shareholders;
- Board of Chairmans members;
- Supervisory Board;
- Achieved Board of Directors Office, Board of Supervisors

On behalf of Board of Supervisors
Head of Board



Ho Sy Quy

DABACO GROUP

2026 ANNUAL GENERAL MEETING

BALLOT FORM

No

SHAREHOLDERS/SHAREHOLDERS REPRESENTATIVE: .....

..... BALLOT

This ballot is only valid at the Annual General Meeting on April 25th, 2026

DABACO GROUP
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SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
-----o0o-----

No.: 01/2026/NQ-ĐHĐCĐ

Bac Ninh, April 25th, 2025

DRAFT

RESOLUTION
THE 2025 ANNUAL GENERAL MEETING
DABACO GROUP

- Pursuant to the Law on Enterprises 2020 and the Amending and Supplementing Law in 2025;

- Pursuant to the Charter on Organization and Operation of DABACO Group;

- Pursuant to the Minutes of the Annual General Meeting on April 25th 2026,

DECISION:

Article 1. Approval of the Report on the business production situation in 2025 and Directions, Tasks for Business production plan in 2026 according to the attached report with some key indicators as follows:

Business production plan targets in 2026:

- Total revenue (including internal consumption) : VND 29,311 billion
- Profit before tax : VND 1,261 billion
- Profit after tax : VND 1,117 billion

Article 2. Approval of the Report of the Board of Directors according to the content of the Report of the Board of Directors dated April 02, 2026 attached.

Article 3. Approval of the Report of the Supervisory Board according to the content of the Report of the Supervisory Board dated April 02, 2026 attached.

Article 4. Approval of the 2024 Financial Statement audited by Ernst & Young Vietnam Co., Ltd. according to Report Submission No. 01/TTr-HĐQT dated April 02, 2026.

Article 5. Approval of the fund deduction and use of undistributed profit after tax in 2025 according to Report Submission No. 02/TTr-HĐQT dated April 02, 2026.

Article 6. Approval of the plan to pay dividends in 2025 according to Report Submission No. 03/TTr-HĐQT dated April 02, 2026.

Article 7. Approval of amendments and supplements to certain articles of the Company's Charter and internal regulations in accordance with Report Submission No. 04/TTr-HĐQT dated April 2, 2026.

Article 8. Approval of remuneration of members of the Board of Directors, members of the Board of Supervisors and the Board of Directors' secretary in 2026 according to Report Submission No. 02/TTr-HĐQT dated April 02, 2026.

Article 9. Approval of the list of auditing companies and authorization for the Board of Directors to select an auditing company for the 2026 Financial Statements according to Report Submission of the Board of Supervisors No. 01/TTr-BKS dated April 02, 2026.

Article 10. Effectiveness and reponsibility for implementation:

This Resolution valid from the date of signing. The members of the Board of Directors, the Board of Supervisors, the Board of General Directors, Managers of professional departments and member units in the Company are responsible for implementing this Resolution./.

ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN - MODERATOR

Nguyen Nhu So

Recipients:

- As per Article 10;
- Information disclosure;
- Relevant agencies and organizations;
- Company shareholders (via website);
- Achieved Board of Directors Office.