VIETNAM POWER DEVELOPMENT JOINT STOCK COMPANY

No.: 34/TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, dated April 1st, 2026

PROPOSAL
Regarding change in business lines and amendment of the Company's Charter

To: The Annual General Meeting of Shareholders of Vietnam Power Development Joint Stock Company

Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and Law No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, and guiding documents for implementation ;

Pursuant to Decree No. 245/2025/NĐ-CP amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;

Pursuant to Decision No. 36/2025/QĐ-TTg dated September 29, 2025, of the Prime Minister promulgating the System of Vietnamese Economic Sectors;

Pursuant to the Charter of Vietnam Power Development Joint Stock Company issued under Decision No. 1901/QĐ-HĐQT dated December 21, 2023 by the Company's Board of Directors (Charter 1901);

Pursuant to the Regulation on Operation of the Board of Directors of Vietnam Power Development Joint Stock Company issued under Decision No. 728/QĐ-HĐQT dated May 10, 2023 (Regulation 728);

Pursuant to the Internal Regulation on Corporate Governance of Vietnam Power Development Joint Stock Company issued under Decision No. 729/QĐ-HĐQT dated May 10, 2023 (Regulation 729);

Pursuant to the Regulations on Decentralization of Vietnam Power Development Joint Stock Company issued under Decision No. 1673/QĐ-HĐQT dated November 13, 2023 and Decision No. 1439/QĐ-HDQT dated October 16, 2024 on amending and supplementing the Regulation on Decentralization;

Pursuant to the Business Registration Certificate No. 0101264520, amended for the 19th time on August 25, 2025, issued by the Business Registration and Enterprise Finance Department - Hanoi Department of Finance to Vietnam Power Development Joint Stock Company ;

Pursuant to the Resolution of the Board of Directors No. 28/NQ-HĐQT dated March 31, 2026, regarding the contents to be submitted to the 2026 Annual General Meeting of Shareholders.

The Board of Directors of Vietnam Power Development Joint Stock Company (VNPD) respectfully submits to the General Meeting of Shareholders for consideration

the following change in business lines, amendment and supplementation to the Company's Charter:

I. Reasons for submission

The Charter of Vietnam Power Development Joint Stock Company was issued under Decision No. 1901/QĐ-HĐQT dated December 21, 2023, based on the model charter applicable to public companies as stipulated in Circular 116/2020/TT-BTC dated December 31, 2020.

On June 16, 2025, the Standing Committee of the National Assembly issued Resolution No. 1656/NQ-UBTVQH15 on the arrangement of commune-level administrative units in Hanoi City in 2025.

On August 25, 2025, the Business Registration and Corporate Finance Department - Hanoi Department of Finance issued business registration certificate No. 0101264520, registering the 19th change for Vietnam Power Development Joint Stock Company.

On September 11, 2025, the Government issued Decree No. 245/2025/NĐ-CP amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law. Accordingly, some provisions in the Company's Charter are no longer consistent with reality and legal regulations.

On September 29, 2025, the Prime Minister issued Decision No. 36/2025/QĐ-TTg promulgating the Vietnamese Economic Sector System (replacing Decision No. 27/2018/QĐ-TTg dated July 6, 2018). Accordingly, some business lines have been removed, changed, or are no longer consistent with reality and legal regulations.

Accordingly, the head office address, the list of business lines and some contents in the Company Charter issued with Decision No. 1901/QĐ-HĐQT dated December 21, 2023, are no longer consistent with current legal regulations and the actual operating situation of the Company. Therefore,the amendment of the Charter 1901 is necessary.

II. Submission contents

1. Change of business lines

a) Supplementation of the following business lines (*Supplementing business lines to the list of business lines already registered with the business registration authority*)

No.	Contents on the current business registration certificate		Proposed contents for registration of additional business lines		Reason
	Old business line name	**Code**	**Additional business line name**	**Code**	
1	Real estate consulting, brokerage, and auction services; land use rights auction services. Details: - Real estate management	6820	Other real estate activities on a fee or contract basis Details: Real estate management (*Clause 13, Article 3 of the Law on Real Estate Business No. 29/2023/QH15*	6829	These business line codes are abolished or changed according to Decision No. 36/2025/QĐ-

	services (excluding brokerage, valuation, and real estate exchange services)		*dated November 28, 2023*).		TTg dated September 29 , 2025 of the Prime Minister .
2	Travel agency Details: Business of providing international travel services to international tourists visiting Vietnam.	7911	Travel agency Details: Business of providing international travel services to international tourists visiting Vietnam (*Clause 2, Article 30 of the Tourism Law No. 09/2017/QH14 dated June 19, 2017*)	7911	
3	Other specialized wholesale not classified elsewhere Details: - Trading in electrical supplies and equipment, and computer equipment;	4669	Wholesale of machinery, equipment and other machine parts Details: Wholesale of machinery, electrical equipment, and electrical materials (generators, electric motors, electrical wires, and other equipment used in electrical circuits).	4659	
4	Electricity generation Details: Electricity generation (excluding the construction and operation of multi-purpose hydropower plants and nuclear power plants of special socio-economic importance)	3511	Electricity generation from non-renewable energy sources Exclusion: Construction Investment and operation of nuclear power plant projects as the list decided in the Prime Minister (*Point b, Clause 2, Article 5 of the Electricity Law No. 61/2024/QH15 dated November 30, 2024*).	3511	
			Electricity generation from renewable energy sources	3512 (main)	

			Exclusion: Construction Investment and operation of strategic multi-purpose hydropower plant projects as the list decided by the Prime Minister (*Point b, Clause 2, Article 5 of the Electricity Law No. 61/2024/QH15 dated November 30, 2024*).		
5	Electricity transmission and distribution Details: Activities of intermediaries or agents involved in arranging trading electricity through a distribution system operated by others. (excluding transmission and dispatching of the national power grid)	3512	Electricity transmission and distribution Exclusions: - Transmission and dispatch of the national power system (*Government Decree No. 94/2017/NĐ-CP dated August 10, 2017*). - Important transmission grids with voltage levels of 220 kV and above as the list decided by Prime Minister's decision (*Point b, Clause 2, Article 5 of the Electricity Law No. 61/2024/QH15 dated November 30, 2024*).	3513	

6			Construction of power plants Exclusions: Construction Investment and operation of nuclear power plants, strategic multi-purpose hydropower plants, and critical transmission grids with voltage levels of 220 kV and above, as the list decided in the Prime Minister (*Point b, Clause 2, Article 5 of the Electricity Law No. 61/2024/QH15 dated November 30, 2024*).	4221	These new business line codes were supplemented according to Decision No. 36/2025/QĐ-TTg dated September 29, 2025, of the Prime Minister (corresponding to the registered business fields).
7			Electrical system installation	4321	

b) Removal of the following business lines *(removal of business line from the list of business lines registered with the competent business registration authority)*

No.	Names of the business lines has been removed from the registered list	Business line code	Reason
1	Real estate consulting, brokerage, and auction services; land use rights auction services. Details: - Real estate management services (excluding brokerage, valuation, and real estate exchange services)	6820	These business line codes are abolished or changed according to Decision No. 36/2025/QĐ-TTg dated September 29, 2025, of the Prime Minister
2	Travel agency Details: Business of providing international travel services to international tourists visiting Vietnam	7911	
3	Other specialized wholesale not classified elsewhere Details: - Trading in electrical supplies and equipment, and computer equipment;	4669	
4	Electricity generation Details: Electricity generation (excluding the construction and operation of multi-purpose hydropower plants and nuclear power plants of special socio-economic importance)	3511	

5	Electricity transmission and distribution Details: Activities of intermediaries or agents involved in arranging trading electricity through a distribution system operated by others. (excluding transmission and dispatching of the national power grid)	3512	

c) Amendment of the details of the following business lines *(change of the detailed content of the business lines already registered with the business registration authority)*

No.	Contents on the current business registration certificate		Proposed detailed amendments to the business lines		Reason
	Old business line name	**Code**	**Amended business line name**	**Code**	
6	Construction of other civil engineering works Details: - Construction of electrical works (excluding the construction and operation of multi-purpose hydropower plants and nuclear power plants of special the socio-economic importance); - Construction of transportation infrastructure	4299	Construction of other civil engineering works Details: - Construction of transportation infrastructure	4299	The field of "Electrical construction" is no longer under business line code 4299 according to Decision No. 36/2025/QĐ-TTg dated September 29, 2025. Therefore, this code needs to be adjusted accordingly.

d) Other contents remain unchanged and are retained as in the Business Registration Certificate.

2. Amendment and supplementation to the Company's Charter

a) Content of amendment and supplementation:

- Amendment of Clause 1, Article 4 of the 1901 Charter (Business lines) according to the updated content in Point a, Clause 1, Section II.

- Amendment and supplementation of information regarding the company's head office address, and update of relevant regulations in accordance with Decree 245/2025/NĐ-CP to ensure compliance with current legal regulations, specifically:

Content in Charter 1901	Content of the proposed amendments	Reasons for proposed changes
Article 2. Name, type of business, headquarters, branches, representative offices, business locations and operating period of the Company. 3. Floor 2 - CT2 - 286 Nguyen Xien, Tan Trieu Commune, Thanh Tri District, Hanoi City, Vietnam	**Article 2. Name, type of business, headquarters, branches, representative offices, business locations and operating period of the Company.** 3. 2nd Floor - CT2 - 286 Nguyen Xien, Thanh Liet Ward, Hanoi City, Vietnam	Changes to administrative boundaries according to Resolution No. 1656/NQ-UBTVQH15 dated June 16, 2025 and the Business Registration Certificate amended for the 19th time.
Article 15. Rights and obligations of the General Meeting of Shareholders 2. The General Meeting of Shareholders shall discuss and approve the following issues: r. Approve transactions as specified in Clause 4, Article 293 of Government Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law;	**Article 15. Rights and obligations of the General Meeting of Shareholders** 2. The General Meeting of Shareholders shall discusse and approvs the following issues: r. Approve the transactions specified in Clause 4, Article 293 of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the amended and supplemented Securities Law as prescribed in Clause 84, Article 1 of Decree 245/2025/NĐ-CP;	Supplemented in accordance with Clause 84, Article 1 of Decree No. 245/2025/NĐ-CP
Article 25. Self - nomination and nomination of Members of Board of Directors 4. Members of the Board of Directors shall satisfy the standards and conditions prescribed in Clauses 1 and 2 of Article 155 of the Enterprise Law.	**Article 25. Self-nomination and nomination of Members of Board of Directors** 4. Members of the Board of Directors shall satisfy the standards and conditions prescribed in Clauses 1 and 2 of Article 155 of the Enterprise Law, and Clause 3 of Article 275 of Decree No.	Supplemented in accordance with Clause 78, Article 1 of Decree No. 245/2025/NĐ-CP

	155/2020/NĐ-CP, amended and supplemented by Clause 78, Article 1 of Decree No. 245/2025/NĐ-CP.	
Article 26. Composition and term of members of the Board of Directors 3. The composition of the Board of Directors is as follows: a. The composition of the Board of Directors must ensure that at least one-third of the total number of Board members are non-executive members. The company minimizes the number of Board members who also hold executive positions in the company to ensure the independence of the Board of Directors.	**Article 26. Composition and term of members of the Board of Directors** 3. The composition of the Board of Directors is as follows: a. The number of non-executive members of the company's Board of Directors must comply with the following regulations: - At least one non-executive member if the Board of Directors has 3 - 5 members; - At least 2 non-executive members the Board of Directors has 6 - 8 members; - At least 3 non-executive members the Board of Directors has 6 - 8 members.	Supplemented in accordance with Clause 79, Article 1 of Decree No. 245/2025/NĐ-CP
Article 27. Powers and obligations of the Board of Directors 3. The Board of Directors shall report to the General Meeting of Shareholders on the performance results of the Board of Directors in accordance with Article 280 of Government Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities.	**Article 27. Powers and obligations of the Board of Directors** 3. The Board of Directors must report to the General Meeting of Shareholders on the performance results of the Board of Directors in accordance with Article 280 of Government Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities, as	Supplemented in accordance with Clause 82, Article 1 of Decree No. 245/2025/NĐ-CP

	amended and supplemented by Clause 82, Article 1 of Decree No. 245/2025/NĐ-CP.	
Article 43. Duty of honesty and avoidance of conflicts of interest None	**Article 43. Duty of honesty and avoidance of conflicts of interest** 7. The General Director shall not be a related person of the company's manager, the Supervisors of the company and its parent company, the representative of state capital, the representative of the enterprise capital at the company and its parent company in accordance with point d, clause 46, Article 4 of the Securities Law .	Supplemented in accordance with Clause 83, Article 1 of Decree 245/2025/NĐ-CP

b) Other contents remain unchanged and are retained as in the 1901 Charter.

III. Recommendation

The Board of Directors respectfully submits to the GMS:

1. Approval of changes in the business lines, amendments and supplementations to the Company Charter as mentioned in Section II above.

2. The legal representative is assigned to direct the implementation of procedures for changing the list of investment and business lines of the Company with the competent authority in accordance with the changes stated in Section II of this Proposal.

3. The Board of Directors is assigned to proactively decide on all matters related to amendments and supplementations of detailed business lines within the scope of business lines approved by the General Meeting of Shareholders as requested by competent State agencies (if any) to ensure compliance with the law and the best interests of the Company. The Board of Directors will report any amendments or supplementations to the General Meeting of Shareholders at the upcoming meeting.

The Company's Board of Directors respectfully submits this to the Annual General Meeting of Shareholders for approval .

Best regards./.

Recipient:
- GMS
- BOS
- Board of Managements
- SSC, HOSE
- Archived: GD, BOD Office

ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN

Nguyen Hoang Dao

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CHARTER

VIETNAM POWER DEVELOPMENT JOINT STOCK COMPANY

(Amended and supplemented according to Resolution No. /NQ-ĐHĐCĐ dated April 24, 2026 of the 2026 Annual General Meeting of Shareholders of Vietnam Power Development Joint Stock Company)

INTRODUCTION

This Charter is approved by Vietnam Power Development Joint Stock Company according to the valid Resolution of the Annual General Meeting of Shareholders in 2026, held on April 24, 2026.

I. DEFINITION OF TERMS IN THE CHARTER

Article 1. Definitions

1. In this Charter, the following terms are construed as follows:
   a. " Charter capital" means the total face value of shares that have been sold or or subscribed upon establishment of the Company as prescribed in Article 6 of this Charter;
   b. "Voting capital" means the share capital that bestows upon the holders the right to vote on the issues within the jurisdiction of the GMS;
   c. "the Law on Enterprises" means the Law on Enterprises No. 59/2020/QH14 ratified by National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
   d. "the Law on Securities" means the Law on Securities No. 54/2019/QH14 ratified by National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
   e. "establishment date" means the day on which the Company's first Certificate of Enterprise Registration (Certificate of Business Registration and equivalent documents) is issued;
   f. "Executives" include the General Director, Deputy General Director, Chief Accountant and other executives as prescribed in the Company Charter;
   g. "Managers" include the Chairman of the Board of Directors, members of the Board of Directors, and the General Director;
   h. "Related person" are individuals or organizations defined in Clause 46, Article 4 of the Law on Securities;
   i. "Shareholder" means an individual or organization that owns at least one share of a joint stock company;
   j. "Major shareholder" is defined in Clause 18, Article 4 of the Law on Securities ;
   k. "Operating period" is the period specified in Article 2 of this Charter and may be extended if approved by the GMS;
   l. " Stock Exchange" include Vietnam Exchange (VNX) and its subsidiary companies;

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

2. In this Charter, references to one or more other provisions or documents include amendments or replacements.
3. The titles (chapters, articles of this Charter) are used for convenience in understanding the content and do not affect the content of this Charter.

II. NAME, TYPE OF BUSINESS, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, OPERATING PERIOD AND LEGAL REPRESENTATIVE OF THE COMPANY

Article 2. Name, type of business, headquarters, branches, representative offices, business locations and operating period of the Company

1. Company Name
   - Vietnamese name: Vietnam Power Development Joint Stock Company
   - English name: Vietnam Power Development Joint Stock Company
   - Transaction name: Vietnam Power Development Joint Stock Company
   - Abbreviation: VNPD
   - Logo:

EVNDEVELOPMENT

2. The Company is a joint stock company with legal status in accordance with current laws of Vietnam.
3. The Company's registered office is:
   - Address: 2nd Floor - CT2 - 286 Nguyen Xien, Thanh Liet Ward, Hanoi City, Vietnam
   - Phone: 024.22131580
   - Fax: 024.35527987
   - Email: vanthu@vnpd.vn
   - Website: http://www.vnpd.com.vn

4. The Company may establish subsidiaries, branches and representative offices in the business area to carry out the Company's operational objectives in accordance with the decision of the Board of Directors and within the scope of the law.

5. Unless terminated before the term under Clause 2, Article 55 or extended under Article 56 of this Charter, the term of operation of the Company shall commence from the date of establishment and shall be indefinite.

Article 3. Legal representative of the Company

The company has 01 legal representative who is the General Director of the Company.

The rights and obligations of the Company's Legal Representative are stipulated in Articles 12 and 13 of the Law on Enterprises.

III. Targets, SCOPE OF BUSINESS AND OPERATION OF THE COMPANY

Article 4. Targets of the Company

1. The Company's business lines are:

1.1. Real estate business, land use rights of owners, users or tenants

Details: - Real estate business (except for construction investment of cemetery infrastructure to transfer land use rights associated with infrastructure).

1.2.Other real estate activities on a fee or contract basiss

Details: Real estate management (Clause 13, Article 3 of the Law on Real Estate Business No. 29/2023/QH15 dated November 28, 2023).

1.3.Travel agent

Details: Business of international travel services serving international tourists visiting Vietnam (Clause 2, Article 30 of the Law on Tourism No. 09/2017/QH14 dated June 19, 2017).

1.4.Other remaining business support service activities not elsewhere classified

Details: Import and export of the company goods (except for goods on the List of goods that foreign investors and economic organizations with foreign investment capital are not allowed to exercise export rights, import rights, and distribution rights according to regulations).

1.5.Wholesale of other machinery, equipment and spare parts

Details: Wholesale of machinery, electrical equipment, electrical materials (generators, electric motors, electrical wires and other equipment used in electrical circuits)

1.6.Installation of industrial machinery and equipment

Details: - Consulting on installation of energy machinery and equipment, operating instructions, troubleshooting and repairing electrical machines; (For conditional business lines, Enterprises only conduct production and business activities when meeting all conditions as prescribed by law).

1.7.Construction of other civil engineering works

Details: - Construction of transportation infrastructure

1.8.Elementary training

Details: - Vocational training in mechanics, electricity, electronics and information technology (Only operate after being permitted by a competent State agency); - Employment promotion services.

1.9.Architectural activities and related technical consultancy

Details: - Bidding consultancy. - Construction supervision of civil and industrial works; Construction and completion fields; - Construction supervision and completion of hydropower works; - Structural design of civil and industrial works; - Design of irrigation and hydropower works; - Construction investment project management consultancy; - Compensation and site clearance consultancy (excluding construction design services); - Consulting and design of power lines

and transformer stations up to 110 KV. Electrical design of civil and industrial works; - Consulting and construction supervision (electrical construction works up to 220 KV); - Construction consultancy (excluding construction design services); Hydrogeological survey, geological survey of construction works, irrigation, traffic (except for Topographic survey, engineering geology, hydrogeology, environmental survey, technical survey serving urban - rural development planning, industry development planning must be permitted by the Vietnamese Government"; - Consulting on business project establishment (excluding legal advice, tax and financial advice);

1.10. Other production not elsewhere classified

Details: - Production and trading of construction materials; - Production of electrical equipment;

1.11. Intermediate training

Details: - Vocational training in mechanics, electricity, electronics and information technology (Only operate after being permitted by a competent State agency); - Employment promotion services.

1.12. Technical testing and analysis

Details: Technical safety inspection of electrical equipment and tools working in environments not hazardous to flammable gas and explosive dust, with voltage levels from 01 kV to 220 kV, specifically as follows: + Valve lightning arrester, Valve lightning arrester inspection process (IP) - Symbol P 01. + Transformer, Transformer IP - Symbol P 02. + Circuit breaker, Circuit breaker IP - Symbol P 03. + Electric cable, Electric cable IP- Symbol P 04. + Isolating switch, grounding switch, Isolating switch IP, grounding switch - Symbol P 05. + Insulating pole, Insulating pole IP- Symbol P 06.

1.13. Electricity production from non-renewable energy sources

Exclusions: Construction Investment and operation of nuclear power plant projects as the list decided by the Prime Minister (Point b, Clause 2, Article 5 of the Electricity Law No. 61/2024/QH15 dated November 30, 2024).

1.14. Electricity production from renewable energy sources

Exclusions: Construction Investment and operation of strategic multi-purpose hydropower plant projects as the list decided by the Prime Minister (Point b, Clause 2, Article 5 of the Electricity Law No. 61/2024/QH15 dated November 30, 2024).

1.15. Electricity transmission and distribution

Exclusions:

- Transmission and dispatch of the national power system (Decree No. 94/2017/NĐ-CP dated August 10, 2017).

- Important transmission grids with voltage levels of 220 kV and above, as the list decided by the Prime Minister (Point b, Clause 2, Article 5 of the Electricity Law No. 61/2024/QH15 dated November 30, 2024).

1.16. Construction of electrical works

Exclusions: Constrcution Investment and operation of nuclear power plants, strategic multi-purpose hydropower plants, and important transmission grids with voltage levels of 220 kV and above, as the list decided by the Prime Minister (Point b, Clause 2, Article 5 of the Electricity Law No. 61/2024/QH15 dated November 30, 2024).

1.17. Installation of power systems

2. The Company's operating targets are:

- Developing and generating and trading electric energy sources (including hydropower, thermal power and other forms of energy) to ensure timely and sufficient supply of electricity according to the needs of the National Power System with high quality and stability of electricity;
- Improving the management, operation and working capacity of the Company's staff and improving the operational efficiency of Power Plants to achieve the goals of Safety - Efficiency - Quality; Sustainable development: production and business grow and become more effective;
- Joint ventures and associations with suitable economic sectors to organize production and business in other legal industries to increase the Company's production and business efficiency, bringing harmonious benefits to employees, shareholders, the Company and society.

Article 5. Scope of business and operation of the Company

The Company is allowed to conduct business activities in the fields specified in this Charter, has registered, notified changes to the registration content to the business registration authority and has announced on the National Business Registration Information Portal. In case the Company conducts business in the field of conditional investment and business, the Company must satisfy all business conditions as prescribed by the Investment Law and relevant specialized laws.

IV. CHARTER CAPITAL, SHARES

Article 6. Charter capital, shares

1. The Company's charter capital is VND 1.065.896.290.000 (One thousand sixty-five billion, eight hundred and ninety-six million, two hundred and ninety thousand VND).

The total charter capital of the Company is divided into 106.589.629 shares with a par value of VND 10.000/share.

2. The Company's Charter capital may be changed if approved by the GMS and conformable with regulations of law.

3. The Company's shares on the date of approval of this Charter are ordinary shares. The rights and obligations of ordinary shares are stipulated in Article 12and Article 13 of this Charter.

4. The Company may issue other preference shares after it is approved by the GMS and it is conformable with regulations of law.

5. Ordinary shares shall be offered to existing shareholders in proportion to their holdings of ordinary shares in the Company, unless otherwise decided by the GMS. The number of shares that shareholders do not register to buy in full will be decided by the Board of Directors of the Company. The Board of Directors may distribute such shares to shareholders and others on conditions no more favorable than those offered to existing shareholders, unless otherwise approved by the GMS.

6. The Company may repurchase its own shares following the methods specified in this Charter and applicable laws. 1

7. The Company may issue other types of securities as prescribed by law.

Article 7. Share certificate

1. Shareholders of the Company shall be issued with share certificates which specify their holdings and types of shares being held.

2. The share certificate is a type of securities that certify the holder's lawful rights and interests to part of the share capital of the issuer. A share certificate shall contain all information specified in Clause 1 Article 121 of the Law on Enterprises.

3. Within 10 days from the date of submission of a complete application for transfer of share ownership as prescribed by the Company or within two months (or another period as prescribed by the issuance terms) from the date of full payment for the purchase of shares as prescribed in the Company's share issuance plan, the share owner shall be issued a share certificate. The share owner shall not have to pay the Company the cost of printing the share certificate.

4. In case the share certificate is lost or damaged, the shareholder shall be reissued with another share certificate by the Company on request. Such a request shall specify:

a. Information about the lost or damaged share certificate;

b. Declaration to take responsibility for any dispute that arises from the reissuance of the share certificate.

Article 8. Other securities certificates

Bond certificates and other securities certificates issued by the Company shall bear the signatures of the legal representatives and seal of the Company.

Article 9. Transfer of shares

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

2. Shares that are not fully paid for must not be transferred and shall not receive relevant rights such as right to dividends, right to receive shares additionally issued to increase share capital from equity, right to buy new shares and other benefits prescribed by law.

Article 10. Withdrawal of share

1. In case a shareholder fails to fully and punctually pay for the shares, the Board of Directors shall send a notice and is entitled to request the shareholder to pay the

remaining amount and take liability in proportion to the total face value of the subscribed shares to the Company for the damage caused by the failure to fully pay for the shares.

2. The notice shall specify the new deadline (at least [07 days] from the noticing date), payment location and that the unpaid shares will be withdrawn if they are not paid for as requested.

3. The Board of Directors is entitled to withdraw the shares that are not fully and punctually paid for if such a request is not fulfilled.

4. Withdrawn shares shall be considered authorized shares as prescribed in Clause 3 Article 112 of the Law on Enterprises. The Board of Directors may, directly or through a third party, sell or redistribute these shares under the conditions and methods considered appropriate by the Board of Directors.

5. The shareholder holding the withdrawn shares will no longer be shareholder of these shares but still has the liability in proportion to the total nominal value of the subscribed shares upon withdrawal under the decision of the Board of Directors for the period from the date of withdrawal to the date of payment. The Board of Directors has the full authority to enforce payment for the entire value of the share certificate at the time of withdrawal.

6. The notice of withdrawal is sent to the holder of the withdrawn shares before the date of withdrawal. The withdrawal remains effective even if there is an error or negligence in sending the notice.

V. ORGANIZATIONAL STRUCTURE, ADMINISTRATION AND CONTROL

Article 11. Organizational structure, administration and control

The Company's organizational, administration and control structure includes:

1. The GMS;
2. Board of Directors;
3. Board of Controllers;
4. General Director.

VI. SHAREHOLDERS AND GMS

Article 12. Shareholder rights

1. Ordinary shareholders have the right to:
   a. Participate, comment in the GMS; exercise the right to vote directly or through authorized representatives or another method prescribed by the Company's Charter and the law. Each ordinary share has one vote;
   b. Receive dividends at the level decided by the GMS
   c. Priority in purchasing new shares corresponding to the ratio of ordinary shares owned by each shareholder in the Company;

d. Freely transfer shares to other persons, except in the cases specified in Clause 3, Article 120, Clause 1, Article 127 of the Law on Enterprises and other relevant laws;

e. Access, examine and extract information about names and addresses of voting shareholders; request rectification of incorrect information about themselves;

f. Access, examine and extract or copy the Company's Charter, minutes of meeting and resolutions of the GMS;

g. When the Company is dissolved or goes bankrupt, receive part of the remaining assets in proportion to their holdings in the Company;

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

i. Equal treatment. Each share of the same type bestows its holder equal rights, obligations and interests. If the Company has preference shares, rights and obligations associated with these preference shares must be approved by the GMS and informed to the shareholders;

j. Access to periodic and extraordinary information published by the Company as prescribed by law;

k. Have their lawful rights and interests protected; request the suspension or cancellation of resolutions and decisions of the GMS and the Board of Directors in accordance with the provisions of the Enterprise Law;

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

2. Shareholders or groups of shareholders that holds at leaste 5% of total ordinary shares have the rights to:

a. Request the Board of Directors to convene a meeting of the General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises;

b. Examine, extract the minutes, resolutions and decisions of the Board of Directors, biannual and annual financial statements, reports of the Board of Controllers, contracts and transactions subject to approval by the Board of Directors and other documents, except documents relevant to the Company's trade secrets;

c. Request the Board of Controllers to inspect specific issues relevant to the management and operation of the Company where necessary. The request must be made in writing and contain: full names, mailing addresses, nationalities, ID numbers of shareholders that are individuals; names, enterprise/organization ID numbers and headquarters addresses of shareholders that are organizations; quantity of shares and share subscription time of each shareholder, total shares of the group of shareholders and their holdings; the issues that need inspecting and purposes of inspection;

d. Propose inclusion of the issues in the agenda of the GMS. The proposal must be made in writing and sent to the Company at least [03 working days] before the opening date, [unless another time limit is prescribed by the Company's Charter]. The proposal shall specify the shareholder's name, quantity of each type of shares being held by the shareholder and the proposed issues;

e. Other rights as prescribed by law and this Charter.

3. Shareholders or groups of shareholders that holds at least 5% of the total number of ordinary shares is entitled to nominate candidates to the Board of Directors and theBoard of Controllers. Candidates shall be nominated as follows:

   a. The group of shareholders that nominate candidates to the Board of Directors and the Board of Controllers must inform the participating shareholders before the opening of the GMS;

   b. Depending on the quantity of members of the Board of Directors and the Board of Controllers, the shareholders or groups of shareholders prescribed in this Clause may nominate one or some candidates as prescribed in Article 25 and Article 36 of this Charter.

Article 13. Shareholders' obligations

Ordinary shareholders have the following obligations:

1. Fully and punctually pay for the subscribed shares.
2. Capital contributed by ordinary shares shall not be withdrawn from the Company in any form, except in the case of shares being repurchased by the Company or another person. In case a shareholder withdraws part or all of the contributed capital in contravention of the provisions of this clause, such shareholder and the person with related interests in the Company shall be jointly liable for the debts and other property obligations of the Company within the value of the withdrawn shares and any damages incurred.
3. Comply with the Company 's Charter and Internal Regulations on company administration.
4. Comply with the Resolutions and decisions of the GMS and the Board of Directors .
5. Protect the confidential of information provided by the Company in accordance with the Company's Charter and the law; only use the provided information for exercising and protecting their lawful rights and interests; do not copy, send the information provided by the Company to any other organizations and individuals.
6. Participate in the GMS and exercise the right to vote in the following manners:

   a. Participate and vote in person at the meeting;

   b. Authorize other organizations and individuals to participate and vote at the meeting;

c. Participate and vote at online meeting; cast electronic votes or in other electronic forms;

d. Send votes by mail, fax or email;

7. Take personal responsibility when committing any of the following acts in the name of the Company in any shape or form:
   a. Violation of the law;
   b. Business operations and other transactions for personal gain or serving the interests of other organizations and individuals;
   c. Pay off outstanding debts before financial risks to the Company.
8. Fulfill other obligations as prescribed by applicable regulations of laws.

Article 14. General Meeting of Shareholders (GMS)

1. The GMS, comprising all shareholders with voting rights, is the highest decision-making body of the Company. The GMS meets annually once a year and within four (04) months from the end of the fiscal year. Unless otherwise provided by the Company's Charter, the Board of Directors shall decide to extend the annual General Meeting of Shareholders if necessary, but not more than six (06) months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue of the GMS is determined to be the place where the chairperson attends the meeting and must be in Vietnam.

2. The Board of Directors shall convene the annual GMS and choose a suitable location. The annual GMS shall decide the issues prescribed by law and the Company's Charter and consider approving the audited annual financial statement. In case the audit report contains unqualified opinions, adverse opinions or disclaimer of opinion, the Company shall invite representative of the accredited audit organization that audited the Company's financial statement to participate in the annual GMS. The invited representative of the audit organization has the responsibility to participate in the annual GMS.

3. The Board of Directors must convene an extraordinary GMS in the following cases:
   a. The Board of Directors deems it necessary for the benefit of the Company;
   b. The number of remaining members of the Board of Directors and the Board of Controllers is smaller than the minimum number prescribed by law;
   c. It is requested by the shareholder or group of shareholders prescribed in Clause 2 Article 115 of the Law on Enterprises; the request shall be made in writing, specify the reasons for convening such a meeting, and bear signatures of relevant shareholders. The written request may be made into multiple copies with signatures of relevant shareholders;
   d. It is requested by the Board of Controllers;
   e. Other cases prescribed by law and this Charter.
4. Convening the extraordinary GMS

a. The Board of Directors shall convene the GMS within [30] days from the day on which the number of members of the Board of Directors, independent members of the Board of Directors or members of the Board of Controllers falls below the minimum number mentioned in Point b Clause 3 of this Article, or from the date of request mentioned in Point c and Point d Clause 3 of this Article;

b. In case the Board of Directors fails to convene the GMS as prescribed in Point a, Clause 4 of this Article, within the next thirty (30) days the Board of Controllers shall convene the GMS instead of the Board of Directors within the next 30 days as prescribed in Clause 3 Article 140 of the Law on Enterprises;

c. In case the Board of Controllers fails to convene the GMS as prescribed in Point b Clause 4 of this Article, the shareholder or group of shareholders mentioned in Point c Clause 3 of this Article is entitled to request the Company's representatives to convene the GMS in accordance with the Law on Enterprises;

   In this case, the shareholder or group of shareholders convening the GMS may request the Business Registration Authority to supervise the procedures for convening, conducting the meeting and making decisions of the GMS. All costs for convening and conducting the GMS shall be reimbursed by the Company. This cost does not include the costs incurred by shareholders when attending the GMS, including accommodation and travel costs.

d. The GMS shall be conducted following the procedures specified in Clause 5 Article 140 of the Law on Enterprises;

Article 15. Rights and obligations of the GMS

1. The GMS has the following rights and obligations:
   a. Approve the Company's development orientation;
   b. Decide the types of authorized shares and quantity of each type; decide annual dividends of each type of shares;
   c. Elect, dismiss and discharge members of the Board of Directors and members of the Board of Controllers;
   d. Decide investment in or sale of assets that are worth at least [35%] of the total assets written the Company's latest financial statement;
   e. Decide revisions to the Company's Charter;
   f. Approve annual financial statements;
   g. Decision repurchases of over 10% of total sold shares of each type;
   h. Consider taking actions against violations committed by members of the Board of Directors and members of the Board of Controllers if they cause damage to the Company and its shareholders;
   i. Decision to reorganize and dissolve the Company;
   j. Decide the budget or total remunerations, bonuses and other benefits of the Board of Directors and the Board of Controllers;

k. Approve the Internal Governance Regulations; Operating Regulations of the Board of Directors and the Board of Supervisors;

l. Approve the list of accredited audit organizations; decide whether to allow accredited audit organizations to inspect the Company's operation; dismiss accredited auditors where necessary;

m. Other rights and obligations as prescribed by law.

2. The GMS shall discuss and approve the following issues:

a. The Company's annual business plan

b. The audited annual financial statements;

c. Report of the Board of Directors on the administration and performance of the Board of Directors and each member of the Board of Directors;

d. Report of the Board of Controllers on the Company's business performance, performance of the Board of Directors and General Director;

e. Self-assessment report on performance of the Board of Controllers and Board members;

f. Dividend per share of each class;

g. The quantity of members of the Board of Directors and Board of Controllers;

h. Election, dismissal and discharge of members of the Board of Directors and members of the Board of Controllers;

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

j. Approve the list of approved auditing firms; decide on approved auditing firms to conduct audits of the company's operations when deemed necessary;

k. Revisions to the Company's Charter;

l. Types of shares and number of new shares issued for each type of shares and the transfer of shares by foundẻ within the first 03 years from the date of establishment;

m. Division, separation, consolidation, merger or conversion of the Company;

n. Reorganize and dissolve (liquidate) the Company and appoint a liquidator;

o. Decision to invest or sell assets with a value of at least 35% of the total asset written in the Company's latest Financial Statement;

p. Decision to repurchase over 10% of total sold shares of each type;

q. The Company signs contracts and transactions with the entities specified in Clause 1, Article 167 of the Law on Enterprises that are worth at least 35% of the total value of the Company's assets written in the latest financial statement;

r. Approve the transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the amended and supplemented Securities Law as prescribed in Clause 84, Article 1 of Decree 245/2025/ND-CP;

s. Approve the internal regulations on corporate governance, operation of the Board of Directors, the Board of Controllers;

t. Other issues prescribed by law and this Charter.

3. All resolutions and issues that have been included in the meeting agenda shall be discussed and voted on dûing the GMS.

Article 16. Authoring participation the GMS

1. Shareholders and authorized representatives of shareholders that are organizations may directly participate or authorize one or some other organizations and individuals to participate in the GMS in one of the manners specified in Clause 3 Article 144 of the Law on Enterprises.

The authorization mentioned in Clause 1 of this Article shall be made into written documents. Authorization documents shall specify the name of the authorizing shareholder, the authorized individual or organization, the quantity of shares authorized, authorization contents and scope, authorization period, signatures of the authorizing party and the authorized party.

The authorized participants shall submit the authorization documents when registering their participation in the meeting. In case an authorized participant authorizes another person to participate in the meeting, the original authorization document issued by the shareholder or authorized representative of the shareholder that is an organization shall be presented (if it is yet to be registered with the Company).

2. The voting ballot of the authorized participants within the scope of authorization remains valid when one of the following cases occurs, except in the case:

a. The authorizing person is dead, has have limited legal capacity or is incapaciated;

b. The authorizing person has cancelled the authorization;

c. The authorizing person has cancelled the authority of the authorized person;

This Clause does not apply in case the Company receives a notification of any of the aforementioned events before the opening hour of the GMS or before the GMS is re-convened.

Article 17. Change of rights

1. The change or cancellation of special rights associated with a certain type of preference shares is effective when it is voted for by a number of shareholders that represent at least 65% of the votes. The GMS's resolution that contains adverse changes to the rights and obligations of preference shareholders may only be ratified if it is voted for by a number of participating preference shareholders that hold at least 75% of preference shares of the same type, or approved by a number of preference shareholders that hold at least 75% of preference shares of the same type in case of questionnaire survey.

2. A meeting of shareholders holding a type of preference shares for approving the aforementioned change of right shall only be carried out when it is participated in by at least 02 shareholders (or their authorized representatives) that hold at least

one third (1/3) of the nominal value of these shares. If the number of participating shareholders is not adequate, another meeting shall be carried out within 30 days regardless of the number of participating shareholders of that type of shares (or their authorized representatives) and the quantity of their shares. During the meeting, shareholders of that type of shares may, directly or through their representatives, request a ballot. Each share of that type has the same number of votes in such a meeting.

3. Procedures for carrying out such a meeting are similar to those specified in Articles 19, 20 and 21 of this Charter.

4. Unless otherwise prescribed by shares issuance clauses, special rights associated with preference shares regarding some or all issues relevant to distribution of profit or assets of the Company shall not be changed when the Company issues additional shares of the same type.

Article 18. Convening, agenda and invitation to the GMS

1. The Board of Directors convenes the annual and extraordinary GMS. The Board of Directors convenes extraordinary GMS in the cases specified in Clause 3, Article 14 of this Charter.

2. The person convening the GMS must perform the following tasks:

a. Compile the list of shareholders eligible to participate in and vote at the GMS. This list shall be compiled within [10 days] before the day on which the invitation to the GMS is sent [unless a shorter time limit is decided by the Company's Charter]. The Company shall announce the compilation of this list at least 20 days before the deadline for registration;

b. Prepare the meeting and contents;

c. Prepare meeting documents;

d. Draft the resolution of the GMS according to the meeting content;

e. Determine the meeting time and location;

f. Make an announcement and send invitations to all shareholders that are eligible to participate in the GMS;

g. Perform other tasks serving serving the general meeting.

3. The invitations to the GMS shall be sent to mailing addresses of all shareholders by express mail and posted on the websites of the Company, SSC and the Stock Exchange where the Company's shares are listed or registered. The person that convenes the GMS shall send invitations to all shareholders on the list of shareholders eligible to participate in the GMS at least 21 days before the opening date of the GMS [unless a longer time limit is prescribed by the Company's Charter] (from the day on which the invitation is validly sent). The agenda of the GMS and documents relevant to the issues to be voted on at the GMS shall be sent to the shareholders and/or posted on the Company's website. In case these documents are not enclosed with the invitations, the invitations must contain the URL for these documents, Including:

a. Meeting agenda, documents used in the meeting;

b. List and details of candidates in case of election of members of the Board of Directors and members of the Board of Controllers;

c. Votes;

d. Draft resolutions for each issue on the agenda.

4. Shareholders or groups of shareholders prescribed in Clause 2, Article 12 of this Charter have the right to propose issues to be included in the agenda of the GMS. The proposal must be in writing and must be sent to the Company at least 03 working days before the opening date of the meeting. The proposal must clearly state the name of the shareholder, the number of each type of shares of the shareholder, and the issues proposed to be included in the agenda.

5. The person who convenes the GMS is entitled to reject the proposal mentioned in Clause 4 of this Article in any of the following cases:

a. The proposal is sent against the regulations of Clause 4 of this Article;

b. At the time of the proposal, the shareholder or group of shareholders does not hold 5% or more of common shares as prescribed in Clause 2, Article 12 of this Charter;

c. The proposed issue is outside the jurisdiction of the GMS;

d. Other cases prescribed by law and this Charter.

6. The person who convenes the GMS shall accept and include the proposed issues mentioned in Clause 4 of this Article to the intended meeting agenda, except in the cases specified in Clause 5 of this Article; the proposed issues shall be officially included in the meeting agenda if approved by the GMS.

Article 19. Conditions for opening the GMS

1. The GMS is held when the number of shareholders attending the meeting represents more than 50% of the total number of votes.

2. In case the first meeting does not meet the conditions for holding it as prescribed in Clause 1 of this Article, the notice of invitation to the second meeting shall be sent within 30 days from the date of the first meeting. The second General Meeting of Shareholders shall be held when the number of shareholders attending the meeting represents 33% or more of the total number of votes.

3. In case the second meeting does not meet the conditions for holding it as prescribed in Clause 2 of this Article, the notice of the third meeting must be sent within 20 days from the date of the second meeting. The third GMS shall be held regardless of the total number of votes of the attending shareholders.

Article 20. Procedures for carrying out and voting at the GMS

1. Before opening the GMS, the Company shall complete the procedures for shareholder registration. All shareholders that are eligible to participate shall be registered in the following order:

a. When registering shareholders, the Company shall issue to each shareholder or authorized representative with voting rights a voting card, on which is stated the registration number, full name of the shareholder, full name of the authorized representative and the number of votes of that shareholder. The

GMS shall discuss and vote on each issue in the agenda. Voting shall be conducted by voting in favor, against, and without opinion. At the General Meeting, the number of cards in favor of the resolution shall be collected first, the number of cards in disapproval of the resolution shall be collected later, and finally the total number of votes in favor or against shall be counted to decide. The results of the vote counting shall be announced by the Chairman immediately before the closing of the meeting. The General Meeting shall elect those responsible for counting or supervising the counting of votes at the request of the Chairman. The number of members of the vote counting committee shall be decided by the GMS based on the request of the Chairman of the meeting;

b. The shareholders and shareholders' authorized representatives that arrive at the meeting after the opening time may register their presence, participate and vote after registration. The chair does not have the responsibility to suspend the meeting and the effect of the decisions voted on before their presence shall remain unchanged.

2. The election of the chairman, secretary and counting board is regulated as follows:

a. The President of the Board of Directors shall chair or authorize another member of the Board of Directors to chair the GMS if it is convened by the Board of Directors. If the President of the Board of Directors is absent or not able to work, other members of the Board of Directors shall elect one of them as the chair under the majority rule. In case a chair cannot be elected, the Chief Controller shall preside over the election of the chair among the participants by the GMS, in which case the person who receives the most votes shall chair the meeting;

b. In the case specified in Point a of this Clause, the person that signs the decision to convene the GMS preside over the election of the chair by the GMS. The person who receives the most votes shall chair the meeting;

c. The chair shall appoint one or some people as secretaries of the meeting;

d. The GMS elects one or more people to the vote counting board at the request of the meeting chairman.

3. The meeting agenda and contents shall be approved by the GMS during the opening session. The agenda shall specify the time of each issue.

4. The chair is entitled to implement necessary and reasonable measures for making sure the meeting is kept in order, adheres to the approved agenda and reflects the needs of the majority of participants.

a. Arrange seats at the meeting location;

b. Ensure the safety of participants;

c. Enable shareholders to participate in (or continue to participate in) the GMS. The person who convenes the GMS has the full authority to change the aforementioned measures and implement any necessary measures such as issuing entry passes or other methods of selection.

5. The GMS shall discuss and vote on each issue in the agenda. Votes include affirmatives, negatives and abstentions. The vote counting result shall be announced right before the meeting is closed.

6. Shareholders or authorized persons who arrive the meeting after the opening time may still register and have the right to vote immediately after registration; in this case, the validity of the previously voted contents remains unchanged.

7. The person who convenes the GMS or the chair has the rights to:

   a. Request all participants to undergo inspection or other lawful and reasonable security measures;

   b. Request a competent authority to maintain order during the meeting; expel those who refuse to comply with the chair's requests, disrupt the order, obstruct the progress of the meeting or refuse to undergo security measures.

8. The Chairman has the right to postpone the GMS with a sufficient number of registered attendees for no more than 03 working days from the date the meeting is scheduled to open and may only postpone the meeting or change the meeting location in the following cases:

   a. The current location does not have adequate convenient seats for all participants;

   b. Communications equipment is not sufficient for discussion and voting by participating shareholders;

   c. The meeting is disrupted by one or some participants thus threatening the fairness and legitimacy of the meeting.

9. In case the chair delay or suspend the GMS against the regulations of Clause 8 of this Article, the GMS shall elect another participant as the chair, who will chair the meeting until the end; all resolutions ratified at that meeting shall be effective.

10.In case of an online meeting, the Company shall ensure that participating shareholders are able to vote electronically in accordance with Article 144 of the Law on Enterprises and Clause 3 Article 273 of Decree No. 155/ND-CP dated December 31, 2020 elaborating some Articles of the Law on Securities.

Article 21. Conditions for ratification of Resolution of the GMS

1. Resolutions on the following issues shall be issued if they receive at least 65% affirmative votes from participating shareholders, except for the cases specified in Clauses 3, 4 and 6 Article 148 of the Law on Enterprises :

   a. Types of shares and quantity of each type;

   b. Change of business field;

   c. Change the company's management structure;

   d. Investment projects or sale of assets that are worth at least 35% of the total assets written the Company's latest financial statement, unless another ratio or value is prescribed by the Company's Charter;

   e. Reorganization and dissolution of the company;

2. Voting to elect members of the Board of Directors and the Board of Controllers must be carried out by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of elected members of the Board of Directors or the Board of Controllers, and shareholders have the right to accumulate all or part of their total votes for one or several candidates. The elected members of the Board of Directors or Board of Controllers are determined by the number of votes from high to low, starting from the candidate with the highest number of votes until the required number of members is reached. In case there are 02 or more candidates with the same number of votes for the last member of the Board of Directors or the Board of Controllers, a re-election will be held among the candidates with the same number of votes or selection will be made according to the criteria specified in the election regulations.

3. Resolutions are passed when approved by shareholders owning more than 50% of the total number of votes of all shareholders attending and voting at the meeting, except for the cases specified in Clauses 1, 3, 4 and 6, Article 148 of the Law on Enterprises.

4. Resolutions of the GMS passed by 100% of the voting shares shall be lawful and effective even if the procedures for convening the meeting and ratifying resolution are not conformbale with the Law on Enterprises and the Company Charter.

Article 22. Authority and procedures for obtaining written opinions of shareholders to pass Resolutions of the GMS

The authority and procedures for obtaining written opinions of shareholders to pass the Resolution of the GMS are implemented according to the following provisions:

1. The authority and procedures for obtaining written opinions of shareholders to pass the Resolution of the General Meeting of Shareholders are implemented according to the following provisions:

2. The Board of Directors must prepare the voting ballot, draft resolution of the GMS, documents explaining the draft resolution and send them to all shareholders with voting rights at least 10 days before the deadline for returning the voting ballot. The requirements and method for sending the voting ballot and accompanying documents are implemented according to the provisions in Clause 3, Article 18 of this Charter.

3. The opinion form must have the following main contents:

   a. Name, head office address, business registration number;
   b. Purpose of servey;
   c. Full name, mailing address, nationality, ID number of the shareholder that is an individual; name, enterprise/organization ID number and headquarters address of the shareholder that is an organization or full name, mailing address, nationality, ID number of the representative of the shareholder that

is an organization; quantity of shares of each type and the number of votes of the shareholder;

d. Issues requiring opinions to pass decisions;
e. Voting options for each issue, including affirmative, negative and abstentions;
f. Deadline for returning completed opinion forms to the Company;
g. Full name and signature of the Chairman of the Board of Directors.

4. Shareholders may send their completed opinion form to the Company by mail, fax or email as follows:

a. The opinion form that is sent by mail shall bear the signature of the shareholder that is an individual or signature of the authorized representative of the shareholder that is an organization. The opinion form shall be put into a sealed envelope, which must not be opened before vote counting;
b. In case of sending by fax or email, the opinion form sent to the Company must be kept confidential until the time of vote counting;
c. Voting forms sent to the Company after the deadline specified in the voting form or opened in the case of mailing and disclosed in the case of faxing or emailing are invalid. Voting forms not returned are considered as non-voting forms.

5. The Board of Directors shall count the votes and prepare a vote counting minutes under the witness of the Board of Controllers or of shareholders who do not hold a management position in the Company. The vote counting minutes must contain the following main contents:

a. Name, head office address, business registration number;
b. The purposes and issues voted on;
c. The quantity of shareholders and cast votes, including the quantity of valid and invalid votes, vote sending methods and the list of shareholders that have cast their votes;
d. Quantity of affirmative votes, negative votes and abstentions on each issue;
e. Ratified issues and ratio of affirmative votes;
f. Full name and signature of the Chairman of the Board of Directors, the vote counter and the vote counting supervisor.

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

6. The minutes of the vote counting and resolutions must be sent to shareholders within 15 days from the date of completion of the vote counting. The sending of the minutes of the vote counting and resolutions can be replaced by posting them on the Company's website within 24 hours from the date of completion of the vote counting.

7. The completed ballots, the minutes of vote counting, the ratified resolutions and relevant documents attached to the ballots must all be kept at the Company's head office.

8. A resolution is ratified by way of written opinion form if approved by shareholders owning more than 50% of the total number of votes of all shareholders with voting rights and has the same value as a resolution ratified at a meeting of the General Meeting of Shareholders.

Article 23. Resolution, Minutes of Shareholders' Meeting

1. Minutes of all GMS shall be taken in the form of written documents and may also be recorded or stored in other electronic forms. The minutes must be taken in Vietnamese and may also be in foreign languages with the following contents:

a. Name, head office address, business registration number;
b. Time and location of the GMS;
c. Meeting agenda and content;
d. Full name of the chairman and secretary;
e. Summary of developments of the meeting and comments made during the meeting on each issue in the meeting agenda;
f. The number of shareholders and their votes; a list of registered shareholders, shareholders' representatives that participated in the meeting, their holdings and votes;
g. Total number of votes for each voting issue, clearly stating the voting method, total number of valid, invalid, approving, disapproving and abstaining votes; corresponding ratio of total number of votes of shareholders attending the meeting;
h. Ratified issues and ratios of affirmative votes;
i. Full name and signature of the chairperson and secretary. In case the chairperson or secretary refuses to sign the meeting minutes, the minutes shall be valid if signed by all other members of the Board of Directors attending the meeting and contain all the contents as prescribed in this clause. The meeting minutes clearly stated that the chairman and secretary refused to sign the meeting minutes.

2. The GMS minutes shall be completed and ratified before the meeting ends. The chair and secretaries or other persons that sign the minutes shall be jointly responsible for its truthfulness and accuracy.

3. The minutes in Vietnamese and foreign languages have equal legal value. In case of discrepancies between the Vietnamese version and the foreign language version, the former shall apply.

4. Resolutions, minutes of the GMS, the list of registered participating shareholders bearing their signatures, meeting participation authorization documents, documents enclosed to the minutes (if any) and documents enclosed to the invitations shall be disclosed in accordance with regulations of law on disclosure of information on the securities market and retained at the Company's headquarters.

Article 24. Requesting cancellation of a resolution of the GMS

Within 90 days from the date of receipt of the resolution or minutes of the GMS or the minutes of the results of the vote counting to collect opinions of the GMS, the shareholder or group of shareholders specified in Clause 2, Article 115 of the Law on Enterprises has the right to request the Court or Arbitration to review and cancel the resolution or part of the content of the resolution of the GMS in the following cases:

1. The procedures for convening meetings and making decisions of the GMS seriously violate the Law on Enterprises and the Company Charter, except for the case specified in Clause 3, Article 21 of this Charter.

2. The content of the resolution violates the law or this Charter.

VII. BOARD OF DIRECTORS

Article 25. Nomination and self-nomination of members of the Board of Directors

1. After candidates for members of the Board of Directors have been nominated, the Company shall publish information about these candidates at least 10 days before the opening date of the GMS on the Company's website for the shareholders to study their profiles before voting. Each candidate shall prepare a written declaration that information about him/her is correct and to perform his/her duties in an honest and prudent manner for the best interests of the Company if he/she is given the position of member of the Board of Directors. Information about candidates includes:

a. Full name, date of birth;
b. Qualifications;
c. Work experience;
d. Other managerial positions (including positions on the Board of Directors of other companies);
e. Interests relevant to the Company and the company's related parties;
f. The public company shall publish information about the companies in which the candidates are holding the position of members of the Board of Directors and other managerial positions and their interests in these companies (if any).

2. Shareholders or groups of shareholders holding at least 5% of the total number of common shares have the right to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding 5% to less than 10% of the total number of ordinary shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.

3. In case the number of candidates is smaller than the minimum number specified in Clause 5 Article 115 of the Law on Enterprises, the incumbent Board of

Directors shall nominate more candidates or organize the nomination in accordance with the Company's Charter, company administration regulations and regulations on operation of the Board of Directors. This must be announced before the GMS starts to vote for members of the Board of Directors as prescribed by law.

4. Members of the Board of Directors shall satisfy the standards and conditions prescribed in Clause 1 and Clause 2, Article 155 of the Law on Enterprises and Clause 3, Article 275 of Decree 155/2020/ND-CP, amended and supplemented by Clause 78, Article 1 of Decree 245/2025/ND-CP.

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

1. The number of members of the Board of Directors is eight (08) people .

2. The term of office of members of the Board of Directors shall not exceed 05 years and has no term limit. An individual may only be elected as an independent member of Board of Directors of a company for up to 02 consecutive terms. In case the term of office of all members of the Board of Directors end at the same time, they shall remain members of the Board of Directors until new members are elected and take over the works.

3. The composition of the Board of Directors:

a. The number of non-executive members of the company's Board of Directors must comply with the following regulations:

- At least 1 non-executive member if the Board of Directors has 3 - 5 members;

- At least 2 non-executive members if the Board of Directors has 6 - 8 members;

- At least 3 non-executive members if the Board of Directors has 9 - 11 members.

b. The total number of independent members of the Board of Directors shall ensure the following provisions:

- At least 01 independent member if the Board of Directors has 03 – 05 members;

- At least 02 independent members if the Board of Directors has 06 – 08 members;

- At least 03 independent members if the Board of Directors has 09 – 11 members.

Directors;

4. A member of the Board of Directors loses the status of member of the Board of Directors when he/she is replaced, dismissed or discharged by the GMS as prescribed in Article 160 of the Law on Enterprises.

5. Information about designation of members of the Board of Directors shall be disclosed in accordance with regulations of law on information disclosure on the securities market.

6. A member of the Board of Directors can not be a shareholder of the Company.

Article 27. Rights and obligations of the Board of Directors

1. The Board of Directors is a managerial body of the Company and has the full authority to make decisions, exercise rights and obligations of the Company in the name of the Company, except for the rights and obligations of the GMS.

2. Rights and obligations of the Board of Directors shall be prescribed by law, the Company's Charter and the GMS. To be specific:

a. Decide on the Company's strategy, medium-term development plan and annual business plan;

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

c. Decide the sale of unsold shares within the number of authorized shares of each type; decide other forms of raising additional capital;

d. Decide selling price of the Company's shares and bonds;

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

f. Decide investment plans and investment projects within its jurisdictions and limits prescribed by law;

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

h. Approve purchase, sale, loan, lending contracts and other contracts and transactions with a value of 35% or more of the total asset value written in the Company's latest financial statements, except for contracts and transactions under the decision-making authority of the GMS as prescribed in Point d, Clause 2, Article 138, Clauses 1 and 3, Article 167 of the Law on Enterprises;

i. Elect, dismiss, discharge the President of the Board of Directors; designate, discharge, conclude and terminate contracts with the General Director and other key managers prescribed by the Company's Charter; decide salaries, remunerations, bonuses and other benefits of these managers; authorize representatives to participate in the Board of Members or GMS of other companies; decide their remunerations and other benefits;

j. Supervise the General Director and other managers operating everyday business of the Company;

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

l. Approve the agenda and documents serving the GMS; convene the GMS or collect comments for the GMS to ratify its resolutions;

m. Submit audited annual financial statements to the GMS;

n. Propose dividends; decide the deadlines and procedures for paying dividends or settling losses incurred during business operation;

o. Propose the reorganization and dissolution of the Company; request the bankruptcy of the Company;

p. Decide promulgation of the Board of Directors' Operating Regulations and the Company's internal regulations on corporate governance after being ratified by the GMS;

q. Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of law and the Company Charter.

3. The Board of Directors shall report to the GMS on the performance results of the Board of Directors in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented at Clause 82, Article 1 of Decree No. 245/2025/ND-CP.

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

1. The Company is entitled to pay remuneration and bonuses to Board members according to business performance.

2. Members of the Board of Directors are entitled to remunerations and bonuses. Remunerations are calculated according to the number of working days necessary for completion of their tasks and the daily rate. The Board of Directors shall estimate the remuneration of each member under unanimity rule. The total remunerations and bonuses for the Board of Directors shall be decided by the annual GMS.

3. Remunerations of each member of the Board of Directors shall be recorded as the Company's operating costs in accordance with regulations of law on corporate income tax, presented in a separate section of the Company's annual financial statement and reported at the annual GMS.

4. Members of the Board of Directors who are holding the executive positions or working in subcommittees of the Board of Directors or performing tasks other than normal tasks of members of the Board of Directors may be paid an additional remuneration in the form of a lump sum, salary, commission, profit percentage or another form decided by the Board of Directors.

5. Members of the Board of Directors are entitled to reimbursement for the costs of travel, lodging and other reasonable costs incurred during the performance of their tasks, including the costs of participation in meetings of the GMS, the Board of Directors or its subcommittees.

6. Members of the Board of Directors may have responsibility insurance purchased by the Company if this is approved by the GMS. This insurance does not cover responsibility of members of the Board of Directors relevant to violations against the law and the Company's Charter.

Article 29. President of the Board of Directors

1. The President of the Board of Directors shall be elected among the members of the Board of Directors by the Board of Directors, and dismissed by the Board of Directors.

2. The President of the Board of Directors must not concurrently hold the position of General Director.
3. The President of the Board of Directors has the following rights and obligations:
   a. Formulate operating plans and programs of the Board of Directors;
   b. Prepare the agenda and documents of meetings; convene and chair meetings of the Board of Directors;
   c. Organize the ratification of resolutions and decisions of the Board of Directors;
   d. Supervise the implementation of resolutions and decisions of the Board of Directors;
   e. Chair of the GMS;
   f. Other rights and obligations as prescribed by the Law on Enterprises.

4. In case the President of the Board of Directors submits a resignation letter or is dismissed, the Board of Directors shall elect a new President within 10 days from the resignation or dismissal date.

5. In case the President of the Board of Directors is not present or is not able to perform his duties, he/she shall authorize another member in writing to perform the rights and obligations of the President of the Board of Directors in accordance with the Company's Charter. In case no one is authorized or the President of the Board of Directors is dead, missing, held in police custody, imprisoned, detained in a mandatory rehabilitation center or correctional institution, has fled the residence, has limited capacity or is incapacitated, has difficulties controlling his/her behaviors, is prohibited by the Court from holding certain positions or doing certain works, the remaining members shall elect one of them to hold the position of President of the Board of Directors under the majority rule until a new decision is issued by the Board of Directors.

Article 30. Board of Directors Meeting

1. The President of the Board of Directors shall be elected during the first meeting of the Board of Directors within 07 working days after the same Board of Directors is elected. This meeting shall be convened and chaired by the member that receives the most votes. In case of a tie, the members shall vote under the majority rule to choose 01 person to convene the Board of Directors.
2. The Board of Directors must meet at least once a quarter and may hold extraordinary meetings.
3. The President of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:

a. The meeting is requested by the Board of Controllers or independent members of the Board of Directors;

b. The meeting is requested by the Director/General Director or at least 05 more managers;

c. The meeting is requested by at least 02 members of the Board of Directors;

4. The request for meeting mentioned in Clause 3 must be made in writing, specify the purposes, issues that need discussion and deciding by the Board of Directors.

5. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors within 07 working days from the date of receipt of the request specified in Clause 3 of this Article. In case the meeting of the Board of Directors is not convened as requested, the Chairman of the Board of Directors shall be responsible for any damage caused to the Company; the person requesting has the right to replace the Chairman of the Board of Directors in convening a meeting of the Board of Directors.

6. The President of the Board of Directors or the person who convenes the meeting of the Board of Directors shall send invitations at least 03 working days before the meeting. The invitation shall specify the meeting time, location, agenda, issues that need discussing and deciding. The invitation shall be enclosed with documents to be used at the meeting and votes.

The invitations to the meeting of the Board of Directors may be a physical invitation, by phone, fax, email or other forms prescribed by the Company's Charter as long as they are delivered to the mailing address of each member of the Board of Directors registered at the Company.

7. The President of the Board of Directors or the person who convenes the meeting shall send the same invitations and enclosed documents to members of the Board of Controllers. Members of the Board of Controllers have the right to attend meetings of the Board of Directors; have the right to discuss but not to vote.

8. The meeting of the Board of Directors shall be opened when it is participated in by three fourths (3/4) of the members. In case the number of participating members is not adequate, the second meeting shall be convened within 07 days from the intended date of the first meeting, [unless a shorter time limit is prescribed by the Company's Charter]. The second meeting shall be opened when it is participated in by more than half of the members of the Board of Directors.

9. It is considered that a member of the Board of Directors has participated in and voted at a meeting when he/she:

a. Participate and vote in person at the meeting;

b. Authorize another person to participate the meeting and vote as prescribed in Clause 11 of this Article;

c. Participate and vote at online meeting; cast electronic votes or in other electronic forms;

d. Send vote by mail, fax, or email.

10.In case the votes are sent to the meeting by mail, they must be put in sealed envelopes and delivered to the President of the Board of Directors at least 01 hour before the opening hour. The votes shall only be opened in the presence of the meeting participants.

11.The members shall participate in all meetings of the Board of Directors. A member may authorize another person to participate in the meeting and vote if it is approved by the majority of the members of the Board of Directors.

12.Resolutions and decisions of the Board of Directors are ratified if approved by the majority of participants; in case of equal votes, the final decision belongs to the opinion of the Chairman of the Board of Directors.

Article 31. Subcommittees of the Board of Directors

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

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

Article 32. Person in charge of company administration

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

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

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

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

b. Prepare for meetings of the Board of Directors, the Board of Controllers and the GMS as requested by the Board of Directors or the Board of Controllers;

c. Provide consultancy on meeting procedures;

d. Attend meetings;

e. Provide consultancy on procedures for preparing resolutions of the Board of Directors in accordance with legal provisions;

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

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

h. Assist in contact between parties with relevant interests;

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

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

VIII. GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 33. Organization of the management apparatus

The Company's management system shall ensure that the management apparatus is responsible to the Board of Directors and is subject to the supervision and direction of the Board of Directors in the Company's daily business operations. The Company has a General Director, Deputy General Directors, a Chief Accountant and other management positions appointed by the Board of Directors. The appointment, dismissal of the above positions must be approved by a resolution of the Board of Directors.

Article 34. Company's Executives

1. The Company's executives include the General Director, Deputy General Director, and Chief Accountant.

2. When requested by the General Director and approved by the Board of Directors, the Company may recruit other executives with the quantity and qualifications conformable to the organizational structure and management regulations of the Company prescribed by the Board of Directors. Executives shall assist the Company in achieving its organizational and business objectives.

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

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

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

1. The Board of Directors shall designate 01 member of the Board of Directors or hires a person as General Director.

2. The General Director shall administer the daily business operations of the Company; be supervised by the Board of Directors; is responsible to the Board of Directors and before the law for the performance of assigned rights and obligations.

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

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

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

b. Organize the implementation of resolutions and decisions of the Board of Directors;
c. Organize the implementation of the Company's business plans and investment plans;
d. Proposing organizational structure plan and internal administration regulations of the Company;
e. Designate, dismiss and discharge managerial positions in the Company, except for those within the jurisdiction of the Board of Directors;
f. Decide on salaries and other benefits for Company' employees, including managers designated of the General Director;
g. Recruit employees;
h. Propose dividend payment plan or business loss settlement;
i. Other rights and obligations prescribed by law and resolutions and decisions of the Board of Directors.

5. The Board of Directors may dismiss the General Director when the majority of members of the Board of Directors with voting rights present at the meeting agree and appoint a new General Director.

IX. BOARD OF CONTROLLERS

Article 36. Nomination and self-nomination of members of the Board of Controllers

1. Nomination and self-nomination of members of the Board of Controllers is carried out similarly to the provisions in Clause 1 and Clause 2, Article 25 of this Charter.

2. In case the number of candidates for the Board of Controllers through nomination and self-nomination is not sufficient, the incumbent Board of Controllers shall nominate more candidates or organize the nomination in accordance with the Company's Charter and administration regulations and operating regulations of the Board of Controllers. This must be announced before the GMS starts to vote for members of the Board of Controllers as prescribed by law.

Article 37. Composition of the Board of Controllers

1. The number of members of the Company's Board of Controllers is 05 members . The term of office of a member of the Board of Controllers shall not exceed 05 years without term limit. A member of the Board of Controllers shall meet the standards and conditions prescribed in Article 169 of the Law on Enterprises and shall not in the following cases:

a. Work in the accounting and finance department of the Company;
b. Be a member or employee of an independent auditing company that audited the Company's financial statements for the last 03 years .

2. A member of the Board of Controllers shall be dismissed in the following cases:

a. No longer meeting the standards and conditions to be a member of the Board of Controllers as prescribed in the Law on Enterprises;

b. Resignation letter submitted and accepted;

3. A member of the Board of Controllers shall be dismissed in the following cases:

a. Failure to fullfill the assigned tasks and duties;

b. Failure to perform rights and obligations for 06 consecutive months, except in force majeure events;

c. Serious or repeated violations of the obligations of a member of the Board of Controllers prescribed by the Law on Enterprises and the Company Charter;

d. Other cases according to the resolution of the GMS.

Article 38. Chief Controller

1. Chief Controller is elected by the Board of Controllers from its members; the election, dismissal, and discharge are based on the majority principle. The Board Controllers must have more than half of its members permanently residing in Vietnam. Chief must have a university degree or higher in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major related to the business activities of the enterprise.

2. Rights and obligations of the Chief Controller:

a. Convene meetings of the Board of Controllers;

b. Request the Board of Directors, General Director and other executives to provide relevant information to report to the Board of Controllers;

c. Prepare and sign the report of the Board of Controllers after consulting with the Board of Directors to submit to the GMS.

Article 39. Rights and obligations of the Board of Controllers

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

1. Submit and request the GMS to approve the list of accredited audit organizations, which will audit the Company's financial statements; choose the accredited audit organization that audits the Company's operation; discharge accredited auditors where necessary;

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

3. Supervise the Company's financial situation, compliance with the law in the activities of Board of Directors members, General Director, and other managers;

4. Coordinate activities with the Board of Directors, General Director and shareholders;

5. In case of detecting any violation of the law or the Company Charter by a member of the Board of Directors, the General Director and other executives of the enterprise, the Board of Controllers must notify the Board of Directors in writing within 48 hours, requesting the violator to stop the violation and take measures to remedy the consequences;

6. Formulate the operating regulations of the Board of Controllers and submit them to the GMS for ratification;

7. Report at the GMS prescribed in Article 290 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

8. Have the right to access the Company' documents retained at its headquarter, branches and other locations; have the right to visit the workplace of the Company's managers and employees during office hours;

9. Have the right to request the Board of Directors, Board members, General Director and other managers to provide accurate and timely information and documents on the management, operation and business activities of the Company;

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

Article 40. Meetings of the Board of Controllers

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

2. The Board of Controllers has the right to request members of the Board of Directors, the General Director and representatives of approved auditing organizations to attend and answer questions that need to be clarified.

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

Salaries, remuneration, bonuses and other benefits of members of the Board of Controllers shall comply with the regulations below:

1. Members of the Board of Controllers shall receive salaries, remunerations, bonuses and other benefits under the decision of the GMS. The GMS shall decide the salaries, remunerations, bonuses and other benefits and annual budget of the Board of Controllers.

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

3. Salaries and operating costs of the Board of Controllers are included in the Company's business costs according to the provisions of the law on corporate income tax, other relevant legal provisions and shall be recorded as a separate item in the Company's annual financial statements.

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

Article 42. Responsibility to be careful

Members of the Board of Directors, members of the Board of Controllers, the General Director, other executives shall fulfill their duties as members of subcommittees of the Board of Directors in a truthful and prudent manner to serve the interests of the Company.

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

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

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

3. Members of the Board of Directors, members of the Board of Controllers, the Director/General Director and other managers shall send written notices to the Board of Directors and the Board of Controllers of the transactions between the Company, subsidiary companies, companies over 50% of charter capital of which is held by the Company with them or with their related persons as prescribed by law. The Company shall disclose information about the transactions that are approved by the GMS or the Board of Directors in accordance with regulations of the Law on Securities on information disclosure.

4. A member of the Board of Directors is not allowed to vote on transactions that benefit that member or a related person of that member according to the provisions of the Law on Enterprises and the Company Charter.

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

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

a. For transactions with a value less than or equal to 20% of the total asset value written in the latest financial statements, the important contents of the contract or transaction as well as the relationships and interests of the Board of Directors members, Board of Controllers members, General Director, and other executives have been reported to the Board of Directors and approved by majority of the members of the Board of Directors without relevant interests ;

b. For transactions with a value greater than 20% or transactions resulting in a transaction value arising within 12 months from the date of the first transaction with a value of 20% or more of the total asset value written in

the latest financial statements, the important contents of this transaction as well as the relationships and interests of the members of the Board of Directors, members of the Board of Controllers, the General Director, and other executives have been announced to shareholders and approved by the GMS by the votes of shareholders with no related interests.

7. The General Director shall not be a related person of the company's managers, Supervisors of the Company and its parent company, the State capital representative, or the enterprise capital representative at the Company and its parent company in accordance with Point d, Clause 46, Article 4 of the Law on Securities.

Article 44. Responsibility for damage and compensation

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

2. The Company shall pay compensation for the persons who have become or may become a related party in the complaints, lawsuits, charges (including administrative and civil cases other than lawsuits filed by the Company) if they were or are members of the Board of Directors, members of the Board of Controllers, Director/General Director, other executives, employees or authorized representatives of the Company who performed or are performing their duties as authorized by the Company, act in a lawful, honest and prudent manner for the Company's interests, and there is no evidence that they fail to fulfill their duties.

3. Compensation costs include judgment costs, fines, and actual payments (including attorneys' fees) incurred in resolving these cases within the framework of the law. The Company may purchase insurance for these people to avoid the above compensation liabilities.

XI. RIGHT TO ACCESS COMPANY'DOCUMENTS AND RECORDS

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

1. Ordinary shareholders have the right to access the Company's documents and records, specifically as follows:

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

b. The shareholder or group of shareholders that hold at least 05% of ordinary shares is entitled to examine, access extract the minutes, resolutions and decisions of the Board of Directors, biannual and annual financial statements, reports of the Board of Controllers, contracts and transactions subject to approval by the Board of Directors and other documents, except documents relevant to the Company's trade secrets.

2. In case the authorized representatives of the aforementioned shareholder or group of shareholders request access to documents and records, the request shall

be enclosed with the authorization letter (or its notarized copy) issued by the shareholder or group of shareholders.

3. Members of the Board of Directors, members of the Board of Controllers, the General Director and other executives have the right to examine the Company's shareholder register, the list of shareholders and other documents of the Company for purposes related to their positions, provided that such information shall be kept confidential.

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

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

XII. EMPLOYEES AND TRADE UNIONS

Article 46. Employees and Trade Union

1. The General Director shall formulate a plan for the Board of Directors to approve issues related to recruitment, dismissal, salary, social insurance, benefits, rewards and discipline for employees and executives.

2. The General Director shall formulate a plan for the Board of Directors to approve matters relating to the Company's relations with trade unions in accordance with best management standards, practices and policies, the practices and policies stipulated in this Charter, the Company's regulations and current legal regulations.

XIII. DISTRIBUTION OF PROFITS

Article 47. Distribution of profits

1. The GMS shall decide the dividends and method of annual dividend payment from the Company's retained profit.

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

3. The Board of Directors may propose to the GMS to approve the payment of all or part of dividends in shares and the Board of Directors is the body implementing this decision.

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

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

6. Other issues related to profit distribution are carried out in accordance with the provisions of law.

XIV. BANK ACCOUNTS, RESERVE FUND, FISCAL YEARS AND ACCOUNTING

Article 48. Bank accounts

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

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

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

Article 49. Fiscal year

The Company's fiscal year begins on the first day of January each year and ends on the 31st day of December of the same year. The first fiscal year begins on the date of issuance of the Business Registration Certificate and ends on the 31st day of December immediately following the date of issuance of that Business Registration Certificate.

Article 50. Accounting regime

1. The accounting regime used by the Company is the Vietnamese Accounting System (VAS), the enterprise accounting regime or other specific accounting regimes issued by competent authorities approved by the Ministry of Finance.

2. The Company shall prepare accounting books in Vietnamese and maintain accounting records in accordance with the provisions of the law on accounting and related laws. These records shall be accurate, up-to-date, systematic and sufficient to demonstrate and explain the Company's transactions.

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

XV. ANNUAL REPORT, FINANCIAL STATEMENT AND RESPONSIBILITY FOR INFORMATION DISCLOSURE

Article 51. Annual, semi-annual and quarterly financial reports

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

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

3. The Company shall prepare and publish audited semi-annual financial statements and quarterly financial statements in accordance with the law on information disclosure on the stock market and submit them to competent state agencies.

Article 52. Annual Report

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

XVI. AUDIT

Article 53. Auditing

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

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

3. Independent auditors that audit the Company's financial statements are entitled to participate in the GMS, receive notices and information relevant to the GMS, comment at the GMS on the issues relevant to the audit of the Company's financial statements.

XVII. THE COMPANY'S SEAL

Article 54. Company seal

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

2. The Board of Directors shall decide the type, quantity, form and content of the seals of the Company, its branches and representative offices (if any).

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

XVIII. DISSOLUTION OF COMPANY

Article 55. Dissolution of the Company

1. A company may be dissolved in the following cases:
   a. The term of operation stated in the Company Charter ends without a decision to extend;
   b. According to the resolution and decision of the GMS;
   c. The Certificate of Business Registration is revoked, unless otherwise prescribed by the Law on Tax Administration;
   d. Other cases prescribed by law.

2. Dissolution of the Company ahead of schedule (including extensions) shall be decided by the GMS and carried out by the Board of Directors. Such dissolution

decision shall be announced and subject to approval by competent authorities (if mandatory) as per regulations.

Article 56. Extension of operating period

1. The Board of Directors shall convene the GMS at least 7 months before the expiry of the operating period for shareholders to vote on extension of the operating period of the Company at the request of the Board of Directors.

2. The operating period shall be extended if the extension is voted for by a number of shareholders that represent at least [65%] of the votes of all participating shareholders.

Article 57. Liquidation

1. At least [06 months] before the expiry of the Company's operating period or after a decision on dissolution of the Company is issued, the Board of Directors shall establish a liquidation board, which consists of 03 members, 02 of whom shall be appointed by the GMS and 01 by the Board of Directors from 01 independent audit company. The liquidation board shall formulate its own operating regulations. Members of the liquidation board may be selected from the Company's employees or independent experts. Priority shall be given to payment of liquidation costs over other debts of the Company.

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

3. Proceeds from liquidation are paid in the following order:

   a. Liquidation costs;

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

   c. Tax debt;

   d. Other debts of the Company;

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

XIX. SETTLEMENT OF INTERNAL DISPUTES

Article 58. Resolving internal disputes

1. In case of disputes or complaints arising related to the Company's operations, the rights and obligations of shareholders as prescribed in the Law on Enterprises, other legal provisions, the Company's Charter, and regulations between:

   a. Shareholders with the Company;

   b. Shareholders with Board of Directors, Board of Controllers, General Director operator or other executives.

The parties shall try to settle these disputes through negotiation and mediation. Except for disputes that involve the Board of Directors or the President of the Board

of Directors, the President of the Board of Directors shall preside over the settlement of disputes and request each party to provide information about their dispute within 10 working days from the occurrence of the dispute. In case the dispute involves the Board of Directors or the President of the Board of Directors, either party is entitled to appoint an independent expert as a mediator.

2. In case the dispute cannot be settled through mediation within [06 weeks] or the mediator's decision is not accepted by the parties, either party may bring the case to court or arbitration.

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

XX. REVISING THE COMPANY'S CHARTER

Article 59. Revising the Company's Charter

1. Revisions to this Charter are subject to approval by the GMS.

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

XXI. EFFECTIVE DATE

Article 60. Effective date

1. This Charter has 21 sections and 60 articles, approved by the annual GMS of Vietnam Power Development Joint Stock Company on April 24, 2026 in Hanoi.

2. The Charter is made in ten (10) copies, each of equal value, of which:
   a. One (01) copy submitted to the local State Notary Office;
   b. Five (05) copies of registration at the government agency prescribed by the People's Committee of the Province or City;
   c. Four (04) copies are kept at the Company's headquarters.

3. This charter is the only and official charter of the Company.

4. Copies or extracts of the Company Charter are valid when signed by the Chairman of the Board of Directors or at least half (1/2) members of the Board of Directors.

General Director

(Legal representative of the Company)

Nguyen Anh Tuan