

REGULATIONS ON OPERATION OF THE SUPERVISORY BOARD

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to the Law on Enterprises dated June 17, 2020;

Law No. 03/2022/QH15 approved by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, amending and supplementing a number of articles of the Law on Public Investment, the Law on Investment in the form of Public Partnership Law on Investment, Law on Housing, Law on Bidding, Law on Electricity, Law on Enterprises, Law on Special Consumption Tax and Law on Civil Judgment Execution.

Pursuant to 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;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies in 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;

Pursuant to the Charter of Vinafco Joint Stock Corporation;

Pursuant to the Resolution of the General Meeting of Shareholders No.....dated....., 2022;

The Supervisory Board issues the Regulations on Operation of the Supervisory Board of Vinafco Joint Stock Corporation

Regulations on Operation of the Supervisory Board of Vinafco Joint Stock Corporation include the following contents:

CHAPTER I GENERAL PROVISIONS

ARTICLE 1: Governing scope and applicable subjects

1.1. Governing scope:

The Regulations on organization and operation of the Supervisory Board of Vinafco Joint stock Corporation provide for the organizational structure, standards, conditions, functions, tasks, powers, and operation and supervision mechanism of the Supervisory Board and the relationship between the members of the Supervisory Board and the Board of Directors, the General Directors in order to perform the duties, powers in accordance with the Company's Charter and other applicable regulations.

1.2. Applicable subjects:

These Regulations are applicable to the Supervisory Board and members of the Supervisory Board of Vinafco Joint Stock Corporation.

1.3. Operating principles of the Supervisory Board

The Supervisory Board works on the principle of collective action. The members of the Supervisory Board are personally responsible for their work and are jointly

responsible before the General Meeting of Shareholders, before the law for the works and decisions of the Supervisory Board.

Article 2: Interpretation of terms and abbreviations

- 2.1. “VFC” or “Company”:** Vinafco Joint Stock Corporation
- 2.2. “BOD”:** Board of Directors of VFC
- 2.3. “Supervisory Board”:** Supervisory Board of VFC
- 2.4. “GMS”:** General Meeting of Shareholders of VFC
- 2.5. “Charter”:** Charter of VFC
- 2.6.** Other words or terms used that are not defined in these Regulations shall have the meanings set forth in the Charter.

Article 3: Supervisory Board and structure of Supervisory Board

- 3.1.** The Supervisory Board is the body that supervises the Company's activities in order to evaluate the truthfulness and reasonableness of business activities and financial statements of the VFC system at the reporting time.
- 3.2.** The Supervisory Board monitors and evaluates the observance of laws, internal regulations, the Charter and resolutions of the GMS and the BOD.
- 3.3.** The Supervisory Board of VFC has from three (03) to five (05) members as elected, removed or dismissed by the GMS. The Supervisors shall elect one of them to be the Head of the Supervisory Board according to the majority principle.
- 3.4.** The term of office of members of the Supervisory Board is 5 years and can be re-elected for an unlimited number of terms. In case where an Supervisor has his/her term of office expire at the time that the member of the Supervisory Board for the new term of office has not been elected, such Supervisor whose term of office has expired shall continue performing the rights and obligations until the Supervisor of the new term has been elected and accepted his/her duties.
- 3.5.** More than half of the members of the Supervisory Board must be residents of Vietnam. The Supervisory Board must have at least one member who is an accountant or auditor. In case the number of members of the Supervisory Board is not enough for two thirds (2/3) of the total number of members of the term or the minimum number of members as prescribed by law and VFC's Charter, within sixty (60) days from the date of insufficient number of members, VFC must add a sufficient number of Supervisory Board members.

CHAPTER II

SUPERVISORY BOARD

Article 4: Rights, obligations and responsibilities of the Supervisory Board

- 4.1** Supervise the BOD, General Director in their management and operation of VFC.
- 4.2** Inspect the rationality, legitimacy, truthfulness and prudence in business operation and management; the systematization, uniformity and appropriateness of accounting, statistics and preparation of financial statements;

- 4.3** Inspect the adequacy, legitimacy and truthfulness of income statements, annual and bi-annual financial statements of VFC; assess management tasks performed by the BOD; submit reports to the annual GMS. Review contracts and transactions with related people under the approval authority of the BOD or the GMS and make recommendations on contracts and transactions that require approval from the BOD or the GMS;
- 4.4** Review, inspect, and evaluate the performance and effectiveness of the internal control, audit, risk management and early warning of VFC;
- 4.5** Propose changes, supplements and improvements to the organizational structure, supervision and administration mechanism of the Company's business to the BOD or the GMS;
- 4.6** Examine accounting books, accounting records and other documents of VFC; management and operation of VFC where necessary or according to decisions of the GMS or at the request of the shareholder or group of shareholders specified in Article 12.2 of the Charter;
- 4.7** Within seven (07) working days from the receipt of the request from the shareholder or group of shareholders specified in Article 12.2 of the Charter, the Supervisory Board shall carry out an inspection. Within fifteen (15) days from the end of the inspection, the Supervisory Board shall submit an inspection report to the BOD and the requesting shareholder or group of shareholders. The inspection by the Supervisory Board as provided herein must not obstruct the normal operation of the BOD and interrupt VFC's business operation;
- 4.8** When detecting a member of the BOD, the General Director violating the provisions of Article 165 of the Law on Enterprises, it must immediately notify in writing to the BOD and request the person committing the violation to stop the violation and take remedial measures;
- 4.9** Formulate the Regulations on Operation of the Supervisory Board and submit it to the GMS for approval;
- 4.10** Employ independent advisors and internal audits of VFC to perform the assigned tasks;
- 4.11** Participate and discuss in meetings of the GMS, the BOD and other meetings of VFC;
- 4.12** The Supervisory Board may consult with the BOD before submitting its reports, conclusions and proposals to the GMS;
- 4.13** Check each specific issue related to the management and operation of the Company's activities at the request of shareholders;
- 4.14** Request the BOD to convene an extraordinary meeting of the GMS;
- 4.15** Substitute for the BOD to convene the GMS within 30 days in case the BOD does not convene the GMS as prescribed in Article 14.4(b) of the Charter;
- 4.16** Request the Chairman of the Board of Directors to convene a meeting of the BOD;
- 4.17** Examine, extract, copy part or all of the declared content of the List of related persons and related interests declared according to the provisions of Clauses 1 and 2, Article 164 of the Law on Enterprises;

- 4.18** Propose and recommend the GMS to approve the list of approved auditing organizations to audit the Company's financial statements; approved auditing organizations to inspect the Company's activities when it deems necessary
- 4.19** Be accountable to shareholders for their supervisory activities;
- 4.20** Monitor the financial position of the Company, the compliance with the law of the members of the BOD, the General Director and other managers in the activities;
- 4.21** Ensure coordination with the BOD, General Director and shareholders;
- 4.22** In case of detecting violations of the law or the company's Charter by members of the BOD, General Director and other executives, the Supervisory Board must notify in writing to the BOD within 48 hours, request the violator to stop the violation and take remedial measures;
- 4.23** Witness the BOD to organize the vote counting and make a vote counting minutes if requested by the BOD in the case of collecting shareholders' written opinions to adopt the resolution of the GMS;
- 4.24** The Head of the Supervisory Board shall allow the GMS to elect a chairperson of the meeting in case the Chairman is absent or temporarily unable to work but the remaining members of the BOD cannot elect a chairperson. In this case, the person with the highest number of votes shall chair the meeting; and
- 4.25** Perform other rights and obligations prescribed by the Law on Enterprises, VFC's Charter and the resolution of the GMS.

ARTICLE 5: Right to be provided with information of the Supervisory Board

- 5.1.** Documents and information must be sent to members of the Supervisory Board at the same time and in the same manner as members of the BOD, including:
- (a) Notice of meeting invitation, opinion form for members of the BOD and attached documents;
 - (b) Resolutions, decisions and meeting minutes of the GMS, the BOD;
 - (c) Report of the General Director to the BOD or other documents issued by the Company;
- 5.2.** Members of the Supervisory Board are entitled to access VFC's documents kept at its head office, branches and other locations; enter the working locations of VFC's managers and employees during office hours; and
- 5.3.** The BOD, its members, the General Director and other managers shall provide accurate, adequate and timely information and documents about VFC's management and business operation at the request of the Supervisory Board or its members.

ARTICLE 6: Salary and other benefits

- 6.1** Members of the Supervisory Board shall receive salaries, remunerations for their works and other benefits under the decision of the GMS. The GMS shall decide the total salaries, remunerations and annual budget of the Supervisory Board based on the estimated number of working days, the quantity and nature of the work and the average daily remuneration of the member;
- 6.2** Members of the Supervisory Board shall have the reasonable costs of accommodation, travel and independent consulting services reimbursed. Such total remuneration and

costs must not exceed the total annual budget of the Supervisory Board which has been approved by the GMS, unless otherwise decided by the GMS; and

- 6.3** Salaries, remuneration and operating costs of the Supervisory Board shall be recorded as VFC's operating costs in accordance with regulations of law on corporate income tax, relevant laws and presented as a separate item of VFC's annual financial statements.

ARTICLE 7: Responsibilities of the Supervisory Board in convening an extraordinary meeting of the GMS

- 7.1.** The Supervisory Board is responsible for replacing the BOD to convene the GMS within 30 days in case the BOD does not convene the GMS in the following cases:

- (a) The number of remaining members of the BOD and Supervisory Board is less than the number of members as prescribed by law;
 - (b) At the request of a shareholder or a group of shareholders specified in Article 12.2 of the Charter;
 - (c) When there is a request to convene an extraordinary meeting of the GMS by the Supervisory Board but the BOD does not do it;
- 7.2.** In case the Supervisory Board fails to convene the GMS as prescribed, the Supervisory Board must compensate any damage incurred to the Company.
- 7.3.** The expenses for convening and conducting the GMS as prescribed in Clause 1 of this Article will be refunded by the Company.

CHAPTER III

MEMBERS OF THE SUPERVISORY BOARD (SUPERVISORS)

ARTICLE 8: Rights, obligations and responsibilities of members of the Supervisory Board

- 8.1.** Comply with regulations of law, VFC's Charter, resolutions of the GMS and professional ethics in performance of their duties.
- 8.2.** Perform their rights and obligations in an honest and prudent manner for the best and lawful interests of VFC.
- 8.3.** Be loyal to the interests of VFC and shareholders; do not abuse power, position or use information, secrets, business opportunities and other assets of VFC for personal gain or serving the interests of any other organization or individual.
- 8.4.** Other obligations prescribed by the Law on Enterprises and VFC's Charter.
- 8.5.** In case violations against regulations of Clauses 8.1, 8.2, 8.3 and 8.4 of this Article cause damage to VFC or other persons, members of the Supervisory Board shall personally or jointly pay compensation for such damage. The income and other benefits earned by the members of the Supervisory Board from these violations shall be returned to VFC.
- 8.6.** In case a member of the Supervisory Board is found to be violating his rights and obligations, a written notice shall be sent to the Supervisory Board requesting the violator to stop the violation and take remedial measures.

ARTICLE 9: Criteria and conditions for members of the Supervisory Board

- 9.1.** Having full civil act capacity and not being prohibited from establishing and managing enterprises in accordance with the Law on Enterprises;
- 9.2.** Not holding management positions in the Company;
- 9.3.** Not having a family relationship with members of the BOD, General Director and other managers;
- 9.4.** Having professional qualifications or professional experience in economics, finance, accounting, auditing, law, business administration or professional qualifications, practical experience in other majors that are suitable with the business operation of the Company.
- 9.5.** Not working in the accounting and finance department of the Company;
- 9.6.** Not being a member or employee of an auditing organization approved to audit the Company's financial statements in the previous 3 consecutive years;
- 9.7.** Not being the person regulated under Article 17.2 of the Law on Enterprises; and
- 9.8.** Other criteria and conditions as prescribed by relevant.

ARTICLE 10: Election, dismissal and removal of members of the Supervisory Board

- 10.1.** The election, dismissal and removal of members of the Supervisory Board fall under the authority of the GMS.
- 10.2.** The voting to elect members of the Supervisory Board must be done by cumulative voting, whereby each shareholder has the total number of votes corresponding to the total number of shares owned multiplied by the number of elected members of the Supervisory Board and shareholders have the right to give all or part of their total votes to one or several candidates. The elected members of the Supervisory Board are determined by the number of votes from the highest to the lowest, starting from the candidate with the highest number of votes until the number of members specified in VFC's Charter is reached. In case there are 02 or more candidates achieving the same number of votes for the last member of the Supervisory Board, a re-election will be conducted among the candidates with the same number of votes or selection according to the criteria specified in the election regulations or VFC's Charter.

ARTICLE 11: Cases of removal or dismissal of members of the Supervisory Board

- 11.1.** A member of the Supervisory Board will be removed by the GMS in the following cases:
 - (a) He/she no longer fully satisfies the requirements specified in Article 9 of these Regulations; or
 - (b) He/she submits a resignation letter which is accepted;
- 11.2.** A member of the Supervisory Board will be dismissed by the GMS in the following cases:
 - (a) He/she fails to fulfill the assigned tasks and duties;
 - (b) He/she fails to perform his/her rights and obligations for 06 consecutive months, except in force majeure events;

- (c) He/she commits repeated or serious violations against obligations of members of the Supervisory Board prescribed by the Law on Enterprises and VFC's Charter; or
- (d) Other cases specified in the resolution of the GMS.

ARTICLE 13: Notice of election, removal and dismissal of members of the Supervisory Board

12.1. In case a candidate for the Supervisory Board has been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the GMS on the Company's website so that shareholders can learn about these candidates before voting, candidates for the Supervisory Board must have a written commitment to the truthfulness and accuracy of the personal information disclosed and must commit to perform their duties honestly, carefully and in the best interest of the company if elected as a member of the Supervisory Board. Information related to the Supervisory Board candidate to be announced includes:

- Full name, date, month and year of birth;
- Qualifications;
- Career history;
- Other management positions;
- Interests related to the Company and its related parties;
- Other information (if any) as prescribed in the VFC's Charter;
- The company must be responsible for disclosing information about the companies in which the candidates hold managerial positions and their interests in relation to the Company (if any).

12.2. The announcement of the results of election, dismissal and removal of members of the Supervisory Board shall comply with the guiding regulations on information disclosure.

ARTICLE 13: Head of the Supervisory Board

13.1. The Head of the Supervisory Committee is elected by the SC from among the members of the SC; the election, removal of duty and removal from office according to the majority principle. The Head of the Supervisory Board must have a university degree or higher in one of the majors including economics, finance, auditing, law, business administration or a major related to the enterprise's business operations.

13.2. Rights and obligations of the Head of the Supervisory Board:

- Convene a meeting of the Supervisory Board;
- Request the BOD, General Director and other executives to provide relevant information to report to the Supervisory Board; and
- Prepare and sign the report of the Supervisory Board after consulting the BOD to submit to the GMS.

ARTICLE 14: Nomination and candidacy for members of the Supervisory Board

14.1. A Shareholder or group of shareholders holding from ten (10) percent to less than thirty (30) percent of the voting shares may nominate two candidates.

14.2. A Shareholder or group of Shareholders holding from thirty (30) percent to less than fifty (50) percent of the voting shares may nominate three candidates;

14.3. A Shareholder or group of Shareholders holding from fifty (50) percent to less than sixty five (65) percent of the voting shares may nominate four candidates; and

14.4. A Shareholder or group of Shareholders holding sixty five (65) percent or more of the voting shares may nominate six candidates.

If the number of candidates for the Supervisory Board nominated by Shareholders according to Clauses 14.1, 14.2, 14.3 and 14.4 of this Article is still insufficient, the incumbent Supervisory Board may nominate additional candidates or organize the nomination in accordance with the provisions of the Regulations on Corporate Governance and Regulations on Operation of the Supervisory Board. The introduction of more candidates by the incumbent Supervisory Board must be clearly announced before the GMS votes to elect members of the Supervisory Board in accordance with the law.

14.5. A Shareholder or a group of Shareholders must send to the Company a list of candidates nominated by the Shareholders within 14 days from the date the Company sends to Shareholders the Notification on nomination, candidacy to the Supervisory Board.

CHAPTER IV

MEETINGS OF THE SUPERVISORY BOARD AND COLLECTION OF WRITTEN OPINIONS

ARTICLE 15: Regulations on meetings of the Supervisory Board

15.1. The Supervisory Board shall have at least two (02) meetings per year, each meeting must be attended by at least two thirds (2/3) of its members.

15.2. The Supervisory Board shall have periodic or extraordinary meetings to promptly deal with unexpected problems.

15.3. Extraordinary meeting of the Supervisory Board shall be conducted at the request of:

- (a) The GMS;
- (b) Chairman of the BOD;
- (c) From two thirds (2/3) or more of the BOD members;
- (d) Head of the Supervisory Board;
- (e) From two thirds (2/3) or more of the Supervisory Board members;
- (f) The General Director;
- (g) Other cases as prescribed by the law or the Charter.

15.4. Within 15 (fifteen) days from the date of receipt of a written request for an extraordinary meeting of the Supervisory Board from one of the persons mentioned in Clause 2 of this Article, the Head of the Supervisory Board must convene and conduct such extraordinary meeting of the Supervisory Board. In case the Head of the Supervisory Board or the person authorized by the Head of the Supervisory Board fails to convene a meeting of the Supervisory Board as requested, he/she shall be responsible for any damage caused to VFC, unless the meeting cannot be convened for force majeure reasons; in this case, the requesting person has the right to gather the Supervisory Board and the attending members to elect the chairperson of the meeting by ballots.

Article 16: Notice and preparation of the agenda for the Supervisory Board meeting

16.1. The Head of the Supervisory Board or the person convening the meeting of the Supervisory Board must send the meeting invitation at least five (05) working days before the date of the meeting. The meeting invitation shall specify the time and venue of meeting, agenda, issues of discussion and decision. The meeting invitation must be enclosed with documents used at the meeting and opinion form (for members who do not attend the meeting and have the power of attorney).

16.2. The meeting invitation shall be sent by post, fax, email or other means, but it must be addressed to each member of the Supervisory Board at the address registered with

16.3. Upon request of the Supervisory Board, the Chairman of the BOD, members of the BOD, the General Director and other managers and officers may attend meetings of the Supervisory Board and response to the matters that need clarifying, but may not vote.

Article 17: The requirements specified for conducting meetings and minutes of meetings of the Supervisory Board

17.1. The first meeting: In case the Supervisory Board elects the Head of the Supervisory Board, the first meeting of the Supervisory Board to elect the Head of the Supervisory Board and make other decisions shall be conducted within seven (07) working days from the end of the election of the Supervisory Board for that term. This meeting is convened by the member with the highest number of votes. In case there is more than one member with the highest and equal number of votes, the members who have voted according to the majority principle shall appoint one of them to convene the meeting of the Supervisory Board.

17.2. A meeting of the Supervisory Board is considered valid when two thirds (2/3) or more of the members of the Supervisory Board directly attend the meeting. In case of not directly attending the meeting, a member of the Supervisory Board may authorize another attending member to cast vote or send his/her written vote.

17.3. The meeting of the Supervisory Board must be recorded in minutes. Minutes of the meeting of the Supervisory Board must be made in Vietnamese, the minutes taker and all members of the Supervisory Board who attend the meeting must sign and be jointly liable for the accuracy and truthfulness of such minutes. Chairperson of the meeting is responsible for preparation and delivery of the minutes of the Supervisory Board meeting to the Supervisory Board members no later than seven (07) days from the date of the Supervisory Board meeting.

17.4. The minutes of meeting of the Supervisory Board and the documents used in the meeting are kept at the head office of VFC.

Article 18: Decisions adopted at the meetings of Supervisory Board

Decisions of the Supervisory Board are adopted if approved by the majority of Members of the Supervisory Board who attend the meeting and have the voting right (including written and proxy votes). In case of equal number of votes, the final

decision belongs to the side with the opinion of the Head of the Supervisory Board or member of the Supervisory Board authorized by the Head of the Supervisory Board to act as the chairperson.

Article 19: Collection of written opinions by the Supervisory Board

- 19.1.** The Head of the Supervisory Board shall decide the collection of written opinions from Members of the Supervisory Board.
- 19.2.** The collection of written opinions from members of the Supervisory Board may be conducted by sending an email to the email address of each member in parallel with sending a hard copy by a secured method. Opinions of members sent via email shall be valid for the Head of the Supervisory Board to make a decision/resolution. Responses via email shall be as valid as the signed written opinion.
- 19.3.** The answered opinion form, the vote counting record, the approved resolution and relevant documents enclosed with the opinion form must be kept at the head office of VFC.
- 19.4.** The decision passed by collection of written opinions from the Supervisory Board members has the same validity as the decision passed at the meeting of the Supervisory Board.

CHAPTER V REPORTS AND DISCLOSURE OF INTERESTS

Article 20: Annual Report Submission

The reports of the Supervisory Board at the annual GMS include the following contents:

- 20.1.** Report on the Company's business results, the performance of the BOD, the General Director to submit to the GMS for approval at the annual GMS.
- 20.2.** Report on self-assessment of operation results of the Supervisory Board and members of the Supervisory Board.
- 20.3.** Remuneration, operating expenses and other interests of the Supervisory Board and each member of the Supervisory Board.
- 20.4.** Summary of the meetings of the Supervisory Board and the conclusions and recommendations of the Supervisory Board; results of monitoring the Company's operational and financial position.
- 20.5.** Report on the evaluation of transactions between the Company, its subsidiaries and other companies in which the Company holds control over fifty percent (50%) or more of the charter capital with members of the BOD, the General Director and other persons related to that member; transactions between the Company and the company in which a member of the BOD is a founding member or a manager during the last 3 years before the transaction date.
- 20.6.** Monitoring results for the BOD, General Director and other business executives.
- 20.7.** Results of evaluating the coordination between the Supervisory Board and the BOD, General Director and shareholders.

- 20.8.** Proposal and recommendation to the GMS for approval of the list of the approved auditing organizations to audit the Company's financial statements; approved auditing organizations to inspect the Company's activities when it deems necessary.

Article 21: Disclosure of related interests

- 21.1.** Members of the Supervisory Board of the Company must declare to the Company about their related interests, including:

- a) Name, enterprise identification number, head office address, business lines of the enterprise in which they are owners or hold contributed capital or shares; percentage and time of ownership, holding of such contributed capital or shares;
- b) Name, enterprise identification number, head office address, business lines of the enterprise in which their related persons are owners, jointly or separately hold contributed capital or share valued at more than 10% of the charter capital.

- 21.2.** The declaration specified in Clause 1 of this Article must be made within 07 working days from the date of such related interests; the amendments and supplements must be notified to the Company within 07 working days from the date of the respective amendments and supplements.

- 21.3.** Members of the Supervisory Board and related persons of members of the Supervisory Board may only use information obtained through their positions for the benefit of the Company.

- 21.4.** Members of the Supervisory Board are obliged to notify in writing the BOD and Supervisory Board of transactions between the Company, its subsidiaries and other companies in which the Company holds a controlling interest of more than fifty percent (50%) or more of charter capital with a member of the Supervisory Board or with related persons of a member of the Supervisory Board as prescribed by law. For the above transactions approved by the GMS or the BOD, the Company must disclose information about these resolutions in accordance with the securities law on information disclosure.

- 21.5.** Members of the Supervisory Board and their related persons are not allowed to use or disclose to others any internal information to carry out relevant transactions.

CHAPTER VI RELATIONSHIP OF THE SUPERVISORY BOARD

Article 22: Relationship between members of the Supervisory Board

The members of the Supervisory Board have an independent relationship, not dependent on each other, but have coordination and cooperation in common work to ensure the good implementation of the responsibilities, rights and duties of the Supervisory Board in accordance with regulations and law and VFC's Charter. The Head of the Supervisory Board is the person who coordinates the general work of the Supervisory Board but has not power to govern the members of the Supervisory Board.

Article 23: Relationship with the executive board

The Supervisory Board has an independent relationship with the executive board of the Company, which is the body that performs the function of supervising the activities of the executive board.

Article 24: Relationship with the Board of Directors

The Supervisory Board has an independent relationship with the BOD of the Company, which is the body that performs the function of supervising the activities of the BOD.

CHAPTER VII OTHER REGULATIONS

Article 25: Effect and implementation

- 25.1.** These Regulations have been adopted by the General Meeting of Shareholders on/...../..... and take effect from the date of adoption.
- 25.2.** Issues not mentioned in these Regulations will be handled in accordance with the provisions of law and other regulations of VFC. In case any content of these Regulations is contrary to the provisions of law and the Charter, such content will automatically cease to be effective.
- 25.3.** The amendment, supplement and replacement of these Regulations will be decided by the Supervisory Board after being assigned/approved by the GMS.
- 25.4.** The Supervisory Board, the BOD, the Board of General Directors and relevant individuals and units are responsible for the implementation of these Regulations.

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF SUPERVISORY BOARD**