

a) In case of sending a letter or opinion poll that has been answered, it must be signed by the shareholder being an individual, of the authorized representative or the legal representative of the shareholder being an organization. The opinion form sent to the Company must be contained in a sealed envelope and no one is allowed to open it before counting the votes;

b) In case of sending fax or e-mail, the opinion collection form sent to the Company must be kept confidential until the time of vote counting;

c) Opinion collection forms sent to the Company after the time limit specified in the contents of the opinion collection form or which have been opened in case of sending letters and disclosed in case of sending fax or e-mail are invalid. Opinion poll votes that are not sent back shall be considered as votes that do not participate in voting.

5. The Board of Directors counts votes and makes a record of vote counting under the witness of shareholders who do not hold management positions of the Company. The vote counting record must contain the following principal contents:

a) Name and address of the head office, enterprise identification number;

b) Purposes and issues to be consulted for the adoption of the resolution;

c) The number of shareholders with the total number of voting votes that have participated in voting, distinguishing the number of valid and invalid votes and the method of sending the voting papers, enclosed with an appendix to the list of shareholders participating in voting;

d) The total number of votes in favor, disapproval and no opinion on each issue;

dd) The approved issue and the corresponding approval rate;

e) Full names and signatures of the Chairman of the Board of Directors, the vote counting person and the vote counting supervisor.

Members of the Board of Directors, vote counting persons and vote counting supervisors must be jointly and severally responsible for the truthfulness and accuracy of the vote counting minutes; jointly and severally responsible for damages arising from the decisions passed due to untruthful and inaccurate vote counting.

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

7. The replied opinion poll, the vote counting record, the approved resolution and relevant documents enclosed with the opinion poll must be kept at the company's head office.

8. A resolution shall be adopted in the form of a written consultation of shareholders if the number of shareholders owning more than [50%] of the total number of votes of all

shareholders with the right to vote in favor of it is valid as the resolution passed at the General Meeting of Shareholders.

Article 23. Resolutions and Minutes of the General Meeting of Shareholders

1. Meetings of the General Meeting of Shareholders must be recorded in minutes and may be recorded in audio or other electronic forms. The minutes must be made in Vietnamese and in English, with the following principal contents:

- a) Name and address of the head office, enterprise identification number;
- b) Time and place of the General Meeting of Shareholders;
- c) Meeting agenda and meeting contents;
- d) Full name of the chairman and secretary;
- dd) Summarize the progress of the meeting and comments at the meeting of the General Meeting of Shareholders on each issue in the meeting agenda;
- e) The number of shareholders and the total number of votes of the shareholders attending the meeting, the appendix to the list of registered shareholders and representatives of shareholders attending the meeting with the corresponding number of shares and votes;
- g) The total number of votes for each voting issue, clearly stating the voting method, the total number of valid votes, invalid, in favor, against and without opinions; the corresponding ratio to the total number of votes of shareholders attending the meeting;
- h) The approved issues and the corresponding percentage of approved votes;
- i) Full name and signature of the chairman and secretary. In case the chairperson or secretary refuses to sign the minutes of the meeting, this minutes shall take effect if they are signed by all other members of the Board of Directors attending the meeting and have all the contents as prescribed in this Clause. The minutes of the meeting clearly state that the chairman and secretary refused to sign the minutes of the meeting.

2. The minutes of the meeting of the General Meeting of Shareholders must be made and approved before the end of the meeting. The chairperson and secretary of the meeting or other persons who sign the minutes of the meeting must be jointly and severally responsible for the truthfulness and accuracy of the contents of the minutes.

3. Minutes made in Vietnamese and English shall have the same legal effect. In case there is a difference in the contents of the minutes in Vietnamese and in English, the contents of the minutes in Vietnamese shall apply.

4. The resolution, the minutes of the General Meeting of Shareholders, the appendix to the list of shareholders registered to attend the meeting with the signatures of the shareholders, the written authorization to attend the meeting, all documents attached to the minutes (if any) and relevant documents enclosed with the notice of invitation to the meeting must be disclosed in accordance with the law on information disclosure on the market securities market and must be kept at the head office of the Company.

Article 24. Request to annul the Resolution of the General Meeting of Shareholders

Within 90 days from the date of receipt of the resolution or minutes of the meeting of the General Meeting of Shareholders or the minutes of the vote counting results for consultation of the General Meeting of Shareholders, shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises may request the Court or Arbitration to consider annul the resolution or part of the resolution of the General Meeting of Shareholders in the following cases:

1. The order and procedures for convening meetings and issuing decisions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the company's charter, except for the case specified in Clause 3, Article 21 of this Charter.
2. Contents of resolutions that violate law or this Charter.

VII. BOARD OF DIRECTORS

Article 25. Candidacy and nomination of members of the Board of Directors

1. In case the candidates for the Board of Directors have been identified, the Company must publish information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must make a written commitment to the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, prudently and in the best interests of the Company if elected as a member of the Board of Directors. Information related to the candidates for the Board of Directors announced includes:

- a) Full name, date of birth;
- b) Professional qualifications;
- c) Work history;
- d) Other managerial titles (including the title of the Board of Directors of other companies);
- dd) Interests related to the Company and its related parties;
- e) Other information (if any) as prescribed in the company's charter;
- g) The public company shall be responsible for disclosing information about the companies in which the candidate is holding the position of member of the Board of Directors, other managerial titles and interests related to the company of the candidate for the Board of Directors (if any).

2. Shareholders being individuals owning 10% or more of the total number of ordinary shares may nominate themselves as candidates for the Board of Directors in accordance with the Law on Enterprises and the company's charter. Shareholders who have nominated themselves do not simultaneously exercise the right to nominate or group others to nominate others as candidates for the Board of Directors and vice versa, shareholders who

have exercised the right to nominate and group others as candidates do not simultaneously nominate themselves as candidates for the Board of Directors.

3. Shareholders or groups of shareholders owning 10% or more of the total number of ordinary shares may nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the company's charter.

4. The candidacy, nomination and introduction of persons to the Board of Directors shall be carried out as follows:

a) In case a shareholder exercises the right to run for or nominate a candidate for the Board of Directors, such shareholder must use the entire number of ordinary shares under his/her ownership to run for candidacy or nominate a single candidate, and is not allowed to subdivide the percentage of shares owned for candidacy. nominations for multiple candidates.

b) Ordinary shareholders who form a group to nominate a person to the Board of Directors must notify the group meeting to the shareholders attending the meeting before the opening of the General Meeting of Shareholders.

c) Shareholders or groups of shareholders exercising the right to candidacy or nomination must maintain their ownership shares at least in the proportion specified in Clauses 2 and 3 of this Article during the period from the date of candidacy or nomination of candidates to the time when the General Meeting of Shareholders votes to elect members of the Board of Directors.

d) Shareholders or groups of shareholders specified in Clauses 2 and 3 of this Article are entitled to nominate or nominate a person as a candidate for the Board of Directors. Based on the number of candidates (meeting all conditions and criteria) through the nomination and candidacy of shareholders or groups of shareholders, the incumbent Board of Directors is entitled to introduce additional candidates with the total number of candidates equal to or greater than the number of members of the Board of Directors to be elected. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with law.

e) The procedures, dossiers and time limit for candidacy and nomination shall be prescribed by the Board of Directors and notified to ordinary shareholders for compliance with law and the company's charter.

5. Members of the Board of Directors must meet the following criteria and conditions:

a) Being an individual with full civil act capacity;

b) Not falling into the subjects specified in Clause 2, Article 17 of the Law on Enterprises.

c) Having professional qualifications and experience in business administration or in the business fields, lines and lines of the Company.

d) Only concurrently being a member of the Board of Directors or the Board of members at a maximum of 05 other companies.

e) Being an individual shareholder owning at least 0.1% of the Company's ordinary shares for a continuous period from the time of making the list of shareholders entitled to attend the Annual General Meeting of Shareholders of the preceding year to the time of nomination or candidacy for members of the Board of Directors and must continuously maintain the ownership of ordinary shares equal to or greater than this minimum rate during the term from being nominated or nominated until the end of their term. These criteria and conditions do not apply to independent members of the Board of Directors.

6. Unless otherwise provided for by the law on securities or the company's charter, in addition to the criteria and conditions specified in Clause 5 of this Article, an independent member of the Board of Directors must also meet the following criteria and conditions:

a) Not being a person working for the Company, its parent company or its subsidiaries; not being a person who has worked for the Company, its parent company or its subsidiaries for at least 3 consecutive years;

b) Not being a person who is receiving salary or remuneration from the Company, except for allowances to which members of the Board of Directors are entitled as prescribed;

c) Not being a person whose spouse, natural father, adoptive father, natural mother, adoptive mother, natural child, adopted child, brother, sister or sibling who is a major shareholder of the Company; being a manager of the Company or a subsidiary of the Company;

d) Not being a person who directly or indirectly owns at least 01% of the total voting shares of the Company;

dd) Not being a person who has been a member of the Board of Directors or the Control Board of the Company for at least 05 consecutive years, except for the case of being appointed for 02 consecutive terms.

e) Must have a university diploma or higher in one of the majors of economics, finance, accounting, auditing, law or business administration.

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

1. The number of members of the Board of Directors is at least five (05) and at most eleven (11) people.

2. The term of office of a member of the Board of Directors shall not exceed 05 years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than 02 consecutive terms. Board members are elected staggered to ensure that, the Board cannot be replaced in its entirety and at the same time for any reason. Within 01 year or between two General Meetings (whichever is longer), the Board of Directors can only replace up to 2 members, except for the case of election of additional members of the Board of Directors due to the resignation of members of the Board of Directors. In case all members of the Board of Directors end their term at the same time, such members shall continue to be

members of the Board of Directors until a new member is elected to replace them and take over their duties.

Method of calculating the term of office of members of the Board of Directors: The term of office begins from the time the resolution of the General Meeting of Shareholders on the election of members of the Board of Directors is passed and ends at the closing of the Annual General Meeting of Shareholders of the last year of the term of office. regardless of whether the end of this term is 365 days per year or not.

3. The structure of members of the Board of Directors is as follows:

a) The structure of the Board of Directors of a public company must ensure that at least 1/3 of the total number of members of the Board of Directors are non-executive members.

b) The total number of independent members of the Board of Directors must comply with the following provisions:

(i) There is at least 01 independent member in case the company has the number of members of the Board of Directors from 03 to 05 members;

(ii) There are at least 02 independent members in case the company has the number of members of the Board of Directors from 06 to 08 members;

(iii) There are at least 03 independent members in case the company has the number of members of the Board of Directors from 09 to 11 members.

4. A member of the Board of Directors is no longer a member of the Board of Directors in case of dismissal, dismissal or replacement by the General Meeting of Shareholders as prescribed in Article 160 of the Law on Enterprises, specifically:

a) The General Meeting of Shareholders dismisses a member of the Board of Directors in the following cases:

(i) Failing to meet the criteria and conditions prescribed by law and the company's charter.

(ii) Have a letter of resignation and be approved;

(iii) Failing to continuously maintain ownership of the number of ordinary shares equal to or greater than the minimum ratio specified at Point e, Clause 5, Article 25 of the Charter until the end of their term;

(iv) Other cases specified in the company's charter.

b) The General Meeting of Shareholders shall dismiss a member of the Board of Directors in the following cases:

(i) Failing to participate in the activities of the Board of Directors for 06 consecutive months, except for force majeure cases;

(ii) Other cases specified in the company's charter.

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

6. Members of the Board of Directors must be shareholders of the Company (except for independent members of the Board of Directors) and must maintain ownership of ordinary shares equal to or greater than the minimum ratio specified at Point e, Clause 5, Article 25 of the company's Charter throughout their term of office.

Article 27. Powers and obligations of the Board of Directors

1. The Board of Directors is the company's management agency, which has the full right to decide and exercise the company's rights and obligations on behalf of the company, except for the rights and obligations under the competence of the General Meeting of Shareholders.

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

- a) Decide on the company's medium-term development strategy, plan and annual business plan;
- b) Propose the type of shares and the total number of shares entitled to be offered for sale of each type;
- c) Decision on sale of unsold shares within the number of shares entitled to offer for sale of each type; decide to mobilize additional capital in other forms;
- d) Decide on the selling price of shares and bonds of the Company;
- dd) Decision on share repurchase as prescribed in Clauses 1 and 2, Article 133 of the Law on Enterprises;
- e) To decide on investment plans and investment projects within their competence and limits as prescribed by law;
- g) To decide on solutions for market development, marketing and technology;
- h) Approval of contracts for purchase, sale, borrowing, lending and other contracts and transactions with a value of [35%] or more of the total value of assets stated in the Company's latest financial statements, except for contracts and transactions under the decision-making competence of the General Meeting of Shareholders as prescribed at Point d, Clause 2, Article 138, Clauses 1 and 3, Article 167 of the Law on Enterprises;
- i) Elect, dismiss or dismiss the Chairman of the Board of Directors; appoint, dismiss, sign contracts, terminate contracts for the General Director and other important managers prescribed by the company's charter; decide on salaries, remuneration, bonuses and other benefits of such managers; appoint authorized representatives to participate in the Members' Council or the General Meeting of Shareholders of other companies, decide on the remuneration levels and other benefits of such persons;
- k) Supervise and direct the General Director and other managers in the daily business administration of the Company;

- l) Decide on the organizational structure and internal management regulations of the Company; to decide on the establishment, division, separation, consolidation, merger or transformation of types and dissolution of subsidiaries; to decide on the establishment and termination of operation of branches and representative offices and the capital contribution, purchase of shares of other enterprises or the sale of shares or contributed capital in other enterprises;
- m) Approving programs and contents of documents in service of the General Meeting of Shareholders, convening the General Meeting of Shareholders or collecting opinions for the General Meeting of Shareholders to approve the resolution;
- n) Submit the audited annual financial statements to the General Meeting of Shareholders;
- o) Propose the level of dividends to be paid; decide on the deadline and procedures for dividend payment or handling losses incurred in the course of business;
- p) To propose the reorganization or dissolution of the company; request for bankruptcy of the Company;
- q) Decide on the promulgation of the Regulation on operation of the Board of Directors and the Internal Regulation on corporate governance after being approved by the General Meeting of Shareholders; the decision to promulgate the Regulation on operation of the Audit Committee under the Board of Directors, the Regulation on information disclosure of the company;
- s) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of law and the company's charter.

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

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

1. The company has the right to pay remuneration and bonuses to members of the Board of Directors according to business results and efficiency.
2. Members of the Board of Directors shall be entitled to remuneration and bonuses. The remuneration for work is calculated according to the number of working days necessary to complete the tasks of the members of the Board of Directors and the remuneration level per day. The Board of Directors estimates the remuneration for each member on a unanimous basis. The total remuneration and bonus of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.
3. The remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the law on corporate income tax,

expressed in separate sections in the Company's annual financial statements and must be reported to the General Meeting of Shareholders at the annual meeting.

4. Members of the Board of Directors who hold executive positions or members of the Board of Directors who work in sub-committees of the Board of Directors or perform other tasks outside the scope of ordinary tasks of a member of the Board of Directors may be paid additional remuneration in the form of a lump-sum remuneration from time to time, salaries, commissions, profit percentages or in other forms as decided by the Board of Directors.

5. Members of the Board of Directors shall have the right to pay all expenses for travel, meals, accommodation and other reasonable expenses that they have to pay when performing their responsibilities as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders. The Board of Directors or subcommittees of the Board of Directors.

6. Members of the Board of Directors may be insured by the Company after obtaining the approval of the General Meeting of Shareholders. This insurance does not cover the responsibilities of members of the Board of Directors in relation to violations of laws and the company's charter.

Article 29. Chairman of the Board of Directors, Vice Chairman of the Board of Directors

1. The Chairman of the Board of Directors and the Vice Chairman of the Board of Directors shall be elected, dismissed or dismissed from office by the Board of Directors among the members of the Board of Directors.

2. The Chairman of the Board of Directors must not concurrently serve as the General Director.

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

a) Formulate programs and plans on operation of the Board of Directors;

b) Prepare programs, contents and documents for the meeting; convene, preside over and chair meetings of the Board of Directors;

c) Organize the adoption of resolutions and decisions of the Board of Directors;

d) Supervise the process of organizing the implementation of resolutions and decisions of the Board of Directors;

dd) Chairing the meeting of the General Meeting of Shareholders;

e) Other rights and obligations as prescribed by the Law on Enterprises, the Company's Charter and resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

4. Election of the Chairman of the Board of Directors:

The Chairman of the Board of Directors shall be elected by the Board of Directors from among the members of the Board of Directors. Within 03 (three) months from the date of election by the Board of Directors, the Chairman of the Board of Directors must own at least 18% of the Company's ordinary shares and continuously maintain the number of ordinary shares equal to or greater than this minimum ratio until the end of his/her term.

5. Dismissal and dismissal of the Chairman of the Board of Directors:

a) The Board of Directors dismisses the Chairman of the Board of Directors in the following cases:

(i) Failing to meet the criteria and conditions for being a member of the Board of Directors as prescribed by law and the company's charter;

(ii) There is a letter of resignation;

(iii) In case of having to elect another member to hold the position of Chairman of the Board of Directors as prescribed in Clause 7 of this Article;

(iv) Failing to meet the conditions on share ownership ratio as prescribed in Clause 4 of this Article.

(v) Failing to continuously maintain ownership of the number of ordinary shares equal to or greater than the minimum ratio specified in Clause 4 of this Article until the end of their term of office.

(vi) Other cases specified in the company's charter.

b) The Managing Board dismisses the Chairman of the Managing Board in the following cases:

(i) Failing to participate in the activities of the Board of Directors for 06 consecutive months, except for force majeure cases;

(ii) Other cases specified in the company's charter.

6. In case the Chairman of the Board of Directors resigns or is dismissed or dismissed, the Board of Directors must elect a replacement within [10 days] from the date of receipt of the letter of resignation or dismissal or dismissal.

7. In case the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize in writing another member to perform the rights and perform the rights and obligations of the Chairman of the Board of Directors [according to the principles specified in the company's charter]. In case no authorized person or Chairman of the Board of Directors dies, goes missing, is temporarily detained, is serving a prison sentence, is serving administrative-handling measures at a compulsory detoxification establishment, compulsory education institution, escapes from his/her place of residence, is restricted or loses his/her civil act capacity, if there are difficulties in cognition, control of behavior, are banned from holding certain positions, practicing certain professions or doing certain jobs by the Court, the remaining members shall elect one of the members holding the position of Chairman of the Board of Directors on the principle that the

majority of the remaining members approve until a new decision of the Board of Directors is issued.

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

- a) Perform tasks as assigned and authorized by the Board of Directors and the Chairman of the Board of Directors.
- b) Other rights and obligations as prescribed by the Law on Enterprises, the Company's Charter and resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

9. Dismissal and dismissal of the Vice Chairman of the Board of Directors:

a) The Board of Directors dismisses the Vice Chairman of the Board of Directors in the following cases:

- (i) Failing to meet the criteria and conditions for being a member of the Board of Directors as prescribed by law and the company's charter;
- (ii) There is a letter of resignation;
- (iii) Other cases according to the decision of the majority of members of the Board of Directors;
- (iv) Other cases specified in the company's charter.

b) The Board of Directors dismisses the Vice Chairman of the Board of Directors in the following cases:

- (i) Failing to participate in the activities of the Board of Directors for 06 consecutive months, except for force majeure cases;
- (ii) Other cases specified in the company's charter.

Article 30. Board Meeting

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 working days from the end of the election of such Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In case there is more than one member with the highest number of votes or the same percentage of votes, the members shall vote on the principle of majority to elect 01 person from them to convene a meeting of the Board of Directors.

2. The Board of Directors must meet at least once a quarter and may hold an extraordinary meeting to adopt resolutions and decisions at the meeting or may adopt resolutions or decisions in the form of written consultation or by electronic means.

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

- a) At the request of an independent member of the Board of Directors;

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

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

d) At the request of a majority of members of the Audit Committee.

4. The proposals specified in Clause 3 of this Article must be made in writing, clearly stating the purposes and issues to be discussed and decisions falling under the competence of the Board of Directors.

5. The Chairman of the Board of Directors must 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 of failure to convene a meeting of the Board of Directors as requested, the Chairman of the Board of Directors shall be responsible for the damage caused to the Company; the proposer has the right to replace the Chairman of the Board of Directors to convene a meeting of the Board of Directors.

6. The Chairman of the Board of Directors or the convener of the meeting of the Board of Directors must send a notice of invitation to the meeting at least [03] working days before the meeting date. In case due to the urgency of the issue to be discussed, the notice of invitation to the meeting may be sent later than this time limit provided that 3/4 or more of the total number of members attend the meeting. In case the meeting is convened according to the deadline for sending this notice of invitation to the abbreviated meeting, if the number of members attending the meeting is insufficient, the procedures for convening the second meeting specified in Clause 7 of this Article shall apply.

The notice of invitation to the meeting must specify the time and place of the meeting, the form of the meeting (face-to-face conference, online conference or face-to-face conference combined with online), the program, issues to be discussed and decided. The notice of invitation to the meeting must be enclosed with the documents used at the meeting and the members' votes.

The notice of invitation to the meeting of the Board of Directors may be sent by invitation, telephone, fax, electronic means or other methods prescribed by the company's charter and ensure that the contact address of each member of the Board of Directors registered at the company is reached.

7. A meeting of the Board of Directors shall be conducted when 3/4 or more of the total number of members attend the meeting. In case the meeting convened under the provisions of this Clause does not have enough members to attend the meeting as prescribed, it shall be convened for the second time within [07 days] from the scheduled date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors attend the meeting.

8. Members of the Board of Directors shall be deemed to attend and vote at the meeting in the following cases, depending on the form of meeting stated in the notice of invitation to the meeting:

- a) Attend and vote directly at the meeting;
- b) Authorize other persons to attend the meeting and vote as prescribed in Clause 11 of this Article;
- c) Attend and vote through online conferences, electronic voting or other electronic forms;
- d) Send the ballot papers to the meeting by mail, fax or e-mail;
- dd) Sending the ballot papers by other means.

9. In case of sending the ballot papers to the meeting by mail, the ballot papers must be enclosed in sealed envelopes and must be delivered to the Chairman of the Board of Directors at least 01 hour before the opening. Ballots are only opened in the presence of all attendees. In case of sending fax or e-mail, it must be sent before the end of the vote count.

10. Members must fully attend meetings of the Board of Directors. Members may authorize others to attend meetings and vote if approved by a majority of the members of the Board of Directors.

11. [Unless the company's charter stipulates other higher ratios], resolutions or decisions of the Board of Directors shall be adopted if approved by the majority of members attending the meeting; in case the number of votes is equal, the final decision shall belong to the party with the opinion of the Chairman of the Board of Directors.

Resolutions and decisions in the form of written opinion collection or voting opinions through electronic means shall be adopted on the basis of the approval of the majority of members of the Board of Directors with voting rights, in case the number of votes is equal, the final decision shall belong to the party with the opinion of the Chairman of the Board of Directors. This Resolution is effective and valid as adopted at the meeting.

12. Voting.

a. Except for the provisions of Clause 12b, Article 30, each member of the Board of Directors or an authorized person who is directly present as an individual at the meeting of the Board of Directors shall have one vote;

b. Members of the Board of Directors may not vote on contracts, transactions or proposals in which such member or a person related to such member has interests and such interests are in conflict or may conflict with the interests of the Company in accordance with the provisions of law and the Company's Charter. A member of the Board shall not count towards the minimum number of delegates required to be present to be able to hold a Board meeting on decisions for which the member does not have the right to vote;

c. When issues arise at a meeting of the Board of Directors concerning the level of interest of a member of the Board of Directors or concerning the voting rights of a member of the Board of Directors which are not resolved by the voluntary waiver of the voting rights of such member of the Board of Directors, such arising issues shall be referred to the chairman of the meeting and the judge's decision in relation to all other members of the

Board shall be final, unless the nature or scope of interests of the member of the Board concerned has not been duly disclosed;

13. Publicity of interests. A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is expected to be signed with the Company and knows that he or she has an interest in it, shall be required to disclose the nature and content of such interest at the meeting at which the Board of Directors first considers the issue of signing the contract or This transaction. Or this member may make it public at the first meeting of the Board of Directors held after the member knows that he or she has an interest or will have an interest in the related transaction or contract.

Article 31. Subcommittees of the Board of Directors

1. The Board of Directors may set up subordinate subcommittees to be in charge of development policies, personnel, salaries and bonuses, internal audit, and risk management. The number of members of the subcommittee decided by the Board of Directors shall be at least [03 persons], including members of the Board of Directors and external members. The activities of the sub-committee must comply with the regulations of the Board of Directors. The resolution of the subcommittee takes effect only when a majority of members attend and vote for approval at the meeting of the subcommittee.

2. The implementation of decisions of the Board of Directors or subcommittees under the Board of Directors must comply with current laws and the provisions of the company's Charter and internal regulations on corporate governance.

Article 32. Person in charge of corporate governance

1. The Board of Directors of the Company must appoint at least 01 person in charge of corporate governance to support the corporate governance at the enterprise. The person in charge of corporate administration may concurrently serve as the company secretary as prescribed in Clause 5, Article 156 of the Law on Enterprises.

2. The person in charge of corporate administration must not concurrently work for an approved auditing organization that is auditing the Company's financial statements. The person in charge of corporate governance must meet the following criteria:

a) Having an understanding of law;

b) Other criteria as prescribed by law, this Charter and decisions of the Board of Directors

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

a) Advise the Board of Directors in organizing the General Meeting of Shareholders as prescribed and related affairs between the Company and shareholders;

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

c) Advise on the procedures of meetings;

- d) Attend meetings;
- dd) Advise on procedures for making resolutions of the Board of Directors in accordance with law;
- e) Provide financial information, copies of minutes of meetings of the Board of Directors and other information to members of the Board of Directors;
- g) Supervise and report to the Board of Directors on the Company's information disclosure activities;
- h) Acting as a point of contact with parties with related interests;
- i) Confidentiality of information in accordance with the provisions of law and the company's charter;
- k) Other rights and obligations as prescribed by law and [Company Charter].

VIII. GENERAL DIRECTORS AND OTHER EXECUTIVES

Article 33. Organization of the management apparatus

The Company's management system must ensure that the management apparatus is responsible to the Board of Directors and subject to the supervision and direction of the Board of Directors in the Company's daily business. The company has a General Director, Deputy General Directors, Chief Accountant. The appointment, dismissal and dismissal of the above-mentioned titles must be approved by resolutions and decisions of the Board of Directors. Directors of member units selected by the Board of Directors, sign contracts for hiring directors, and comply with this Charter. Directors of member units are the heads, managers and responsible to the Board of Directors and the General Director of the Company for all activities of the units.

Article 34. Company Executives

1. The Company's executives include the General Director, Deputy General Director, Chief Accountant and [other executives as prescribed by the company's Charter].
2. At the request of the General Director and approved by the Board of Directors, the Company may recruit other executives with the number and standards in accordance with the Company's management structure and regulations prescribed by the Board of Directors. The business operator must be responsible for supporting the Company to achieve the goals set out in its operations and organization.
3. The General Director shall be paid salaries and bonuses. The salary and bonus of the General Director shall be decided by the Board of Directors.
4. Executives' salaries shall be included in the Company's business expenses in accordance with the law on corporate income tax, which shall be expressed in separate sections in the Company's annual financial statements and must be reported to the General Meeting of Shareholders at the annual meeting.

Article 35. Appointment, dismissal, duties and powers of the General Director

1. The Board of Directors shall appoint 01 member of the Board of Directors or hire another person to be the General Director.

The salary, remuneration, benefits, rights, obligations and responsibilities of the General Director are specified in detail in the management lease contract. Information on the salary, allowances and benefits of the CEO must be reported in the Annual General Meeting of Shareholders and stated in the Company's annual report.

2. The General Director is the person who runs the day-to-day business of the Company; under the supervision of the Board of Directors; take responsibility before the Board of Directors and law for the performance of assigned rights and obligations.

3. The term of office of the General Director shall not exceed 05 years and may be re-appointed for an unlimited number of terms. The General Director must meet the standards and conditions prescribed by law and the [Company's Charter].

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

- a) To decide on matters related to the Company's daily business which do not fall under the competence 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 plan and investment plan according to resolutions and decisions of competent authorities;
- d) Propose the plan on organizational structure and internal management regulations of the Company;
- dd) Appoint, dismiss or dismiss managerial positions in the Company, except for titles under the competence of the Board of Directors;
- e) To decide on salaries and other benefits for employees in the Company, including managers under the appointing competence of the General Director in accordance with the decentralization of powers of the Board of Directors;
- g) Recruiting laborers according to the decentralization of powers of the Board of Directors;
- h) Propose a plan to pay dividends or handle business losses;
- i) Perform tasks as assigned and authorized by the Board of Directors.
- k) Other rights and obligations as prescribed by law, [the company's charter and resolutions and decisions of the Board of Directors].

The General Director shall exercise his/her rights and perform his/her obligations within the scope of conformity with the resolutions and decisions of the Board of Directors and the regulations and regulations promulgated by the Board of Directors. The General Director must administer the Company's daily business in accordance with the provisions

of law, the company's charter, the lease contract signed with the Company, resolutions and decisions of the Board of Directors.

5. The Board of Directors may dismiss the General Director when a majority of the members of the Board of Directors have the right to vote to approve and appoint a new General Director to replace him in the following cases:

- a) Failing to meet the criteria and conditions for working as a general director.
- b) There is a letter of resignation/resignation;
- c) Failing to participate in the Company's operating activities for 06 consecutive months, except for force majeure cases;
- d) Violating the obligations of the General Director and the responsibilities of the Company's manager, causing damage to the Company.
- dd) Other cases according to the approval decision of the majority of members of the Board of Directors.
- e) Other cases specified in the company's charter.

In case the General Director is terminated the labor contract/hired manager ahead of time or dismissed from office ahead of time by a majority of the votes of the members of the Board of Directors, the General Director will be compensated with an amount equal to 50 times the salary for the remaining time under the contract or term of office (the salary is calculated as an average of 6 months before resignation position).

IX. AUDIT COMMITTEE UNDER THE BOARD OF DIRECTORS

Article 36. Candidacy and nomination of members of the Audit Committee

1. The Chairman of the Audit Committee and other members of the Audit Committee are nominated by the Board of Directors and are not the executives of the Company.
2. The appointment of the Chairman of the Audit Committee and other members of the Audit Committee must be approved by the Board of Directors at the meeting of the Board of Directors.

Article 37. Composition of the Audit Committee

1. The Audit Committee shall have 02 or more members. The Chairman of the Audit Committee must be an independent member of the Board of Directors. Other members of the Audit Committee must be non-executive Board members.
2. Members of the Audit Committee must have knowledge of accounting and auditing, have a general understanding of the law and operation of the Company and do not fall into the following cases:
 - a) Working in the accounting and finance department of the Company;

b) Being a member or employee of an auditing organization approved to audit the company's financial statements in the preceding 03 consecutive years.

3. The Chairman of the Audit Committee must have a university diploma or higher in one of the majors of economics, finance, accounting, auditing, law and business administration.

Article 38. Rights and obligations of the Audit Committee

The Audit Committee has the rights and obligations specified in Article 161 of the Law on Enterprises, the company's charter and the following rights and obligations:

1. To have the right to access documents related to the Company's operation, discuss with other members of the Board of Directors, the General Director, the Chief Accountant and other managers to collect information for the operation of the Audit Committee.
2. To have the right to request representatives of approved auditing organizations to attend and answer issues related to audited financial statements at meetings of the Audit Committee.
3. To use legal, accounting or other external consultancy services when necessary.
4. To formulate and submit to the Board of Directors policies on risk detection and management; propose to the Board of Directors solutions to handle risks arising in the Company's operations.
5. To make a written report and send it to the Board of Directors when detecting that members of the Board of Directors, the General Director and other managers fail to fully perform their responsibilities as prescribed in the Law on Enterprises and the company's charter.
6. To formulate the Regulation on operation of the Audit Committee and submit it to the Board of Directors for approval.

Article 39. Audit Committee Meeting

1. The Audit Committee must meet at least 02 times in a year. The minutes of the meeting shall be made in detail, clearly and must be kept in full. The person taking the minutes and the members of the Audit Committee attending the meeting must sign the minutes of the meeting.
2. The Audit Committee shall approve the decision by voting at the meeting, collecting opinions in writing or other forms prescribed by the Regulation on Operation of the Audit Committee. Each member of the Audit Committee has one vote. Unless the Regulation on Operation of the Audit Committee stipulates another higher rate, the decision of the Audit Committee shall be approved if approved by the majority of members attending the meeting; in case the number of votes is equal, the final decision belongs to the party with the opinion of the Chairman of the Audit Committee.

Article 40. Report on the activities of the independent member of the Board of Directors in the Audit Committee at the Annual General Meeting of Shareholders

1. Independent members of the Board of Directors of the Audit Committee shall report on their activities at the Annual General Meeting of Shareholders.

2. The report on the activities of the independent members of the Board of Directors in the Audit Committee at the Annual General Meeting of Shareholders must contain the following contents:

a) Remuneration, operating expenses and other benefits of the Audit Committee and each member of the Audit Committee as prescribed in the Law on Enterprises and the [Company's Charter];

b) Summarize meetings of the Audit Committee and conclusions and recommendations of the Audit Committee;

c) Results of supervision of financial statements, operation and financial situation of the Company;

d) An evaluation report on transactions between the Company, its subsidiaries or other companies under the control of more than 50% of charter capital with members of the Board of Directors, the General Director, other executives of the enterprise and related persons of such subjects; transactions between the Company and the company in which members of the Board of Directors, General Directors and other executives of the enterprise are founding members or managers of the enterprise in the last 03 years prior to the time of transaction;

dd) Results of assessment of the Company's internal control and risk management system;

e) Results of supervision of the Board of Directors, General Director and other executives of the enterprise;

g) Results of assessment of the coordination between the Audit Committee and the Board of Directors, the General Director and shareholders;

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

Members of the Board of Directors, the General Director and other executives are responsible for performing their duties, including those as members of subcommittees of the Board of Directors, in an honest and prudent manner for the benefit of the Company.

Article 41. Honest responsibility and avoidance of conflicts of interest

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

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

3. Members of the Board of Directors, General Directors and other managers are obliged to notify in writing to the Board of Directors and the Audit Committee of transactions between companies, subsidiaries or other companies under the control of more than 50% of charter capital by public companies with such entities or related persons of the in accordance with law. For the above-mentioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions in accordance with the provisions of the securities law on information disclosure.

4. Members of the Board of Directors are not allowed to vote on transactions that benefit such member or related persons of such members in accordance with the provisions of the Law on Enterprises and the [Company's Charter].

5. Members of the Board of Directors, members of the Audit Committee, General Directors, other managers and related persons of these subjects are not allowed to use or disclose to others internal information to perform relevant transactions.

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

a) For transactions with a value less than or equal to [35%] of the total value of assets recorded in the latest financial statements, important contents of the contract or transaction as well as the relationships and interests of members of the Board of Directors, the General Director, other executives who have been reported to the Board of Directors and approved by the Board of Directors by a majority of votes of members of the Board of Directors who have no related interests;

b) For transactions with a value greater than [35%] or transactions resulting in transaction values arising within 12 months from the date of the first transaction with a value of [35%] or more of the total value of assets recorded in the latest financial statements, important contents of this transaction as well as the relationship and interests of members of the Board of Directors, General Directors and other executives have been announced to shareholders and approved by the General Meeting of Shareholders by the votes of shareholders who have no related interests.

Article 42. Liability for damages and compensation

1. Members of the Board of Directors, General Directors and other executives who breach their obligations and responsibilities honestly and prudently and fail to fulfill their obligations shall be responsible for the damages caused by their acts of violation.

2. The Company shall compensate persons who have been, are or may become a party involved in complaints, lawsuits or lawsuits (including civil, administrative and non-litigation cases initiated by the Company) if such persons have been or are members of the Board of Directors, The general director, other executive, employee or representative authorized by the Company has performed or is performing duties authorized by the Company, acting honestly and prudently in the interests of the Company on the basis of compliance with the law and there is no evidence confirming that such person has breached his or her responsibilities.

3. [Compensation costs include costs of judgments, fines, and payables incurred in practice (including fees for hiring lawyers) when settling these cases within the framework of law. The company can purchase insurance for these people to avoid the above liability liabilities.]

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

Article 43. The right to look up books and records

1. Ordinary shareholders have the right to look up books and dossiers, specifically as follows:

a) Ordinary shareholders have the right to consider, look up and extract information about names and contact addresses in the list of shareholders with voting rights; request correction of their inaccurate information; consider, look up, extract or copy the company's charter, minutes of the General Meeting of Shareholders and resolutions of the General Meeting of Shareholders. The review, lookup and extraction of information in the list of shareholders with voting rights specified in this Clause must be carried out directly by the shareholders or authorized persons of the shareholders at the head office of the Company, and must not be filmed, photographed, photocopied or copied/stored in electronic form or other forms at risk of infringement infringing on the privacy and information security of other shareholders.

b) Shareholders or groups of shareholders owning [05%] or more of the total number of ordinary shares have the right to consider, look up and extract minutes and resolutions and decisions of the Board of Directors, annual and mid-year financial statements, reports as prescribed in Article 284 of Decree No. 155/2020/ND-CP dated December 31, 2020, contracts and transactions must be approved by the Board of Directors and other documents, except for documents related to the Company's trade secrets and business secrets.

2. In case the authorized representative of a shareholder or group of shareholders requests to look up books and dossiers, it must be enclosed with the power of attorney of the shareholder or group of shareholders represented by such person or a notarized copy of this power of attorney.

3. Members of the Board of Directors, members of the audit committee, the General Director and other executives have the right to look up the Company's register of

shareholders, the list of shareholders, books and other records of the Company for purposes related to their positions provided that these information must be kept confidential.

4. The company must keep this Charter and amendments and supplements to the Charter, the Enterprise Registration Certificate, regulations, documents proving the ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the audit committee, annual financial statements, accounting books and other documents as prescribed by law at the head office or another place provided that the shareholders and the Business Registration Authority are notified of the place where these documents are stored.

5. The company's charter must be published on the company's website.

XII. EMPLOYEES AND TRADE UNIONS

Article 44. Employees and trade unions

1. The General Director must make a plan for the Board of Directors to approve matters related to the recruitment, dismissal of employees, salaries, social insurance, welfare, commendation and discipline for employees and enterprise executives.

2. The General Director must make a plan for the Board of Directors to approve matters related to the Company's relations with trade union organizations in accordance with the best management standards, practices and policies, the practices and policies specified in this Charter, the Company's regulations and current legal regulations.

XIII. DISTRIBUTION OF PROFITS

Article 45. Profit Distribution

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

2. The company does not pay interest on dividend payments or payments related to a class of shares.

3. The Board of Directors may propose the General Meeting of Shareholders to approve the payment of dividends in whole or in part by shares and the Board of Directors shall be the executing agency of this decision.

4. In case dividends or other amounts related to a type of stock are paid in cash, the Company must pay in Vietnam dong. Payments can be made directly or through banks on the basis of bank account details provided by shareholders. In case the Company has transferred the money in accordance with the bank details provided by the shareholder but the shareholder does not receive the money, the Company is not responsible for the amount of money the Company has transferred to this shareholder. The payment of dividends for shares listed/registered for trading at the Stock Exchange can be conducted through a securities company or the Vietnam Securities Depository and Clearing Corporation.

5. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall adopt a resolution or decision to determine a specific date for finalizing the list of shareholders. Pursuant to that date, persons who register as shareholders or holders of other securities are entitled to receive dividends in cash or shares, receive notices or other documents.

6. Other matters related to profit distribution shall comply with law.

XIV. BANK ACCOUNTS, FISCAL YEARS AND ACCOUNTING REGIMES

Article 46. Bank Account

1. The company opens accounts at Vietnamese banks or branches of foreign banks licensed to operate in Vietnam.

2. Subject to the prior approval of the competent authority, in case of necessity, the Company may open an overseas bank account in accordance with the provisions of law.

3. The Company conducts all payments and accounting transactions through Vietnamese currency or foreign currency accounts at the banks where the Company opens accounts.

Article 47. Fiscal Year

The Company's fiscal year begins on January 1 of each year and ends on December 31 of each year. The first fiscal year begins on the date of issuance of the Certificate of Business Registration and ends on December 31, 2003

Article 48. Accounting regime

1. The accounting regime used by the company is the enterprise accounting regime or a specific accounting regime promulgated and approved by a competent agency.

2. The company shall make accounting books in Vietnamese and keep accounting records in accordance with the law on accounting and relevant laws. These records must be accurate, up-to-date, systematic and must be sufficient to prove and account for the Company's transactions.

3. The company shall use the currency in accounting in Vietnam dong. In case the company has economic operations arising mainly in a foreign currency, it may choose such foreign currency as the currency unit in its accounting, take responsibility for such choice before law and notify it to the direct tax administration agency.

XV. FINANCIAL STATEMENTS, ANNUAL REPORTS AND RESPONSIBILITIES FOR INFORMATION DISCLOSURE

Article 49. Yearly, semi-annual and quarterly financial statements

1. The company must make annual financial statements and annual financial statements must be audited in accordance with law. The company announces its audited annual financial statements in accordance with the law on information disclosure on the securities market and submits it to the competent state agency.

2. The annual financial statement must include all reports, appendices and explanations in accordance with the law on enterprise accounting. The annual financial statements must honestly and objectively reflect the Company's operation.

3. The company must make and publish the reviewed semi-annual financial statements and quarterly financial statements in accordance with the law on information disclosure on the securities market and submit them to competent state agencies.

Article 50. Annual Report

The company must make and publish the Annual Report in accordance with the provisions of the law on securities and securities market.

XVI. CORPORATE AUDIT

Article 51. Audit

1. The General Meeting of Shareholders shall appoint an independent auditing firm or approve the list of independent auditing firms and authorize the Board of Directors to decide to select one of these units to audit the Company's financial statements for the next fiscal year based on the terms and conditions agreed with the Association co-administrators.

2. The audit report shall be attached to the annual financial statement of the Company.

3. Independent auditors who audit the Company's financial statements may attend meetings of the General Meeting of Shareholders and are entitled to receive notices and other information related to the meetings of the General Meeting of Shareholders and may express their opinions at the general meeting on matters related to the audit of financial statements of the Company.

XVII. SEAL OF ENTERPRISE

Article 52. Seal of the enterprise

1. Seals include seals made at seal engraving establishments or seals in the form of digital signatures in accordance with the law on electronic transactions.

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

3. The Board of Directors and the General Director shall use and manage the seal in accordance with current law.

XVIII. DISSOLUTION OF THE COMPANY

Article 53. Dissolution of the company

1. The company may be dissolved in the following cases:

a) Ending the operation duration stated in the company's charter without an extension decision;

- b) According to resolutions and decisions of the General Meeting of Shareholders;
- c) The enterprise registration certificate is revoked, unless otherwise provided for by the Law on Tax Administration;
- d) Other cases as prescribed by law.

2. The dissolution of the company ahead of time (including the extended duration) shall be decided by the General Meeting of Shareholders and the Board of Directors. This dissolution decision must be notified or approved by a competent authority (if mandatory) as prescribed.

Article 54. Extension of operation

1. The Board of Directors shall convene a meeting of the General Meeting of Shareholders at least [7 months] before the end of the operation term so that shareholders can vote on the extension of the Company's operation at the request of the Board of Directors.
2. The operation duration shall be extended when the number of shareholders representing 65% or more of the total number of votes of all shareholders attending the General Meeting of Shareholders approves.

Article 55. Liquidation

1. At least [06 months] before the end of the company's operation term or after the decision to dissolve the company, the Board of Directors must establish a liquidation committee consisting of 03 members, of which 02 members are appointed by the General Meeting of Shareholders and 01 member is appointed by the Board of Directors from 01 independent auditing company. The liquidation board prepares its operation regulations. Members of the Liquidation Board can be selected from among the Company's employees or independent specialists. All costs related to liquidation are prioritized by the Company in advance of the Company's other debts.
2. The liquidation board shall report to the business registration authority on the date of establishment and commencement of operation. From that time onwards, the Liquidation Board represents the Company in all matters related to the liquidation of the Company before the Court and administrative agencies.
3. Proceeds from liquidation shall be paid in the following order:
 - a) Liquidation expenses;
 - b) Salary arrears, severance allowances, social insurance and other benefits of employees under the signed collective labor agreements and labor contracts;
 - c) Tax debts;
 - d) Other debts of the Company;
 - dd) The remaining amount after payment of all debts from items (a) to (d) above shall be divided among shareholders. Preferred shares are prioritized for payment in advance.

XIX. SETTLEMENT OF INTERNAL DISPUTES

Article 56. Internal dispute resolution

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

- a) Shareholders with the Company;
- b) Shareholders with the Board of Directors, the Control Board, the Director (General Director) or other executives;

The parties involved try to resolve that dispute through negotiation and mediation. Except for disputes related to the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall assume the prime responsibility for settling the dispute and request each party to present information related to the dispute within [10] working days from the date the dispute arises. In the event of a dispute involving the Board of Directors or the Chairman of the Board of Directors, either party may request [...] to appoint an independent expert to mediate the dispute resolution process.

2. In case a conciliation decision cannot be reached within [06 weeks] from the start of the conciliation process or if the decision of the mediator is not accepted by the parties, one party may bring such dispute to the Arbitration or Court.

3. The parties shall bear their own expenses related to the negotiation and conciliation procedures. The payment of the Court's expenses shall be made in accordance with the Court's ruling.

XX. SUPPLEMENTING AND AMENDING THE CHARTER

Article 57. Company Charter

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

2. In case there are provisions related to the Company's operation which have not been mentioned in this Charter or in case there are new legal provisions different from the provisions in this Charter, such provisions shall be applied to regulate the Company's operation.

XXI. EFFECTIVE DATE

Article 58. Effective Date

1. This Charter consists of [21 items, 58 articles] approved by the General Meeting of Shareholders of TNG Investment and Trading Joint Stock Company on April 20, 2025 at the 2025 Annual General Meeting of Shareholders and jointly approved the full text of this Charter.

2. The Charter shall be made in 01 copy and must be kept at the head office of the Company.

- 3. These Terms and Conditions are the sole and official of the Company.
- 4. Copies or extracts of the company's charter are valid when signed by the Chairman of the Board of Directors or at least 1/2 of the total number of members of the Board of Directors.

TNG INVESTMENT AND TRADING JSC

(Legal representative)



NGUYEN VAN THOI

