

TON DONG A CORPORATION

**CHARTER
ORGANIZATION AND OPERATION**

20TH AMENDMENT

Ho Chi Minh City, May 29, 2026

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PREAMBLE

This Charter is adopted under the Resolution No. 09/2026/NQ-DHDCDTN-TDA of the Annual general meeting of Shareholders dated May 29, 2026.

I. DEFINITIONS OF TERMS IN THE CHARTER

Article 1. Explanation of terms

1. In this Charter, the terms below shall be construed as follows:
 - a) **Charter capital** means the total par value of shares sold or subscribed upon establishment of a joint-stock company and as prescribed in Article 6 of this Charter;
 - b) **Voting capital** means share capital, whereby the owner has the right to vote on issues under the decision-making competence of the Shareholders' General Meeting;
 - c) **The Law on Enterprises** means the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
 - d) **The Law on Securities** means the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
 - e) **Vietnam** means the Socialist Republic of Vietnam;
 - f) **Incorporation date** means the date on which the Company is granted the Enterprise Registration Certificate (Business Registration Certificate and equivalent papers) for the first time;
 - g) **Corporate executive** means the General Director, Deputy General Director, Chief Accountant and other executives in accordance with the provisions of the Corporate Charter;
 - h) **Corporate manager** means a company manager, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director and individuals holding other managerial positions as prescribed in the Corporate Charter;
 - i) **Related persons** means individuals and organizations specified in Clause 46, Article 4 of the Law on Securities;
 - j) **Shareholders** means individuals and organizations that own at least one share of a joint-stock company;
 - k) **Founding shareholder** means a shareholder who owns at least one ordinary share and signs on the list of founding shareholders of a joint-stock company;
 - l) **Major shareholders** means shareholders specified in Clause 18, Article 4 of the Law on Securities;

- m) **Operating term** means the operation time of the Company specified in Article 2 of this Charter and the extension period (if any) approved by the Shareholders' General Meeting of the Company;
 - n) **Stock Exchange** means Vietnam Stock Exchange and its subsidiaries.
2. In this Charter, references to one or several other regulations or documents include amendments, supplements or substitute documents.
 3. The headings (Sections, Articles of this Charter) are used for the convenience of understanding the content and do not affect the content of this Charter.

II. NAME, FORM, HEADQUARTERS, BRANCH, REPRESENTATIVE OFFICE, BUSINESS LOCATION, OPERATING TERM AND CORPORATE LEGAL REPRESENTATIVE

Article 2. Name, form, headquarters, branch, representative office, business location and the corporate operating term

1. Company Name:

- Company name written in Vietnamese: **CÔNG TY CỔ PHẦN TÔN DÔNG Á**
- Company name written in foreign language: **TON DONG A CORPORATION**
- Abbreviated Company Name: **TDA CORP**

2. The company is a corporation with legal status in accordance with the current laws of Vietnam.

3. Corporate registered office:

- Headquarters address: No. 5, Street No. 5, Song Than 1 Industrial Park, Di An Ward, Ho Chi Minh City.
- Phone : 0274. 3732575 - 0274. 3737907 Fax: 0274. 3790420
- Website : www.tondonga.com.vn
- Email : Info@tondonga.com.vn.

4. The company may establish branches and representative offices, business locations and other dependent units in accordance with the law; division, separation and transformation of Affiliated Units in the business area to achieve the Company's operational objectives in accordance with the decision of the Board of Directors and within the scope permitted by the Law and this Charter.

5. Unless the operation is terminated before the time limit specified in Clause 2, Article 54 or the operation period is extended as prescribed in Article 55 of this Charter, the corporate operating term is 100 years as of the incorporation date.

Article 3. Corporate legal representative

1. The company has 2 legal representatives, including:

- Chairman of the Board of Directors
- General Director

2. Rights and obligations of the legal representative.

a. Chairman of the Board of Directors:

- To make their own decisions and on behalf of, represent and for the corporate benefits to sign contracts, investment transactions and sell assets valued at less than 15% of the total value of assets recorded in the Company's latest financial statements.
- To make their own decisions and on behalf of, represent and for the corporate benefits to sign contracts for purchase, sale, borrowing, lending and other contracts and transactions with a value of less than 35% of the total value of assets recorded in the company's latest financial statements.
- To perform tasks under the direction of the Shareholders' General Meeting and the Board of Directors.
- To decide on business plans of the whole company and of member units in the same company system.
- The decision to sign a labor contract, terminate the contract or appoint, dismiss, commend, discipline and other benefits for the title of General Director or Chief Accountant of the Company shall be based on the decision of the Board of Directors.
- Signing documents in all fields and representing the Company in transactions and contracts. Except for transactions and contracts under the approving authority of the Shareholders' General Meeting and the Board of Directors in accordance with law.
- To the extent permitted by the law, the Corporate Legal Representative may authorize one or several other persons to exercise the rights and obligations specified in this Charter and in accordance with the law.
- Other rights, obligations and working modes of the Chairman of the Board of Directors shall comply with the provisions of the Corporate Charter, the Law on Enterprises and other relevant laws.

b. General Director:

- To make decisions on behalf of, represent and for the corporate benefits to enter into contracts, investment transactions and sale of assets valued at less than 15% of the total value of assets recorded in the Company's most recent financial statements, except for transactions, contracts under the approval authority of the Board of Directors and the Shareholders' General Meeting.
- To make their own decisions and on behalf of, represent and for the corporate benefits to sign contracts for purchase, sale, borrowing, lending and other contracts and transactions with a value of less than 35% of the total value of assets recorded in the company's latest financial statements, except for transactions, contracts under the approval authority of the Board of Directors and the Shareholders' General Meeting.
- To organize the implementation of the Resolutions, decisions, investment and business plans and plans approved by the Board of Directors and the Shareholders' General Meeting of the Company.
- To decide on the cases related to the corporate day-to-day business that are not under the jurisdiction of the Board of Directors.

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- To propose the organizational structure plan and internal management regulations of the Company.
- To submit the annual financial settlement report to the Board of Directors.
- To propose a plan to pay dividends or handle losses in business.
- To decide on the cases related to the Company's business, administration, and day-to-day office activities.
- To sign the documents in all fields and representing the Company in transactions and contracts, except for transactions and contracts under the approval authority of the Shareholders' General Meeting, the Board of Directors and the Chairman of the Board of Directors in accordance with law
- To carry out recruitment, appointment, dismissal, commendation and discipline of managers in the company, except for those under the competence of the Board of Directors or the Chairman of the Board of Directors.
- To decide on salaries and other benefits for employees in the Company, including managers under the appointing authority of the General Director.
- To the extent permitted by the law, the Corporate Legal Representative may authorize one or several other persons to exercise the rights and obligations specified in this Charter and in accordance with the law
- Other rights and obligations are specified in the Corporate Charter, the Law on Enterprises and other relevant laws.

III. CORPORATE OBJECTS, SCOPE OF BUSINESS AND ACTIVITIES

Article 4. Corporate Objectives

1. Corporate business lines:

No.	Industry Name	Industry Code
1	Mechanical Processing; Metal Processing and Coating Details: Production of galvanized steel sheet (galvanized sheet), aluminum zinc alloy coated steel sheet (cold rolled sheet), color galvanized steel sheet, color coated black steel sheet, color zinc alloy coated steel sheet (color cold corrugated iron). - Other forms of mechanical processing, metal processing and coating.	2592 (Primary)
2	Forging, stamping, pressing and rolling of metals; metal powder smelting. Details: Production of hot-rolled steel, cold-rolled steel, steel pipe, stamping corrugated iron, steel purlin rolling.	2591
3	Wholesale of metals and metal ores. Details: Trading of iron and steel products, zinc ingots, other metals and alloys (Except gold bars). Exercising the right to import non-alloy hot-rolled steel (HS code 7208), alloy hot-rolled steel (HS code 7225), cold-rolled steel (HS code 7209),	4672

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	silicon alloy and zinc-aluminum alloy (HS code 7601) and zinc (HS code 7901). (Except: Exercising the right to export, import and distribution for goods on the list of goods that foreign investors and foreign-invested economic organizations are not allowed to exercise the right to export, import or distribute)	
4	Road Freight	4933
5	Other support services related to transportation. Details: Freight forwarding and entrustment services for import and export goods (Except: Exercising the right to export, import and distribution for goods on the list of goods that foreign investors and foreign-invested economic organizations are not allowed to exercise the right to export, import or distribute)	5229
6	Warehousing and storage of goods. Details: Storage and warehousing of goods in warehouses. (Except coal, scrap, chemicals)	5210
7	Real estate business, land use rights belonging to owners, users or tenants. Details: Buying, selling, leasing and operating real estate for the ownership, use or lease of land use rights, residential houses and non-residential houses including office buildings, factories and warehouses. (Except: Investment in the construction of cemetery and graveyard infrastructure for transfer of land use rights associated with infrastructure)	6810
8	Scrap Recycling (Except for trading in imported scraps causing environmental pollution; Except for waste collection services in person from households)	3830
9	Production of iron, steel, cast iron (Details: Production and processing of welded steel pipes of all kinds and accompanying by-products of welded steel pipes)	2410
10	Business management consultancy activities and other management consultancy activities (except financial, accounting, legal consultancy)	7020
11	Other business support service activities have not been classified anywhere Details: Providing services to support production – business activities and business operations, including: support for operation management, administration – office, human resources, purchasing, work coordination and other internal support activities (excluding conditional business lines).	8299

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12	Repair and maintenance of machines and equipment	3312
13	Installation of industrial machines and equipment	3320
14	Installation of other construction systems Details: Installation of other construction equipment systems has not been classified. (Except for activities requiring construction competency certificates as prescribed)	4329
15	(Foreign-invested enterprise must comply with the provisions of international treaties and WTO to which Vietnam is a contracting party on capital contribution rate, form of investment and roadmap for market opening; must carry out investment procedures in accordance with law; Enterprises must strictly comply with the provisions of the law on land, construction, fire prevention and fighting, environmental protection and business conditions for conditional business lines)	

2. Corporate Objectives:

Constantly developing production and business and serving social needs, contributing to the economic development of the whole country in general and the Company in particular, improving the efficiency of capital use, paying special attention to investment in science and technology in order to create an advantage in healthy competition with domestic and foreign units, the dividend rate is increasing, creating jobs, improving the lives of employees in the Company.

Article 5. Scope of corporate business and operation:

The company permitted to conduct business activities in the business lines specified in this Charter have registered, notified changes in registration contents with the business registration authority and announced on the National Enterprise Registration Portal In case the company is engaged in conditional business lines, The company must fully meet the business conditions in accordance with the provisions of the Law on Investment and relevant specialized laws.

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter capital, shares

1. Corporate Charter capital:

Numerical	:	1.490.988.510.000 VND
In Words	:	One thousand four hundred and ninety billion nine hundred and eighty-eight million five hundred and ten thousand Vietnamese dong
The total Corporate Charter capital is divided into:		149.098.851 shares with a par value of 10.000 VND per share. All of these shares are common shares.

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2. The company may change its charter capital when it is approved by the Shareholders' General Meeting and in accordance with the provisions of the law.
3. The Company's shares on the date of adoption of this Charter include ordinary shares and preferred shares (if any). The rights and obligations of shareholders holding each type of shares are specified in Articles 12 and 13 of this Charter.
4. The foreign ownership rate in the Company is determined to be 49%, in accordance with the Company's industry and business situation.
5. The company may issue other types of preferred shares after obtaining the approval of the Shareholders' General Meeting and in accordance with the provisions of the law.
6. The new ordinary shares expected to be issued must be prioritized for sale to existing shareholders in proportion to their ownership of ordinary shares in the Company, unless otherwise decided by the Shareholders' General Meeting, the number of shares of shareholders not registered to buy out will be decided by the Corporate Board of Directors. The Board of Directors may distribute such shares to the subjects under the conditions and manner that the Board of Directors deems more suitable to the conditions that are not more favorable than those offered to existing shareholders, unless otherwise approved by the Shareholders' General Meeting.
7. The Company may purchase shares issued by the Company in the manner provided for in this Charter and applicable laws.
8. The company may issue other securities in accordance with the law.

Article 7. Share certificate (Stock)

1. corporate shareholders are granted share certificates corresponding to the number of shares and types of shares owned. Except for the case where the shares have been registered and deposited centrally at Vietnam Securities Depository and Clearing Corporation in accordance with the law on securities.
2. Stocks are securities that confirm the legitimate rights and interests of the owner to a part of the issuer's share capital. Stocks must have all the contents specified in Clause 1, Article 121 of the Law on Enterprises. Share certificates must bear the Company's seal and the signature of the Corporate Legal Representative in accordance with the provisions of the Law on Enterprises.
3. Within 90 days from the date of submission of a complete application for transfer of share ownership as prescribed by the Company or within two months (or may be longer according to the prescribed issuance terms) from the date of full payment of the share purchase money as prescribed in the Company's stock issuance plan (or other time limits as prescribed in Article 1) the prescribed issuance clause), the holder of the number of shares granted the share certificate, except for the case of not issuing share certificates as prescribed in Clause 1 and Clause 2 of this Article. The shareholder does not have to pay the Company the cost of printing the share certificate

4. In case of transfer of only some shares: The former share certificate will be recalled and issued free of charge. The new certificate records the remaining shares. The transfer of deposited shares shall be carried out through transactions and operations on the Stock Exchange and Vietnam Securities Depository and Clearing Corporation.
5. In case the stocks are lost, damaged or destroyed in other forms, the shareholders shall be re-granted shares by the Company at the request of such shareholders on the condition that they must provide proof of ownership of shares and pay all related expenses to the Company. The shareholder's proposal must include the following contents:
 - a) Information about shares that have been lost, damaged or otherwise destroyed;
 - b) Commit to take responsibility for disputes arising from the re-issuance of new stocks.

Article 8. Other securities certificates

Bond certificates or other securities certificates of the Company (except for offering deeds, provisional certificates and similar documents) are issued with the signature of the legal representative and the seal of the Company.

Article 9. Transfer of shares

1. All shares are freely transferable unless otherwise provided for by this Charter and law, stocks listed or registered for trading on the Stock Exchange may be transferred in accordance with the provisions of the law on securities and securities market of the Stock Exchange.
2. Shares that have not been fully paid shall not be transferred and enjoy related benefits such as the right to receive dividends, the right to receive shares issued to increase share capital from equity, the right to purchase newly offered shares and other benefits as prescribed by the law.

Article 10. Share Recall

1. In case a shareholder fails to fully and punctually pay the amount payable for the purchase of stocks, the Board of Directors shall notify and request such shareholder to pay the balance amount and take responsibility corresponding to the total par value of the registered shares for the Company's financial obligations arising from the non-payment in full.
2. The above-mentioned payment notice must clearly state the new payment deadline (at least 07 days from the date of serving the notice), the place of payment and the notice must clearly state that in case of non-payment as required, the number of shares that have not been fully paid will be recalled.
3. The Board of Directors reserves the right to recall unpaid shares in full and on time in the event that the requirements in the above notice are not fulfilled.
4. The recalled shares are considered as shares entitled to be offered for sale specified in Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may in person or authorize the sale, redistribution or settlement to persons who already own the

recalled shares or other entities under such conditions and manner as the Board of Directors deems to be appropriate.

5. Shareholders holding the recalled shares must relinquish their shareholder status for those shares, but shall still be responsible for the total par value of the shares subscribed for the Company's financial obligations arising at the time of recall under the decision of the Board of Directors from the date of recall to the date of payment math. The Board of Directors has the full right to decide on the coercive payment of the entire value of shares at the time of recall. The exemption or reduction of payment obligations (if any) shall only comply with the provisions of the law and/or the decision of the Shareholders' General Meeting.
6. The notice of recall shall be served to the holder of the recalled shares before the time of recall. The recall remains in effect even in the event of an error or negligence in the delivery of the notification.

V. ORGANIZATIONAL STRUCTURE, GOVERNANCE, AND CONTROL

Article 11. Organizational structure, governance, and control

The organizational structure of management, administration and control of the Company includes:

1. Shareholders' General Meeting.
2. Board of Directors.
3. Board of supervisors.
4. Board of General Directors.

VI. SHAREHOLDERS AND SHAREHOLDERS' GENERAL MEETING

Article 12. Shareholders' rights

1. Shareholders are the corporate owners, who have the corresponding rights and obligations according to the number of shares and the type of shares they own. Shareholders are only responsible for the company's debts and other property obligations within the amount of capital contributed to the company.
2. **Holders of ordinary shares have the following rights:**
 - a) To attend and speak at the Shareholders' General Meeting and exercise the right to vote in person or through an authorized representative or electronic voting, or other forms prescribed by the Corporate Charter and the law. Each ordinary share has one vote;
 - b) To receive dividends at the rate decided by the Shareholders' General Meeting;
 - c) To be given priority to purchase new shares corresponding to the percentage of ordinary share ownership of each shareholder in the Company;
 - d) To freely transfer their shares to others, except for the cases specified in Clause 3, Article 120, Clause 1, Article 127 of the Law on Enterprises and other relevant laws;

- e) To check information related to shareholders in the list of shareholders eligible to participate in the Shareholders' General Meeting with voting rights; request correction of inaccurate information;
 - f) To review, look up, extract or copy the Corporate Charter, the Minutes of the Shareholders' General Meeting and the Resolution of the Shareholders' General Meeting;
 - g) When the Company is dissolved or bankrupt, it is entitled to receive a part of the remaining assets corresponding to the percentage of share ownership in the Company;
 - h) To request the Company to redeem shares in the cases specified in Article 132 of the Law on Enterprises;
 - i) To be treated equally. Each share of the same type gives the shareholder equal rights, obligations and benefits. In case the Company has preference shares, the rights and obligations associated with the preference shares must be approved by the Shareholders' General Meeting and fully announced to shareholders;
 - j) To have full access to periodic and unusual information published by the Company in accordance with the law;
 - k) To have their legitimate rights and interests protected; to propose the suspension or cancellation of resolutions and decisions of the Shareholders' General Meeting and the Board of Directors in accordance with the Law on Enterprises;
 - l) Other rights as prescribed by the law and this Charter.
- 3. Shareholders or groups of shareholders owning 05% or more of the total number of ordinary shares have the following rights:**
- a) To request the Board of Directors to convene a meeting of the Shareholders' General Meeting in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises;
 - b) To review, look up and extract the number of minutes, resolutions and decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of supervisors, contracts and transactions that must be approved by the Board of Directors and other documents, except for documents related to trade secrets, the Company's business secrets;
 - c) To request the Board of supervisors to examine each specific issue related to the management and administration of the Company's activities when deeming it is necessary. The request must be in writing and must include the following contents: full name, contact address, nationality, number of legal papers of the individual for individual shareholders; name, enterprise code or number of legal papers of the organization, address of the headquarters for shareholders being organizations; the number of shares and the time of registration of shares of each shareholder, the total number of shares of the whole group of shareholders and the percentage of

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ownership in the total number of shares of the Company; issues to be inspected, the purpose of inspection;

- d) To propose the issues to be included in the agenda of the Shareholders' General Meeting. The proposal must be in writing and served to the Company at least 07 working days before the opening date. The petition must clearly state the name of the shareholder, the number of each type of shares of the shareholder, the issue proposed to be included in the meeting agenda;
 - e) Other rights as prescribed by the law and this Charter.
4. Shareholders or groups of shareholders owning 10% or more of the total ordinary shares reserve the right to nominate persons to the Board of Directors or the Board of supervisors. Procedures for nominating persons to the Board of Directors and the Board of supervisors shall comply with the provisions of Clause 5, Article 115 of the Law on Enterprises and the Corporate Charter.
 5. Shareholders or groups of shareholders, when exercising the rights specified in Clause 3 and Clause 4 of this Article, shall be responsible for providing a written certification of the securities company (or other equivalent documents approved by the company) on the number of shares and the percentage of shares held to prove that they fully satisfy the corresponding conditions mentioned above.

Article 13. Obligations of shareholders

Ordinary shareholders have the following obligations:

1. To pay in full and on time the number of shares subscribed.
2. The capital contributed by ordinary shares must not be recalled from the Company in any form, except for the case of redeem of shares by the Company or another person. In case a shareholder withdraws part or all of the contributed share capital contrary to the provisions of this Clause, such shareholder and the person with related interests in the Company shall be jointly responsible for the Company's debts and other property obligations within the value of the recalled shares and the damage incurred.
3. To comply with the Corporate Charter and the Company's Internal Management Regulations.
4. To abide by the Resolutions and decisions of the Shareholders' General Meeting and the Board of Directors.
5. To be confidentiality of information provided by the Company in accordance with the provisions of the Corporate Charter and law; use the information provided only to exercise and protect their legitimate rights and interests; it is strictly forbidden to disseminate or copy or send information provided by the Company to other organizations and individuals.
6. To attend the Shareholders' General Meeting and exercise voting rights via the following forms:
 - a) Attending and voting in person at the meeting;

- b) Authorizing other individuals and organizations to attend and vote at meetings;
 - c) Attending and voting through online conferences, electronic voting or other electronic forms;
 - d) Serving the ballot to the meeting via mail, fax, email.
7. To take personal responsibility when performing one of the following acts on behalf of the Company in any form:
- a) Violation of the law;
 - b) Conducting business and other transactions for self-interest or serving the interests of other organizations and individuals;
 - c) Payment of undue debts against financial risks to the Company.
8. To fulfill other obligations as prescribed by the current law.

Article 14. Shareholders' General Meeting

1. The Shareholders' General Meeting consists of all shareholders with voting rights, which is the highest decision-making body of the Company. The Shareholders' General Meeting meets annually once a year and within four (04) months from the end of the fiscal year. In case of necessity, the annual general meeting of Shareholders may be held within six (06) months from the end of the fiscal year. The time of holding the Annual general meeting of Shareholders within this time limit shall be decided by the Board of Directors.

The Shareholders' General Meeting may hold annual or extraordinary meetings held in the form of face-to-face meetings, online meetings or a combination of other forms as prescribed by the law. The meeting place of the Shareholders' General Meeting is determined to be the place where the chairman attends the meeting and must be in the territory of Vietnam.

2. The Board of Directors convenes the Annual general meeting of Shareholders and selects a suitable location. The Annual general meeting of Shareholders decides on issues in accordance with the provisions of the law and the Corporate Charter, especially through the audited annual financial statements. In case the audit report of the Company's annual financial statements contains material exceptions, contrary audit opinions or rejections, the Company must invite the representative of the auditing organization approved to audit the Company's financial statements to attend the Annual general meeting of Shareholders and the representative of the approved auditing organization mentioned above is responsible for attending the Company's Annual general meeting of Shareholders.
3. The Board of Directors must convene an extraordinary general meeting of Shareholders in the following cases:
- a) The Board of Directors deems it is necessary for the corporate benefits;

- b) The other number of members of the Board of Directors and the Board of supervisors is less than the minimum number of members as prescribed by the law;
 - c) At the request of shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises; the request for convening the Shareholders' General Meeting must be expressed in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of relevant shareholders or a written request made in many copies and sufficiently collected signatures of relevant shareholders;
 - d) At the request of the Board of supervisors;
 - e) Other cases as prescribed by the law and this Charter.
4. Convening an extraordinary general meeting of Shareholders
- a) The Board of Directors must convene a meeting of the Shareholders' General Meeting within 30 days from the date on which the number of members of the Board of Directors, independent members of the Board of Directors or the remaining members of the Board of supervisors as prescribed at Point b, Clause 3 of this Article or receipt of the request specified at Points c and d, Clause 3 of this Article;
 - b) In case the Board of Directors fails to convene a meeting of the Shareholders' General Meeting as prescribed at Point a, Clause 4 of this Article, within the next 30 days, the Board of supervisors shall replace the Board of Directors with a meeting of the Shareholders' General Meeting as prescribed in Clause 3, Article 140 of the Law on Enterprises;
 - c) In case the Board of supervisors fails to convene a meeting of the Shareholders' General Meeting as prescribed at Point b, Clause 4 of this Article, the shareholder or group of shareholders specified at Point c, Clause 3 of this Article may request the representative of the Company to convene a meeting of the Shareholders' General Meeting in accordance with the provisions of the Law on Enterprises;
In this case, the shareholder or group of shareholders convening the Shareholders' General Meeting may request the Business Registration Authority to supervise the order and procedures for convening, conducting meetings and making decisions of the Shareholders' General Meeting if deeming it is necessary. All expenses for convening and conducting the Shareholders' General Meeting are refunded by the Company. This cost does not include expenses spent by shareholders when attending the Shareholders' General Meeting, including accommodation and travel expenses.
 - d) Procedures for organizing a meeting of the Shareholders' General Meeting are specified in Clause 5, Article 140 of the Law on Enterprises.

Article 15. Rights and obligations of the Shareholders' General Meeting

1. The Shareholders' General Meeting has the following rights and obligations:

- a) To approve the development orientation of the Company;
 - b) To decide on the types of shares and the total number of shares of each type entitled to be offered for sale; decide on the annual dividend level of each type of shares;
 - c) To carry out election, dismissal and dismissal of members of the Board of Directors and members of the Board of supervisors;
 - d) The decision to invest or sell assets valued at 35% or more of the total value of assets is recorded in the Company's latest financial statements.
 - e) Decision on amendments and supplements to the Corporate Charter;
 - f) Approval of annual financial statements;
 - g) Decide to redeem more than 10% of the total sold shares of each type;
 - h) Consider and handle violations committed by members of the Board of Directors and members of the Board of supervisors that cause damage to the Company and its shareholders;
 - i) Decision on reorganization or corporate dissolution;
 - j) To decide on the budget or the total level of remuneration, bonuses and other benefits for the Board of Directors and the Board of supervisors;
 - k) Approving the Internal Governance Regulation; Regulations on the operation of the Board of Directors and the Board of supervisors;
 - l) Approve the list of approved auditing firms; decide on the auditing firm to be approved to inspect the Company's operations, dismiss the approved auditor when deeming it is necessary;
 - m) Other rights and obligations as prescribed by the law.
2. The Shareholders' General Meeting discussed and approved the following issues:
- a) The Company's annual business plan;
 - b) Audited annual financial statements;
 - c) The report of the Board of Directors on the governance and operation results of the Board of Directors and each member of the Board of Directors;
 - d) Report of the Board of supervisors on the Company's business results, operating results of the Board of Directors, General Director;
 - e) Report on self-assessment of performance of the Board of supervisors and members of the Board of supervisors;
 - f) Dividend level for each share of each type;
 - g) Number of members of the Board of Directors and the Board of supervisors;
 - h) Election, dismissal and dismissal of members of the Board of Directors and members of the Board of supervisors;
 - i) To decide on the budget or the total level of remuneration, bonuses and other benefits for the Board of Directors and the Board of supervisors;

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- j) Approve the list of approved auditing firms; deciding on the approved auditing firm to inspect the company's activities when deeming it is necessary;
- k) Supplementing and amending the Corporate Charter;
- l) The type of shares and the number of newly issued shares for each type of shares and the transfer of shares of the founding members within the first 03 years from incorporation date;
- m) Division, separation, consolidation, merger or transformation of the Company;
- n) Reorganization and dissolution (liquidation) of the Company and appointment of liquidators;
- o) Decision to invest or sell assets valued at 35% or more of the total value of assets recorded in the Company's latest financial statements;
- p) Decide to redeem more than 10% of the total sold shares of each type;
- q) The Company signs contracts and transactions with the entities specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total value of the Company's assets recorded in the latest financial statements;
- r) Approving transactions specified in Clause 4, Article 293 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities and amending and supplementing documents, including:
 - Granting loans or guarantees to members of the Board of Directors, members of the Board of supervisors, General Director, other managers who are not shareholders and related individuals and organizations of these subjects.
 - Provision of loans or guarantees to related organizations of members of the Board of Directors, members of the Board of supervisors, General Directors, and other managers of public companies and organizations (except for organizations that are shareholders of public companies specified in Clause 2, Article 293 of Decree No. 155/2020/ND-CP) that are companies in the same group or The Company operates in a group of companies, including parent companies - subsidiaries, economic groups with a value of 35% or more of the total value of assets stated in the Company's latest financial statements.
 - Contracts, transactions with a value of 35% or more or transactions resulting in the total value of transactions arising within 12 months from the date of making the first transaction with a value of 35% or more of the total value of assets recorded in the latest financial statements between a public company and one of the following subjects:
 - + Members of the Board of Directors, members of the Board of supervisors, General Director, other managers and related persons of these subjects;

- + Shareholders and authorized representatives of shareholders owning more than 10% of the total ordinary share capital of the company and their related persons;
 - + Enterprises related to the subjects specified in Clause 2, Article 164 of the Law on Enterprises
 - Contracts, loan transactions, or sale of assets with a value greater than 10% of the total value of assets stated in the latest financial statements between the company and shareholders owning 51% or more of the total voting shares or related persons of such shareholders.
- s) Approving the Internal Regulations on corporate governance, the Regulation on the operation of the Board of Directors, the Regulation on the operation of the Board of supervisors;
- t) Other issues as prescribed by the law and this Charter.
3. All resolutions and issues that have been included in the meeting agenda must be discussed and voted on at the Shareholders' General Meeting.
4. Shareholders shall not reserve the right to participate in voting in case of transactions in which shareholders or related persons of shareholders have related rights and interests or in case of redeem of shares of shareholders or related persons of such shareholders, unless the redeem of shares is carried out according to the ownership ratio of all shares or the redemption is made through order matching or public tender offer on the Stock Exchange.

Article 16. Authorization to attend the Shareholders' General Meeting

1. Shareholders and authorized representatives of shareholders being organizations may in person attend meetings or authorize one or several other individuals and organizations to attend meetings or attend meetings through one of the forms specified in Clause 3, Article 144 of the Law on Enterprises.
2. The authorization of representative individuals and organizations to attend the Shareholders' General Meeting as prescribed in Clause 1 of this Article must be made in writing. The power of attorney is made according to the form of the Company or in accordance with the provisions of civil law and must clearly state the name of the authorized shareholder, the name of the authorized individual, the authorized organization, the number of authorized shares, the content of the authorization, the scope of authorization, the duration of the authorization, etc. signatures of the authorizing party and the authorized party.

The person authorized to attend the Shareholders' General Meeting must submit a written authorization when registering to attend the meeting. In case of re-authorization, the attendees of the meeting must additionally present the initial authorization document of the shareholder, the authorized representative of the shareholder being an organization (if not previously registered with the Company).

3. The voting slip of the authorized person attending the meeting within the scope of authorization is still valid in one of the following cases:
 - a) The authorizer has died, has limited civil act capacity or has lost his/her civil act capacity;
 - b) The authorizer has canceled the authorization designation;
 - c) The authorizer has canceled the authority of the person performing the authorization.

This clause does not apply in the event that the Company receives notice of one of the above events before the opening time of the Shareholders' General Meeting or before the meeting is reconvened.

Article 17. Change in the rights

1. The change or cancellation of special rights attached to a type of preference share takes effect when it is approved by shareholders representing 65% or more of the total votes of all shareholders attending the meeting. The Resolution of the Shareholders' General Meeting on the contents of adversely changing the rights and obligations of shareholders owning preference shares shall only be approved if they are approved by the number of preference shareholders of the same type who own 75% or more of the total preference shares of that type or are approved by the preference shareholders of the same type owning 75% or more of the total number of shares the preferential portion of that type or higher shall be approved in case of passing the resolution in the form of collecting written opinions.
2. The organization of a meeting of shareholders holding a type of preference shares to approve the change of the above-mentioned rights is only valid when there are at least 02 shareholders (or their authorized representatives) and hold at least 1/3 of the par value of the issued shares of that type. In case there is not enough number of delegates as mentioned above, the meeting shall be reorganized within the next 30 days and the holders of shares of that type (regardless of the number of persons and shares) who are present in person or through authorized representatives are considered to have sufficient number of delegates requested. At the above-mentioned meetings of shareholders holding preference shares, holders of shares of that type who are present in person or through their representatives may request a secret ballot. Each share of the same type has equal voting rights at the above-mentioned meetings.
3. The procedure for conducting such separate meetings is similar to the provisions of Articles 19, 20 and 21 of this Charter.
4. Unless otherwise provided by the terms of the issuance of shares, the special rights attached to the types of shares with preferential rights over some or all issues relating to the distribution of the Company's profits or assets are not altered when the Company issues additional shares of the same type.

Article 18. Convening meetings, meeting agenda and notice of invitation to the Shareholders' General Meeting

1. The Board of Directors convenes an annual and extraordinary general meeting of Shareholders. The Board of Directors convenes an extraordinary general meeting of Shareholders in the cases specified in Clause 3, Article 14 of this Charter.
2. The convener of the Shareholders' General Meeting must perform the following tasks:
 - a) Preparing a list of shareholders entitled to attend the meeting: Prepare a list of shareholders eligible to participate and vote at the Shareholders' General Meeting. The list of shareholders entitled to attend the Shareholders' General Meeting shall be made no later than **07 days** before the date of serving the notice of invitation to the Shareholders' General Meeting. The company must disclose information about the making of the list of shareholders entitled to attend the Shareholders' General Meeting at least 20 days before the expected last registration date;
 - b) Preparation of meeting agenda and documents: Develop the program and content of the meeting and prepare documents according to regulations in accordance with the law and the Company's regulations;
 - c) Drafting documents: Draft resolutions of the Shareholders' General Meeting for each issue on the meeting agenda; preparation of voting slips and related forms;
 - d) Determining the time and place of the general meeting; The venue of the general meeting is determined to be the place where the chairman attends the meeting and must be in the territory of Vietnam
 - e) Notifying and serving notices of the Shareholders' General Meeting to all shareholders entitled to attend the meeting;
 - f) Other tasks for the general meeting.
3. Notice of invitation to the Shareholders' General Meeting:
 - a. **Method of information disclosure:** The notice of invitation to the Shareholders' General Meeting shall be published simultaneously on the Company's website, the information disclosure system of the State Securities Commission and the Stock Exchange where the Company's shares are listed or registered for trading.
 - b. **Method of serving notices to shareholders:** In addition to the disclosure of the above-mentioned information, notices of meeting invitations shall be served to all shareholders who reserve the right to attend the meeting by one of the following methods:
 - Served by hand or by postal service to the shareholder's contact address;
 - Served by electronic means, including email or other electronic methods according to the information of shareholders registered with the Company or with Vietnam Securities Depository and Clearing Corporation. The notice served by electronic means is considered valid when the notice has been served to the correct email address or electronic means registered by the shareholders
 - Other lawful methods as prescribed by the law.

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- c. **Time limit for serving notices:** The notice of invitation to the Shareholders' General Meeting must be served to all shareholders in the list of shareholders entitled to attend the meeting at least 21 days before the opening date of the meeting.
- d. The agenda of the Shareholders' General Meeting, documents related to the issues to be voted on at the General Meeting shall be served to shareholders or/and posted on the Company's website. In case the documents are not enclosed with the notice of the Shareholders' General Meeting, the notice of invitation to the meeting must clearly state the link to all meeting documents for shareholders to access, including:
 - Meeting agenda, documents used in the meeting;
 - List and details of candidates in case of election of members of the Board of Directors and members of the Board of supervisors;
 - Voting slips;
 - Draft resolutions for each issue on the meeting agenda.
4. Shareholders or groups of shareholders specified in Clause 3, Article 12 of this Charter reserve the right to propose and propose issues to be included in the agenda of the Shareholders' General Meeting. Proposals and recommendations must be made in writing and must be served to the Company at least 07 working days before the opening date of the Shareholders' General Meeting. Proposals and proposals must clearly state the names of shareholders, the number of each type of shares of shareholders and the issues and contents of the proposals to be included in the meeting agenda.
5. The convener of the Shareholders' General Meeting may reject the proposal specified in Clause 4 of this Article in one of the following cases:
 - a) Proposals and recommendations are served in contravention of the provisions of Clause 4 of this Article;
 - b) At the time of proposal or petition, the shareholder or group of shareholders does not hold at least 5% or more of ordinary shares as prescribed in Clause 3, Article 12 of this Charter;
 - c) Proposals are not within the scope of the decision-making authority of the Shareholders' General Meeting;
 - d) Other cases as prescribed by the law and this Charter.
6. The convener of the Shareholders' General Meeting must accept and include the proposals specified in Clause 4 of this Article in the proposed agenda and contents of the meeting, except for the case specified in Clause 5 of this Article; the proposal shall be officially added to the program and content of the meeting if approved by the Shareholders' General Meeting.

Article 19. Conditions for conducting the Shareholders' General Meeting

1. The Shareholders' General Meeting shall be conducted when the number of shareholders attending the meeting represents more than 50% of the total votes.
2. In case the first meeting is not eligible to be held as prescribed in Clause 1 of this Article, within 30 minutes from the time of fixing the opening of the meeting, the convener of the meeting shall cancel the meeting. The general meeting must be reconvened within 30 days from the date of the first meeting. The second Shareholders' General Meeting shall be conducted when the number of shareholders attending the meeting represents 33% or more of the total votes.
3. In case the second meeting is not eligible to be held as prescribed in Clause 2 of this Article, within 30 minutes from the time of fixing the opening of the meeting, the convener of the meeting shall cancel the meeting. The general meeting must be reconvened within 20 days from the date of the intended second meeting. The third Shareholders' General Meeting is conducted regardless of the total number of votes cast by shareholders attending the meeting.

Article 20. Procedures for conducting meetings and voting at the Shareholders' General Meeting

1. Before the opening of the meeting, the Company must carry out the procedures for registering shareholders and must carry out the registration until all shareholders who reserve the right to attend the meeting are preserved to register in the following order:
 - a) When registering shareholders, the Company grants each shareholder or authorized representative the right to vote a voting card, on which the registration number, full name of the shareholder, the full name of the authorized representative and the number of votes of such shareholder are inscribed. Voting cards can be encrypted for vote counting using computer software. The Shareholders' General Meeting discusses and votes on each issue in the content of the program. The voting is conducted by voting in favor, disapproval and no opinion. After the end of voting, shareholders who do not participate in voting are considered to have no opinion. The total number of valid/invalid, noe/ayeb/blank votes of each issue will be announced by the Vote Counting Committee immediately before the end of the meeting. The general meeting shall elect persons responsible for counting votes or supervising the counting of votes at the request of the chairperson. The number of members of the vote counting committee shall be decided by the Shareholders' General Meeting at the request of the Chairman of the meeting;
 - b) Shareholders, authorized representatives of shareholders who are organizations or authorized persons who come after the meeting has opened reserve the right to register immediately and then reserve the right to participate and vote at the general meeting immediately after registration. The Chairman is not responsible for stopping the meeting to allow shareholders to be late for registration and the validity of the previously voted contents remains unchanged.

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2. The election of chairpersons, secretaries and vote counting committees is prescribed as follows:
 - a) The Chairman of the Board of Directors presides over or authorizes other members of the Board of Directors to chair the meeting of the Shareholders' General Meeting convened by the Board of Directors. In case the Chairman is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them to chair the meeting on the principle of majority. In case of failure to elect the chairperson, the Head of the Executive Board of supervisors shall allow the Shareholders' General Meeting to elect the chairperson of the meeting from among the participants and the person with the highest vote to chair the meeting;
 - b) Except for the case specified at Point a of this Clause, the signatory shall convene a meeting of the Shareholders' General Meeting to administer the meeting so that the Shareholders' General Meeting elects the chairperson of the meeting and the person with the highest number of votes shall chair the meeting;
 - c) The chairman shall appoint one or several persons to act as the secretary of the meeting;
 - d) The Shareholders' General Meeting shall elect one or several persons to the vote counting committee at the request of the chairman of the meeting.
3. The agenda and contents of the meeting must be approved by the Shareholders' General Meeting in the opening session. The program must clearly and in detail determine the time for each issue in the content of the meeting agenda.
4. The Chairman of the General Meeting has the right to take necessary and reasonable measures to administer the Shareholders' General Meeting in an orderly manner, in accordance with the approved program and reflecting the wishes of the majority of the participants.
 - a) Arrangement of seats at the meeting place of the Shareholders' General Meeting;
 - b) Ensuring the safety of everyone present at the meeting places;
 - c) Creating conditions for shareholders to attend (or continue to attend) the general meeting. The convener of the Shareholders' General Meeting has the full right to change the above-mentioned measures and apply all necessary measures. Applicable measures may be to issue an entry permit or use other forms of electives.
5. The Shareholders' General Meeting discusses and votes on each issue in the content of the program. The voting is conducted by voting in favor, disapproval and no opinion. The results of the vote counting were announced by the chairman just before the end of the meeting.
6. Shareholders or authorized persons attending the meeting after the meeting has opened are still registered and reserve the right to participate in voting immediately

after registration; In this case, the validity of the previously voted contents does not change.

7. The convener or chairperson of the Shareholders' General Meeting has the following rights:
 - a) To request all attendees to submit to inspections or other lawful and reasonable security measures;
 - b) To request the competent authority to maintain the order of the meeting; expel persons who do not comply with the executive authority of the chairperson, deliberately disrupt order, prevent the normal progress of the meeting, or fail to comply with the requirements for security checks from the Shareholders' General Meeting.
8. The Chairperson has the right to postpone the meeting of the Shareholders' General Meeting that has a sufficient number of people registered to attend the meeting not more than 03 working days from the date the meeting is scheduled to open and may only postpone the meeting or change the meeting venue in the following cases:
 - a) The meeting venue does not have enough convenient seating for all attendees;
 - b) The means of communication at the meeting venue do not ensure the participation, discussion and voting of shareholders attending the meeting;
 - c) There are someone attending the meeting to obstruct or disrupt the order, risking making the meeting not conducted fairly and legally.
9. In case the chairperson postpones or suspends the meeting of the Shareholders' General Meeting in contravention of the provisions of Clause 8 of this Article, the Shareholders' General Meeting shall elect another person from among the attendees to replace the chairperson to administer the meeting until the end; All resolutions passed at that meeting are enforceable.
10. In case the Company applies modern technology to organize the Shareholders' General Meeting through online meetings, the Company is responsible for ensuring that shareholders attend and vote in the form of electronic voting or other electronic forms as prescribed in Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

Article 21. Conditions for the Resolution of the Shareholders' General Meeting to be approved:

1. The resolution on the following contents shall be approved if it is approved by the number of shareholders representing 65% or more of the total votes of all shareholders attending the meeting, except for the cases specified in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises:
 - a) Type of shares and total number of shares of each type;
 - b) Change in business lines, professions and fields;

- c) Changes in the organizational structure of the Company's management;
 - d) Projects to invest in or sell assets valued at 35% or more of the total value of assets recorded in the Company's latest financial statements;
 - e) Reorganization and corporate dissolution.
2. Resolutions shall be passed when they are approved by the number of shareholders owning more than 50% of the total votes of all shareholders attending the meeting, except for the cases specified in Clause 1 of this Article and Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.
 3. Resolutions of the Shareholders' General Meeting passed by 100% of the total number of voting shares are legal and effective even if the order and procedures for convening meetings and approving such resolutions violate the provisions of the Law on Enterprises and the Corporate Charter.

Article 22. Competence and mode of collecting shareholders' opinions in writing to approve the Resolution of the Shareholders' General Meeting

The competence and mode of collecting shareholders' opinions in writing to approve the Resolution of the Shareholders' General Meeting shall comply with the following provisions:

1. The Board of Directors has the right to consult shareholders in writing to adopt a resolution of the Shareholders' General Meeting on any matter it deems necessary for the corporate benefits, including but not limited to the following issues:
 - a) To amend and supplement the contents of the Corporate Charter;
 - b) Orientation for development of the company;
 - c) Type of shares and total number of shares of each type;
 - d) Electing, dismissing or dismissing members of the Board of Directors and the Board of supervisors;
 - đ) Decision on investment or sale of assets valued at 35% or more of the total value of assets recorded in the company's latest financial statements.
 - e) Approval of annual financial statements;
 - g) Reorganization or corporate dissolution.
2. The Board of Directors must prepare the questionnaire, the draft resolution of the Shareholders' General Meeting, documents explaining the draft resolution and served to all shareholders entitled to vote at least 10 days before the deadline for serving the questionnaire back. Requirements and methods for serving questionnaires and enclosed documents shall comply with the provisions of Clause 3, Article 18 of this Charter.
3. The questionnaire must contain the following principal contents:
 - a) Name, address of the headquarters, enterprise code;
 - b) Purpose of collecting opinions;

- c) Full name, contact address, nationality, number of legal papers of the individual for individual shareholders; name, enterprise code or number of legal papers of the organization, address of the headquarters for shareholders being organizations or full name, contact address, nationality, number of legal papers of the individual, for representatives of shareholders being organizations; the number of shares of each type and the number of votes of shareholders;
 - d) Issues that need to be consulted for approval of decisions;
 - e) The voting plan includes approving, disapproving and not having opinions on each issue for consultation;
 - f) The deadline for serving to the Company the answered questionnaire form;
 - g) Full name and signature of the Chairman of the Board of Directors.
4. Shareholders may serve the answered questionnaire to the Company by mail, fax or email according to the following provisions:
- a) In case of serving a letter, the replied questionnaire must be signed by the shareholder being an individual, the authorized representative or the legal representative of the shareholder being an organization. The questionnaire served 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 serving fax or email, the questionnaire served to the Company must be kept confidential until the time of counting votes;
 - c) Questionnaires served to the Company after the time limit specified in the questionnaire or which have been opened in the case of serving letters and disclosed in case of serving faxes or emails are invalid. Questionnaires that are not sent back are considered votes not to participate in voting.
5. The Board of Directors counts votes and makes a record of vote counting under the witness of the Board of supervisors or shareholders who do not hold management positions of the Company. The vote counting record must contain the following principal contents:
- a) Name, address of the headquarters, enterprise code;
 - b) Purpose and issues to be consulted to pass the resolution;
 - c) The number of shareholders with the total number of votes that participated in voting, distinguishing the number of valid votes and the number of invalid votes and the method of serving votes, 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;
 - e) The issue is passed and the vote rate passed accordingly;
 - f) 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 counters and vote counting supervisors must be jointly responsible for the truthfulness and accuracy of the vote counting records; jointly responsible for damages arising from decisions passed due to dishonest and inaccurate vote counting.

6. The vote counting minutes and resolutions must be published on the Company's website within twenty-four (24) hours from the end of the Shareholders' General Meeting. At the same time, the company is responsible for disclosing information in accordance with the law on information disclosure on the securities market.
7. The questionnaire that has been answered, the vote counting record, the resolution that has been passed and the relevant documents enclosed with the questionnaire must be kept at the headquarters of the Company.
8. A resolution shall be adopted in the form of a written shareholder opinion if it is approved by the number of shareholders owning more than 50% of the total number of votes of all shareholders with voting rights and is as valid as the resolution passed at the Shareholders' General Meeting.
9. In case of necessity, the Board of Directors shall decide to extend the time limit for serving shareholders' questionnaires to the company. The renewal must be announced on the Company's website for shareholders to know.

Article 23. Resolution and Minutes of the Shareholders' General Meeting

1. The Shareholders' General Meeting must be recorded in minutes and may be recorded or recorded and kept in other electronic forms. The minutes must be made in Vietnamese, may be made in a foreign language and contain the following principal contents:
 - a) Name, address of the headquarters, enterprise code;
 - b) Time and place of the Shareholders' General Meeting;
 - c) Agenda and contents of the meeting;
 - d) Full name of the chairman and secretary;
 - e) Summary of the meeting's developments and opinions expressed at the Shareholders' General Meeting on each issue in the meeting agenda;
 - f) The number of shareholders and the total number of votes of shareholders attending the meeting, the appendix to the list of 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 and invalid, approving, disapproving and no opinions; the proportion of the total number of votes of shareholders attending the meeting;
 - h) The issues that were passed and the corresponding percentage of votes voted for approval;

- i) Full name, name and signature of the chairman and clerk. In case the chairperson or secretary refuses to sign the minutes of the meeting, this record shall take effect if it is signed by all other members of the Board of Directors attending the meeting and contains all the contents prescribed in this Clause. The minutes of the meeting clearly state the refusal of the chairperson or secretary to sign the minutes of the meeting. The signature in the record can be a direct signature or an electronic signature as prescribed by the law.
2. The minutes of the Shareholders' General Meeting must be made and approved before the end of the meeting. The chairperson and the secretary of the meeting or other persons who sign the minutes of the meeting must be jointly responsible for the truthfulness and accuracy of the contents of the minutes.
3. Minutes made in Vietnamese and foreign languages have the same legal effect. In case there is a difference in the content between the minutes in Vietnamese and in foreign languages, the contents of the minutes in Vietnamese shall apply.
4. The Resolution, the Minutes of the Shareholders' General Meeting, 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 attached to the notice of invitation to the meeting must be disclosed in accordance with the law on information disclosure on the market securities and must be kept at the Company's headquarters. The retention may be carried out in the form of paper copies or electronic data in accordance with the provisions of the law.

Article 24. Request for cancellation of the Resolution of the Shareholders' General Meeting

Within 90 days from the date of receipt or knowing, or should know, the resolution or the minutes of the Shareholders' General Meeting or the minutes of the vote counting results of the Shareholders' General Meeting, shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises may request the Court or Arbitrator to consider, cancellation of the resolution or part of the resolution of the Shareholders' General Meeting in the following cases:

1. The order and procedures for convening meetings and issuing decisions of the Shareholders' General Meeting seriously violate the provisions of the Law on Enterprises and the Corporate Charter, except for the case specified in Clause 3, Article 21 of this Charter.
2. The content of the resolution violates the law or this Charter.

VII. BOARD OF DIRECTORS

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

1. Where candidates for the Board of Directors have been identified, the Company must disclose information relating to such candidates at least 10 days prior to the opening date of the Shareholders' General Meeting on the Company's website so that

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shareholders may review such candidates before voting. Candidates for the Board of Directors must provide a written commitment confirming the truthfulness and accuracy of the disclosed personal information and undertake to perform their duties honestly, prudently, and in the best interests of the Company if they are elected as members of the Board of Directors. Information relating to candidates for the Board of Directors to be disclosed shall include:

- a) Full name, date of birth;
 - b) Professional qualifications;
 - c) Work process;
 - d) Other managerial titles (including the title of the Board of Directors of other companies);
 - e) Interests related to the Company and its related parties;
 - f) Other information (if any) as prescribed in the Corporate Charter;
 - g) The public company shall be responsible for disclosing information regarding companies in which the candidate currently holds the position of member of the Board of Directors, other managerial positions, and interests related to such companies of the candidate for the Board of Directors (if any).
2. Shareholders or groups of shareholders owning 10% or more of the total ordinary shares reserve the right to combine the voting rights of each person together to nominate candidates for the Board of Directors. The number of candidates that each group has the right to nominate depends on the share ownership ratio of each group. The nomination of persons to the Board of Directors shall comply with the following principles:
- Owning from 10% to less than 30% of the total voting shares: Nominating a maximum of one candidate for the Board of Directors.
 - Owning from 30% to less than 65% of the total voting shares: Nominating a maximum of two candidates for the Board of Directors.
 - Owning 65% or more of the total voting shares: Nominating a sufficient number of candidates for the Board of Directors.
3. In the event that the number of candidates for the Board of Directors approved for nomination and self-nomination remains insufficient as prescribed in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the Corporate Charter, the Internal Regulations on Corporate Governance, and the Regulations on the Operation of the Board of Directors. The nomination of additional candidates by the incumbent Board of Directors must be clearly announced before the Shareholders' General Meeting conducts the election of members of the Board of Directors in accordance with law.

4. Members of the Board of Directors must satisfy the criteria and conditions specified in Clauses 1 and 2, Article 155 of the Law on Enterprises and the Corporate Charter.

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

1. The number of members of the Board of Directors shall be at least five (05) and not more than eleven (11).
2. The office term of a member of the Board of Directors shall not be more than 05 years and such member may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Corporate Board of Directors for no more than 02 consecutive terms. In the event that all members of the Board of Directors have completed their office term, such members shall continue to act as members of the Board of Directors until new members are elected to replace them and assume their duties.
3. The structure of the Board of Directors shall be as follows:
 - a. The number of non-executive members of the Board of Directors of a public company must meet the following provisions:
 - There is at least 01 non-executive member in case the company has the number of members of the Board of Directors from 03 to 05 members;
 - There are at least 02 non-executive members in case the company has the number of members of the Board of Directors from 06 to 08 members;
 - There are at least 03 non-executive members in case the company has the number of members of the Board of Directors from 09 to 11 members
 - b. For listed companies, the total number of independent members of the Board of Directors must ensure the following provisions:
 - 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;
 - 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;
 - 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. Members of the Board of Directors shall no longer be members of the Board of Directors in case of dismissal or replacement by the Shareholders' General Meeting as prescribed in Article 160 of the Law on Enterprises and other cases as prescribed by relevant laws.
5. The appointment of members of the Board of Directors must be disclosed in accordance with the law on information disclosure on the securities market.
6. Members of the Board of Directors are not necessarily corporate shareholders.

Article 27. Rights and obligations of the Board of Directors

1. The Board of Directors is the management agency of the Company, has full rights on behalf of the Company to decide and exercise the rights and obligations of the

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company, except for the rights and obligations under the jurisdiction of the Shareholders' General Meeting.

The Board of Directors may authorize the Chairman of the Board of Directors, members of the Board of Directors or the Board of General Directors to exercise the rights and obligations of the Board of Directors.

2. The rights and obligations of the Board of Directors are prescribed by the law, the Corporate Charter and the Shareholders' General Meeting. Specifically, the Board of Directors has the following rights and obligations:
 - a) To decide on the Company's strategy, medium-term development plan and annual business plan;
 - b) To propose the types of shares and the total number of shares entitled to be offered for sale of each type;
 - c) To propose the issuance of bonds, bonds converted into shares and warrants that allow holders to buy shares at a predetermined price;
 - d) To decide on sale of unsold shares within the number of shares entitled to be offered for sale of each type; decide to mobilize additional capital in other forms;
 - e) To decide on the selling price of the Company's shares and bonds;
 - f) To decide on share redeem as prescribed in Clause 1 and Clause 2, Article 133 of the Law on Enterprises;
 - g) To decide on investment plans and investment projects within their competence and limits as prescribed by the law;
 - h) To decide on solutions for market development, marketing and technology;
 - i) To approve contracts for purchase, sale, borrow, lend, compensate and sign other contracts and transactions valued at 35% or more of the total value of assets recorded in the Company's latest financial statements and contracts and transactions under the decision-making competence of the Shareholders' General Meeting as prescribed at Point d, Clause 2, Article 138, Clauses 1 and 3, Article 167 of the Law on Enterprises;
 - j) To carry out election, and dismissal of the Chairman of the Board of Directors and Vice Chairman of the Board of Directors; appointment and dismissal of the Board of Directors; decide on the salaries, remuneration, bonuses and other benefits of such managers; appoint an authorized representative to act as the corporate chairman in a single-member limited liability company established by the company and owns 100% of the charter capital, the Members' Board or the Shareholders' General Meeting in another company, decide on the remuneration and other benefits of such persons;
 - k) To supervise and direct the General Director and other managers in running the Company's daily business;

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- l) To decide on the organizational structure of the Company, the establishment of subsidiaries, the establishment of branches, representative offices and the capital contribution and purchase of shares of other enterprises;
- m) To approve programs and contents of documents for the Shareholders' General Meeting, convening the Shareholders' General Meeting or collecting opinions for the Shareholders' General Meeting to approve resolutions;
- n) To submit the audited annual financial statements to the Shareholders' General Meeting;
- o) To propose dividends to be paid; decide on the time limit and procedures for paying dividends or handling losses arising in the course of business;
- p) To decide on the official appropriation rate for funds and operating expenses of the Board of Directors within the maximum limit approved by the Shareholders' General Meeting; decide on the use of funds and operating expenses of the Board of Directors.
- q) To propose the reorganization and corporate dissolution; request for bankruptcy of the Company;
- r) To decide on promulgation of the Regulation on operation of the Board of Directors and internal regulations on corporate governance after being approved by the Shareholders' General Meeting; decide to promulgate the Regulation on operation of the Audit Committee under the Board of Directors, the Regulation on information disclosure of the company;
- s) To offer and/or issue new shares or securities that can be converted or swapped into shares of the Company within the number of shares entitled to be offered for sale of each type according to the decision of the Shareholders' General Meeting;
- t) To decide on the issuance and offering of other bonds or other securities according to the competence prescribed by this Charter, law as well as other decisions of the Shareholders' General Meeting;
- u) To decide to invest in or sell assets valued at between 15% and less than 35% of the total value of assets recorded in the company's latest financial statements. Except for cases falling under the jurisdiction of the Shareholders' General Meeting in accordance with law and this Charter
- v) To decide on loans or guarantees valued at less than 35% of the total value of assets inscribed in the company's latest financial statements to relevant organizations of members of the Board of Directors, members of the Board of supervisors, General Directors, other managers of public companies and organizations (except for organizations that are shareholders of public companies specified in Clause 2, Article 293 of the Decree No. 155/2020/ND-CP) are companies in the same group or companies operating in groups of companies, including parent companies - subsidiaries and economic groups.

- w) Contracts, transactions with a value of less than 35% or transactions resulting in the total value of transactions arising within 12 months from the date of making the first transaction with a value of less than 35% of the total value of assets recorded in the latest financial statements between a public company and one of the following subjects:
 - Members of the Board of Directors, members of the Board of supervisors, General Director, other managers and related persons of these subjects;
 - Shareholders and authorized representatives of shareholders owning more than 10% of the total ordinary share capital of the company and their related persons;
 - Enterprise related to the subjects specified in Clause 2, Article 164 of the Law on Enterprises
 - x) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of the law and the Corporate Charter.
3. The Board of Directors must report to the Shareholders' General Meeting the results of the Board of Directors in accordance with the provisions of 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.
 4. The Board of Directors has the right to assign, decentralize or authorize the Chairman of the Board of Directors, the Vice Chairman of the Board of Directors, the General Director and other executives of the enterprise or any other person to decide and sign documents and organize the performance of tasks under the decision-making competence of the Board of Directors specified in Clause 2 of this Article with the condition does not violate the prohibitions of the law.

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

1. The Company has the right to pay remuneration and reward members of the Board of Directors according to business results and efficiency.
2. Members of the Board of Directors are entitled to work remuneration and bonuses. The work remuneration is calculated according to the number of working days required to complete the tasks of the members of the Board of Directors and the remuneration level per day. The Board of Directors estimates the remuneration level for each member on the principle of unanimity and unanimity assigns the Chairman of the Board of Directors to promulgate a document on the division of remuneration of members of the Board of Directors. The total remuneration and bonus of the Board of Directors shall be decided by the Shareholders' General Meeting at the annual meeting.
3. The remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the law on corporate income tax, expressed as a separate item in the Company's annual financial statements and must be reported to the Shareholders' General Meeting at the annual meeting.

4. A member of the Board of Directors who holds an executive position (including the position of Chairman or Vice Chairman), or a member of the Board of Directors who works on the Committees of the Board of Directors or performs other tasks outside the scope of the normal duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump-sum remuneration, salary, commission, percentage of profit or in other forms as decided by the Board of Directors.
5. Members of the Board of Directors are entitled to be paid all reasonable expenses for travel, meals, accommodation and other reasonable expenses incurred by them in the performance of their responsibilities as members of the Board of Directors, including expenses incurred in attending meetings of the Shareholders' General Meeting. Board of Directors or Committees of the Board of Directors.
6. Members of the Board of Directors may purchase liability insurance by the Company after the approval of the Shareholders' General Meeting. This insurance does not cover the liabilities of the Board of Directors members related to violations of the law and the Corporate Charter.

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

1. The Chairman and 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 may not concurrently be the General Director.
3. The Chairman of the Board of Directors shall convene and preside over the Shareholders' General Meeting and meetings of the Board of Directors, and shall have other rights and responsibilities specified in this Charter and the Law on Enterprises.
4. The Chairman of the Board of Directors has the following rights and obligations:
 - a) To prepare programs and plans for activities of the Board of Directors;
 - b) To prepare agenda, contents and documents for the meeting; convening, presiding over and presiding over meetings of the Board of Directors;
 - c) To organize the adoption of resolutions and decisions of the Board of Directors;
 - d) To supervise the process of organizing the implementation of resolutions and decisions of the Board of Directors;
 - e) To chair the Shareholders' General Meeting;
 - f) To fulfill tasks under the direction of the Shareholders' General Meeting and the Board of Directors
 - g) Other rights and obligations as prescribed by the Law on Enterprises.
5. The Vice Chairman of the Board of Directors shall have the same rights and obligations as the Chairman of the Board of Directors in case of written authorization by the Chairman, but only if the Chairman has notified the Board of Directors of the absence or must be absent from the performance of his/her duties or due to force majeure reasons.

6. In case there is no authorization or the Chairman of the Board of Directors and the Vice Chairman of the Board of Directors are absent or temporarily unable to perform their duties for some reason, or fall into cases where they are unable to perform their duties such as: Death, disappearance, temporary detention, are serving imprisonment sentences, are serving administrative-handling measures at compulsory detoxification establishments, compulsory education establishments, flee from their places of residence, are restricted or have lost their civil act capacity, have difficulties in cognition, control their behaviors, are banned by the Court from holding their posts, prohibited from practicing certain professions or doing certain jobs , the remaining members of the Board of Directors shall elect one of the members to exercise the rights and perform the obligations of the Chairman of the Board of Directors on the principle that the majority of the remaining members agree until a new decision of the Board of Directors is issued.
7. In cases where it is deemed to be necessary and does not violate the prohibitions of the law, the Chairman of the Board of Directors may authorize on a case-by-case basis or regularly authorize or delegate to members of the Board of Directors to sign documents and documents on behalf of the Chairman of the Board of Directors and exercise a number of powers. responsibilities and duties of the Chairman of the Board of Directors. The authorized person shall be responsible to the Chairman of the Board of Directors for the performance of the authorized tasks.
8. In case the Chairman of the Board of Directors submits a letter of resignation 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

Article 30. Board of Directors' meetings

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 is convened and chaired by the member with the highest number of votes or the highest percentage of votes. In case more than one member has the highest number of votes or the same percentage of votes, the members shall vote on the principle of majority to elect 01 of 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 extraordinary meetings.
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 the Board of supervisors or 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.

4. The proposal specified in Clause 3 of this Article must be made in writing, clearly stating the purposes and issues to be discussed and decided 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 proposal specified in Clause 3 of this Article. In case of failure to convene a meeting of the Board of Directors at the request of the Chairman of the Board of Directors, 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 date of the meeting. The notice of invitation to the meeting must specify the time and place of the meeting, the agenda, the issues discussed and decided. The notice of invitation to the meeting must be enclosed with the documents used at the meeting and the voting slips of the members.

The notice of invitation to the meeting of the Board of Directors may be served by invitation, telephone, fax, electronic means or other methods prescribed by the Corporate Charter and ensure that it reaches the contact address of each member of the Board of Directors registered at the Company.

7. The Chairman of the Board of Directors or the convener shall send the notice of invitation to the meeting and enclosed documents to the members of the Board of supervisors as for the members of the Board of Directors.

Members of the Board of supervisors reserve the right to attend meetings of the Board of Directors; reserve the right to discuss but not vote.

8. A meeting of the Board of Directors shall be held 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 may be convened for the second time within 07 days from the date of the intended first meeting. In this case, the meeting shall be held if more than half of the members of the Board of Directors attend the meeting.
9. Members of the Board of Directors are considered to attend and vote at the meeting in the following cases:
 - a) Attending and voting in person at the meeting;
 - b) Authorizing other persons to attend meetings and vote as prescribed in Clause 11 of this Article;
 - c) Attending and voting through online conferences, electronic voting or other electronic forms;
 - d) Serving the ballots to the meeting via mail, fax, email.

- e) Submission of votes by other means including but not limited to authenticated messaging applications, corporate governance software, or other forms of digitized communications that the Company is using at that time.
10. In case of serving votes to the meeting by mail, the votes must be contained in sealed envelopes and delivered to the Chairman of the Board of Directors at least 01 hour before the opening. Voting ballots are only open in the presence of all attendees.
11. Members must attend all Board of Directors' meetings. Members may authorize others to attend meetings and vote if approved by a majority of members of the Board of Directors.
12. Resolutions and decisions of the Board of Directors shall be adopted if they are approved by the majority of members attending the meeting; in case the number of votes is equal, the final decision shall belong to the side with the opinion of the Chairman of the Board of Directors.
13. A meeting of the Board of Directors may be held in the form of agenda among the members of the Board of Directors when all or several members are in different locations provided that each member participating in the meeting is able to
- Listen to each other Board member speak at the meeting and,
 - If desired, that member can speak to all other members attending the meeting at the same time.

Communication between members can be carried out in person by telephone or through other means of communication or a combination of all these methods. The meeting location in this case is the place where the largest group of Board members gather or, if there is no such group, the meeting location is the place where the meeting chair is present.

The resolution adopted in the form of a telephone meeting or other form will take effect immediately at the end of the meeting, but the members of the Board of Directors attending this meeting must confirm it according to the Company's form.

Article 31. Board of Directors' Committees

1. The Board of Directors may establish subordinate committees to be in charge of tasks related to strategy, investment, development, personnel policy, compensation, internal audit, risk management and may delegate action to subordinate committees. The names of the Committees are decided by the Board of Directors.

The number of members of each Committee shall be decided by the Board of Directors, but at least three (03) members. The members of the Committee may consist of one or more members of the Board of Directors and one or more external members at the discretion of the Board of Directors. In the process of exercising the delegated powers, the Committees must comply with the regulations set forth by the Managing Board.

2. The Committee's activities must comply with the regulations of the Board of Directors. The Committee's resolution takes effect only when it is attended by a majority of members and voted to approve it at the Committee's meeting.
3. The implementation of decisions of the Board of Directors or of the Committees affiliated to the Board of Directors must comply with current legal provisions and the provisions of the Corporate Charter and internal regulations on corporate governance.

Article 32. Person in charge of corporate governance

1. The Corporate Board of Directors 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 governance may concurrently act as the company secretary as prescribed in Clause 5, Article 156 of the Law on Enterprises.
2. The person in charge of corporate governance must not concurrently work for an approved auditing organization that is auditing the Company's financial statements.
3. The person in charge of corporate governance has the following rights and obligations:
 - a) To advise the Board of Directors on organizing the Shareholders' General Meeting in accordance with regulations and related affairs between the Company and shareholders;
 - b) To prepare meetings of the Board of Directors, the Board of supervisors and the Shareholders' General Meeting at the request of the Board of Directors or the Board of supervisors;
 - c) To advise on the procedure of meetings;
 - d) To attend meetings;
 - e) To advise on procedures for making resolutions of the Board of Directors in accordance with the provisions of the law;
 - f) To provide financial information, copies of minutes of meetings of the Board of Directors and other information to members of the Board of Directors and members of the Board of supervisors;
 - g) To supervise and report to the Board of Directors on the Company's information disclosure activities;
 - h) To act as a point of contact with relevant stakeholders;
 - i) To keep information confidential in accordance with the provisions of the law and the Corporate Charter;
 - j) Other rights and obligations as prescribed by the law and the Corporate 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 daily business of the Company. The company has a General Director, Deputy General Directors, Chief Accountant and other managerial positions

appointed by the Board of Directors. The appointment, dismissal and dismissal of the above-mentioned positions must be approved by resolutions and decisions of the Board of Directors.

Article 34. Company Executive

1. The Company's executives include the General Director, Deputy General Director, Chief Accountant and other executives as prescribed by the Corporate Charter.
2. At the request of the General Director and the approval of 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. Business executives must be responsible for assisting the Company in achieving its objectives in its operations and organization.
3. The general director is paid salary and bonuses. The salary and bonus of the General Director shall be decided by the Board of Directors.
4. The executive's salary shall be included in the Company's business expenses in accordance with the law on corporate income tax, which shall be expressed as a separate item in the Company's annual financial statements and must be reported to the Shareholders' General Meeting at the annual meeting.

Article 35. Appointment and dismissal 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.
2. The General Director is the person who runs the corporate day-to-day business; under the supervision of the Board of Directors; take responsibility before the Board of Directors and the law for the exercise of their assigned rights and obligations.
3. The office term of the General Director shall not be more than 05 years and may be re-appointed for an unlimited number of terms. The General Director must meet the standards and conditions prescribed by the law and the Corporate Charter.
4. The Board of Directors may dismiss the General Director when the majority of members of the Board of Directors reserve the right to vote to approve and appoint a new General Director to replace him.

IX. BOARD OF SUPERVISORS

Article 36. Candidacy and nomination of members of the Board of supervisors.

1. The candidacy and nomination of members of the Board of supervisors shall be carried out in the same manner as prescribed in Clauses 1 and 2, Article 25 of this Charter.
2. In case the number of candidates of the Board of supervisors approved for nomination and candidacy is not sufficient, the incumbent Board of supervisors may nominate additional candidates or organize nomination according to the provisions of the Corporate Charter, the internal regulations on corporate governance and the Regulation on operation of the Board of supervisors. The introduction of additional

candidates by the incumbent Board of supervisors must be clearly announced before the Shareholders' General Meeting votes to elect members of the Board of supervisors in accordance with law.

Article 37. Composition of the Board of supervisors

1. The number of members of corporate Board of supervisors is from three (03) to five (05) members. The office term of a member of the Board of supervisors shall not be more than 05 years and may be re-elected with an unlimited number of terms.
2. Members of the Board of supervisors must meet the criteria and conditions specified in Article 169 of the Law on Enterprises 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 independent auditing firm auditing the company's financial statements for the previous 03 years.
3. Members of the Board of supervisors shall be dismissed from office in the following cases:
 - a) No longer meet the criteria and conditions for being a member of the Board of supervisors as prescribed in Clause 2 of this Article;
 - b) Having a letter of resignation and be approved.
4. A member of the Board of supervisors shall be dismissed in the following cases:
 - a) Failing to complete assigned tasks and jobs;
 - b) Failing to exercise their rights and obligations for 06 consecutive months, except for force majeure cases;
 - c) Repeated violations, serious violations of obligations of members of the Board of supervisors in accordance with the provisions of the Law on Enterprises and the Corporate Charter;
 - d) Other cases according to the resolution of the Shareholders' General Meeting.

Article 38. Head of the Board of supervisors

1. The Head of the Board of supervisors shall be elected by the Board of supervisors from among the members of the Board of supervisors; the election and dismissal shall be carried out on the principle of majority. The Board of supervisors must have more than half of the members permanently residing in Vietnam. The Head of the Board of supervisors must have a university diploma or higher in one of the majors of economics, finance, accounting, auditing, law, business administration or majors related to the business activities of the enterprise.
2. Rights and obligations of the Head of the Board of supervisors:
 - a) To convene a meeting of the Board of supervisors;
 - b) To request the Board of Directors, the General Director and other executives to provide relevant information to report to the Board of supervisors;

- c) To prepare and sign the report of the Board of supervisors after consulting the Board of Directors for submission to the Shareholders' General Meeting.

Article 39. Rights and obligations of the Board of supervisors

The Board of supervisors has the rights and obligations specified in Article 170 of the Law on Enterprises and the following rights and obligations:

1. To propose the Shareholders' General Meeting to approve the list of auditing organizations approved to audit the Company's financial statements; decide on the audit organization approved to inspect the Company's operations, and exempt the approved auditor when deeming it is necessary.
2. To be responsible to shareholders for their supervisory activities.
3. To supervise the financial situation of the Company, the compliance with the law in the activities of members of the Board of Directors, General Directors, and other managers.
4. To ensure coordination with the Board of Directors, General Director and shareholders.
5. In case of detecting acts of violation of the law or violation of the Corporate Charter by members of the Board of Directors, the General Director and other executives of the enterprise, the Board of supervisors must notify in writing to the Board of Directors within 48 hours, request the violator to stop the violation and take remedial measures.
6. To formulate the Operation Regulation of the Board of supervisors and submit it to the Shareholders' General Meeting for approval.
7. To report at the Shareholders' General Meeting as prescribed in Article 290 of the Government's Decree No. 155/2020/ND-CP dated December 31, 12, 2020 detailing the implementation of a number of articles of the Law on Securities.
8. To reserve the right to access the Company's records and documents kept at the headquarters, branches and other locations; reserve the right to go to the place of work of the Company's managers and employees during working hours.
9. To reserve the right to request the Board of Directors, members of the Board of Directors, the General Director and other managers to provide complete, accurate and timely information and documents on the management, administration and business activities of the Company.
10. Other rights and obligations as prescribed by the law and this Charter.

Article 40. Board of supervisors' Meeting

1. The Board of supervisors must meet at least 02 times in a year, the number of members attending the meeting is at least 2/3 of the members of the Board of supervisors. The minutes of the Board of supervisors' Meeting are detailed and clear. The record-keeper and members of the Board of supervisors attending the meeting must sign the minutes of the meeting. The minutes of meetings of the Board of supervisors must be

kept in order to determine the responsibilities of each member of the Board of supervisors.

2. The Board of supervisors has the right to request members of the Board of Directors, the General Director and representatives of the approved audit organization to attend and answer issues that need to be clarified.

Article 41. Salaries, remuneration, bonuses and other benefits of members of the Board of supervisors

Salaries, remunerations, bonuses and other benefits of members of the Board of supervisors shall comply with the following provisions:

1. Members of the Board of supervisors shall be paid salaries, remuneration, bonuses and other benefits under the decision of the Shareholders' General Meeting. The Shareholders' General Meeting shall decide on the total salary, remuneration, bonuses, other benefits and annual operating budget of the Board of supervisors.
2. Members of the Board of supervisors are paid for food, accommodation, travel, and the cost of using independent consultancy services at a reasonable rate. This total remuneration and expenses must not be more than the total annual operating budget of the Board of supervisors approved by the Shareholders' General Meeting, unless otherwise decided by the Shareholders' General Meeting.
3. Salaries and operating expenses of the Board of supervisors shall be included in the Company's business expenses in accordance with the law on corporate income tax and other relevant laws and must be made into separate items in the Company's annual financial statements.

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

The Board of Directors, Members of the Board of supervisors, General Directors and other executives are responsible for performing their duties, including those as members of the Boards of Directors, in an honest and prudent manner for the corporate benefits.

Article 42. Responsibility for honesty and avoidance of conflicts of interest

1. Members of the Board of Directors, the Board of supervisors, the General Director and other managers must publicize relevant interests in accordance with the provisions of the Law on Enterprises and relevant legal documents.
2. Members of the Board of Directors, the Board of supervisors, the General Director, other managers and related persons of these members may only use the information obtained through their positions to serve the interests of the Company.
3. Members of the Board of Directors, the Board of supervisors, the General Director and other managers are obliged to notify in writing to the Board of Directors or the Board of supervisors of transactions between the Company, its subsidiaries and other companies in which the public company controls more than 50% or more of the charter capital with such entities or related persons of the such subjects according to

the provisions of the law. For the above-mentioned transactions approved by the Shareholders' General Meeting 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 member in accordance with the provisions of the Law on Enterprises and the Corporate Charter.
5. Members of the Board of Directors, members of the Board of supervisors, General Directors, other managers and related persons of these entities are not allowed to use or disclose to others internal information to carry out related transactions.
6. Transactions between the Company and one or more members of the Board of Directors, members of the Board of supervisors, General Director, other executives and individuals and organizations related to these subjects shall not be invalidated in the following cases:
 - a) For transactions with a value of less than 35% of the total value of assets recorded in the latest financial statements, the important contents of the contract or transaction as well as the relationships and interests of members of the Board of Directors and members of the Board of supervisors, etc. The General Director and other executives 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 of 35% or more or transactions resulting in transaction values arising within 12 months from the date of the first transaction with a value of 35% or more, the total value of assets recorded in the latest financial statements, the important contents of this transaction as well as the relationship and interests of members of the Board of Directors, members of the Board of supervisors, General Director, and other executives have been announced to shareholders and approved by the Shareholders' General Meeting by votes of shareholders who have no related interests.

Article 43. Liability for Damage and Compensation

1. Members of the Board of Directors, members of the Board of supervisors, General Directors and other executives who violate their obligations and responsibilities honestly and prudently and fail to fulfill their obligations shall be responsible for the damages caused by their violations.
2. The Company shall indemnify persons who have been, are or may become a party to complaints, lawsuits, and prosecutions (including civil, administrative and non-lawsuits filed by the Company) if such persons have been or are members of the Board of Directors, a member of the Board of supervisors, the General Director, other executives, employees or representatives authorized by the Company who have been or are performing duties as authorized by the Company, acting honestly and prudently

in the interests of the Company on the basis of compliance with the law and without evidence confirming that such person has breached his or her responsibilities.

3. Compensation costs include judgment costs, fines, and payables incurred in practice (including lawyer fees) when settling these cases within the framework of the law.

XI. RIGHT TO LOOK UP COMPANY BOOKS AND RECORDS

Article 44. Right to look up books and records

1. Ordinary shareholders reserve the right to look up books and records, specifically as follows:
 - a) Ordinary shareholders reserve 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 inaccurate information; considering, looking, extracting or copying the Corporate Charter, the minutes of the Shareholders' General Meeting and the resolution of the Shareholders' General Meeting;
 - b) Shareholders or groups of shareholders owning 05% or more of the total ordinary shares reserve the right to consider, look up and extract minutes and resolutions and decisions of the Board of Directors, mid-year and annual financial statements, reports of the Board of supervisors, contracts, etc. transactions must go through the Board of Directors and other documents, except for documents related to trade secrets and business secrets of the Company.
2. In case the authorized representative of the shareholder and the group of shareholders requests to look up the books and records, the power of attorney of the shareholder and the group of shareholders that such person represents or a notarized copy of this power of attorney must be enclosed.
3. Members of the Board of Directors, members of the Board of supervisors, General Directors and other executives reserve the right to search the Company's shareholder register, shareholder list, books and other records of the Company for purposes related to their positions provided that such information is kept confidential.
4. The company must keep this Charter and amendments to the Charter, the Enterprise Registration Certificate, regulations, documents proving the ownership of assets, resolutions of the Shareholders' General Meeting and the Board of Directors, minutes of meetings of the Shareholders' General Meeting and the Board of Directors, reports of the Board of Directors, reports of the Board of supervisors, annual financial statements; accounting books and other documents as prescribed by the law at the headquarters or another place provided that the shareholders and the Business Registration Authority are notified of the place where these documents are stored.
5. The Corporate Charter must be published on the Company's website.

XII. EMPLOYEES AND TRADE UNIONS

Article 45. Workers and trade unions

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1. The General Director shall make a plan for the Board of Directors to approve cases related to the recruitment, furlough of employees, salaries, social insurance, benefits, rewards and discipline of employees and business executives.
2. The General Director shall make a plan for the Board of Directors to approve issues relating to the Company's relations with trade unions in accordance with the standards, best management practices and policies, practices and policies specified in this Charter. the Company's regulations and applicable laws.

XIII. PROFIT DISTRIBUTION

Article 46. Profit distribution

1. The Shareholders' General Meeting decides on the dividend payment level and the form of annual dividend payment from the Company's retained profits.
2. The Company does not pay interest on dividend payments or payments related to a type of stock.
3. The Board of Directors may propose the Shareholders' General Meeting to approve the payment of dividends in whole or in part in shares and the Board of Directors is the agency that implements this decision.
4. In case dividends or other amounts related to a stock are paid in cash, the Company must pay in Vietnamese dong. Payments can be made in person or through banks on the basis of bank account details provided by shareholders. In case the Company has transferred the money according to 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 transferred by the Company to this shareholder. The payment of dividends for stocks listed/registered for trading at the Stock Exchange may be conducted through the securities company or Vietnam Securities Depository and Clearing Corporation.
5. Based on the Law on Enterprises and the Law on Securities, the Board of Directors passes a resolution and decision to determine a specific date to finalize the list of shareholders. Pursuant to that date, those who register as shareholders or owners of other securities are entitled to receive cash or stock dividends, receive notices or other documents.
6. Other cases related to the distribution of profits shall be carried out in accordance with the provisions of the law.

XIV. BANK ACCOUNT, FISCAL YEAR AND ACCOUNTING REGIME

Article 47. Bank Account

1. The company opens accounts at Vietnamese banks or at foreign bank branches licensed to operate in Vietnam.
2. Subject to the prior approval of the competent authority, in case of necessity, the Company may open an offshore bank account in accordance with the provisions of the law.

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

Article 48. Fiscal Year

The Company's fiscal year starts from the first day of January every year and ends on December 31 of the same year. The first fiscal year commences from the date of issuance of the Enterprise Registration Certificate and ends on December 31 immediately following the date of issuance of such Business Registration Certificate.

Article 49. Accounting policy

1. The accounting policy used by the Company is the enterprise accounting regime or a specific accounting regime promulgated and approved by a competent authority.
2. The company prepares accounting books in Vietnamese and keeps 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 substantiate and explain the Company's transactions.
3. The company uses the accounting currency of Vietnam dong. In case the company has economic operations arising mainly in a foreign currency, it may choose that foreign currency as the currency unit in accounting, take responsibility for such choice before law and notify it to the direct tax administration agency.

XV. FINANCIAL STATEMENTS, ANNUAL REPORTS AND DISCLOSURE RESPONSIBILITIES

Article 50. Annual, semi-annual and quarterly financial statements

1. The company must prepare annual financial statements and annual financial statements must be audited in accordance with the provisions of the law. The company announces the audited annual financial statements in accordance with the law on information disclosure on the securities market and submits them to the competent state agency.
2. Annual financial statements must include all reports, appendices and explanations in accordance with the law on corporate accounting. The annual financial statements must reflect honestly and objectively the Company's operations.
3. The company must prepare and publish 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 51. Annual Report

The company must prepare and publish an annual report in accordance with the provisions of the law on securities and securities market.

XVI. CORPORATE AUDIT

Article 52. Audit

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1. The Shareholders' General Meeting 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 entities to audit the Company's financial statements for the next financial year based on the terms and conditions agreed with the Board of Directors Administration.
2. The audit report is attached to the Company's annual financial statements.
3. Independent auditors who audit the Company's financial statements are entitled to attend meetings of the Shareholders' General Meeting and are entitled to receive notices and other information related to the Shareholders' General Meeting and to express opinions at the General Meeting on cases related to the audit of the Company's financial statements. Company.

XVII. CORPORATE SEAL

Article 53. Corporate Seal

1. A seal includes a seal made at a seal engraving establishment or a seal in the form of a digital signature in accordance with the law on electronic transactions.
2. The Board of Directors shall decide on the type, quantity, form and content of seals of the Company, its branches and representative offices (if any).
3. The Board of Directors and the General Director shall use and manage the seal in accordance with current law.

XVIII. CORPORATE OPERATING TERM DISSOLUTION

Article 54. Corporate dissolution

1. The company may be dissolved in the following cases:
 - a) Termination of the operating term stated in the Corporate Charter without a decision on extension;
 - b) According to the resolutions and decisions of the Shareholders' General Meeting;
 - c) The Enterprise Registration Certificate is recalled, unless otherwise provided for by the Law on Tax Administration;
 - d) Other cases as prescribed by the law.
2. The corporate dissolution early (including the extended time limit) shall be decided by the Shareholders' General Meeting and implemented by the Board of Directors. This dissolution decision must be notified or approved by the competent authority (if required) as prescribed.

Article 55. Extension of operating term

1. The Board of Directors shall convene a meeting of the Shareholders' General Meeting at least 07 months prior to the expiry of the corporate operating term so that shareholders may vote on the extension of the corporate operating term at the request of the Board of Directors.

2. The corporate operating term shall be extended when shareholders representing 65% or more of the total voting rights of all shareholders attending the Shareholders' General Meeting approve such extension.

Article 56. Liquidation

1. At least 06 months prior to the expiry of the corporate operating term, or upon the issuance of a decision on corporate dissolution, the Board of Directors must establish a Liquidation Board comprising 03 members, of whom 02 members shall be appointed by the Shareholders' General Meeting and 01 member shall be appointed by the Board of Directors from an independent auditing firm. The Liquidation Board shall prepare its operating regulations. Members of the Liquidation Board may be selected from among the Company's employees or independent experts. All expenses relating to the liquidation shall be given priority for payment by the Company before settlement of the Company's other liabilities.
2. The Liquidation Board shall report to the business registration authority on the date of its establishment and commencement of operation. From that time onward, the Liquidation Board shall represent the Company in all issues relating to the liquidation of the Company before the Courts and administrative authorities.
3. Proceeds from the liquidation shall be distributed in the following order of priority:
 - a) Liquidation expenses;
 - b) Salary arrears, severance allowances, social insurance and other benefits of employees under the signed collective labor agreement and labor contract;
 - c) Tax debts;
 - d) Other liabilities of the Company;
 - e) The remainder after all debts from (a) to (d) above have been paid shall be divided among the shareholders. Preferred shares are prioritized for prepayment.

XIX. INTERNAL DISPUTE RESOLUTION

Article 57. Internal Dispute Resolution

1. In the event of disputes or complaints relating to the Company's operations, or to the rights and obligations of shareholders as prescribed in the Law on Enterprises, the Corporate Charter, other provisions of the law, or agreements between:
 - a) Shareholders with the Company;
 - b) Shareholders and the Board of Directors, the Board of supervisors, the General Director, or other executives;

the parties concerned shall first seek to resolve such disputes through negotiation and mediation. Except for disputes involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall take primary responsibility for resolving the dispute and request each party to provide information relating to the dispute within 15 working days from the date on which the dispute arises. In the event that the dispute involves the Board of Directors or the Chairman

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- of the Board of Directors, either party may request the appointment of an independent expert to mediate the dispute resolution process.
2. If no mediation decision is reached within 06 weeks from the commencement of the mediation process, or if the mediator's decision is not accepted by the parties, either party may submit the dispute to Arbitration or the Court.
 3. The parties shall bear their own costs relating to negotiation and mediation procedures. Payment of court costs shall be made in accordance with the Court's judgment.

XX. SUPPLEMENTS AND AMENDMENTS TO THE CHARTER

Article 58. Corporate Charter

1. The amendment and supplementation of this Charter must be considered and decided by the Shareholders' General Meeting.
2. In case there are provisions related to the Company's operation that are not 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 operations.

XXI. EFFECTIVE DATE

Article 59. Effective Date

1. This Charter consists of 21 sections and 59 articles, and was unanimously adopted by the Shareholders' General Meeting of Ton Dong A corporation on May 29, 2026 at its headquarters, which also approved the full validity of this Charter.
2. This Charter shall be made in 04 copies of equal validity and shall be kept at the Company's headquarters.
3. This Charter is the sole and official Charter of the Company.
4. Copies or extracts of the Corporate Charter shall be valid when bearing the signature of the Chairman of the Board of Directors, the Corporate Legal Representative, or the authorized representative by the corporate legal representative, or when it is certified as true copies by a competent authority/organization.

LEGAL REPRESENTATIVE OF TON DONG A CORPORATION

GENERAL DIRECTOR



DOAN VINH PHUOC

CHAIRMAN OF THE BOARD OF DIRECTORS



NGUYEN THANH TRUNG