Ký số bởi: TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG NGHIỆP BECAMEX - CTCP
Email: info@becamex.com.vn
Ngày ký: 04/06/2026 07:09:34+07:00
Xác thực bởi: VNPT-CA SHA2

TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG NGHIỆP BECAMEX-CTCP
BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
THE SOCIALIST REPUBLIC OF VIETNAM
Độc lập – Tự do – Hạnh phúc
Independence - Freedom - Happiness

TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG NGHIỆP BECAMEX - CTCP
Digitally signed by TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG NGHIỆP BECAMEX - CTCP
DN: C=VN, S=HỒ CHÍ MINH, L=BÌNH DƯƠNG, CN=TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG NGHIỆP BECAMEX - CTCP, OID.0.9.2342.19200300.100.1.1=MST:3700145020
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CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE

Kính gửi: - Ủy ban Chứng khoán Nhà nước
- Sở giao dịch chứng khoán TPHCM
- *The State Securities Commission*
- *Hochiminh Stock Exchange*

Tập đoàn Đầu tư và Phát triển Công nghiệp Becamex - CTCP (Becamex Group)

Becamex Investment and Industrial Development Group.

Trụ sở chính/ *Head Office Address*: Tầng 10 mPlaza Sài Gòn, số 39 Lê Duẩn, P. Sài Gòn, TP. Hồ Chí Minh/ *10th Floor, mPlaza Sai Gon, No. 39 Le Duan, Sai Gon Ward, Ho Chi Minh City.*

Mã Chứng khoán/*Stock Code:* BCM

Điện thoại/ *Tel*: 0274 3822 655

Nội dung thông tin công bố/ *Contents of disclosure*:

Tập đoàn Đầu tư và Phát triển Công nghiệp Becamex - CTCP xin công bố thông tin tài liệu ĐHĐCĐ thường niên năm 2026.

Becamex Investment and Industrial Development Group hereby discloses information regarding The Document Annual General Meeting Of Shareholders of 2026.

Thông tin này đã được công bố trên trang thông tin điện tử của Tập đoàn vào ngày 04/6/2026 tại đường dẫn: ***http://www.becamex.com.vn*** mục Cổ đông – Tin tức /Quan hệ cổ đông.

*This information was published on the company's website on 04/6/2026 as in the link: **http://www.becamex.com.vn** for Shareholders – News/ Shareholder relations.*

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Đính kèm/ *Attached documents*:
- Tài liệu ĐHCĐ 2026/
The Document of GM.

TP. Hồ Chí Minh, ngày 04 tháng 6 năm 2026
Ho Chi Minh City June,04 th 2025)

Người được ủy quyền công bố thông tin
Phó Tổng giám đốc
Authorized Person To Disclose Information
Deputy General Director

Nguyễn Thế Duy

Ký số bởi: TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG NGHIỆP BECAMEX - CTCP
Email: info@becamex.com.vn
Ngày ký: 21/05/2026 22:47:07+07:00
Xác thực bởi: VNPT-CA SHA2

BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

MEETING INVITATION NOTICE

Re: Attending the 2026 Annual General Meeting of Shareholders

To: Shareholders of Investment and Industrial Development Joint Stock Corporation

The Board of Directors of Becamex Investment and Industrial Development Group respectfully invites our esteemed shareholders to attend the 2026 Annual General Meeting of Shareholders of The Group, with the following details:

1. Time of the meeting**: 8:30 AM, Thursday, June 25th, 2026.**
2. Venue: Becamex Hotel – B2, Hung Vuong Street, Binh Duong Ward, Ho Chi Minh City.
3. List of attending shareholders: According to the finalized list on May 25th, 2026**.**
4. Contents to be discussed and approved at the meeting:
   + Reports of the Board of Directors, the Board of Supervisors, and the Board of Management.
   + Proposals:
     - The audited financial statements for 2025; the report of the Board of Directors and each independent member of the Board of Directors; the report of the Board of Supervisors.
     - Report of the General Director on the business performance in 2025 and the business plan for 2026.
     - The profit distribution in 2025; the profit distribution plan for 2026.
     - Regarding dividend payment for 2025.
     - Report on the results of the private placement of bonds in 2025.
     - Payment of remuneration to Board members in 2025 and the plan for remuneration of Board members, Supervisory Board, and secretary in 2026.
     - Amendment and update of business sector codes.
     - Amendment of the charter, internal governance regulations, operating regulations of the Board of Directors, and operating regulations of the Supervisory Board.
     - Approval of the list of independent auditing firms for 2026.
   + And other contents under the authority of the General Meeting of Shareholders (if any).
5. **Meeting documents: The contents of the documents are published on the Group's website: www.becamex.com.vn, under Shareholders – News/ Shareholder relations, from June 04th, 2026.**
6. **Note:**
   - Shareholders may submit comments or questions to the Organizing Committee by sending an email to: quanhecodong@becamex.com.vn prior to the date of the Meeting.
   - Shareholders or authorized representatives attending the Meeting are kindly requested to bring the meeting invitation, their Citizen Identification/Passport for registration. The proxy form is printed on the back of the invitation meeting.
7. **Confirmation of attendance at the Congress :**
   To facilitate the organization, shareholders or authorized representatives are kindly requested to confirm their attendance at the General Meeting before **4:00 PM on June 23th, 2026**, by scanning the QR code below:

For further details, please contact: 0274 3822 655 Email: quanhecodong@becamex.com.vn

Sincerely.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG NGHIỆP BECAMEX GROUP

NGUYEN VAN HUNG

BM-TC-10-26050016

Ký số bởi: TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG NGHIỆP BECAMEX - CTCP
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BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

THE SOCIALIST REPUBLIC OF VIETNAM
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POWER OF ATTORNEY
FOR ATTENDING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

Today, ……, 2026 at .....

We include:

1. Authorizing Party:

Shareholder name: .....

Permanent address/ Head office: .....

Phone: ……Fax: .....

Citizen ID/Business registration certificate/Passport number: .....

Date of issue: .....

Place of issue .....

Number of shares owned: .....

Representative (for organizations): ……Position: .....

2. Authorized Party:

Shareholder name: .....

Permanent address/ Head office: .....

Phone: ……Fax: .....

Citizen ID/Business registration certificate/Passport number: .....

Date of issue: .....

Place of issue .....

Representative (for organizations): .....

Representative (for organizations): ……Position: .....

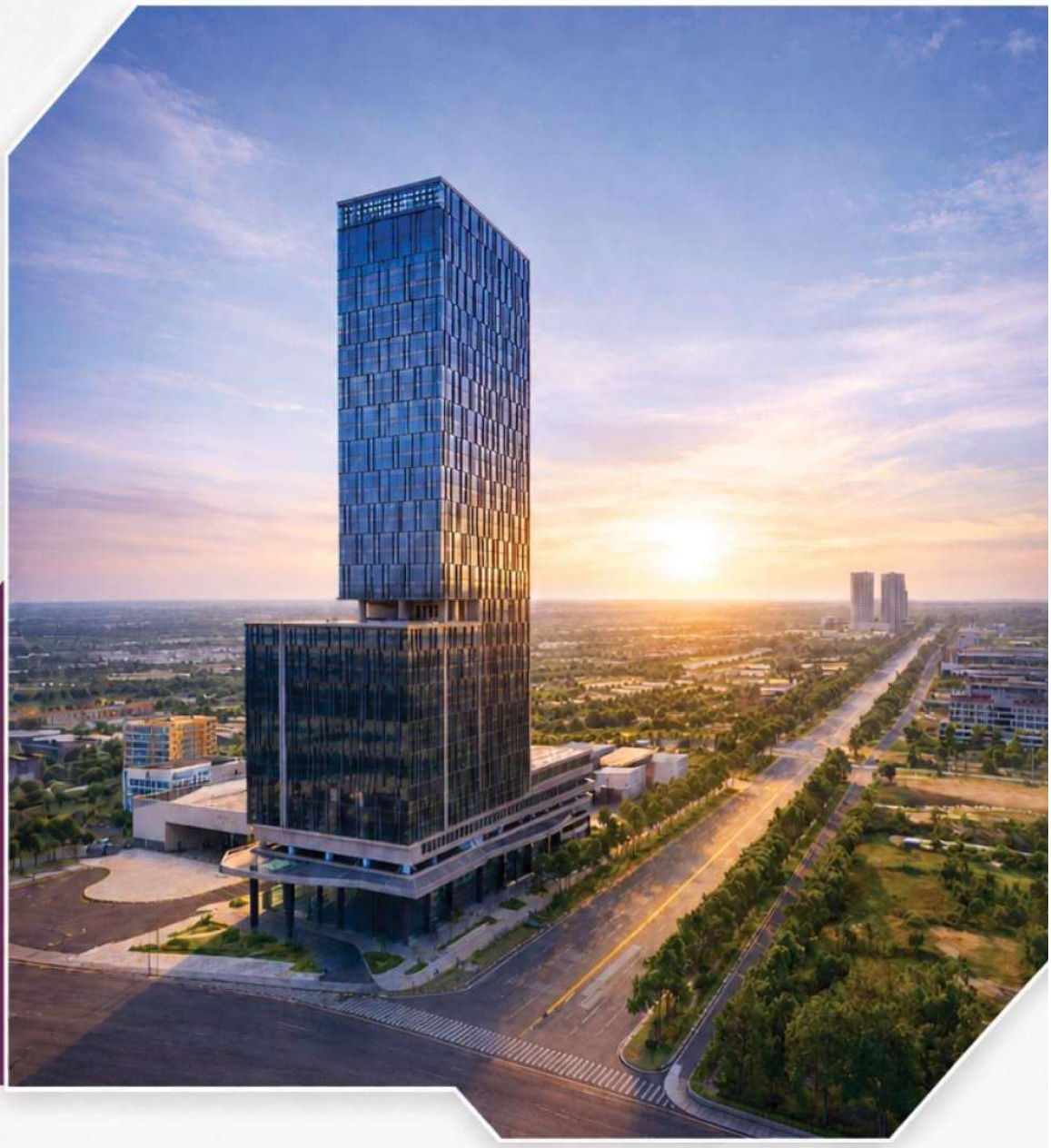
Content of authorization:

The authorized party shall, on behalf of the principal, attend, discuss, vote, and exercise other rights and obligations of a shareholder as prescribed at the 2026 Annual General Meeting of Shareholders of Becamex Investment and Industrial Development Group. This Power of Attorney shall be effective from the date of signing until the conclusion of the Meeting.

Authorizing party	**Authorized party**
(signature, full name, seal (if any))	*(signature, full name, seal (if any))*

Ký số bởi: TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG NGHIỆP BECAMEX - CTCP
Email: info@becamex.com.vn
Ngày ký: 04/06/2026 07:08:57+07:00
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BECAMEX GROUP



DOCUMENT

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Becamex Investment And Industrial Development Group

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PAGE 44 **PROPOSAL TO THE GMS**

ANNUAL GENERAL MEETING OF SHAREHOLDERS PROGRAM
YEAR 2026

Time: 08:30 AM, Thursday, June 25, 2026.
Location: Becamex Hotel – Binh Duong Ward, Ho Chi Minh City.

TIME	CONTENT	*Person in charge*
08:30 AM	**I. Opening procedures of the General Meeting of Shareholders**	
	Welcoming and shareholder registration	***Organizing Committee***
	Opening of the Meeting	
	- Statement of purpose – Introduction of attendees	***MC***
	- Report on shareholder eligibility verification	***BOS***
	Introduction and voting for approval	
	- Agenda of the 2026 Annual GMS	***MC***
	- Composition of the Presidium, Secretariat, and Vote Counting Committee	***MC***
	- Working regulations of the GMS	***MC***
09:20 AM	**II. Report on activities of the Board of Directors, General Director and Board of Supervisor at the Meeting**	
	1. Board of Directors' report on operating results for 2025; business orientation and plan for the period 2026-2030 and report of each independent member of the Board of Directors.	***BOD***
	2. Report of the Board of Supervisor	***BOS***
	3. Report on the activities of the General Director	***General Director***
	4. Report on proposal contents: • Audited Financial Statements for 2025; Board of Directors' report on operating results for 2025; business orientation and plan for the period 2026-2030 and Report of each independent Board member; Report of the Board of Supervisor. • Report of the General Director on business results in 2025 and business plan for 2026. • Profit distribution 2025 and profit distribution plan for 2026. • Dividend payment plan for 2025.	***BOD***

	• Report on the results of private bond issuance in 2025. • Remuneration payment for BOD members in 2025 and payment plan for BOD, Board of Supervisor, and Secretary in 2026. • Amendment and update of business lines. • Amendment of the Charter, internal management regulations, operating regulations of the Board of Directors, and operating regulations of the Board of Supervisor. • Approval of the list of independent audit firms for 2026. • And other matters under the authority of the General Meeting of Shareholders (if any).	
10:30 AM	**III. The Meeting discusses and votes on the proposal contents**	
11:25 AM	**IV. Procedures for concluding the Meeting**	
	- Approval of the Resolution of the 2026 Annual General Meeting of Shareholders	***Secretary***
	- **Closing of the Meeting**	***BOD***

Ho Chi Minh City, June 25, 2026

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Nguyen Van Hung

WORKING REGULATIONS

DRAFT

REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

CHAPTER I

GENERAL PROVISIONS

Article 1. Scope of application

Regulations on organizing the General Meeting of Shareholders used for organizing the General Meeting of Shareholders (GMS) of Becamex Investment and Industrial Development Group.

Article 2. These regulations specifically stipulate the rights and obligations of the parties participating in the Meeting, conditions, and forms of conducting the Meeting.

Article 3. Shareholders and participating parties are responsible for implementing the regulations in this Regulation.

CHAPTER II

RIGHTS AND OBLIGATIONS OF PARTIES PARTICIPATING IN THE MEETING

Article 4. Rights and obligations of shareholders attending the GMS

1. Conditions for attending the Meeting

All shareholders owning shares of the Group or those who are legally authorized to attend on the record date of **May 25, 2026**.

2. Rights and obligations of shareholders when attending the Meeting:

a. Shareholders or authorized persons attending the Meeting (hereinafter referred to as Shareholders) need to bring the following documents:

- Meeting invitation notice.
- Citizen identification card or passport.
- Power of attorney (in case of being authorized to attend the Meeting).

After presenting the above documents to the Shareholder Eligibility Verification Committee, shareholders attending the Meeting will receive a ballot (stating their full name, shareholder code and number of shares with voting rights), and meeting materials.

b. Shareholders are authorized in writing for the authorized person to attend and vote at the GMS on their behalf. The person authorized to attend the Meeting may not re-authorize another person to attend the Meeting.

c. Shareholders attending the Meeting, after listening to the reports on the contents to be approved, will discuss and approve them by voting.

d. Shareholders attending the Meeting who have discussion opinions can ask questions at the Secretariat Desk 15 minutes before the Meeting proceeds with the discussion, the Chairman of the Meeting will prioritize shareholders attending the Meeting to speak in the order of

registration. Opinions arising later during the Meeting will be recorded by the Chairman of the Meeting. If there is enough time, they will be answered at the Meeting; if there is not enough time, they will be answered in writing and sent with the Meeting result report to the shareholder's registered address. Shareholders attending the Meeting should speak briefly and focus on the key content to be discussed, in accordance with the agenda of the Meeting that has been approved. The Chairman will arrange for shareholders to speak in the order of registration and answer shareholders' questions. The Chairman of the Meeting has the right to remind shareholders to focus on the key content to be presented or immediately stop the speech if the content of the speech does not follow the agenda of the Meeting in order to save time and ensure the quality of the discussion.

e. Shareholders arriving late to the General Meeting of Shareholders have the right to register immediately and subsequently have the right to participate in voting at the Meeting. The Chairman is not responsible for adjourning the Meeting to allow late-arriving shareholders to register, and the validity of votes taken before the late-arriving shareholders attend the Meeting will not be affected.

Article 5. Rights and Obligations of the Chairman

1. Conduct the Meeting in accordance with the agenda and the regulations approved by the Meeting. The Chairman operates on the principle of democratic centralism and decides by majority vote.

2. Guide the Meeting in discussing and voting on issues within the agenda of the Meeting and related issues throughout the Meeting.

3. The Chairman has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved program, and reflecting the wishes of the majority of attendees.

4. The Chairman has the right to postpone the General Meeting of Shareholders that has a sufficient number of registered attendees as required to another time or change the meeting location in the following cases:

- The meeting location does not have enough convenient seating for all attendees.
- An attendee engages in obstructive behavior, disrupts order, or poses a risk of preventing the meeting from being conducted fairly and legally.

5. Resolve other issues that arise during the Meeting.

Article 6. Rights and Obligations of the Secretariat of the Meeting

1. Fully and truthfully record all content of the Meeting proceedings and issues approved or noted by the shareholders at the Meeting.

2. Use audio recording devices to complete the Minutes fully and truthfully according to the proceedings of the General Meeting of Shareholders.

3. Prepare the Minutes of the General Meeting of Shareholders and Resolutions on issues approved at the Meeting.

4. All content at the shareholders' meeting must be recorded by the Meeting Secretary in the Minutes of the General Meeting of Shareholders. The minutes will be completed truthfully and fully according to the Meeting's proceedings, serving as the basis for the Secretary to compile

a report on the Meeting's results to be communicated to each shareholder as stipulated in the Group's Charter.

6. The Secretary will approve the minutes or Resolution of the General Meeting of Shareholders before the meeting adjourns.

Article 7. Rights and Obligations of the Vote Counting Committee

1. The Chairman introduces the Vote Counting Committee and organizes the collection of opinions for approval at the Meeting.

2. The Vote Counting Committee has the following responsibilities:

- Supervise the voting of shareholders or their representatives attending the Meeting.

- Summarize the number of voting shares for each item and announce the results to the Chairman and the Secretariat of the Meeting.

CHAPTER III

CONDUCTING THE MEETING

Article 8. Conditions for Conducting the Meeting

The General Meeting of Shareholders can proceed when the number of shareholders attending represents over 50% of the total voting rights.

Article 9. Order of the Meeting

a. Shareholders attending the Meeting must sit in the correct positions or areas designated by the Meeting organizers upon entering the hall.

b. Shareholders are responsible for attending the General Meeting of Shareholders from the beginning to the end of the meeting.

Article 10. Method of voting on issues at the General Meeting

1. Principle

All contents in the General Meeting's program must be approved by taking public voting opinions of all shareholders attending the General Meeting. Each shareholder is given a voting card/ballot, which states the shareholder's full name, shareholder code, number of voting shares (owned) of the shareholder and has the seal of the Group.

2. Voting method

Shareholders vote (agree, disagree, no opinion) on an issue by voting directly at the General Meeting.

When voting to approve an issue raised, shareholders who agree to approve it raise their voting cards/ballots. Members of the Vote Counting Committee will mark the shareholder code and the corresponding number of votes of each approving shareholder.

Similarly, according to the instructions of the Chairperson, shareholders who disagree or have no opinion will raise their voting cards in turn.

Article 11. Approval of resolutions of the GMS

1. Decisions of the General Meeting of Shareholders on the following issues will be approved when there are **50%** or more of the total votes of shareholders with voting rights present directly or through authorized representatives present at the General Meeting of

Shareholders meeting:

a. Approving the annual financial statements;

b. Short-term and long-term development plan of the Group;

c. Dismissal, removal and replacement of members of the Board of Directors, the Board of Supervisors and reporting on the Board of Directors' appointment of the General Director.

2. Decisions of the General Meeting of Shareholders related to amendments and supplements to the Charter, types of shares and the number of shares offered for sale, the reorganization or dissolution of the enterprise, transactions of buying and selling assets of the Group or its branches with a value of 35% or more of the total asset value of the Group calculated according to the most recent audited financial statements are approved when there are **65%** or more of the total number of votes of shareholders with voting rights present directly or through authorized representatives present at the General Meeting of Shareholders meeting.

CHAPTER IV
END OF MEETING

Article 12. Minutes and Resolutions of the GMS Meeting

1. Minutes and Resolutions of the GMS meeting must be completed before the meeting adjourns.

3. Minutes and Resolutions of the GMS are disclosed on the Group's website within 24 hours from the date of closing the GMS meeting and stored at the Group's headquarters.

Article 13. Effect of implementation

This regulation consists of 04 Chapters, 13 Articles, is published before the GMS is conducted and takes effect immediately after being approved by the GMS vote.

ON BEHALF OF THE
GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN

NGUYEN VAN HUNG

REPORT OF
THE BOARD OF DIRECTORS

BECAMEX

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, June 25, 2026

BOARD OF DIRECTORS' REPORT ON OPERATING RESULTS FOR 2025; BUSINESS ORIENTATION AND PLAN FORTHE PERIOD 2026-2030

I. REGARDING OPERATIONAL RESULTS FOR 2025:

The year 2025 was a volatile year for the global economy, compounded by internal obstacles as Vietnam is a developing country in the process of transition and integration. While the economic scale remains modest and the economy's openness is high, with limited competitiveness and resilience against external shocks, Vietnam still achieved encouraging results with GDP growth of 8.02% and a CPI increase of 3.31%. Thanks to the close direction of the Government, ministries, sectors, and local authorities, production, business operations, and the lives of citizens were partially stabilized.

Furthermore, in recent years, the Binh Duong area (now part of Ho Chi Minh City) has maintained a high rate of economic development, leveraging the advantage of its location as the northern gateway of the city, synchronized industrial-logistics infrastructure, and consistent preferential policies, creating a friendly and transparent investment environment. Following the merger, the new Ho Chi Minh City (including Binh Duong and Ba Ria – Vung Tau) has become a leading industrial-service growth pole in the country, consistently ranking among the top localities for FDI attraction for many consecutive years and continuing to be a destination for multinational corporations.

1. Summary of Board of Directors meetings

In 2025, the Group's Board of Directors consistently worked with a high sense of responsibility, specifically holding **83** Board meetings (details provided in the attached Appendix I) to issue strategic decisions and provide decisive direction to the Board of General Directors, ensuring the Group's production and business operations, including the following key areas:

- Organizing numerous marketing activities to meet with potential partners and investors to maintain connections with overseas partners and capture new investment trends;
- Regarding industrial park development, the Group initiated new-generation smart, ecological industrial parks such as Cay Truong IP and Bau Bang IP (Phase 2 expansion), integrating smart monitoring systems, IoT, automated operations, and renewable energy solutions, in line with the Becamex smart industrial-urban park orientation;
- Regarding project investment: Approved the construction investment project for technical infrastructure systems under the Residential Area project in Lai Uyen, Bau Bang Commune, Ho Chi Minh City; approved the investment project for two large-scale social housing areas, namely Dinh Hoa Area 5 and Viet Sing Area 6, with a total of over 4,000 apartments, contributing to expanding housing stock for workers in the Ho Chi Minh City area:
- Regarding capital contribution and charter capital increase for subsidiaries: In 2025, the Group contributed additional capital to Becamex – VSIP Power Investment and Development Joint Stock Company (BV Power), Becamex Binh Phuoc Infrastructure Development Joint Stock Company,

Becamex Binh Dinh Joint Stock Company, Vietnam-Singapore Industrial Park J.V. Co.,Ltd, and Infrastructure Development Joint Stock Company (Becamex IJC).

- Regarding capital mobilization: Approved the policy for borrowing capital from the Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV) – Binh Duong Branch, Viet Nam Joint Stock Commercial Bank For Industry And Trade (VietinBank) – Dong Nai Branch, Viet Nam International Commercial Joint Stock Bank (VIB), and Vietnam Technological And Commercial Joint Stock Bank (TCB).
- Regarding management structure: To adapt to the new situation, the Board of Directors approved policies to reorganize professional departments; implemented periodic training and development activities to enhance expertise, professional skills, and qualifications for staff and employees. Continued to consolidate and apply the KPI scheme in 2025 to evaluate the performance of the Group's employees.
- The Group's environmental policy clearly demonstrates the commitment to preventing pollution that causes environmental damage and continuously improving the quality, environmental, and information security management systems to strive for perfection and sustainable development.

2. **Regarding production and business operational results at the Group:**

The Group leveraged the overall growth of the domestic economy and local strengths to ensure and accelerate its business operations. Accordingly, the 2025 business results are detailed as follows:

No.	Combined indicators	Unit	Plan 2025	2025 Actual	2025 Actual/ Plan 2025
1	Total revenue	Billion VND	7.786	7.495	96%
2	Total expenses	Billion VND	5.751	5.127	89%
3	Profit before tax	Billion VND	2.035	2.368	116%
4	Profit after tax	Billion VND	1.845	2.083	113%

No.	Consolidated indicators	Unit	Plan 2025	2025 Actual	2025 Actual/ Plan 2025

1	Total revenue	Billion VND	9.500	9.819	103%
2	Total expenses	Billion VND	6.800	6.076	89%
3	Profit before tax	Billion VND	2.700	3.743	139%
4	Profit after tax	Billion VND	2.470	3.525	143%

3. Report on transactions between the Group and related persons in 2025:

The Board of Directors issued Resolution No. 57/NQ-HĐQT dated December 31, 2024, regarding the signing of contracts/transactions with related persons in 2025 with a value not exceeding 10% of total assets and assigned the General Director to implement them. In 2025, the Group had recurring transactions with companies within the same Group regarding construction, supply of materials, telecommunications services, real estate transfers, health check-ups, technical infrastructure services, etc. Details of these transactions are disclosed periodically in Appendix IV of the 2025 Corporate Governance Report released on January 30, 2026, and updated according to audited figures in Section IV – Corporate Governance of the 2025 Annual Report, which has been disclosed at the link: http://www.becamex.com.vn under the 'Shareholders - News' -> 'Shareholder Relations' -> 'Information Disclosure' section.

4. Regarding the implementation of tasks authorized by the General Meeting of Shareholders:

Implementing the Resolution of the Annual General Meeting of Shareholders No. 01/2025/NQ-ĐHĐCĐ dated May 15, 2025, regarding the authorization to select an independent audit firm, the Board of Directors issued Resolution No. 54/NQ-HĐQT dated July 28, 2025, agreeing to select A&C Auditing and Consulting Co., Ltd. as the independent auditor to review the semi-annual financial statements and audit the 2026 annual financial statements of the Group.

5. Evaluation of the performance of Board of Directors members:

The Group's Board of Directors for the 2023-2028 term consists of 7 members: the Chairman, 3 Vice Chairmen, 1 member, and 2 independent members. The Chairman of the Board of Directors signs and issues Resolutions and Decisions of the Board of Directors on behalf of the Board, directly directs the construction of business plans, organizes the Group's management structure, and assigns tasks to Board members. The Vice Chairmen and executive/non-executive Board members supervise areas such as marketing, financial investment, business operations, capital contribution status at subsidiaries, and the Group's legal affairs.

In addition to fulfilling the general responsibilities of the Board of Directors, individual Board members successfully completed their assigned tasks. The Standing Board of Directors participated in weekly meetings with the Board of General Directors to provide timely guidance for production and business operations.

6. Evaluation by the Board of Directors regarding the performance of the Board of General Directors

The Board of Directors highly appreciates the flexible, decisive, and timely management of the Board of General Directors in achieving impressive business results. The Board of General Directors successfully completed the tasks, Resolutions of the Board of Directors, and production and business plans set forth by the General Meeting of Shareholders.

The Board of General Directors accelerated the completion of legal procedures for projects and implemented the digitalization of work segments and processes at the Group and its subsidiaries; notably, it continued to apply the Key Performance Indicator (KPI) program with the expectation of increasing productivity and operational efficiency.

The Group focuses on strengthening human resource training, emphasizing the planning and development of successor teams; continues to improve the efficiency and quality of project management and operation; and constantly enhances the quality of products, services, and customer care, thereby raising the prestige and brand of Becamex.

7. Remuneration and salaries of the Board of Directors:

The total salaries, bonuses, and remuneration received by the Board of Directors in 2025 amounted to 11.096.382.093 VND. Of this, the salaries and bonuses for executive members were 10.566.382.093 VND. The remuneration for non-executive members was 530.000.000 VND. Details of the salaries, bonuses, and remuneration for each member are disclosed in detail in Section 2a, Part 8 of the notes to the 2025 audited financial statements at the link: http://www.becamex.com.vn under the 'Shareholders - News - For Shareholders - Information Disclosure' section.

II. Plans and orientation of the Board of Directors:

The Group's 5-year development strategy:

After evaluating challenges and opportunities, for the 2026-2030 period, Becamex Group expects this to be a breakthrough development phase with plans specifically defined in the following areas:

In the field of industrial park (IP) development, the Group will develop IP projects based on the new-generation smart ecological IP model, focusing on sustainable criteria regarding renewable energy, water circulation, and emission reduction, starting with Bau Bang IP expansion (Phase 2 - scale of 380ha), Cay Truong IP (scale of 700ha), and gradually converting traditional IPs towards automation and sustainability. Furthermore, the Group will collaborate with VSIP to invest in new-generation IPs in other provinces, expected to include Ho Chi Minh City, Khanh Hoa, Tay Ninh, Lam Dong, and Dong Nai, creating room for growth in the coming years. Notably, the Group is researching investments in Digital Technology Zones and Science and Technology IPs in Ho Chi Minh City in the coming years.

In the field of transport infrastructure, the Group will focus investment resources on completing 4 key transport projects in the Ho Chi Minh City area, namely the National Highway 13 expansion project, the Ho Chi Minh City - Thu Dau Mot - Chon Thanh Expressway, Ring Road 4 (the section passing through the former Binh Duong), and the My Phuoc - Tan Van road upgrade project, with a total investment of approximately 65.000 billion VND, of which the enterprise's investment capital is nearly 35.000 billion VND. In addition, the Group is also researching the 153km-long high-speed railway project for cargo and passenger transport connecting Chon Thanh – Bau Bang – An Binh – Cai Mep.

In the field of urban development, over the next 5 years, the Group aims to complete projects in the north of Ho Chi Minh City and develop urban projects linked to Industrial Park (IP) projects in various provinces and cities. In the Social Housing segment, the Group expects to invest in and put into use more than 10.000 social housing units in Ho Chi Minh City. The development of social housing demonstrates the Group's responsibility to the community and its commitment to sustainable development.

To concretize the sustainable development strategy, the Group and its member entities are researching investments in **solar farm projects** with the goal of creating clean and renewable energy sources to supply customers in the Group's IPs and urban projects.

Business Plan for 2026

In 2026, the Group's business operations are expected to continue to be affected by fluctuations in the economic and market environment, which may impact investment attraction, capital mobilization plans, and the progress of project implementation. Based on the industrial – urban – service ecosystem developed over many years, the Group aims to focus investment resources on the fields of commerce, services, smart manufacturing, and innovation. At the same time, the Group is participating in the development of the North Ho Chi Minh City Science and Technology Urban Area, aiming to form a center for research, development, and application of high technology, contributing to creating new growth drivers and promoting the region's innovation ecosystem. Some investment projects expected to be continued and accelerated in 2026 are as follows:

- Cay Truong Industrial Park
- Bau Bang Industrial Park expansion phase 2
- Viet Sing and Dinh Hoa Social Housing Project
- National Highway 13 Upgrade and Expansion Project
- My Phuoc - Tan Van road upgrade project via PPP model
- Ho Chi Minh City - Thu Dau Mot - Chon Thanh Expressway Project
- Ring Road 4 Ho Chi Minh City project, section from Thu Bien Bridge to Saigon River
- Binh Duong Concentrated Digital Technology Park (15,4ha)
- Ho Chi Minh City Concentrated Digital Technology Park (100ha)

Based on the assessment of the 2025 financial plan implementation, the Group has developed the 2026 business plan for the Parent Company with the following key indicators:

2026 Business Plan of the Parent Company:

a. Parent Company business plan with key indicators:

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (%) (Plan/ Actual)
1	Total revenue	7.495	8.250	*110*
2	Total expenses	5.127	5.600	*109*

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (%) (Plan/ Actual)
3	Profit before tax	2.368	2.650	*112*
4	Profit after tax	2.083	2.290	*110*

b. Consolidated business plan with key indicators:

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (%) (Plan/ Actual)
1	Total revenue	9.819	10.230	*104*
2	Total expenses	6.076	6.100	*100*
3	Profit before tax	3.743	4.130	*110*
4	Profit after tax	3.525	3.883	*110*

Solutions for implementing the 2026 plan:

Continuing to promote the proactive and creative spirit of previous years, entering 2026, the Group will actively research and learn from advanced development models worldwide to find suitable solutions to adapt to the new context, while continuing to consolidate and enhance Becamex's competitive advantage in attracting investment. The Board of Directors focuses on several key orientations as follows:

Based on the development orientation of Ho Chi Minh City towards industry associated with science, technology, and innovation, the Group continues to research and perfect the industrial – science and technology – urban model in areas such as Cay Truong and Bau Bang. At the same time, the Group is participating in the development of the North Ho Chi Minh City Science and Technology Urban Area, aiming to form a center for research, development, and application of high technology, connecting research, training, and industrial production activities, thereby attracting high-tech corporations and high-quality human resources, contributing to promoting the region's innovation ecosystem.

Becamex Group is building a comprehensive digital transformation strategy. To develop the digital economy, digital transformation is identified as an important intermediate step to gradually transform the business model based on digital technology platforms. In the short term, digital transformation will help optimize existing business models, improve labor productivity, and reduce labor intensity. In the long term, business models in the digital space will gradually form and develop, contributing to promoting the digital economy. With the competitive advantage in industrial development already affirmed, the Group's goal is to promote technology development and Industry 4.0.

Human resources are always the core factor determining the success of any strategy. The Group continues to cooperate with domestic and foreign partners to build an education and training system according to international standards, strengthen training in digital skills, management skills, and occupational safety, while implementing competitive recruitment and remuneration policies to attract

and retain a team of experts and management personnel to meet the development requirements in the new phase.

The above is the report of the Board of Directors on the production and business results in 2025 and the business plan for 2026.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Nguyen Van Hung

APPENDIX I. LIST OF RESOLUTIONS IN 2025

No.	Resolution No.	Date	Content
1	01/NQ-HĐQT	02/01/2025	Regarding the merger of the Capital Management and Development Board of Becamex into the Financial Management Department
2	02/NQ-HĐQT	20/01/2025	Regarding the increase in Becamex IDC Corporation's ownership ratio in Becamex - VSIP Power Investment And Development Joint Stock Company from 36% to 49%
3	03/NQ-HĐQT	21/01/2025	Approval of the construction investment project: Welcome Park under the New Urban Area project
4	04/NQ-HĐQT	23/01/2025	Appointment of an authorized representative of the Corporation at Ho Chi Minh City- Thu Dau Mot - Chon Thanh Expressway Joint Stock Company
5	05/NQ-HĐQT	24/01/2025	Approval of the policy to adjust the implementation progress and total investment capital of the social housing construction investment project – Viet Sing Area 6
6	06/NQ-HĐQT	03/02/2025	Regarding the approval of the discount fee rate for Becamex Corporation’s stock distribution
7	07/NQ-HĐQT	05/02/2025	Approval of the auction starting price determination plan
8	08//NQ-HĐQT	05/02/2025	Approval of the auction starting price for the additional offering of 300.000.000 BCM shares
9	09/NQ-HĐQT	10/02/2025	Extension of the 2022 dividend payment for Becamex IJC Company
10	10/NQ-HĐQT	19/02/2025	Approval of the public auction regulations for the additional offering of 300.000.000 BCM shares
11	11/NQ-HĐQT	06/03/2025	Establishment of the public stock auction council
12	12/NQ-HĐQT	18/03/2025	Approval of the construction investment project: Technical infrastructure system under the 5A Hamlet 5 residential area project
13	13/NQ-HĐQT	18/03/2025	Approval of the construction investment project: Technical infrastructure system under the project: Residential Area 5B, Hamlet 5, Lai Uyen, Bau Bang

No.	Resolution No.	Date	Content
14	14/NQ-HĐQT	18/03/2025	Approval of the construction investment project: Technical infrastructure system under the project: Residential Area 5D, Hamlet 5, Lai Uyen, Bau Bang
15	15/NQ-HĐQT	19/03/2025	Approval of the construction investment project: Technical infrastructure system under the project: Residential Area 5C, Hamlet 5, Lai Uyen, Bau Bang
16	16/NQ-HĐQT	20/03/2025	Approval of the construction investment project: Technical infrastructure system under the project: Residential Area 5E, Hamlet 5, Lai Uyen, Bau Bang
17	17/NQ-HĐQT	20/03/2025	Approval of the construction investment project: Technical infrastructure system under the project: Lai Hung Residential Area, Lai Uyen, Bau Bang
18	18/NQ-HĐQT	20/03/2025	Regarding the proposal for the People's Committee of Binh Duong Province to appoint a State capital representative at Becamex IDC Corporation for the second term, 2023–2028
19	19/NQ-HĐQT	24/03/2025	Extension of the time to hold the 2025 Annual General Meeting of Shareholders
20	20/NQ-HĐQT	24/03/2025	Finalization of the shareholder list for organizing the 2025 Annual General Meeting of Shareholders
21	21/NQ-HĐQT	26/03/2025	Regarding the extension of the dividend payment period for 2023 for the Urban Development Joint Stock Company
22	22/NQ-HĐQT	26/03/2025	Regarding the extension of the dividend payment period for 2020 for Binh Duong Rubber Joint Stock Company
23	23/NQ-HĐQT	28/03/2025	Regarding the capital contribution to establish Ho Chi Minh City – Thu Dau Mot – Chon Thanh Expressway Joint Stock Company
24	24/NQ-HĐQT	09/04/2025	Approval of the temporary suspension of the additional public share offering to increase the Corporation's charter capital
25	25/NQ-HĐQT	14/04/2025	Regarding the dissolution of the Legal Department under Becamex Investment and Industrial Development Group
26	26/NQ-HĐQT	17/04/2025	Appointment of a representative and management of Becamex IDC Corporation's capital contribution at VNTT Company
27	27/NQ-HĐQT	17/04/2025	Approval of the proposal submitted to the Binh Duong Industrial Zones Management Board to adjust the Investment

No.	Resolution No.	Date	Content
			Registration Certificate for the construction and infrastructure business project of Bau Bang Industrial Park expansion
28	28/NQ-HĐQT	17/04/2025	Approval of the proposal submitted to the Binh Duong Industrial Zones Management Board to adjust the Investment Registration Certificate for the construction and infrastructure business project of Cay Truong Industrial Park
29	29/NQ-HĐQT	23/04/2025	Approval of the documents submitted to the 2025 Annual General Meeting of Shareholders
30	30/NQ-HĐQT	28/04/2025	Approval of the proposal submitted to the Binh Duong Industrial Zones Management Board to adjust the Investment Registration Certificate for the construction and infrastructure business project of Cay Truong Industrial Park
31	31/NQ-HĐQT	05/05/2025	Approval of the proposal submitted to the Binh Duong Industrial Zones Management Board to adjust the Investment Registration Certificate for the construction and infrastructure business project of Bau Bang Industrial Park expansion
32	32/NQ-HĐQT	08/05/2025	Guarantee of credit loans for two projects Hiep Vinh 2 Resettlement and Residential Area and Tan Vinh Resettlement and Residential Area for Becamex Binh Dinh Joint Stock Company
33	33/NQ-HĐQT	14/05/2025	Approval of the proposal for the 2025 Annual General Meeting to elect additional Board members for the second term 2023–2028 and to supplement AGM documents
34	34/NQ-HĐQT	15/05/2025	Approval of the election of Board of Directors' positions for the second term, 2023–2028.
35	35/NQ-HĐQT	23/05/2025	Approval of the construction investment project: High-rise apartment building – Area 5 Dinh Hoa under the project: Social housing – Area 5 Dinh Hoa.
36	36/NQ-HĐQT	03/06/2025	Regarding the appointment of an authorized representative at Ho Chi Minh City Ring Road 4 Joint Stock Company.
37	37/NQ-HĐQT	03/06/2025	Finalization of the shareholder list to exercise shareholder voting rights by written ballot, first round in 2025.

No.	Resolution No.	Date	Content
38	38/NQ-HĐQT	03/06/2025	Regarding the merger of the Management Board of High-tech Industrial Park into Becamex Institute of Science and Technology Research & Development (Institute R&D).
39	39/NQ-HĐQT	05/06/2025	Regarding the appointment of a representative to manage Becamex IDC Corporation's capital contribution at BCE Company.
40	40/NQ-HĐQT	17/06/2025	Regarding the implementation of the plan to issue shares as a 2024 dividend payment.
41	41/NQ-HĐQT	18/06/2025	Approval of the construction investment project: Technical infrastructure system under the project: Residential Area 5F, Hamlet 5, Lai Uyen, Bau Bang.
42	42/NQ-HĐQT	24/06/2025	Regarding the dismissal and appointment of the General Director – Legal Representative – Information Disclosure Officer of the Corporation.
43	43/NQ-HĐQT	24/06/2025	Approval of the documents for the first round of shareholder voting by written ballot in 2025.
44	44/NQ-HĐQT	25/06/2025	Approval of the private bond issuance plan for 2025 with a total value of 2.500 billion VND.
45	44-HĐTĐ/NQ-HĐQT	26/06/2025	Changes in personnel of the Appraisal Council, Tendering, and Asset Disposal.
46	45/NQ-HĐQT	28/06/2025	Approval of the construction investment project: Technical infrastructure system under projects.
47	46/NQ-HĐQT	02/07/2025	Matters relating to credit facilities/borrowings at the Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV) – Binh Duong Branch.
48	47/NQ-HĐQT	03/07/2025	Regarding personnel matters of Investment and Industrial Development Joint Stock Corporation (Becamex IDC).
49	47-HĐTĐ/NQ-HĐQT	04/07/2025	Changes in personnel of the Appraisal Council, Tendering, and Asset Disposal.
50	48/NQ-HĐQT	09/07/2025	Regarding the extension of the period for the first round of collecting shareholders' opinions by written ballot in 2025.
51	49/NQ-HĐQT	10/07/2025	Appointment of an authorized representative and management of Becamex IDC's capital contribution in Becamex Binh Dinh Joint Stock Company.

No.	Resolution No.	Date	Content
52	50/NQ-HĐQT	18/07/2025	Approval in principle of the organizational restructuring and streamlining plan.
53	51/NQ-HĐQT	22/07/2025	Approval of the adjusted total construction investment for the project: My Phuoc – Bau Bang "Tao Luc" Road.
54	52/NQ-HĐQT	22/07/2025	Approval of the adjusted total construction investment for the My Phuoc – Tan Van Road project, Binh Duong Province (Km0+000 to Km26+167.53) and the connecting section to DT743A Road.
55	53/NQ-HĐQT	23/07/2025	Approval of the adjusted total construction investment for the project: My Phuoc – Tan Van Road Extension, from DT741 Road to My Phuoc Industrial Park.
56	Resolution No.54/NQ-HĐQT	28/07/2025	Regarding the selection/appointment of the independent audit firm for 2025.
57	55/NQ-HĐQT	01/08/2025	Regarding the dismissal and appointment of the Head of the Internal Audit Department of Investment and Industrial Development Joint Stock Corporation.
58	56/NQ-HĐQT	04/08/2025	Regarding the termination of operations of Becamex IDC's Branch in Ho Chi Minh City (HCMC Branch).
59	57/NQ-HĐQT	14/08/2025	Regarding finalizing the shareholder list (record date) for the second round of collecting shareholders' opinions by written ballot in 2025.
60	58/NQ-HĐQT	18/08/2025	Approval of the construction investment project: Approval of the adjusted total construction investment for the project: My Phuoc – Tan Van Road Extension, from DT741 Road to My Phuoc Industrial Park.
61	59/NQ-HĐQT	18/08/2025	Approval in principle of the organizational restructuring and streamlining plan.
62	60/NQ-HĐQT	26/08/2025	Regarding the increase of charter capital of Becamex – VSIP Investment and Development Joint Stock Company from 100 billion VND to 500 billion VND.
63	61/NQ-HĐQT	28/08/2025	Approval of the plan to establish the Sports Council of Investment and Industrial Development Joint Stock Corporation (Becamex IDC).
64	62/NQ-HĐQT	29/08/2025	Regarding approval of the documents for the second round of collecting shareholders' opinions by written ballot in 2025.

No.	Resolution No.	Date	Content
65	63/NQ-HĐQT	08/09/2025	Regarding capital contribution to establish Ho Chi Minh City Ring Road 4 Joint Stock Company.
66	64/NQ-HĐQT	24/09/2025	Regarding the exercise of rights to purchase newly issued shares of Becamex Infrastructure Development Joint Stock Company (Becamex IJC)
67	65/NQ-HĐQT	24/09/2025	Approval in principle of the plan to reorganize the operations of departments/divisions at the Corporation.
68	66/NQ-HĐQT	02/10/2025	Regarding the adjustment of the purposes of bond issuance in 2025.
69	67NQ-HĐQT	15/10/2025	Approval of changes to the enterprise seal.
70	68/NQ-HĐQT	15/10/2025	Regarding amendments to the enterprise charter on organization and operation.
71	69/NQ-HĐQT	15/10/2025	Approval of the plan for the 2nd private placement of bonds in 2025 with a maximum total issuance value of 2,000 billion VND.
72	70/NQ-HĐQT	16/10/2025	Approval in principle of the establishment of the Legal Department under Becamex Industrial Development and Investment Corporation – JSC.
73	71/NQ-HĐQT	16/10/2025	Approval of borrowings, issuance of guarantees, and mortgage of assets at Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank) – Dong Nai Branch.
74	72-HĐTĐ/NQ-HĐQT	18/10/2025	Changes in personnel of the Appraisal Council, Tendering, and Asset Disposal.
75	72/NQ-HĐQT	30/10/2025	Regarding short-term borrowings and loan security measures at Vietnam International Bank (VIB).
76	73/NQ-HĐQT	01/12/25	Regarding the increase of charter capital contribution for Becamex Infrastructure Development Joint Stock Company – Binh Phuoc.
77	74/NQ-HĐQT	02/12/25	Regarding the increase of charter capital contribution for Becamex Binh Dinh Joint Stock Company.
78	75/NQ-HĐQT	11/12/25	Regarding long-term borrowings and loan security measures at Vietnam Technological and Commercial Joint Stock Bank (Techcombank/TCB).

No.	Resolution No.	Date	Content
79	76/NQ-HĐQT	12/12/25	Appointment of an authorized representative to manage Becamex Group's capital contribution in Becamex Binh Dinh Joint Stock Company.
80	77/NQ-HĐQT	15/12/2025	Regarding the increase of charter capital contribution for Vietnam – Singapore Industrial Park Co., Ltd. (VSIP).
81	78/NQ-HĐQT	24/12/2025	Regarding approval in principle of the establishment of a subsidiary – WTC Becamex One Member Limited Liability Company.
82	79/NQ-HĐQT	31/12/2025	Regarding the payment of remuneration to individuals serving on the Board of Directors and the Board of Supervisors at member companies over the years.
83	80/NQ-HĐQT	31/12/2025	Regarding the appropriation for the Science and Technology Development Fund in 2025

REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS SUBMITTED TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

1. Regarding organizational structure

The Board of Directors (BOD) for the first term (2023-2028) of Becamex Investment and Industrial Development Group (Becamex Group) consists of 7 members, including 2 independent members. All members of the BOD participate fully and actively in the Group's governance activities, ensuring good corporate governance practices.

2. Regarding the results of governance and supervision:

The BOD has performed its role well in implementing the plans, policies, and strategic orientations set by the GMS.

The Chairman of the Board of Directors has assigned tasks and responsibilities to members to perform the duty of inspecting and supervising the Group's activities in accordance with the law and the Charter.

The BOD has fulfilled its role and responsibilities in directing, supporting, and supervising the Board of General Directors in implementing the contents approved by the GMS and the BOD, ensuring compliance with legal regulations while harmonizing the interests of the Group and its shareholders.

The Group has complied with relevant regulations regarding the authority to approve, monitor, and disclose transactions between the Group's insiders, related persons of insiders, and the Group. These transactions have been disclosed in accordance with the law.

3. Regarding compliance with regulations

Members of the Board of Directors proactively update new legal policies related to the Group's operations, especially in the securities sector, to timely amend and supplement the Charter and regulations for submission to the GMS for approval.

4. Conclusion:

The BOD has fully performed its function in supervising the Group's executive operations, providing appropriate orientation, and timely direction to ensure the effective use of resources to achieve the targets assigned by the GMS.

The activities of the BOD in 2025 complied with the Group's Charter, the Group's Governance Regulations, and legal provisions.

All members of the BOD have complied with the regulations on participating in BOD meetings, discussing, and voting independently and objectively on the basis of ensuring the highest interests of the Group's shareholders.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

INDEPENDENT BOARD MEMBER

NGUYEN VAN HIEN PHUC

REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS SUBMITTED TOTHE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

1. REGARDING THE ORGANIZATION OF BOARD OF DIRECTORS MEETINGS

BOD meetings were convened and conducted with a specific schedule. The contents of the meetings were discussed and voted on by BOD members in accordance with the Charter and the BOD's Operating Regulations.

BOD members attended all BOD meetings. Meeting minutes fully record the voting results of each member.

2. OPERATIONAL RESULTS AND FINANCIAL SITUATION OF THE GROUP

The selected auditing firm ensures reliability, honesty, compliance with audit deadlines, compliance with professional regulations, and ensures independence and objectivity when providing audit opinions.

Financial statements are prepared and disclosed in accordance with accounting standards and current legal regulations.

2025 production and business results of the Group

- According to the combined financial statements: total revenue in 2025 reached 7,495 billion VND, completing 96% of the plan and growing 56% compared to the 2024 performance. Total actual costs reached 5,127 billion VND, completing 89% of the plan and 187% compared to the 2024 performance. Profit after tax reached 2,083 billion VND, completing 113% of the plan and growing 15% compared to the 2024 performance.
- According to the consolidated financial statements: total consolidated revenue reached 9,819 billion VND, completing 103% of the plan and increasing 33% compared to 2024. Consolidated profit after tax reached 3,525 billion VND, achieving 143% of the plan assigned by the GMS and increasing 47% compared to 2024.

3. TRANSACTIONS WITH THE GROUP'S INSIDERS AND RELATED PERSONS OF INSIDERS

The Group has complied with relevant regulations regarding the authority to approve, monitor, and disclose transactions between insiders, related persons of insiders, and the Group. These transactions have been disclosed in accordance with the law.

4. GENERAL ASSESSMENT OF THE BOARD OF DIRECTORS'ACTIVITIES

The Board of Directors has provided breakthrough business development orientations, consistent with the development trends aimed at sustainable growth for the Group.

Members of the Board of Directors have fulfilled their roles and responsibilities, attended meetings fully, and provided voting opinions that contributed to the development orientation of the Group.

The Board of Directors has proposed effective and timely solutions to support the Board of General Directors in management and administration, applying digitalization to enhance the operational efficiency of the enterprise.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

INDEPENDENT BOARD MEMBER

Vu Quang Vinh

REPORT OF
THE BOARD OF SUPERVISOR

BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP
BOARD OF SUPERVISOR

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
Ho Chi Minh City, June 25, 2026

REPORT OF THE BOARD OF SUPERVISOR
ON THE SITUATION AND OPERATIONAL RESULTS IN 2025
(Submitted to the 2026 Annual General Meeting of Shareholders)

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group (Becamex);

Pursuant to the Regulations on Organization and Operation of the Board of Supervisor of Becamex Investment and Industrial Development Group (Becamex);

Pursuant to the 2025 consolidated and combined financial statements of Becamex Investment and Industrial Development Group (the "Group"), which have been audited by A&C Auditing and Consulting Co., Ltd.

We, the Board of Supervisor ("BOS"), would like to report to the shareholders on the situation and operational results of the BOS in 2025 as follows:

I. Activities of the BOS

1. Activities of the BOS

The Group's BOS for the second term (2023 – 2028) was elected and approved by the Annual General Meeting of Shareholders ("GMS"). In 2025, the structure and number of BOS members remained unchanged compared to 2024, specifically as follows:

No.	Board of Supervisor member	Position	Appointment/Reappointment date
1	Mr. Ho Hong Thach	Head of Board	Appointed on November 28, 2024
2	Mr. Nguyen Minh Duong	Member	Appointed on June 29, 2023
3	Ms. Huynh Thi Que Anh	Member	Reappointed on June 29, 2023

In 2025, the BOS made efforts to perform the tasks assigned by the GMS, focusing on the following main areas:

- In compliance with the Group's regulations, the BOS organized thematic meetings to objectively assess the financial situation and production and business activities. The focus of the work included appraising the appropriateness of accounting policies and the reliability of

the financial statements ("FS"), as well as the consistency of the reports of the state capital representative with the Group's data.

- Members of the BOS proactively arranged their work to attend GMS meetings fully. The Head of the BOS participated and contributed in-depth opinions at meetings of the Board of Directors ("BOD") and other key meetings to timely grasp the business and investment situation. Through this, the BOS strictly supervised compliance with the law and internal regulations in the issuance and implementation of Resolutions of the GMS and the BOD, as well as the management activities of the Board of General Directors.

- Assessing the implementation of the Group's production and business plan through reviewing quarterly and annual audited financial statements;

- Supervising the fulfillment of periodic and extraordinary information disclosure obligations of the listed company, to ensure timeliness, accuracy, and transparency in conveying information to shareholders;

- Proposing a list of independent auditing firms, which are capable and reputable, to audit the financial statements and operational activities of the Group in 2025;

- Supervising the organization of the 2025 Annual GMS to ensure compliance with legal regulations;

- Conducting reviews of reports as specifically requested by the state shareholder representative in accordance with Point c, Clause 2, Article 115 and Clause 6, Article 170 of the 2020 Law on Enterprises;

2. Meetings of the BOS

- In 2025, the BOS conducted 18 meetings objectively and responsibly. With the full participation of its members, the BOS discussed and reached a consensus on key issues related to the management and administration of the Group's business activities to ensure transparency and operational efficiency, with the main contents as follows:

- Developing an orientation plan for the BOS's work in 2025.

- Assessing the annual production and business results, comparing them with the plan set by the GMS, and evaluating the activities of the BOD, the Executive Board, and the BOS in 2024 for presentation at the 2025 meeting;

- Appraising the financial statements in 2025 with the following main contents:

+ Reviewing the honesty and reasonableness of financial figures, in accordance with accounting standards;

+ Objectively evaluating business performance in each period;

+ Evaluating the financial situation and the performance of periodic budget obligations of the Group, ensuring transparency and compliance with the law.

- Evaluating the content of the report of the state capital representative at the Group. Throughout the past fiscal year, the BOS performed its duties in a spirit of independence and

objectivity, adhering to legal regulations and the Group's internal regulations, contributing to the Group's risk management. The BOS fulfilled its role and responsibilities well, proactively identifying and providing timely, constructive contributions regarding activities with potential risks, supporting the Group's management and administration.

- The salary and bonuses for members of the BOS at the Group in 2025 amounted to 2.710.909.985 VND. Details of the salary and bonuses for each member are disclosed in section 2a, part VIII of the 2025 audited financial statements at the link: https://becamex.com.vn/quan-he-co-dong/cong-bo-thong-tin/.

- Operating expenses and other benefits: 0 VND.

II. Results of the BOS's inspection

1. Results of supervision of the BOD

In 2025, the number and structure of BOD members changed compared to 2024, specifically as follows:

No.	BOD member	Position	Appointment/Reappointment date
1	Mr. Nguyen Van Hung	Chairman of the BOD	Reappointed on June 29, 2023
2	Mr. Nguyen Phu Thinh	Vice Chairman of the BOD	Reappointed on June 29, 2023
3	Mr. Pham Ngoc Thuan	BOD member Vice Chairman of the BOD	Reappointed on June 29, 2023 Appointed on May 15, 2025
4	Mr. Nguyen The Duy	Vice Chairman of the BOD	Appointed on May 15, 2025
5	Mr. Nguyen Danh Tung	Non-executive BOD member	Reappointed on June 29, 2023
6	Mr. Nguyen Van Hien Phuc	Independent member	Reappointed on June 29, 2023
7	Mr. Vu Quang Vinh	Independent member	Appointed on May 15, 2025

The aforementioned change in BOD personnel was carried out in accordance with the provisions of the Law on Enterprises and the Group's Charter, specifically:

The GMS held a meeting on May 15, 2025, according to Meeting Minutes No. 01/2025/BB-ĐHĐCĐ and issued Resolution No. 01/2025/NQ-ĐHĐCĐ dated May 15, 2025, resolving to elect additional members to the BOD for the second term, 2023-2028: Mr. Nguyen The Duy and Mr. Vu Quang Vinh.

- The BOD held a meeting on May 15, 2025, according to Meeting Minutes No. 34/BB-HĐQT (7/7 members in favor) and issued Resolution No. 34/2025/NQ-HĐQT dated May 15, 2025, resolving to unify the election of titles within the BOD for the second term, 2023-2028.

In 2025, the BOD for the second term (2023-2028) of the Becamex Investment and Industrial Development Group performed its leadership and management role in business activities, adhering to strategic orientations and ensuring the progress and goals approved. This activity was implemented within the legal framework of the Law on Enterprises, the Group's Charter, Resolutions of the GMS, and relevant legal regulations.

In a spirit of openness and transparency, the BOD held 83 meetings to timely issue

important strategic decisions. Key issues were thoroughly discussed, reaching a high consensus before issuance. The main contents focused on optimizing the management apparatus through rearranging departments and changing key personnel, while proactively adjusting capital flows to ensure flexibility in the face of market fluctuations, alongside focusing resources on strategic infrastructure projects for key transportation and industrial park projects, establishing Becamex Group's position to realize long-term growth goals.

2. Operational results and results of supervision of the Board of General Directors' activities

In 2025, the Board of General Directors proactively implemented the BOD's resolutions, helping to realize the year's strategic goals and affirming the Group's leading position in core sectors. In particular, the effort to balance resources to launch new-generation transportation and eco-industrial park projects demonstrated a positive financial structure, helping the Group not only stabilize in the short term but also create long-term value for shareholders.

The BOS highly appreciates the sense of responsibility and transparency of the Board of General Directors through maintaining a mechanism of regular reporting and consultation and inviting the BOS to attend key meetings. This proactiveness helped the internal management system control risks well, ensuring all investment activities complied with legal regulations and shareholder resolutions. This is a solid foundation helping the Group complete profit targets and increase sustainable value in the medium and long term.

3. Results of supervision of the Group's operational and financial situation

After reviewing the reports of the BOD and the Executive Board, the BOS agrees with the assessment of the Group's business performance. Key business performance indicators are summarized from the data of the Group's 2025 audited consolidated financial statements as follows:

Unit: Billion VND

Indicator	Actual 2024	2025		2025 Actual/ 2024 Actual (%)	2025 Actual/ 2025 Plan (%)
		Plan	Actual		
Total revenue	4.791	7.786	7.495	156	96
Total expenses	2.747	5.751	5.127	187	89
Profit before tax	2.044	2.035	2.368	116	116
Profit after tax	1.803	1.845	2.083	115	113

At the parent company, total revenue in 2025 reached 7.495 billion VND, equivalent to 156% of the results achieved in 2024 and 96% of the annual plan target. In 2025, the real estate business sector maintained its leading position, contributing the majority of total revenue with 5.855 billion VND, equivalent to 78%. Following this, the provision of wastewater treatment services, management, and maintenance of infrastructure in industrial parks generated 402 billion VND, accounting for 5% of total revenue. The remaining revenue from construction

activities and other sources reached 87 billion VND, corresponding to 1% of total revenue.

Core operations grew strongly, with net revenue from sales and service provision increasing significantly to 6.343 billion VND, up nearly 69% year-on-year, primarily due to increased real estate business revenue. However, the ratio of cost of goods sold to net revenue increased from 22% to 33%, directly pulling the adjusted gross profit margin from 78% down to 67%. The Executive Board needs to continue monitoring input factors and production costs closely to optimize real estate business efficiency in the coming periods.

Financial activities maintained a positive contribution momentum with revenue reaching 1.111 billion VND (an increase of 10%, equivalent to an increase of over 100 billion VND). Together with well-controlled selling expenses (a slight increase of 0.4%) and the growth in other income (an increase of 125%, equivalent to an increase of 23 billion VND), this contributed to rebalancing the overall business results.

Besides the positive points, it is noteworthy that financial expenses increased by 134% (799 billion VND), of which interest expenses increased by 18% (203 billion VND). Additionally, other expenses increased sharply by 116%, leading to a significant decline in other profits. This increase in expenses exerted pressure on net profit. Accordingly, total accounting profit before tax reached 2.368 billion VND, equal to 116% of the results achieved in 2024 and 116% of the annual plan target. Profit after tax increased by 15% to 2.083 billion VND, reaching 113% of the annual plan. In general, 2025 continued to be a challenging year, with consolidated revenue affected by general market difficulties. Despite facing pressure from increased financial expenses and cost of goods sold, by exceeding the profit targets assigned by the GMS, the Board of Supervisor highly appreciates the Group's efforts to maintain sustainable growth.

Business performance results according to the 2025 consolidated financial statements of the Group:

Unit: Billion VND

Indicator	**2024 Actual**	**2025**		**2025 Actual/ 2024 Actual (%)**	**2025 Actual/ 2025 Plan (%)**
		Plan	**Actual**		
Total revenue	7.410	9.500	9.819	133	103
Total expenses	4.831	6.800	6.076	126	89
Profit before tax	2.579	2.700	3.743	145	138
Profit after tax	2.401	2.470	3.525	147	143

In 2025, revenue from the real estate business returned to strong growth, recording a breakthrough in the core business segment as net revenue reached 6.953 billion VND, growing by over 32% (equivalent to an increase of 1.693 billion VND) compared to the previous period.

Although the ratio of cost of goods sold to net revenue adjusted upward from 33% to

40%, narrowing the gross profit margin to 60%, thanks to the strong scale of revenue growth, gross profit still reached an impressive 4.165 billion VND, a growth of 19%.

A bright spot in 2025 was the outstanding contribution from the share of profit in joint ventures and associates with a value of 2.633 billion VND, an increase of over 35% compared to the previous year. Furthermore, the reduction in selling expenses (a decrease of over 57 billion VND) along with stable growth from financial revenue and other income significantly offset the pressure from increased corporate management expenses, financial expenses, and other expenses.

Accordingly, the Group's consolidated business results reached a profit before tax of 3.743 billion VND, a strong growth of 45%, completing 138% of the plan. With a consolidated profit after tax of 3.525 billion VND, a growth of nearly 47% compared to 2024, the Group completed 143% of the annual profit plan. In general, these impressive financial results demonstrate the Group's effective adaptability in the context of a volatile global economy due to trade tensions, tariffs, and barriers from the real estate market.

The financial situation of the Group is assessed through the following basic indicators (Based on consolidated financial statements):

No.	Indicator	Unit	As of December 31, 2024	As of December 31, 2025
A	**Solvency ratio**			
1	General solvency ratio = Total assets/Liabilities	Times	1,54	1,62
2	Short-term debt solvency ratio = Current assets/Current liabilities	Times	1,45	1,45
B	**Capital structure ratio**			
1	Liabilities/Total assets ratio	%	64,73	61,65
2	Liabilities/Equity ratio	Times	1,84	1,61
C	**Profitability ratio**			
1	Return on Average Total Assets (ROA)	%	4,28	5,89
2	Return on Average Equity (ROE)	%	11,94	15,98

As of December 31, 2025, the Group's liquidity ratios continued to remain above 1.0, confirming a stable financial position and ensuring the ability to repay debt obligations. The general liquidity ratio increased slightly from 1,54 to 1,62 times, mainly due to the expansion of long-term asset scale through investments in joint ventures and associates. The short-term debt liquidity ratio remained stable at 1,45 times.

The Group's capital structure has shifted in a more positive direction. The Liabilities/Equity ratio recorded a decrease from 1,84 times to 1,61 times. The Liabilities/Total Assets ratio also recorded a decrease from 64,73% to 61,65%.

In 2025, the Group's profitability ratios improved in terms of capital and asset utilization

efficiency thanks to the strong growth in profit after tax. Specifically, the ROA ratio increased from 4,28% to 5,89% and the ROE ratio increased from 11,94% to 15,98%.

The Group's financial situation in 2025 shows stable and safe growth, with debt repayment capacity consistently ensured at a good level. The capital structure has undergone a positive shift by gradually reducing reliance on debt and enhancing financial autonomy. Business performance recorded a strong breakthrough, with profitability on assets and equity both improving significantly thanks to the outstanding growth in profit after tax.

4. Assessment of transactions related to members of the Board of Directors, the General Director, and related persons

The Board of Supervisor agrees with the report on transactions related to members of the Board of Directors in 2025 as stated in Section VII of the 2025 public company governance report, which has been disclosed on the website at: https://becamex.com.vn/quan-he-co-dong/bao-cao-tinh-hinh-quan-tri-cong-ty/, including the following transactions:

Transactions between the Group, other companies controlled by the Group with over fifty percent (50%) of charter capital, and members of the Board of Directors, the General Director, and related persons of such members.

Transactions between the Group and companies in which a member of the Board of Directors is a founding member or a corporate manager within the 03 years immediately preceding the transaction.

The above transactions were conducted in accordance with current legal regulations and disclosed as required. On the basis of equality and voluntariness, all transaction contents are reasonable, suitable to the capacity of the participating parties, and in the interest of the Group.

5. Results of the 2025 financial statement audit

The Board of Supervisor agrees with the content of the 2025 financial statements audited by A&C Auditing and Consulting Co., Ltd. According to the assessment of the Board of Supervisor, the report reflects truthfully and reasonably, in all material respects, the situation and results of production and business operations as well as the financial position of the Group as of December 31, 2025, in accordance with current Vietnamese Accounting Standards and regulations.

6. Assessment of the coordination between the Board of Supervisor, the Board of Directors, the Board of General Directors, and shareholders

In the 2025 fiscal year, the supervisory activities of the Board of Supervisor were implemented effectively through close interaction with the Board of Directors and the Board of General Directors. This coordination contributed to strengthening the mechanism for protecting shareholder rights. The Board of Supervisor did not receive any comments or complaints from shareholders regarding violations by the Board of Directors, the Board of General Directors, or the Board of Supervisor in the performance of their duties. This reflects transparency and responsibility in corporate governance, while reinforcing shareholder confidence in the Group's operations.

III. Conclusion

In 2025, the management of the Board of Directors and the Board of General Directors demonstrated flexibility and outstanding efforts to protect the maximum interests of the enterprise. Despite the negative fluctuations in the real estate market, the Group still achieved impressive financial milestones. Although combined revenue did not meet expectations, the consolidated revenue exceeded the plan by 103%. In particular, the profit after tax indicator recorded a strong breakthrough, completing 113% (combined) and 143% (consolidated) of the annual plan, respectively.

The Board of Directors and the Board of General Directors demonstrated compliance with the provisions of the Law on Enterprises, the Group's Charter, and Resolutions of the GMS. By effectively utilizing resources of capital, assets, and labor, the Group fulfilled its obligations to the state and shareholders; and focused on improving the lives of employees. All activities were carried out transparently, complying with information disclosure regulations, contributing to building a strong and reliable corporate environment.

The above is the activity report of the Board of Supervisor for 2025, respectfully submitted to the GMS for consideration and approval.

ON BEHALF OF THE BOARD
OF SUPERVISOR
HEAD OF THE BOARD

HO HONG THACH

REPORT OF
THE GENERAL DIRECTOR

REPORT OF THE GENERAL DIRECTOR
To: The 2026 Annual General Meeting of Shareholders

I. Context of 2025

Vietnam was a bright spot for growth in 2025 with GDP increasing by 8,02% amidst global trade and tariff tensions. In early April 2025, the US announced reciprocal tariffs on major exporting countries, causing global trade and financial markets to fluctuate strongly in a context of slow demand recovery. On the positive side, the US lowered interest rates 3 times in 2025, reducing pressure on monetary policy and exchange rates for countries with significant trade such as Vietnam.

Domestically, competent authorities have implemented numerous reforms, such as streamlining administrative focal points through the merger of Ministries and agencies, implementing a two-tier local government system, and, notably, the National Assembly's passage of a Resolution on the reorganization of administrative units from 63 provinces and cities down to 34, officially effective from July 01, 2025. This opens up significant new development space with the goal of achieving double-digit economic growth from 2026 onwards. Furthermore, necessary support policies, such as tax reductions and maintaining stable interest rate levels, have contributed to boosting consumption and reducing costs for businesses. In 2025, the National Assembly approved amendments to several key laws, including the Law on Management and Investment of State Capital in Enterprises (Law No. 68), the amended Law on Enterprises (Law No. 76), the Law on Investment (Law No. 143), and the Law on Personal Income Tax (Law No. 109), which are expected to resolve difficulties, increase business proactivity, unlock resources, and promote investment and development in the coming period.

II.Highlights of the Group's production and business activities in 2025

1. 2025 Business Results Report

- **2025 Combined Financial Statements**

No.	Indicator	Unit	2024 Actual	2025 Plan	2025 Actual	2025 Actual/ 2025 Plan	2025 Actual/ 2024 Actual
1	Total revenue	Million VND	4.791.001	7.786.000	7.495.470	96%	156%
2	Total expenses	Million VND	2.746.965	5.751.000	5.127.113	89%	187%

No.	Indicator	Unit	2024 Actual	2025 Plan	2025 Actual	2025 Actual/ 2025 Plan	2025 Actual/ 2024 Actual
3	Profit before tax	Million VND	2.044.035	2.035.000	2.368.358	116%	116%
4	Profit after tax	Million VND	1.803.414	1.845.000	2.082.747	113%	115%

In 2025, Becamex Group focused its investment resources on core business activities, including Industrial Parks - Urban Areas - Smart Services - Transportation - Social Housing, and Science and Technology. Specifically, in the transportation sector, from now until 2027, the Group will invest in 04 key transportation projects in the Ho Chi Minh City area, namely the National Highway 13 expansion project, the Ho Chi Minh City-Thu Dau Mot-Chon Thanh Expressway, Ring Road 4 (the section passing through the former Binh Duong), and the My Phuoc-Tan Van road upgrade project, with a total investment of approximately 65.000 billion VND, of which the business's investment capital is nearly 35.000 billion VND. In 2025 alone, the Group and investors in the consortium commenced the Ho Chi Minh City – Thu Dau Mot – Chon Thanh Expressway project with a total investment of 17.116 billion VND in early February 2025, followed by the Ring Road 4 project (the section passing through the former Binh Duong), which also commenced in June 2025 with a total investment of 21.702 billion VND. Upon completion, these projects will help increase connectivity and reduce cargo transportation time from Dong Nai Province and the Central Highlands to Ho Chi Minh City and the Western provinces.

With the goal of creating sustainable housing for workers, during the year, the Group and companies within its ecosystem commenced construction on the Viet Sing 6 Social Housing project and the Dinh Hoa 5 Social Housing project, providing over 4.000 apartments for workers in the Ho Chi Minh City area.

In the Industrial Park (IP) sector, in May 2025, the Group broke ground on two IP projects following the new-generation smart eco-industrial park model: the Bau Bang Industrial Park expansion phase 2 (380ha) and the Cay Truong Industrial Park (700ha). This is an IP model that integrates digital technology, renewable energy, and sustainable development solutions, aiming for a new-generation, environmentally friendly, and net-zero emission smart eco-industrial park model. The planning of these 02 IP projects is linked to a strategic transportation network, most notably the Bac Tan Uyen – Phu Giao – Bau Bang route (10 lanes), which has been in use since 2024, and the Bau Bang – My Phuoc – Tan Van road, which facilitates cargo transportation.

Keeping pace with the trends of scientific and technological development, innovation, and digital transformation, over the past years, the Group has gradually concretized its strategic orientation through programs and foundational institutions in the fields of R&D, high technology, and the development of an innovation ecosystem.

In 2025, the Group collaborated with Ho Chi Minh City and relevant departments and agencies to finalize the Development Project for the North Ho Chi Minh City Science and Technology Urban Area, submitted in early 2026 and officially approved. The project affirms Becamex's commitment to accompanying the City in implementing major central policies on developing science and technology, innovation, and transforming the growth model based on knowledge and technology.

The science and technology ecosystem of the North Ho Chi Minh City Science and Technology Urban Area inherits the foundation of projects, works, and international cooperation networks that have been invested in and operated according to international standards. Typical partners include A*STAR, ARTC, Fraunhofer ENAS, Singapore Polytechnic, NUS, NUS Enterprise, ITRI, along with domestic universities and research institutes such as Vietnam National University, Ho Chi Minh City, Vietnamese-German University, and Eastern International University. This network ensures academic depth, research and development capacity, and global connectivity.

With its strategic position in the development structure of Ho Chi Minh City and the Southeast Region, the North Ho Chi Minh City Science and Technology Urban Area is oriented to become a new growth pole based on science and technology, contributing to restructuring urban space according to a multi-polar model, reducing pressure on the central area, and enhancing long-term competitiveness.

The ecosystem is organized around a cluster of ecological and science parks, integrating training, research, testing, demonstration, and technology commercialization, creating a foundation for sustainable development and added value for shareholders in the medium and long term.

The year 2025, with its intertwined challenges and opportunities, saw the leadership and the entire Becamex Group strive to achieve the highest results assigned by the GMS. Specifically, according to the 2025 audited combined Financial Statements, total revenue in 2025 reached 7.495 billion VND, completing 96% of the plan and growing 56% compared to the 2024 performance. Total expenses reached 5.127 billion VND, completing 89% of the plan and 187% compared to the 2024 performance. Profit after tax reached 2.082,7 billion VND, completing 113% of the plan and growing 15% compared to the 2024 performance.

The residential real estate segment is the main growth driver for the Group's revenue and profit. Specifically, residential real estate revenue in 2025 accounted for 73% of the total revenue structure, reaching 5.483 billion VND, a growth of 89%, thanks to positive investment attraction results in Binh Duong New City from high-rise projects and Green City low-rise housing projects. Due to the change in the business product structure during the year, the gross profit margin of the residential real estate segment decreased from 78% in 2024 to 61% in 2025, but it remains at a high level.

Following this is financial revenue (mainly dividends received from subsidiaries), accounting for 15% of the total revenue structure, reaching 1.110 billion VND and increasing 10% compared to the previous year. With a more selective investment attraction strategy focusing on high-tech and sustainable sectors, the proportion of revenue from land leasing and

IP services in 2025 reached 773 billion VND, contributing 10% to the revenue structure. Revenue from IP land leasing is expected to grow strongly from 2026 with 02 projects, Bau Bang expansion (phase 2) and Cay Truong, ready for lease. The remainder comes from revenue from other activities (Social Housing, investment real estate for lease).

Regarding expenses, financial expenses (mainly interest expenses) in 2025 were 1,396 billion VND, an increase of 133,6% compared to 2024 due to the absence of investment provision reversals. If the impact of the provision is excluded, financial expenses this year did not change significantly compared to the 2024 performance. Financial expenses accounted for 18,6% of total revenue because the proportion of debt still accounts for the majority of the Group's production and business capital sources. Management and selling expenses were within the plan.

- **2025 Audited Consolidated Financial Statements**

No.	Indicator	Unit	2024 Actual	Plan 2025	2025 Actual	2025 Actual/ 2025 Plan	2025 Actual/ 2024 Actual
1	Total revenue	Million VND	7.410.195	9.500.000	9.819.012	103%	133%
2	Total expenses	Million VND	4.830.870	6.800.000	6.076.273	89%	126%
3	Profit before tax	Million VND	2.579.325	2.700.000	3.742.739	139%	145%
4	Profit after tax	Million VND	2.401.192	2.470.000	3.525.385	143%	147%

The production and business situation of units within the Becamex Group ecosystem generally achieved many positive results. In the IP sector, the Group and its subsidiaries leased 286 ha during the year, an increase of nearly 7% despite unfavorable tariff information. In particular, VSIP JV (BCM owns 49% of Charter capital) recorded a consolidated net revenue of 14.958 billion VND and a consolidated profit after tax of 3.746 billion VND, contributing positively to the Group's joint venture and associate profits. In the telecommunications and smart solutions sector, Viet Nam Technology & Telecommunication Joint Stock Company (VNTT), the unit implementing the Group's technology and digital transformation projects, recorded growth in net revenue and net profit of 16% and 18%, respectively. Units operating in the fields of education and healthcare all operated with stable efficiency.

In the context of a recovering and differentiated real estate and civil construction market, units in the ecosystem such as Becamex Infrastructure Development Joint Stock Company (IJC), Binh Duong Trade And Development Joint - Stock Company (TDC), and Binh Duong Construction & Civil Engineering Joint Stock Company (BCE) recorded results exceeding the plans set by their respective GMS.

With the above results, the Group's audited consolidated total revenue in 2025 reached 9.819 billion VND, completing 103% of the plan and increasing 33% compared to 2024. Consolidated profit after tax reached 3.525 billion VND, achieving 143% of the plan assigned by the GMS and increasing 47% compared to 2024.

2. Financial situation according to the 2025 audited Combined Financial Statements

As of December 31, 2025, the Group's total assets reached 52.523 billion VND, an increase of 7% compared to the beginning of the year, showing that the scale of the business's operations continues to expand and consolidate. The asset structure remained stable and reasonable, with current assets accounting for 61% and long-term assets accounting for 39% of total assets, similar to the structure at the beginning of the year. The increase in total assets mainly came from the Group's increased investment in existing companies and the implementation of projects under development, thereby increasing the value of inventory, reflecting the strategy of expanding the investment portfolio and accumulating resources for growth in the coming period.

The Group's liabilities at the end of 2025 reached 36.002 billion VND, an increase of 5% compared to the beginning of the year. Of this, bank loans and bond debt amounted to 23.916 billion VND, an increase of 2.053 billion VND compared to the beginning of the year, mainly to meet capital needs for project investment activities and capital increases at subsidiaries. Although the scale of capital mobilization increased to serve the development strategy, the financial leverage ratio (Liabilities/Equity) decreased from 2,4 times to 2,2 times, showing that the Group's capital structure is being improved in a more balanced and sustainable direction.

Regarding solvency, the Group's liquidity indicators remained at a level appropriate to the nature of its business operations. The current ratio and quick ratio were 1,5 times and 0,44 times, respectively, indicating that the Group is fully capable of paying its due debts.

Equity at the end of the year reached 16,521 billion VND, an increase of 1.968 billion VND compared to the beginning of the year, contributing to strengthening the financial foundation and enhancing capital autonomy. At the same time, capital efficiency continued to show an improving trend, with ROE reaching 12,6% and ROA reaching 4%, a slight increase compared to the 12,4% and 3,7% levels of the same period, indicating that the Group's business performance continues to be maintained positively.

In general, the Group's asset scale continues to grow, the capital structure has improved, and profitability efficiency maintains a positive trend, creating a solid financial foundation for the enterprise to implement investment plans, develop projects, and expand operations in the coming time.

3. Business Plan for 2026

a. Parent Company business plan with key targets:

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (%) (Plan/ Actual)
1	Total revenue	7.495	8.250	*110*
2	Total expenses	5.127	5.600	*109*
3	Profit before tax	2.368	2.650	*112*
4	Profit after tax	2.083	2.290	*110*

b. Consolidated business plan with key targets:

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (%) (Plan/ Actual)
1	Total revenue	9.819	10.230	*104*
2	Total expenses	6.076	6.100	*100*
3	Profit before tax	3.743	4.130	*110*
4	Profit after tax	3.525	3.883	*110*

The above is the General Director's report on the 2025 business results and the 2026 production and business plan.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Ho Chi Minh City, June 25, 2026

GENERAL DIRECTOR

Nguyen Hoan Vu

PROPOSALS TO BE SUBMITTED TO THE GENERAL MEETING OF SHAREHOLDERS

BECAMEX

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 01/2026/TTr-HĐQT

Ho Chi Minh City, June 25, 2026

PROPOSAL

(Regarding the approval of the audited Financial Statements, the Report of the Board of Directors and each independent member of the Board of Directors, and the Report of the Board of Supervisor)

To: The Annual General Meeting of Shareholders
Becamex Investment and Industrial Development Group

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and documents amending, supplementing, and guiding the Law;

- Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group;

- Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.

The Board of Directors of Becamex Investment and Industrial Development Group respectfully submits to the General Meeting of Shareholders for approval the following reports:

1. The 2025 audited financial statements, including the Combined financial statements and the Consolidated financial statements.
2. Board of Directors' report on operating results for 2025; business orientation and plan for the period 2026-2030 and report of each independent member of the Board of Directors.
3. Report of the Board of Supervisor.

(Reports are attached to the Meeting documents)

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipient:
- As above;
- Archived.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

NGUYEN VAN HUNG

BECAMEX

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 02/2026/TTr-HĐQT

Ho Chi Minh City, June 25, 2026

PROPOSAL

(Regarding: Approval of the General Director's Report on business results for 2025 and the 2026 business plan)

To: The Annual General Meeting of Shareholders
Becamex Investment and Industrial Development Group

– Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and documents amending, supplementing, and guiding the Law;

– Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group.

– Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the General Director's Report on the 2025 business results and the 2026 business plan with the following key contents:

1. Business results for 2025.

a. Parent company business results:

No.	Indicator	2025 Plan (Billion VND)	2025 Actual (Billion VND)	Ratio (Actual/Plan)
1	Total revenue	7.786	7.495	96%
2	Total expenses	5.751	5.127	89%
3	Profit before tax	2.035	2.368	116%
4	Profit after tax	1.845	2.083	113%

b. Consolidated business results:

No.	Indicator	2025 Plan (Billion VND)	2025 Actual (Billion VND)	Ratio (Actual/Plan)
1	Total revenue	9.500	9.819	103%
2	Total expenses	6.800	6.076	89%
3	Profit before tax	2.700	3.743	139%
4	Profit after tax	2.470	3.525	143%

2. 2026 business plan

a. Parent Company business plan with key targets:

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (Plan/Actual)
1	Total revenue	7.495	8.250	*110%*
2	Total expenses	5.127	5.600	*109%*
3	Profit before tax	2.368	2.650	*112%*
4	Profit after tax	2.083	2.290	*110%*

b. Consolidated business plan with key targets:

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (Plan/Actual)
1	Total revenue	9.819	10.230	*104%*
2	Total expenses	6.076	6.100	*100%*
3	Profit before tax	3.743	4.130	*110%*
4	Profit after tax	3.525	3.883	*110%*

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipient:
- As above;
- Archived.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN

NGUYEN VAN HUNG

BECAMEX

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 03/2026/TTr-HĐQT

Ho Chi Minh City, June 25, 2026

PROPOSAL

(Regarding: Approval of the profit distribution plan for 2025
profit distribution plan for 2026)

To: The Annual General Meeting of Shareholders
Becamex Investment and Industrial Development Group

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and documents amending, supplementing, and guiding the Law;

- Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group;

- Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the profit distribution for 2025 and the profit distribution plan for 2026 with the following key contents:

1. Profit distribution for 2025:

Unit: VND

No.	INDICATOR	2025 PLAN	2025 ACTUAL
1	**Total profit after tax**	**1.845.000.000.000**	**2.082.746.904.016**
2	*Appropriation for development investment fund (30% of PAT)*	*553.500.000.000*	*624.824.071.205*
3	*Appropriation for bonus and welfare fund*	*136.146.000.000*	*117.087.269.000*
4	*Appropriation for BOD, Board of Supervisor, and Executive Board bonuses*	*2.211.650.000*	*2.631.423.000*
5	Remaining profit after fund appropriation	1.153.142.350.000	1.338.204.140.811
6	**Profit from previous year carried forward**	**56.541.879.332**	**117.264.050.471**
7	Charter capital	**11.488.500.000.000**	**10.350.000.000.000**
8	Dividend/Charter capital ratio	10%	14%
9	**Dividends**	**1.148.850.000.000**	**1.449.000.000.000**
10	**Remaining profit carried forward to next year**	***60.834.229.332***	***6.468.191.282***

2. Profit distribution plan for 2026.

Unit: VND

No.	INDICATOR	2025 ACTUAL	2026 PLAN
1	**Total profit after tax**	**2.082.746.904.016**	**2.290.000.000.000**
2	*Appropriation for development investment fund*	*624.824.071.205 (30% of PAT)*	*916.000.000.000 (40% of PAT)*
3	*Appropriation for bonus and welfare fund*	*117.087.269.000*	*127.613.000.000*
4	*Appropriation for BOD, Board of Supervisor, and Executive Board bonuses*	*2.631.423.000*	*3.444.000.000*
5	**Remaining profit after fund appropriation**	1.338.204.140.811	1.242.943.000.000
6	**Profit from previous year carried forward**	**117.264.050.471**	**6.468.191.282**
7	Charter capital	**10.350.000.000.000**	**11.799.000.000.000**
8	Dividend/Charter capital ratio	14%	10%
9	***Dividends***	**1.449.000.000.000**	**1.179.900.000.000**
10	**Remaining profit carried forward to next year**	***6.468.191.282***	***69.511.191.282***

Respectfully submitted./.

Recipients:
- As above;
- Archive.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

NGUYEN VAN HUNG

BECAMEX

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 04/2026/TTr-HĐQT

Ho Chi Minh City, June 25, 2026

PROPOSAL
Regarding the payment of dividends for 2025

To: The Annual General Meeting of Shareholders
Becamex Investment and Industrial Development Group

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and guiding documents for implementation;*

- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;*

- *Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;*

- *Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025, of the Government on amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;*

- *Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding a number of contents on the offering and issuance of securities, public tender offers, share repurchases, registration of public companies, and cancellation of public company status, and amending, supplementing, and guiding documents;*

- *Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group (Becamex Group/the Group);*

- *Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.*

The Board of Directors of Becamex Group respectfully submits to the General Meeting of Shareholders for approval the payment of dividends for 2025, specifically as follows:

I. Payment ratio: 14%

II. Payment time: during 2026.

III. Payment method: shares/cash.

The General Meeting of Shareholders authorizes/ delegates the Board of Directors to implement the plan to issue shares to pay dividends for 2025 according to the detailed plan outlined in Section IV of this Proposal.

In the event that the plan to issue shares to pay dividends for 2025 cannot be implemented, the General Meeting of Shareholders authorizes/ delegates the Board of Directors to proceed with the procedure of paying dividends for 2025 in cash.

IV. Plan for share issuance to pay dividends for 2025

Stock name	Becamex Investment and Industrial Development Group stock
Ticker symbol:	BCM
Stock type:	Common stock
Par value:	10.000 VND/share
Number of outstanding shares:	1.035.000.000 shares
Number of treasury shares:	0 shares
Number of shares expected to be issued:	144.900.000 shares
Total expected issuance value at par value:	**1.449.000.000.000 VND**
Total expected number of shares after issuance:	1.179.900.000 shares
Total expected value of shares after issuance at par value	**11.799.000.000.000 VND**
Expected charter capital increase:	**1.449.000.000.000 VND**
Expected charter capital after issuance	**11.799.000.000.000 VND**
Issuance method	Issuance of shares to pay 2025 dividends
Issuance ratio (number of shares expected to be issued/number of outstanding shares):	14% of total outstanding shares at the time of issuance
Exercise ratio:	100:14. Shareholders owning 01 share will have 01 right to receive additional shares. For every 100 rights to receive additional shares, 14 new shares will be received
Issuance target	Existing shareholders named in the list as of the record date for the list of shareholders to exercise the right to receive dividends in shares, provided by the Vietnam Securities Depository and Clearing Corporation (VSDC). The GMS authorizes the BOD to decide the record date for shareholders to exercise the right to receive shares

Expected issuance time	Expected in 2026. The GMS authorizes/delegates the BOD to decide the appropriate time for implementation after the State Securities Commission provides written notification of receipt of the issuance report documents for shares to pay dividends
Issuance funding source	Undistributed profit after tax as of December 31, 2025, according to the audited 2025 Financial Statements
Transfer of rights	The right to receive dividends in shares is non-transferable
Transfer restrictions	Shares issued for dividend payment are not subject to transfer restrictions
Rounding plan and handling of fractional shares	Shares issued for dividend payment will be rounded down to the unit level. Fractional shares arising below 01 (one) unit will be cancelled and not issued. *Example: Shareholder A owns 185 shares on the record date. With an exercise ratio of 100:14, shareholder A is entitled to receive (185/100)*14 = 25,9 new shares. According to the above calculation principle, shareholder A will receive 25 new shares. The decimal part of 0,9 shares will be cancelled*
Purpose	Issuance of shares to pay dividends
The General Meeting of Shareholders authorizes the Board of Directors to decide on all matters related to the issuance, including but not limited to:	- Selecting a consulting firm; - Performing necessary procedures to implement the issuance plan, including supplementing, amending, and completing documents as required by State management agencies to ensure that the issuance of shares to pay dividends to existing shareholders of the Company is carried out and completed in accordance with regulations. Simultaneously, deciding on adjustments to the issuance plan and other related documents as required by the State Securities Commission and other functional agencies. - Deciding the appropriate time to implement the issuance of shares to pay dividends and the record date for shareholders to exercise the right to implement the 2025 stock dividend issuance plan.

	- Deciding on a plan to ensure the foreign investor ownership ratio complies with legal regulations (if any). - Amending regulations related to charter capital, shares, and stock in the Company's Charter in accordance with legal regulations and guidance from competent State agencies. - Performing procedures to register changes in Charter Capital and adjusting the Enterprise Registration Certificate based on the actual results of the issuance in accordance with legal regulations and guidance from competent State agencies. - Performing procedures, tasks, and deciding the appropriate time to register additional securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and register additional listing at the Ho Chi Minh City Stock Exchange (HSX). Accordingly, all newly issued shares will be registered for depository and additional listing in accordance with current legal regulations. - Other matters related to the share issuance to ensure the success of the stock dividend issuance. - Deciding on all matters, performing all procedures, and other necessary tasks to successfully implement the 2025 stock dividend issuance plan. - Depending on specific cases, the Board of Directors is authorized to re-delegate to the Legal representative to perform one or several specific tasks mentioned above.

Respectfully submitted./.

Recipients:
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ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

NGUYEN VAN HUNG

BECAMEX

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 05/2026/TTr-HĐQT

Ho Chi Minh City, June 25, 2026

PROPOSAL
Regarding the Report on the results of private bond issuance in 2025

To: The Annual General Meeting of Shareholders
Becamex Investment and Industrial Development Group

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and documents amending, supplementing, and guiding the Law;*

- *Pursuant to Decree No. 153/2020/NĐ-CP dated December 31, 2020, regulating the offering and trading of private corporate bonds in the domestic market and the offering of corporate bonds to the international market;*

- *Pursuant to Decree No. 65/2022/NĐ-CP dated September 16, 2022, amending and supplementing a number of articles of Decree No. 153/2020/NĐ-CP dated December 31, 2020;*

- *Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group;*

- *Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.*

The Group's Board of Directors has organized the implementation of the issuance plan in accordance with the provisions of the Company's Charter and relevant legal regulations, with the results as of December 31, 2025, as follows:

No.	**BOD Resolution**	**Plan (billion VND)**	**Implementation results (billion VND)**	**Completion rate**
1	No. 44/NQ-HĐQT dated June 25, 2025	2.500	2.500	100%
2	No. 69/NQ-HĐQT dated October 15, 2025	2.000	2.000	100%

- Pursuant to Board of Directors Resolution No. 44/NQ-HĐQT dated June 25, 2025, on approving the plan for issuance and use of proceeds from private bond offerings in 2025 with

a maximum total par value of 2.500 billion VND. Bonds were successfully issued by August 29, 2025, totaling 2.500 billion VND.

- Pursuant to Board of Directors Resolution No. 69/NQ-HĐQT dated October 15, 2025, on approving the plan for issuance and use of proceeds from the second private corporate bond offering in 2025 with a maximum total par value of 2.000 billion VND. Bonds were successfully issued by December 18, 2025, totaling 2.000 billion VND.

Other related contents are disclosed in detail in the notes to the 2025 audited consolidated financial statements.

Respectfully submitted./.

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ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

NGUYEN VAN HUNG

BECAMEX

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 06/2026/TTr-HĐQT

Ho Chi Minh City, June 25, 2026

PROPOSAL

Regarding the payment of remuneration for members of the Board of Directors in 2025 and the remuneration payment plan for members of the Board of Directors, the Board of Supervisor, and the secretary in 2026

To: The Annual General Meeting of Shareholders
Becamex Investment and Industrial Development Group

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and documents amending, supplementing, and guiding the Law;*
- *Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group;*
- *Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.*

The Board of Directors of Becamex Investment and Industrial Development Group reports to the GMS on the remuneration payment for members of the Board of Directors in 2025 and the remuneration payment plan for members of the Board of Directors, the Board of Supervisor, and the Secretary in 2026, specifically as follows:

1. In 2025: Remuneration paid to non-executive members of the Board of Directors was: 530.000.000 VND.

2. Remuneration payment plan for members of the Board of Directors, the Board of Supervisor, and the Secretary in 2026 is: 832.200.000 VND.

Respectfully submitted.

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ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

NGUYEN VAN HUNG

BECAMEX

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 07/2026/TTr-HĐQT

Ho Chi Minh City, June 25, 2026

PROPOSAL
Re: Amendment and update of business lines

To: Annual General Meeting of Shareholders
Becamex Investment and Industrial Development Group

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and guiding documents for adjustment and supplementation;*
- *Decision No. 36/2025/QD-TTg dated September 29, 2025, of the Prime Minister issuing the Vietnam Standard Industrial Classification.*
- *Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group;*
- *Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.*

In implementation of Decision No. 36/2025/QD-TTg dated September 29, 2025, of the Prime Minister issuing the Vietnam Standard Industrial Classification, the Board of Directors respectfully submits to the GMS for approval the amendment and update of the Group's business lines as follows:

Content before change	Content after change	Note
3. Real estate consulting, brokerage, auction, and land use right auction - 6820 *(excluding asset auction services).* Details: Real estate trading floor.	Intermediary services for real estate activities - 6821 *(excluding asset auction services).* Details: Real estate trading floor. Other real estate activities on a fee or contract basis - 6829	Decision 36/2025/QĐ-TTg no longer regulates industry code 6820
5. Electricity production - 3511 *(excluding transmission and dispatch of the national power system; construction and operation of multi-purpose*	5. Electricity production from renewable energy sources - 3512 *(excluding transmission and dispatch of the national power system; construction and operation*	Decision 36/2025/QĐ-TTg splits into two different industry codes:

Content before change	Content after change	Note
hydropower and nuclear power plants of special socio-economic importance). Details: Production of electricity from solar energy and renewable energy.	*of multi-purpose hydropower and nuclear power plants of special socio-economic importance).* Details: Production of electricity from solar energy and renewable energy.	- Electricity production from non-renewable energy sources - 3511 - Electricity production from renewable energy sources - 3512
6. Electricity transmission and distribution - 3512 *(excluding transmission and dispatch of the national power system; construction and operation of multi-purpose hydropower and nuclear power plants of special socio-economic importance).* Details: Transmission and distribution of electricity, electrical energy, and solar energy up to 110 kV voltage level. Investment in power grid development, retail electricity distribution, operation management, and repair of power grids up to 110 kV voltage level. Trading in rooftop, ground-mounted, and floating solar energy up to 110 kV voltage level.	*6. Electricity transmission and distribution – 3513* *(excluding transmission and dispatch of the national power system; construction and operation of multi-purpose hydropower and nuclear power plants of special socio-economic importance).* Details: Transmission and distribution of electricity, electrical energy, and solar energy up to 110 kV voltage level. Investment in power grid development, retail electricity distribution, operation management, and repair of power grids up to 110 kV voltage level. Trading in rooftop, ground-mounted, and floating solar energy up to 110 kV voltage level.	According to Decision 36/2025/QĐ-TTg Change of industry code
19. Wholesale of other construction materials and installation equipment - 4663	19. Wholesale of other construction materials and installation equipment - 4673	According to Decision 36/2025/QĐ-TTg Change of industry code

Content before change	Content after change	Note
(excluding the exercise of export, import, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.) Details: Trading of construction materials.	(excluding the exercise of export, import, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.) Details: Trading of construction materials.	
Architectural activities and related technical consultancy - 7110	Architectural activities and related technical consultancy - 7110 ….. Consulting and urban planning (general, zoning, detailed 1/500), rural planning, and regional construction planning.	Added details to industry code 7110
25. Manufacture of electronic components - 2610 Details: Manufacture and assembly of electronic goods.	25. Manufacture of solar cells, solar panels, and photovoltaic inverters - 2611 25a. Manufacture of other electronic components – 2619 Details: Manufacture and assembly of electronic goods.	Decision 36/2025/QĐ-TTg no longer regulates industry code 2610
31. Wholesale of other specialized products not elsewhere classified - 4669 (excluding the exercise of export, import, and distribution rights for goods: tobacco and cigars, books, newspapers and	31. Wholesale of other specialized products not elsewhere classified - 4679 (excluding the exercise of export, import, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines,	According to Decision 36/2025/QĐ-TTg Change of industry code

Content before change	Content after change	Note
magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.) Details: Trading of supplies, raw materials, and goods for production and consumption	recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.) Details: Trading of supplies, raw materials, and goods for production and consumption	
37. Educational support services - 8560 Details: Activities in the education sector.	37. Intermediary service activities for courses and tutoring - 8561 37a. Other educational support activities – 8569 Details: Activities in the education sector.	Decision 36/2025/QĐ-TTg no longer regulates industry code 8560
46. Repair of machinery and equipment - 3312 Details: Repair of machinery and equipment specialized for urban railways.	46. Repair and maintenance of machinery and equipment - 3312 Details: Repair of machinery and equipment specialized for urban railways.	According to Decision 36/2025/QĐ-TTg
(The Group does not conduct business activities in the list of sectors with restricted market access for foreign investors as specified in Section A, Appendix I of Decree 31/2021/NĐ-CP dated March 26, 2021)	(The Group does not conduct business activities in the list of sectors with restricted market access for foreign investors as specified in Section A, Appendix I of Decree 31/2021/NĐ-CP dated March 26, 2021 of the Government detailing and guiding the implementation of a number of articles of the Law on Investment and documents amending, supplementing, or replacing them from time to time)	

Approve the amendment of Clause 1, Article 4 of the Charter corresponding to the business lines after the aforementioned changes.

Authorize the Legal Representative of the Group to be responsible for carrying out necessary procedures to notify the change of the Group's business registration information in accordance with current regulations.

Within the scope of business lines approved by the GMS and current legal regulations, the GMS authorizes the Group's Board of Directors to have full authority to decide on all matters related to the amendment and supplementation of detailed business lines as required by competent state management agencies.

Respectfully submitted.

Recipients:
- As above;
- Archived.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN

NGUYEN VAN HUNG

BECAMEX

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 08/2026/TTr-HĐQT

Ho Chi Minh City, June 25, 2026

PROPOSAL

Re: Approval of amendments to the Charter, Internal Regulations on Corporate Governance, Operational Regulations of the Board of Directors, and Operational Regulations of the Board of Supervisor.

To: Annual General Meeting of Shareholders
Becamex Investment and Industrial Development Group

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and guiding documents for implementation;*

- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;*

- *Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;*

- *Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025, of the Government on amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;*

- *Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group (Becamex Group/the Group);*

- *Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.*

In order to meet the requirements for amending and supplementing the Charter and Internal Regulations in accordance with new legal provisions and the organizational and operational requirements of the Group, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the following contents:

Approve the amendment and supplementation of the Charter, Internal Regulations on Corporate Governance, Operational Regulations of the Board of Directors, and Operational Regulations of the Board of Supervisor. Detailed amendments and supplementations are provided in the attached Appendix.

Authorize the Chairman of the Board of Directors/Legal Representative of the Group to sign and issue the Charter and Regulations of the Group; authorize the Head of the Board of Supervisor to sign and issue the Operational Regulations of the Board of Supervisor as approved by the GMS in accordance with regulations. The full text of the amended Charter and Regulations is attached to the documents.

The amended Charter, Internal Regulations on Corporate Governance, Operational Regulations of the Board of Directors, and Operational Regulations of the Board of Supervisor shall take effect from the date of approval by the 2026 Annual General Meeting of Shareholders.

Sincerely.

Recipients:
- As above;
- Archived.

ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN

NGUYEN VAN HUNG

BECAMEX

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 01/2026/TTr-BKS

Ho Chi Minh City, June 25, 2026

PROPOSAL

Re: Approval of the list of independent audit firms for 2026

To: Annual General Meeting of Shareholders
Becamex Investment and Industrial Development Group

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.Nam*
- *Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group;*
- *Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group.*

The Board of Supervisor of the Group respectfully submits to the GMS the selection criteria and the list of independent audit firms to be selected as the auditing entity for 2026 with the following key contents:

Selection criteria:

- Operating legally in Vietnam and approved by the State Securities Commission to audit listed companies and public companies;
- Having long-term auditing experience for public companies operating in the real estate sector in Vietnam;
- Having a reputation for audit quality;
- The audit team possesses skills and extensive experience;
- Meeting the Group's requirements regarding the scope and schedule of the audit;
- Reasonable audit fees, consistent with the quality and scope of the audit.

List of proposed independent audit firms:

Based on the above criteria, the Board of Supervisor of the Group respectfully submits to the GMS for approval the list of independent audit firms to be selected to perform the review of semi-annual financial statements, the audit of annual financial statements, and to approve

the list of operating audit firms (if necessary) for the Group in 2026, and authorizes the Board of Directors to decide on the selection of the audit firm according to the list below:

- AASC Auditing Firm Co., Ltd.;
- A&C Auditing and Consulting Co., Ltd.;
- KPMG Vietnam Co., Ltd.;
- Ernst & Young Vietnam Co., Ltd.;
- PwC Vietnam Co., Ltd.;
- Deloitte Vietnam Co., Ltd.

Respectfully submitted.

Recipients:
- As above;
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ON BEHALF OF THE BOARD OF SUPERVISOR
HEAD OF BOARD

HO HONG THACH

BECAMEX

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

APPENDIX I. SUMMARY TABLE OF AMENDMENTS AND SUPPLEMENTATIONS TO THE CHARTER
BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP
(BECAMEX GROUP)

Provision	**CURRENT CHARTER** *(Contents not mentioned in this column are to be kept as in the current Charter)*	**DRAFT AMENDED CHARTER**	**EXPLANATION OF REASONS AND LEGAL BASIS**
Article 1	Point b, Clause 1: b) Voting capital is share capital, whereby the owner has the right to vote on matters under the decision-making authority of the General Meeting of Shareholders;	Amend Point b, Clause 1 as follows: *b) Voting capital* is shares, whereby the owner has the right to vote on matters under the decision-making authority of the General Meeting of Shareholders.	Amended to align with the provisions of Clause 33, Article 4 of the Law on Enterprises No. 59/2020/QH14: "33. Voting capital is the contributed capital or shares….
	Point c, Clause 1:	Amend Point c, Clause 1 as follows:	

	The Law on Enterprises is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.	The Law on Enterprises is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and documents amending, supplementing, or replacing it (if any) from time to time.	Concise phrasing to cover future amendments and supplements, if any.
	Point d, Clause 1: The Law on Securities is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019.	Amend Point d, Clause 1 as follows: The Law on Securities is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and documents amending, supplementing, or replacing it (if any) from time to time.	Concise phrasing to cover future amendments and supplements, if any.
	Point h, Clause 1: Corporate manager is a person who manages the Group, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director, Deputy General Directors, and the Chief Accountant.	Amend Point h, Clause 1 as follows: Corporate manager is a person who manages the Group, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director, and Deputy General Directors.	Article 52 of the Law on Accounting No. 88/2015/QH13 stipulates: "Article 52. Persons prohibited from performing accounting work ***4. Persons who are currently managers, executives, warehouse keepers, treasurers, or persons authorized to purchase or sell assets in the same accounting entity, except***

			in private enterprises, limited liability companies owned by a single individual, and other cases prescribed by the Government.". Therefore, it is necessary to remove the title of Chief Accountant from the category of "Corporate manager" to comply with the Law on Accounting.
	New addition	***"Law"*** means all legal normative documents prescribed in Article 4 of the Law on Promulgation of Legal Normative Documents No. 64/2025/QH15 dated February 19, 2025, of the National Assembly, as amended and supplemented by Law No. 87/2025/QH15 dated June 25, 2025, of the National Assembly amending and supplementing a number of articles of the Law on Promulgation of Legal Normative Documents, and documents amending, supplementing, or replacing them (if any) from time to time.	This definition is necessary because the term "Law" is frequently used in the Charter.
	New addition	***"Subsidiary"*** is any company in which the Group owns more than 50% of the charter capital or total common shares; or has the right to directly or	Since the term "Subsidiary" is mentioned multiple times in the Charter, a definition is needed for

		indirectly decide on the appointment of the majority or all members of the Board of Directors, the Director, or the General Director; or has the right to decide on the amendment or supplementation of the Charter of that company.	the convenience of shareholders and other parties. This definition is based on the provisions of Clause 1, Article 195 of the Law on Enterprises No. 59/2020/QH14.
	New addition	***"Authorized representative for meeting attendance"*** is a person legally authorized by a shareholder to attend and vote at the General Meeting of Shareholders.	This definition should be included in the Charter to identify the person authorized to attend the General Meeting of Shareholders according to Point a, Clause 1, Article 115 and Article 144 of the Law on Enterprises No. 59/2020/QH14.
	New addition	***"Business location"*** means the geographical scope for the Group's production and business activities, including within and outside the territory of Vietnam.	This definition should be included in the Charter to determine the territorial scope/business location of the Group.
	New addition	***"Internal Regulations on Corporate Governance"*** are the internal regulations on the Group's governance developed by the Board of Directors, submitted to the General Meeting of	This definition facilitates references to internal regulations within the Charter.

		Shareholders for approval, and issued by the Board of Directors, stipulating the governance and management of the Group in accordance with the provisions of the law from time to time.	
	New addition	**"Charter"** is the Charter of Organization and Operation of the Group and its amendments and supplements approved by the General Meeting of Shareholders from time to time.	This definition facilitates references to the concept of the "Charter" within the document.
	New addition	***"Board of Directors" or "BOD"*** is the management body of the Group, having full authority on behalf of the Group to decide and exercise the rights and obligations of the Group, except for rights and obligations under the authority of the General Meeting of Shareholders as prescribed by law and this Charter.	This definition facilitates references to the concept of the "Board of Directors" or "BOD" based on the provisions of Clause 1, Article 153 of the Law on Enterprises No. 59/2020/QH14.
	New addition	***"Board of Supervisor" or "BOS"*** is the body performing the function of inspecting and supervising the Group's operations in accordance with the provisions of the law and this Charter.	This definition facilitates references to the concept of the "Board of Supervisor" or "BOS" based on the provisions of Article 170 of the Law on Enterprises No. 59/2020/QH14.

	New addition	***"Representative of the Group's capital portion at enterprises or the Group's authorized representative"*** *is an individual authorized in writing by the Group to exercise the rights and responsibilities of the Group regarding the capital portion invested by the Group in joint-stock companies or limited liability companies."*	
	New addition	4. Any words or terms mentioned in the Law on Enterprises, the Law on Securities, and other laws (if not inconsistent with the subject or context) shall have the same meaning as in this Charter.	Clause 4 is added to unify terminology between the law and the Charter.

Article 2	*Clause 3, Article 2:* 3. The Group may establish branches and representative offices in the business location to achieve the objectives….	**Amend Clause 3, Article 2 as follows:** 3. The Group may establish branches, representative offices, and business locations in the business location to achieve the objectives…	Addition of a subordinate unit, "business location" (Clause 3, Article 44 of the Law on Enterprises No. 59/2020/QH14).

Article 3	***Article 3. Legal representative of the Group*** The legal representative of the Group is an individual representing the Group to exercise the rights and obligations arising from the Group's transactions, representing the Group as a plaintiff, defendant, or person with related interests and obligations before Arbitrators or Courts. The responsibilities of the legal representative shall be performed in accordance with Article 13 of the Law on Enterprises and other rights and obligations as prescribed by current law. The legal representative of the Group must reside in Vietnam; and must authorize another person in writing to exercise the rights and obligations of the legal representative at the Group when exiting Vietnam. In case the authorization expires and the legal representative of the Group has not returned to Vietnam and there is no other authorization, the authorized person shall continue to exercise the rights and obligations of the legal representative of the Group within the authorized scope until the legal representative	*Amend Article 3 as follows:* ***Article 3. Legal representative of the Group*** 2. The legal representative of the Group is an individual representing the Group to exercise the rights and obligations arising from the Group's transactions, representing the Group as a requester for civil matter resolution, plaintiff, defendant, or person with related interests and obligations before Arbitrators or Courts, and other rights and obligations as prescribed by law. 3. The responsibilities of the legal representative shall be implemented in accordance with Article 13 of the Law on Enterprises and other rights and obligations as prescribed by current laws and this Charter. 4. The Group's legal representative must reside in Vietnam. In case of exiting Vietnam, the legal representative must authorize in writing another individual residing in Vietnam to exercise the rights and perform the obligations of the legal representative. In this case, the legal representative remains responsible for the exercise of the authorized rights and performance of the authorized obligations. If the authorization	This amendment and supplement aim to clarify the title, rights, and obligations of the legal representative as prescribed in Article 12 and Article 13 of the Law on Enterprises No. 59/2020/QH14. It also restructures the content into independent clauses for easier tracking and referencing when necessary.

	of the Group returns to work, or until the Board of Directors decides to appoint another replacement. In case of absence from Vietnam for more than 30 days without authorizing another person to exercise the rights and duties of the legal representative of the Group, the Board of Directors shall appoint another replacement. Powers and obligations of the legal representative: In addition to being responsible in accordance with the Law, the legal representative has the following powers and obligations: + For the Chairman of the Board of Directors, perform in accordance with Article 29 of this Charter; + For the General Director, perform in accordance with Clause 4, Article 35 of this Charter.	period expires as prescribed in this clause and the Group's legal representative has not returned to Vietnam and has not provided further authorization, the authorized person shall continue to exercise the rights and perform the obligations of the Group's legal representative until the Group's legal representative returns to work at the Group or until the Board of Directors decides to appoint another person as the Group's legal representative. 5. In addition to the rights, obligations, and legal responsibilities prescribed by law and this Charter, the legal representative has the following rights and obligations: - For the Chairman of the Board of Directors, it shall be implemented in accordance with Article 29 of this Charter; - For the General Director, it shall be implemented in accordance with Clause 4, Article 35 of this Charter.	

Article 5	***Article 5. Scope of business and operations of the Group*** 1. The Group is permitted to plan and conduct all business activities in the industries and trades of the Group that have been announced on the National Business Registration Portal and this Charter, in accordance with the provisions of current laws, and to implement appropriate measures to achieve the Group's objectives. 2. The Group may conduct business activities in other industries and trades that are not prohibited by law.	***Article 5. Scope of business and operations of the Group*** 1. The Group is permitted to plan and conduct all business activities in the industries and trades of the Group that have been announced on the National Business Registration Database and specified in this Charter, in accordance with the provisions of current laws, and to implement appropriate measures to achieve the Group's objectives. 2. The Group may conduct business activities in industries and trades that are not prohibited by law. 3. In case the Group engages in conditional business investment lines, the Group must satisfy all business conditions as prescribed by the law on investment and relevant specialized laws.	- This amendment aims to expand the Group's freedom of business. Article 7 of the Law on Enterprises No. 59/2020/QH14: "Rights of enterprises: 1. Freedom to conduct business in industries and trades that are not prohibited by law." Article 5 of the Law on Investment No. 143/2025/QH15: "1. Investors have the right to conduct investment and business activities in industries and trades that are not prohibited by this Law". - Clause 6, Article 3 of Decree No. 168/2025/NĐ-CP uses the term "National Business Registration Database".
Article 10	**Article 10. Share redemption**	Amend the title of Article 10 as follows**: "Article 10. Share redemption (in case of enterprise registration)"**	To ensure compliance with the provisions of Article 10 of the Model Charter - Circular No. 116/2020/TT-BTC.

Article 12	***Article 12. Rights of shareholders***	***Article 12. Rights of shareholders*** 4. A request to convene a General Meeting of Shareholders as prescribed in Point a, Clause 3 of this Article must be in writing and must include the following contents: full name, contact address, nationality, and legal document number of the individual for individual shareholders; name, enterprise identification number or legal document number of the organization, and head office address for institutional shareholders; the number of shares and time of share registration of each shareholder, the total number of shares of the group of shareholders, and the ownership ratio in the total number of shares of the company, as well as the grounds and reasons for requesting the convening of the General Meeting of Shareholders. Attached to the request must be documents and evidence regarding the violations of the Board of Directors, the extent of the violations, or the decision exceeding their authority. The shareholder or group of shareholders shall be fully responsible before the law for the accuracy and honesty of the documents and evidence provided to the competent authority	**- Add Clause 4 after Clause 3 to clarify the right of major shareholders to request the convening of the General Meeting of Shareholders, ensuring compliance with Clause 3 and Clause 4, Article 115 of the Law on Enterprises No. 59/2020/QH14.)** **- Change the numbering of Clause 4 to Clause 5.**

		when requesting the convening of the General Meeting of Shareholders. - Reclassify current Clause 4 as Clause 5	

Article 14	***Article 14. General Meeting of Shareholders*** 4. Convening an extraordinary General Meeting of Shareholders The Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members of the Board of Directors or Controllers remains as prescribed in Point b, Clause 3 of this Article or upon receiving a request as prescribed in Point c and Point d, Clause 3 of this Article. a) The Board of Directors must notify the case where an independent member of the Board of Directors no longer meets the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect an additional or replacement independent member of the Board of Directors within 06 months from the date of	***- Amend Clause 4, Article 14 as follows:*** 4. Convening an extraordinary General Meeting of Shareholders a) The Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members of the Board of Directors or Controllers remains as prescribed in Point b, Clause 3 of this Article or upon receiving a request as prescribed in Point c and Point d, Clause 3 of this Article. b) The Board of Directors must notify the case where an independent member of the Board of Directors no longer meets the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect an additional or replacement independent member of the Board of Directors within 06 months from the date of receiving the notice from the relevant independent member of the Board of Directors; c) In case the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, then within the next 30 days, the Board of Supervisor shall	- Restructure Clause 4 for logical expression and better alignment with the provisions of Article 140 of the Law on Enterprises No. 59/2020/QH14 - Add a new Clause 5 to comply with the provisions of: + Clause 3, Article 144 of the Law on Enterprises No. 59/2020/QH14 + Point b, Clause 2, Article 41 of the Law on Securities No. 54/2019/QH14

	receiving the notice from the relevant independent member of the Board of Directors; b) In case the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, then within the next 30 days, the Board of Supervisor shall replace the Board of Directors to convene the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises; c) In case the Board of Supervisor fails to convene a General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, then the shareholder or group of shareholders as prescribed in Point c, Clause 3 of this Article **has the right to request the Group's representative to convene the General Meeting of**	replace the Board of Directors to convene the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises; d) In case the Board of Supervisor fails to convene a General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, then the shareholder or group of shareholders as prescribed in Point c, Clause 3 of this Article **has the right to represent the Group to convene the General Meeting of Shareholders as prescribed by the Law on Enterprises.** In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the order and procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Group. These costs do not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.	

	Shareholders as prescribed by the Law on Enterprises; In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the order and procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Group. These costs do not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses. d) Procedures for organizing the General Meeting of Shareholders as prescribed in Clause 5, Article 140 of the Law on Enterprises.	đ) Procedures for organizing the General Meeting of Shareholders as prescribed in Clause 5, Article 140 of the Law on Enterprises. **- Add a new Clause 5 after Clause 4 as follows:** "5. The General Meeting of Shareholders shall pass resolutions under its authority by voting at the meeting or by collecting written opinions. The General Meeting of Shareholders may be held in the form of an in-person meeting, an online meeting, or a combination of an in-person and an online meeting."	

Article 15	**Article 15. Rights and obligations of the General Meeting of Shareholders** 2. The General Meeting of Shareholders shall discuss and approve the following matters: c) Report of the Board of Directors on corporate governance and the performance of the Board of Directors and each member of the Board of Directors;	Amend and supplement point c of clause 2 as follows: 2. The General Meeting of Shareholders shall discuss and approve the following matters: c) Report of the Board of Directors on corporate governance and the performance of the Board of Directors and each member of the Board of Directors; Activities of independent members of the Board of Directors **and the evaluation results of each independent member regarding the activities of the Board of Directors.**	Amend and supplement point c of clause 2 to align with clause 82 of Article 1 of Decree No. 245/2025/ND-CP, which amends and supplements clause 4 of Article 280 of Decree No. 155/2020/ND-CP.
Article 16	***Article 16. Authorization to attend the General Meeting of Shareholders*** 1. Shareholders or authorized representatives of institutional shareholders may attend the meeting in person or authorize one or more other individuals or organizations to attend, or attend through one of the methods stipulated in clause 3 of Article 144 of the Law on Enterprises,	Amend clause 1 as follows: "1. Shareholders or authorized representatives of institutional shareholders may attend the meeting in person or authorize one or more other individuals or organizations to attend, or attend through one of the methods stipulated in clause 3 of Article 144 of the Law on Enterprises. Institutional shareholders may only authorize a maximum of **03 authorized representatives to attend the General Meeting of Shareholders**.	Point b, clause 2, Article 14 of the Law on Enterprises No. 59/2020/QH14.

	in accordance with the following specific provisions: a) Shareholders who are individuals may only authorize 1 other individual or organization to attend the meeting; b) Shareholders who are organizations holding less than 10% of the total voting shares may authorize a maximum of 1 other individual or organization; those holding from 10% to less than 50% of the total voting shares may authorize a maximum of 3 other individuals or organizations to attend; organizations holding 50% or more of the total voting shares may authorize a maximum of 5 other individuals or organizations to attend.		

Article 21	***Article 21. Conditions for the approval of Resolutions of the General Meeting of Shareholders*** 2… Note: In the case of electing members of the Board of Directors and the Board of Supervisor, if the number of candidates is less than or equal to the number of members to be elected, the election may be conducted via cumulative voting or via voting (approve, disapprove, abstain). The approval ratio for the voting method shall be implemented in accordance with Clause 2, Article 21 of the Company Charter.	*- Add new clause 3 to Article 21 as follows:* 3. In the case of electing members of the Board of Directors and the Board of Supervisor, if the number of candidates is less than or equal to the number of members to be elected, the election may be conducted via cumulative voting or via voting (approve, disapprove, abstain). The approval ratio for the voting method shall be implemented in accordance with clause 2, Article 21 of the Group Charter. In the case of applying cumulative voting, each shareholder has a total number of voting shares corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisor, and the shareholder has the right to allocate all or part of their total votes to one or more candidates. The elected members of the Board of Directors or the Board of Supervisor shall be determined based on the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the number of members specified in the Group Charter is reached. In the event that 02 or more candidates receive the same number of votes for the final position on the Board of Directors or	**- Separate the election of members of the Board of Directors and the Board of Supervisor into an independent clause 3 and divide them into two different election methods and determination procedures for greater clarity.** **- Legal basis: Clause 1, clause 2, and clause 3 of Article 148 of the Law on Enterprises, Article 21 of the Model Charter - Circular No. 116/2020/TT-BTC.**

		the Board of Supervisor, a re-election shall be conducted among the candidates with equal votes, or the selection shall be made based on criteria stipulated in the election regulations or the Group Charter. - Renumber clause 3 to clause 4.	

Article 26	***Article 26. Composition and term of members of the Board of Directors*** 3. The composition of the Board of Directors is as follows: The composition of the Group's Board of Directors must ensure that at least 1/3 of the total members are non-executive members.	*** Amend clause 3 of Article 26 as follows:** 3. The composition of the Board of Directors is as follows: a. The number of non-executive members of the Group's Board of Directors must ensure the following provisions: - There must be at least 01 non-executive member in the case where the Group has from 03 to 05 members on the Board of Directors; - There must be at least 02 non-executive members in the case where the Group has from 06 to 08 members on the Board of Directors; - There must be at least 03 non-executive members in the case where the Group has from 09 to 11 members on the Board of Directors.". The Group shall minimize the number of Board members concurrently holding executive positions within the Group to ensure the independence of the Board of Directors. *** Add new clause 7:** 7. A member of the Group's Board of Directors may only concurrently serve as a member of the Board of Directors or ***the Board of Members*** at a maximum of 05 other companies.	- Amend clause 3 to align with the new regulations in clause 79 of Article 1 of Decree No. 245/2025/ND-CP, which amends and supplements clause 2 of Article 276 of Decree No. 155/2020/ND-CP. - Add new clause 7 to align with the new regulations in clause 78 of Article 1 of Decree No. 245/2025/ND-CP, which amends and supplements clause 3 of Article 275 of Decree No. 155/2020/ND-CP.

Article 27	**Article 27. Powers and obligations of the Board of Directors** 2. The powers and obligations of the Board of Directors are prescribed by law, the Company Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations: j) Elect, dismiss, or remove the Chairman of the Board of Directors; appoint, dismiss, sign contracts with, or terminate contracts with the General Director, Deputy General Directors, and Chief Accountant, and decide on the salaries, remuneration, bonuses, and other benefits of those managers; **appoint authorized representatives for capital at entities where the Group has capital contributions.**	**- Amend point j) of clause 2 as follows:** j) Elect, dismiss, or remove the Chairman of the Board of Directors; appoint, dismiss, sign contracts with, or terminate contracts with the General Director, Deputy General Directors, and Chief Accountant, and decide on the salaries, remuneration, bonuses, and other benefits of those managers; appoint authorized representatives to participate in the Board of Members or the General Meeting of Shareholders at other companies, and decide on the remuneration and other benefits of those individuals; **- Add points y and z after point x of clause 2 as follows:** y) Organize training and workshops on corporate governance and necessary skills for members of the Board of Directors, the General Director, the Person in charge of corporate governance, and other managers of the Group". z) Carry out dividend payments to shareholders in accordance with the law after being approved by the Annual General Meeting of Shareholders.	- Amend point j of clause 2 to ensure compliance with Article 14 and point i, clause 2 of Article 153 of the Law on Enterprises No. 59/2020/QH14. - Add points y and z to clause 2 to ensure alignment with the new regulations in clause 81 of Article 1 of Decree No. 245/2025/ND-CP, which amends and supplements clause 8 and clause 9 of Article 278 of Decree No. 155/2020/ND-CP.

Article 30.	***Article 30. Meetings of the Board of Directors*** 6.The Chairman of the Board of Directors or the person convening the Board meeting must send the notice of meeting at least 05 working days before the meeting date. 11. Voting b) A member of the Board of Directors shall not vote on contracts, transactions, or proposals in which that member or their related person has an interest, and such interest conflicts or may conflict with the interests of the Company. **A member of the Board of Directors shall not be counted towards the minimum number of members present to hold a meeting of the Board of Directors regarding decisions on which that member is not entitled to vote;**	***- Amend point b of clause 11 as follows:*** 6.The Chairman of the Board of Directors or the person convening the Board meeting must send the notice of meeting at least 03 working days before the meeting date. 11. Voting b) A member of the Board of Directors shall not vote on transactions that provide benefits to that member or their related person in accordance with the Law on Enterprises and the Group Charter. **- Add new clause 17 as follows:** 17. Meetings of the Board of Directors must be recorded in minutes and may be audio-recorded, or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language (if necessary), containing the main contents stipulated in Article 158 of the Law on Enterprises. The Chairman of the Board of Directors is responsible for delivering the minutes of the Board of Directors' meetings to the members, and such minutes shall serve as authentic evidence of the work conducted in those meetings unless an objection to the content of the	- Clause 3, Article 167 of the Law on Enterprises No. 59/2020/QH14 and Clause 4, Article 291 of Decree No. 155/2020/ND-CP only stipulate that a member of the Board of Directors may not vote on transactions that bring benefits to that member or their related persons, but there is no provision stating that a member of the Board of Directors cannot be counted in the minimum member ratio required to organize a Board of Directors' meeting regarding decisions for which that member does not have the right to vote.

		minutes is raised within ten (10) days from the date of dispatch. The minutes of the Board of Directors' meeting must be signed by the chairperson and the secretary of the meeting; the chairperson and the secretary of the meeting shall be responsible for the truthfulness and accuracy of the content of the minutes. In case the chairperson or the minute-taker refuses to sign the meeting minutes, but the minutes are signed and approved by all other members of the Board of Directors who attended and contain full content as prescribed in points a, b, c, d, dd, e, g, and h of Clause 1, Article 158 of the Law on Enterprises, then these minutes shall be effective. The meeting minutes shall clearly state the refusal of the chairperson or the minute-taker to sign. The signatories of the meeting minutes shall be jointly responsible for the accuracy and truthfulness of the content of the Board of Directors' meeting minutes. The chairperson and the minute-taker shall be personally liable for damages caused to the enterprise due to their refusal to sign the meeting minutes in accordance with the Law on Enterprises, the Group's Charter, and relevant laws. The Board of Directors' meeting minutes and documents used in the meeting must be kept at the Group's headquarters.	- Clause 2, Article 158 of the Law on Enterprises No. 59/2020/QH14.

Article 35.	***Article 35. Appointment, dismissal, rights, and obligations of the General Director***	Add Clause 6 to Article 35 as follows: "6. The General Director must manage the daily business operations of the Group in accordance with the provisions of the law, the Group's Charter, the labor contract signed with the Group, and the resolutions and decisions of the Board of Directors. In case of managing contrary to the provisions of this clause, causing damage to the Group, the General Director shall be responsible before the law and must compensate the Group for the damage."	This addition of Clause 6 is intended to further clarify the responsibilities of the General Director when managing the daily business operations of the company, in the spirit of the provisions in Clause 4, Article 162 of the Law on Enterprises No. 59/2020/QH14.

Article 37	***Article 37. Candidacy and nomination of Controllers*** 1. The candidacy and nomination of Controllers shall be carried out similarly to the provisions in Clause 1, Article 25 of this Charter. A shareholder or a group of shareholders holding from 10% to less than 20% of the total voting shares has the right to nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 50% may nominate a maximum of three (03) candidates; from 50% or more may nominate a maximum of four (04) candidates. 2. In case the number of candidates for the Board of Supervisor through nomination and candidacy is not sufficient, the incumbent Board of Supervisor may nominate additional candidates. The introduction of additional candidates by the incumbent Board of Supervisor must	** Amend the title of Article 37 as follows: "Article 37. Candidacy and nomination of members of the Board of Supervisor (Controllers)"* **** Amend Clause 1 and Clause 2 of Article 37 as follows:*** 1. The candidacy and nomination of members of the Board of Supervisor shall be carried out similarly to the provisions in Clause 1, Article 25 of this Charter. A shareholder or a group of shareholders holding from 10% to less than 20% of the total voting shares has the right to nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% or more may nominate a maximum of eight (08) candidates. 2. In case the number of candidates for the Board of Supervisor through nomination and candidacy is not sufficient, the incumbent Board of	- Amend the title of Article 37 to be consistent with Clause 5, Article 115 of the Law on Enterprises No. 59/2020/QH14; Article 285 of Decree No. 155/2020/ND-CP; Article 36 of the Model Charter for public companies issued with Circular No. 116/2020/TT-BTC. - Amend Clause 1 and Clause 2 of Article 37 to be consistent with the right to nominate candidates for the Board of Directors (BOD) as stipulated in Clause 2, Article 25 of the Group's Charter, because both the Board of Supervisor (BOS) and the BOD are elected by the General Meeting of Shareholders, so the nomination process needs to be unified.

	be clearly announced before the General Meeting of Shareholders votes to elect Controllers in accordance with the law.	Supervisor may nominate additional candidates. The introduction of additional candidates by the incumbent Board of Supervisor must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisor in accordance with the law.	

Article 43	***Article 43. Duty of honesty and avoidance of conflicts of interest*** 6. Transactions between the Group and one or more members of the Board of Directors, Controllers, the General Director, other managers, and individuals or organizations related to these subjects shall not be void in the following cases: a) For transactions with a value less than or equal to 35% of the total asset value recorded in the most recent financial statements, the important contents of the contract or transaction as well as the relationships and interests of the members of the Board of Directors, Controllers, the General Director, and other managers have been reported to the Board of Directors and approved by the Board of Directors with a majority vote of the members of the Board of Directors who have no related interests;	*** Remove Clause 6** *** Add new clauses from Clause 6 to Clause 10 after Clause 5 of Article 43 as follows (after removing Clause 6):** 6. The Group shall not provide loans or guarantees to shareholders who are individuals and related persons of such individual shareholders. 7. The Group shall not provide loans or guarantees to shareholders who are organizations and related persons of such individual shareholders, except for shareholders that are subsidiaries in cases where the subsidiary is a company without state-owned shares or capital contributions and has contributed capital or purchased shares of the Group before July 1, 2015. 8. The Group shall not provide loans or guarantees to related persons of shareholders that are organizations, except in the following cases: a) The Group and the organization that is a related person of the shareholder are companies in the same group or companies operating under a group of companies model, including parent company -	- Remove Clause 6 because only the law (Civil Code, Law on Enterprises, etc.) can stipulate which contracts or transactions are void or not void (effective). The Group's Charter is merely an internal document of the Group (a commercial legal entity) and therefore lacks the authority to stipulate which contracts or transactions are void or not void. - Clause 84, Article 1 of Decree No. 245/2025/ND-CP supplements several clauses of Article 293 of Decree No. 155/2020/ND-CP. - Clause 83, Article 1 of Decree No. 245/2025/ND-CP adds Clause 6 after Clause 5 of Article 291 of Decree No. 155/2020/ND-CP.

	b) For transactions with a value greater than 35% or transactions leading to a total transaction value arising within 12 months from the date of the first transaction that is greater than 35% of the total asset value recorded in the most recent financial statements, the important contents of this transaction as well as the relationships and interests of the members of the Board of Directors, Controllers, the General Director, and other managers have been disclosed to shareholders and approved by the General Meeting of Shareholders by the votes of shareholders who have no related interests. c) Such contract or transaction is considered fair and reasonable in all respects related to the Group's shareholders by an independent consulting organization at the time the transaction or contract is approved by the Board of Directors or the General Meeting of Shareholders. d) Contracts or transactions for borrowing or selling assets with a	subsidiary, economic groups, and this transaction must be approved by the General Meeting of Shareholders or the Board of Directors in accordance with the Group's Charter; at the same time, the organization that is a related person is not a shareholder of the Group as stipulated in Clause 7 of this Article. b) Cases where the law provides otherwise. 9. The Group shall only perform the following transactions when approved by the General Meeting of Shareholders: a) Granting loans or guarantees to members of the Board of Directors, members of the Board of Supervisor, the General Director, and other managers who are not shareholders and related individuals or organizations of these subjects. In case of granting loans or guarantees to an organization related to a member of the Board of Directors, a member of the Board of Supervisor, the General Director, or other managers where the public company and the organization (except for the case where the organization is a shareholder of the Group as stipulated in Clause 7 of this Article) are companies in the same group or companies	

	value greater than 10% of the total asset value recorded in the most recent financial statements between the Group and a shareholder owning 51% or more of the total voting shares or a related person of that shareholder have been disclosed to shareholders and approved by the General Meeting of Shareholders by the votes of shareholders who have no related interests.	operating under a group of companies model, including parent company - subsidiary, economic groups, the General Meeting of Shareholders or the Board of Directors shall approve in accordance with the Group's Charter. b) Transactions with a value of thirty-five percent (35%) or more or transactions leading to a total transaction value arising within 12 months from the date of the first transaction that is thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statements or another smaller ratio or value as stipulated in the Group's Charter between the Group and one of the following subjects: - Members of the Board of Directors, members of the Board of Supervisor, the General Director, other managers, and related persons of these subjects. - Shareholders, authorized representatives of shareholders owning over ten percent (10%) of the company's total common shares, and their related persons;	

		- Enterprises related to the subjects specified in Clause 2, Article 164 of the Law on Enterprises; c) Loan contracts and transactions, or asset sales with a value greater than ten percent (10%) of the total asset value recorded in the most recent financial statements between the Group and a shareholder owning fifty-one percent (51%) or more of the total voting shares, or a related person of such shareholder. 10. The Board of Directors shall approve contracts and transactions specified in Point b, Clause 8 of this Article with a value less than 35% of the total asset value recorded in the most recent financial statements, or another lower ratio or value as stipulated in the Group's Charter. *** Add a new Clause 11 after Clause 10 as follows:** 11. The General Director must not be a related person of the corporate manager, the Board of Supervisor member of the Group and the parent company, the representative of state capital, or the representative of the enterprise's capital at the Group and the parent company as prescribed in	

		Point d, Clause 46, Article 4 of the Law on Securities.	

Article 55.	***Article 55. Dissolution of the Group*** 1. The Group may be dissolved or cease operations in the following cases: a) Expiration of the operating duration stated in the Group's Charter without a decision on extension; b) Pursuant to a resolution or decision of the General Meeting of Shareholders; c) Revocation of the Enterprise Registration Certificate, except as otherwise provided by the Law on Tax Administration; d) Other cases as prescribed by law.	*Amend Clause 1, Article 55 as follows:* 1. The Group shall be dissolved in the following cases: a) Expiration of the operating duration stated in the Group's Charter without a decision on extension; b) Pursuant to a resolution or decision of the General Meeting of Shareholders; c) The Group no longer meets the minimum number of shareholders as required by the Law on Enterprises for a period of 06 consecutive months without completing procedures to change the type of enterprise; d) Revocation of the Enterprise Registration Certificate, except as otherwise provided by the Law on Tax Administration.	Article 207 of the Law on Enterprises No. 59/2020/QH14, Article 59 of the Model Charter - Circular No. 116/2020/TT-BTC

Article 56.	***Article 56. Extension of operation*** 1. The Board of Directors shall convene the General Meeting of Shareholders at least 7 months before the end of the operating duration so that shareholders can vote on the extension of the Company's operation as proposed by the Board of Directors. 2. The operating duration is extended when shareholders representing 65% or more of the total voting shares of all shareholders attending the General Meeting of Shareholders approve.	*Remove Article 56*	Remove Article 56 because the Group's operating duration is indefinite according to Clause 4, Article 2 of the Group's Charter.

Article 58	***Article 58. Settlement of internal disputes*** 2. In case a conciliation decision is not reached within 06 weeks from the commencement of the conciliation process, or if the mediator's decision is not accepted by the parties, a party may refer the dispute to Arbitration or a Court.	Amend the clause of Article 58 as follows: 2. In case a conciliation decision is not reached within 06 weeks from the commencement of the conciliation process, or if the mediator's decision is not accepted by the parties, a party may refer the dispute for resolution at a competent Arbitration or Court. In case of dispute resolution by arbitration, the venue for dispute resolution shall be Ho Chi Minh City.	Article 11 of the Law on Commercial Arbitration 2010 No. 54/2010/QH12.

Article 60.	***Article 60. Effective date*** 1. This Charter consists of 21 chapters and **60 articles**, issued pursuant to the Resolution of the Extraordinary General Meeting of Shareholders No. 02/2025/NQ-ĐHĐCĐ (YKVB) dated September 30, 2025, and takes effect from the date of signing. 2. The Charter is made in 10 copies, each having equal validity, and must be kept at the Group's headquarters. 3. This Charter is the sole and official Charter of the Group. 4. Copies or excerpts of the Group's Charter are valid when signed by the Chairman of the Board of Directors or at least 1/2 of the total members of the Board of Directors.	*Amend Article 60 as follows:* 1. This Charter consists of 21 sections and **59 articles**, unanimously approved by the 2026 Annual General Meeting of Shareholders of the Group pursuant to Resolution No. …… dated … month … year 2026. Accordingly, this Charter takes effect from … month … year 2026 and replaces all versions of the Group's Charter issued before the effective date of this Charter. 2. The Charter is made in 10 copies, each having equal validity, and must be kept at the Group's headquarters. 3. This Charter is the sole and official Charter of the Group. 4. Copies or excerpts of the Group's Charter are valid when signed by the Chairman of the Board of Directors or at least 1/2 of the total members of the Board of Directors.	Amend to align with Article 64 of the Model Charter - Circular No. 116/2020/TT-BTC)

BECAMEX

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APPENDIX II SUMMARY TABLE
AMENDMENTS AND SUPPLEMENTATIONS TO THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE – BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

Provision	CURRENT REGULATION *(Contents not mentioned in this column are to be kept as they are in the current Regulation)*	AMENDED AND SUPPLEMENTED REGULATION	EXPLANATION OF REASONS AND LEGAL BASIS
	CHAPTER 1 – GENERAL PROVISIONS		
Article 2	**Article 2. Interpretation of terms and abbreviations** "Delegate" means a Shareholder or an authorized representative (proxy). Corporation: means Becamex Investment and Industrial Development Group Candidacy: means self-nomination VSD: means Vietnam Securities Depository and Clearing Corporation	**Article 2. Interpretation of terms and abbreviations** **"Delegate"** means a Shareholder or a representative (person authorized by a shareholder). **"The Group"** means Becamex Investment and Industrial Development Group (Becamex Group) **"Candidacy"** means the act of a shareholder self-nominating. **"VSDC"** means Vietnam Securities Depository and Clearing Corporation.	Adjust several terms for consistency and add new terms to facilitate expression and referencing in the provisions of this Regulation.

		"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, and its amendments, supplements, or replacements (if any) from time to time. **"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, and its amendments, supplements, or replacements (if any) from time to time. **"Decree No. 155/2020/ND-CP"** means Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities, and its amendments, supplements, or replacements (if any) from time to time. **"Charter"** means the Charter of Becamex Investment and Industrial Development Group **"OC"** means the Organizing Committee of the General Meeting of Shareholders	
Article 3	**Article 3. Authority to convene the General Meeting of Shareholders** **Điều 1. Authority to convene the General Meeting of Shareholders** 1. *Authority to convene the Annual General Meeting of Shareholders..* 2. *Authority to convene the Extraordinary General Meeting of Shareholders:* a. ..	**Article 3. Authority to convene the General Meeting of Shareholders** *1. Authority to convene the Annual General Meeting of Shareholders..* *2. Authority to convene the Extraordinary General Meeting of Shareholders:* a. .. b. ..	Adjust the term 'General Corporation' to 'the Group' and make necessary adjustments to ensure consistency with Article 14 of the draft amended Charter.

	b. … c. In case the Board of Supervisor fails to convene the General Meeting of Shareholders as prescribed in Point b, Clause 4, Article 14 of the Group's Charter, the shareholder or group of shareholders specified in Point c, Clause 3, Article 14 of the Group's Charter ***has the right to request the Group's representative to convene the General Meeting of Shareholders as prescribed by the Law on Enterprises.*** …	c. In case the Board of Supervisor fails to convene the General Meeting of Shareholders as prescribed in Point b, Clause 4, Article 14 of the Group's Charter, the shareholder or group of shareholders specified in Point c, Clause 3, Article 14 of the Group's Charter ***has the right to represent the Group to convene the General Meeting of Shareholders as prescribed by the Law on Enterprises.*** …	
Article 11	**Article 11. Matters approved at the General Meeting of Shareholders**	Remove clause 15 as it duplicates the content of clause 16.	According to Clause 31, Article 4 of the Law on Enterprises No. 59/2020/QH14, 'Corporate reorganization' means the division, separation, consolidation, merger, or conversion of the type of enterprise.
Article 12	**Article 12. Voting to approve matters at the meeting**	**Add provisions regarding the 'Voting Card':** **'Voting Card'** is a tool issued by the Group to shareholders or their legally authorized representatives attending the meeting to exercise their voting rights on matters under the authority of the General Meeting of Shareholders. The Voting Card displays identification information of the voter, the number of shares or the percentage of voting rights	Add the 'Voting Card' definition because the Regulations mention it but do not explain it clearly.

		represented, the voting content, and voting options. It serves as a legal basis for determining voting intent, facilitating vote counting, determining the approval rate of resolutions, and archiving records in accordance with the Group's regulations and relevant laws. It may be issued in electronic form consistent with meeting organization conditions and the Group's internal regulations.	
Article 13	**Article 13. Voting methods** 2. Voting methods a. Voting by Voting Card: When voting by raising the Voting Card, the front of the Voting Card must be raised facing the Presidium. In case a delegate does not raise the Voting Card during any of the three rounds of voting for 'In favor', 'Against', or 'Abstain' on a matter, it shall be considered as a vote 'In favor' of that matter. …	- Amend clause 2 as follows: 2. Voting methods a. Voting by Voting Card: When voting by raising the Voting Card, the front of the Voting Card must be raised facing the Presidium. ***In case a delegate does not raise the Voting Card during any of the three rounds of voting for 'In favor', 'Against', or 'Abstain' on a matter, it shall be considered as not voting.*** …	In case a delegate does not raise the Voting Card during any of the three rounds of voting for 'In favor', 'Against', or 'Abstain' on a matter, it shall be considered as not voting, meaning the shareholder is present but waives their voting right; it cannot be considered as a vote 'In favor' of that matter, as silence (not voting or waiving the voting right) is a shareholder's right.
Article 15	**Article 15. Vote counting method** The vote counting method is conducted by aggregating the voting cards/ballots for 'In favor', 'Against', and 'Abstain'.	**Amend Article 15 as follows: 'Article 15. Vote counting method** The vote counting method is conducted by aggregating the voting cards/ballots for 'In favor', 'Against', and 'Abstain."	Remove the paragraph: 'For sensitive matters and if requested by shareholders, the

	For sensitive matters and if requested by shareholders, the Company must appoint an independent organization to perform the collection and counting of votes.		Company must appoint an independent organization to perform the collection and counting of votes.' because this is an old regulation in Circular 121/2012/TT-BTC on corporate governance applicable to public companies, which has expired.
Article 16	**Article 16. Conditions for approval of resolutions** 1. Resolutions on the following matters are approved if they are approved by shareholders representing **65% or more of the total voting shares of all shareholders attending the meeting**, except for cases specified in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises: … 2. Resolutions are approved when they are approved by shareholders owning over 50% of the total voting shares of all shareholders **attending the meeting**, except for cases specified in Clause 1 of this Article and Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises. …	Amend Clause 1 and Clause 2 as follows: 1. Resolutions on the following matters are approved if they are approved by shareholders representing 65% or more of the total voting shares of all shareholders ***attending the meeting and voting in favor***, except for cases specified in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises: … 2. Resolutions are approved when they are approved by shareholders owning over 50% of the total voting shares of all shareholders ***attending the meeting and voting in favor***, except for cases specified in Clause 1 of this Article and Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises. …	This adjustment (adding the phrase 'and voting') is to comply with legal regulations (Article 148 of the Law on Enterprises No. 59/2020/QH14 and Article 21 of the Group's Charter.)

Article 22	**Article 22. Sequence and procedures for the General Meeting of Shareholders to approve resolutions by collecting written opinions** 7. Request to cancel a Decision of the General Meeting of Shareholders approved by collecting written opinions Within 90 days from the date of receiving the resolution or **the minutes of the General Meeting of Shareholders** or the minutes of the vote counting results of the General Meeting of Shareholders, shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises have the right to request the Court or Arbitration to consider and cancel the resolution or a part of the content of the resolution of the General Meeting of Shareholders in the following cases:	Amend Clause 7 as follows: *'7. Request to cancel a Decision of the General Meeting of Shareholders approved by collecting written opinions* Within 90 days from the date of receiving **the resolution or the minutes of the vote counting results of the General Meeting of Shareholders**, shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises have the right to request the Court or Arbitration to consider and cancel the resolution or a part of the content of the resolution of the General Meeting of Shareholders in the following cases:	Adjust Clause 7 to be consistent with the method of collecting written opinions from shareholders as prescribed in Article 149 of the Law on Enterprises No. 59/2020/QH14.
Article 26	**Article 26. Authorization for representatives to attend the General Meeting of Shareholders online** 2. Some regulations to note when performing online authorization: .. Validity of online authorization: the authorization only has legal effect when the following conditions are met: - **When the shareholder fills in all information according to the online authorization form and completes the online authorization process.**	- Amend Clause 2 as follows: 2. Some regulations to note when performing online authorization: … Validity of online authorization: the authorization only has legal effect when the following conditions are met: - When the shareholder fills in all information according to the online authorization form issued by the Group or in accordance with civil law regulations and completes the online authorization process.	Clause 2, Article 144 of the Law on Enterprises No. 59/2020/QH14 stipulates: 'The authorization document shall be made in accordance with civil law and must clearly state the name of the authorized individual or organization and the number of authorized shares.' Therefore, the

			Group must not require shareholders to use the authorization form issued by the Group, even for online meeting authorization.
Article 45	**Article 45. Role, Rights, and Obligations of the Board of Directors** 8. Organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, the General Director, and other managers of the Group;	Amend Clause 8, Article 45 as follows: 8. Organize training and coaching on the Group's governance and necessary skills for members of the Board of Directors, the General Director, **the Person in charge of the Group's governance**, and other managers of the Group;	Clause 81, Article 1 of Decree 245/2025/NĐ-CP dated September 11, 2025, of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities ('Decree 245/2025/NĐ-CP').
Article 46	**Article 46. Rights, obligations, and responsibilities of Board members** 2. Members of the Board of Directors have obligations as prescribed in the Group's Charter and the following obligations: c. Report promptly and fully to the Board of Directors on remuneration received from subsidiaries, affiliated companies, and other organizations;	**- Amend points c, d, and f of Clause 2 as follows:** c. Report promptly and fully to the Board of Directors on remuneration received from subsidiaries, affiliated companies, and other organizations; d. Report to the Board of Directors at the most recent meeting on transactions between the Group, its subsidiaries, companies controlled by the Group with 50% or more of charter capital, and members of the	Amend points c, d, and f of Clause 2 to comply with Article 195 of the Law on Enterprises No. 59/2020/QH14 and Clause 8, Article 1 of Decree 245/2025/NĐ-CP.

	d. Report to the Board of Directors at the nearest meeting on transactions between the Group, subsidiaries, corporations controlled by the Group with 50% or more of charter capital, and members of the Board of Directors and their related persons; transactions between the Group and a corporation in which the Board member is a founding member or a corporate manager within the 03 years immediately preceding the transaction. f) The independent member of the Board of Directors must prepare an evaluation report on the activities of the Board of Directors.	Board of Directors and their related persons; transactions between the Group and companies where a member of the Board of Directors is a founding member or a corporate manager within the 03 years immediately preceding the transaction; f. **Each independent member of the Board of Directors of the Group must prepare an evaluation report on the activities of the Board of Directors.**	
Article 47	**Article 47. Number, term, and structure of members of the Board of Directors**	**Amend Clause 3 and add Clauses 4, 5, and 6 as follows:** 3. The structure of the Board of Directors is as follows: a. The number of non-executive members of the Board of Directors of the Group must ensure the following regulations: - There must be at least 01 non-executive member in case the Group has from 03 to 05 Board members; - There must be at least 02 non-executive members in case the Group has from 06 to 08 Board members; - There must be at least 03 non-executive members in case the Group has from 09 to 11 Board members. The Group limits the number of Board members concurrently holding executive positions within the Group to the maximum extent possible to ensure the independence of the Board of Directors.	Amend Clause 3 and add Clauses 4, 5, and 6 to comply with the corresponding clauses of Article 26 of the Draft Amended Charter and Article 160 of the Law on Enterprises No. 59/2020/QH14.

		b. The number of independent members of the Board of Directors of the Group must ensure the following regulations: - There must be at least 01 independent member in case the Group has from 03 to 05 Board members; - There must be at least 02 independent members in case the Group has from 06 to 08 Board members; - There must be at least 03 independent members in case the Group has from 09 to 11 Board members. The rights, obligations, and methods of organizing and coordinating the activities of independent members of the Board of Directors shall be specifically stipulated in the Operating Regulations of the Board of Directors. 4. A member of the Board of Directors shall lose their status as a member of the Board of Directors if they are dismissed, removed, or replaced by the General Meeting of Shareholders in the following cases: a) In accordance with the provisions of Article 160 of the Law on Enterprises. b) Providing false personal information when submitting to the Group as a candidate for the Board of Directors; 5. The appointment of members of the Board of Directors must be disclosed in accordance with the law on information disclosure in the securities market. 6. Members of the Board of Directors are not required to be shareholders of the Group.	

Article 48	**Article 48. Standards and conditions for members of the Board of Directors** 1. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1, Clause 2, Article 155 of the Law on Enterprises and the Charter of the Group. 2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director of a public corporation. 3. **A member of the Board of Directors of a public corporation may only concurrently serve as a member of the Board of Directors at a maximum of 05 other corporations.**	**Amend Article 48 as follows:** **Article 48. Standards and conditions for members of the Board of Directors** 1. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1, Clause 2, Article 155 of the Law on Enterprises and the Charter of the Group. 2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director of the Group. 3. A member of the Board of Directors of the Group may only concurrently serve as a member of the Board of **Directors or the Board of Members at a maximum of 05 other companies.**	- Amend Clause 1 and Clause 2 to comply with Articles 155 and 156 of the Law on Enterprises No. 59/2020/QH14. - Amend Clause 3 to comply with Clause 7, Article 26 of the Draft Amended Charter.
Article 60	**Article 60. Voting methods** 3. Voting b. A member of the Board of Directors shall not vote on contracts, transactions, or proposals in which that member or their related person has an interest that conflicts or may conflict with the interests of the Group. A member of the Board of Directors shall not be counted in the quorum of members present to hold a meeting of the Board of Directors regarding decisions on which that member does not have the right to vote;	Amend point b, Clause 3, Article 59 as follows: "b. A member of the Board of Directors shall not vote on transactions that bring benefits to that member or their related person in accordance with the Law on Enterprises and the Charter of the Group."	Remove the phrase: "A member of the Board of Directors shall not be counted in the quorum of members present to hold a meeting of the Board of Directors regarding decisions on which that member does not have the right to vote" to ensure consistency with point b, Clause 11, Article 30 of the Draft Amended Charter.



Article 64	**Article 64. Cases where the chairperson and/or secretary refuses to sign the minutes of the Board of Directors meeting** In case the chairperson or the person recording the minutes refuses to sign the meeting minutes, but the minutes are signed by all other members of the Board of Directors attending the meeting and contain full content as prescribed in points a, b, c, d, đ, e, g, and h of Article 63 of these Regulations, the minutes shall be valid.	**Amend Article 64 as follows:** **Article 64. Cases where the chairperson and/or secretary refuses to sign the minutes of the Board of Directors meeting** In case the chairperson or the person recording the minutes refuses to sign the meeting minutes, but the minutes are signed by all other members of the Board of Directors attending and agreeing to approve the minutes, and contain full content as prescribed in points a, b, c, d, đ, e, g, and h of Clause 1, Article 158 of the Law on Enterprises, the minutes shall be valid. The meeting minutes shall clearly state that the chairperson or the person recording the minutes refused to sign. The persons signing the meeting minutes shall be jointly responsible for the accuracy and honesty of the content of the Board of Directors meeting minutes. The chairperson and the person recording the minutes shall be personally responsible for damages caused to the enterprise due to their refusal to sign the meeting minutes in accordance with the Law on Enterprises, the Company Charter, and relevant laws.	Amend to comply with Clause 17, Article 30 of the Draft Amended Charter and Clause 2, Article 158 of the Law on Enterprises No. 59/2020/QH14.

Article 69	**Article 69. Cases for dismissal of the Corporate Governance Officer** 1. The Board of Directors may remove/dismiss the Corporate Governance Officer when necessary, provided it does not contravene current labor laws. **2. The Corporate Governance Officer may be removed by a resolution of the General Meeting of Shareholders**	**Article 69. Cases for dismissal of the Group's Corporate Governance Officer** The Board of Directors may dismiss or remove the Group's Corporate Governance Officer when deemed necessary, provided it does not contravene current labor laws.	Remove Clause 2 because the General Meeting of Shareholders does not have this authority under Article 138 of the Law on Enterprises No. 59/2020/QH14 and the Charter; furthermore, this avoids overlapping authority where one position is subject to dismissal decisions by two different BODies.
Article 74	**Article 74. Standards and conditions for members of the Board of Supervisor** 1. A Supervisor must meet the following standards and conditions: f. Not be a member or employee of an independent audit firm performing audits of the Group's financial statements in the 03 consecutive years prior.	Amend point f, Clause 1, Article 73 as follows: f. Not be a member or employee of an approved audit organization performing audits of the Group's financial statements in the 03 consecutive years prior.”	Article 168 of the Law on Enterprises No. 59/2020/QH14; Article 287, Article 286 of Decree No. 155/2020/NĐ-CP.
Article 75	**Article 75. Nomination and candidacy for members of the Board of Supervisor** 1. The candidacy and nomination of members of the Board of Supervisor shall be carried out similarly to the provisions in Clause 1, Article 25 of the Group's Charter. Shareholders holding voting shares have the right to aggregate their	**Article 75. Nomination and candidacy for members of the Board of Supervisor** 1. The candidacy and nomination of members of the Board of Supervisor shall be conducted similarly to the provisions in Clause 1, Article 25 of the Company	Amend this Clause 1 to align with Clause 1, Article 37 of the Draft Amended Charter.

	voting rights to nominate Supervisors. A shareholder or group of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 50% may nominate a maximum of three (03) candidates; from 50% or more may nominate a maximum of four (04) candidates.	Charter. Shareholders holding voting shares have the right to aggregate their voting rights to nominate Controllers. A shareholder or a group of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% or more may nominate a maximum of eight (08) candidates.	
Article 81	**Article 81. Term, standards, and conditions of the General Director** The term of the General Director shall not exceed 05 years and they may be reappointed for an unlimited number of terms. The General Director must meet the following standards and conditions: a. Not fall into the categories specified in Clause 2, Article 17 of the Law on Enterprises; b. Must not be a person with family relations to the corporate manager or Controller of the Group and the parent corporation; a representative of state capital, or a	**Article 81. Term, standards, and conditions of the General Director** 1. The term of the General Director shall not exceed 05 years and they may be reappointed for an unlimited number of terms. 2. The General Director must meet the following standards and conditions: a. Not fall into the categories specified in Clause 2, Article 17 of the Law on Enterprises; b. Must not be a person with family relations to the corporate manager or Controller of the Group and the	- Restructured into two separate clauses due to the distinct nature of these two contents. - Phrased to align with Article 162 of the Law on Enterprises No. 59/2020/QH14.

	representative of the enterprise's capital at the Group and the parent corporation; c. Possess professional qualifications and experience in the corporate management of the Group.	parent company; a representative of state capital, or a representative of the enterprise's capital at the Group and the parent company; c. Possess professional qualifications and experience in the corporate management of the Group.	
Article 92	**Article 92. Matters the General Director must report, provide information on, and the method of notification to the Board of Directors and Board of Supervisor** 1. Matters the General Director must report, provide information on, and the method of notification to the Board of Directors b. The General Director is obligated to notify the Board of Directors of transactions between the Group, its subsidiaries, or other companies controlled by the Group with over 50% of charter capital, with those entities themselves or with their related persons as prescribed by law.	Amend Point b, Clause 1 as follows: "The General Director is obligated to notify the Board of Directors of transactions between the Group, its subsidiaries, or other companies controlled by the Group with over 50% of charter capital, with those entities themselves or with their related persons as prescribed by law."	Amended to align with Clause 3, Article 291 of Decree No. 155/2020/NĐ-CP.
Article 98	**Article 98. Effective date** 1. This Regulation consists of 08 Chapters and 98 Articles, unanimously approved by the General Meeting of Shareholders of the Becamex Investment and Industrial Development Group on [Date] 2021, and the full text of these regulations is hereby accepted as effective. 2. This Regulation is the sole and official regulation of the Group.	**Article 98. Effective date** 1. This Regulation consists of 08 Chapters and 97 Articles, unanimously approved by the Annual General Meeting of Shareholders of Becamex Investment and Industrial Development Group on [Date] 2026, and the full text of these regulations is hereby accepted as effective. 2. This Regulation is the sole and official regulation of the Group. 3. Copies or extracts of this Regulation of the Group must be signed by the Chairman of the Board of Directors.	Adjusted to update the timing of the GMS approval of this regulation.

	3. Copies or extracts of the Regulation on Corporate Governance must be signed by the Chairman of the Board of Directors.		

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APPENDIX III SUMMARY TABLE

AMENDMENTS AND SUPPLEMENTATIONS TO THE OPERATIONAL REGULATIONS OF THE BOARD OF DIRECTORS - BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

Provision	CURRENT REGULATION *(Contents not mentioned in this column shall remain as they are in the current Regulation)*	AMENDED AND SUPPLEMENTED REGULATION	EXPLANATION OF REASONS AND LEGAL BASIS

LEGAL BASIS		Amend and supplement the Legal Basis section as follows: *- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;* *- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;* *- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;* *- Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025, of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;* *- Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies in Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;*	Supplement and update with new relevant legal documents.

		- Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group (BECAMEX GROUP); - Pursuant to Resolution No. …/2026/NQ-ĐHĐCĐ dated [Date] 2026, of the 2026 Annual General Meeting of Shareholders of BECAMEX GROUP regarding the approval of the Operational Regulation of the Board of Directors of Becamex Investment and Industrial Development Group.	
Article 3	***Article 3. Rights and obligations of members of the Board of Directors*** 1. Members of the Board of Directors have full rights and responsibilities as prescribed by the Law on Enterprises, the Law on Securities, relevant laws, and the Charter of the Group, including the right to be provided with information and documents regarding the financial situation and business operations of the Group and its units. 2. Members of the Board of Directors have obligations as prescribed by the Law on Enterprises, the Charter of the Group, and the following obligations: a) Perform their duties honestly and carefully for the best interests of the shareholders and the Group; b) Attend all meetings of the Board of Directors and express opinions on matters discussed;	**Article 3. Rights and obligations of members of the Board of Directors** 1. Members of the Board of Directors have full rights and responsibilities as prescribed by the Law on Enterprises, the Law on Securities, relevant laws, and the Charter of the Group, including the right to be provided with information and documents regarding the financial situation and business operations of the Group and its units. 2. Members of the Board of Directors have obligations as prescribed by the Law on Enterprises, the Charter of the Group, and the following obligations: a) Perform their duties honestly and carefully for the best interests of the shareholders and the Group;	Amended to align with Article 195 of the Law on Enterprises No. 59/2020/QH14 and Clause 80, Article 1 of Decree 245/2025/NĐ-CP.

	c) Report promptly and fully to the Board of Directors the remuneration received from subsidiaries, associate companies, and other organizations; d) Report to the Board of Directors at the nearest meeting transactions between the Group, its subsidiaries, or other companies controlled by the Group with over 50% of charter capital, with members of the Board of Directors and their related persons; transactions between the Group and companies in which a member of the Board of Directors is a founding member or a corporate manager within the 03 most recent years prior to the transaction; đ) Perform information disclosure when trading shares of the Group in accordance with the law. 3. Independent members of the Board of Directors of the Group must prepare an evaluation report on the activities of the Board of Directors.	b) Attend all meetings of the Board of Directors and express opinions on matters discussed; c) Report promptly and fully to the Board of Directors the remuneration received from subsidiaries, associate companies, and other organizations; d) Report to the Board of Directors at the nearest meeting transactions between the Group, its subsidiaries, or other companies controlled by the Group with over 50% of charter capital, with members of the Board of Directors and their related persons; transactions between the Group and companies in which a member of the Board of Directors is a founding member or a corporate manager within the 03 most recent years prior to the transaction; đ) Perform information disclosure when trading shares of the Group in accordance with the law. 3. Each independent member of the Board of Directors of the Group must prepare an evaluation report on the activities of the Board of Directors.	
Article 4	***Article 4. Right of members of the Board of Directors to be provided with information*** 1. Members of the Board of Directors have the right to request the General Director, Deputy General Directors, and other corporate managers within the General	***Article 4. Right of Board of Directors members to be provided with information*** 1. Members of the Board of Directors have the right to request the General Director, Deputy General Directors, and other corporate managers	Amendment to detail the process of providing, using, and maintaining the confidentiality of information.

	Corporation to provide information and documents regarding the financial status and business operations of the General Corporation and its entities. 2. Corporate managers are required to provide information and documents in a timely, complete, and accurate manner upon the request of members of the Board of Directors. The sequence and procedures for requesting and providing information are stipulated as follows: - Members of the BOD must submit the content of the request to the BOD of the General Corporation. - If deemed necessary, the BOD will convene a meeting to seek opinions within 07 working days from the date of receiving the request from a BOD member regarding the information requested. - If the above content is approved by the BOD, the corporate manager requested to provide information shall provide the requested information within 07 days.	within the Group to provide information and documents regarding the financial status and business operations of the Group and its entities. 2. Corporate managers are required to provide information and documents in a timely, complete, and accurate manner upon the request of members of the Board of Directors. The sequence and procedures for requesting and providing information are stipulated as follows: - Members of the BOD must submit the content of the request to the BOD of the Group. - If deemed necessary, the BOD will convene a meeting to seek opinions within 07 working days from the date of receiving the request from a BOD member regarding the information requested. - If the above content is approved by the BOD, the corporate manager requested to provide information shall provide the requested information within 07 days and be responsible for explaining any inquiries from BOD members regarding the requested information. - After using the information, the BOD member who requested it shall report to the BOD (if deemed necessary) and ensure the confidentiality of the information.	

Article 5	***Article 5. Number, term, and structure of the Board of Directors*** . 4. Structure of the Board of Directors: a) The structure of the Board of Directors of the General Corporation must ensure that at least 1/3 of the total number of members of the Board of Directors are non-executive members. The General Corporation shall minimize the number of BOD members concurrently holding executive positions within the General Corporation to ensure the independence of the Board of Directors. The total number of independent members of the Board of Directors must comply with the following regulations: − There shall be at least 01 independent member in case the company has from 03 to 05 members of the Board of Directors; − There shall be at least 02 independent members in case the company has from 06 to 08 members of the Board of Directors; − There shall be at least 03 independent members in case the company has from 09 to 11 members of the Board of Directors. 5. Independent members of the Board of Directors have full rights and obligations of members of the Board of Directors as stipulated by the Law on Enterprises, the Law on	***Article 5. Number, term, and structure of the Board of Directors*** 4. The structure of the Board of Directors is as follows: a. The number of non-executive members of the Board of Directors of the Group must comply with the following regulations: - There shall be at least 01 non-executive member in case the Group has from 03 to 05 members of the Board of Directors; - There shall be at least 02 non-executive members in case the Group has from 06 to 08 members of the Board of Directors; - There shall be at least 03 non-executive members in case the Group has from 09 to 11 members of the Board of Directors. The Group shall minimize the number of BOD members concurrently holding executive positions within the Group to ensure the independence of the Board of Directors. b. The number of independent members of the Board of Directors of the Group must comply with the following regulations: - There shall be at least 01 independent member in case the Group has from 03 to 05 members of the Board of Directors;	- Amendment to Clause 1 and Clause 4 to align with Article 26 of the Draft Amended Charter.

	Securities, the Charter of the General Corporation, and these regulations. 6. Independent members of the Board of Directors shall be organized and coordinate their activities according to the following principles: a) Perform assigned rights and obligations honestly, carefully, and in the best manner to ensure the maximum legitimate interests of the General Corporation; b) Be loyal to the interests of the General Corporation and shareholders; not use information, know-how, business opportunities of the General Corporation, position, title, or assets of the General Corporation for personal gain or to serve the interests of other organizations or individuals; c) All activities of independent members of the Board of Directors must ensure compliance with the provisions of the law and the Charter of the General Corporation.	- There shall be at least 02 independent members in case the Group has from 06 to 08 members of the Board of Directors; - There shall be at least 03 independent members in case the Group has from 09 to 11 members of the Board of Directors. 5. Independent members of the Board of Directors have full rights and obligations of members of the Board of Directors as stipulated by the Law on Enterprises, the Law on Securities, the Charter of the Group, and these regulations. 6. Independent members of the Board of Directors shall be organized and coordinate their activities according to the following principles: a) Perform assigned rights and obligations honestly, carefully, and in the best manner to ensure the maximum legitimate interests of the Group; b) Be loyal to the interests of the Group and shareholders; not use information, know-how, business opportunities of the Group, position, title, or assets of the Group for personal gain or to serve the interests of other organizations or individuals; c) All activities of independent members of the Board of Directors must ensure compliance with	

		the provisions of the law and the Charter of the Group.	
Article 6	***Article 6. Standards and conditions for members of the Board of Directors*** 1. Members of the Board of Directors must meet the following standards and conditions: a) Not fall into the categories specified in Clause 2, Article 17 of the Law on Enterprises; b) Possess professional qualifications and experience in business administration or in the field, industry, or business line of the General Corporation and are not necessarily shareholders of the General Corporation, unless otherwise provided by the Charter of the General Corporation; c) Members of the Board of Directors of the General Corporation may concurrently be members of the Board of Directors of another General Corporation; d) For state-owned enterprises as stipulated in Point b, Clause 1, Article 88 of the Law on Enterprises and subsidiaries of state-owned enterprises as stipulated in Clause 1, Article 88 of the Law on Enterprises, members of the Board of Directors must not be related persons of the General Director and other corporate managers of the General Corporation; or of managers or persons with the authority to appoint managers of the parent company;	***Article 6. Standards and conditions for members of the Board of Directors*** 1. Members of the Board of Directors must meet the following standards and conditions: a) Not falling into the categories specified in Clause 2, Article 17 of the Law on Enterprises; b) Possessing professional qualifications and experience in business administration or in the field, industry, or business line of the Group, and not necessarily being a shareholder of the Group, unless otherwise provided by the Group's Charter; c) A member of the Board of Directors of the Group may concurrently serve as a member of the Board of Directors or the Board of Members at a maximum of 05 other companies; d) A member of the Board of Directors of the Group must not be a family member of the General Director or other managers of the Group; or of the manager or person authorized to appoint managers of the parent company; đ) Other standards and conditions as per the Group's Charter.	- Adjust Point c to align with Article 26 of the Draft Amended Charter and Article 155 of the Law on Enterprises No. 59/2020/QH14. - Adjust the wording in Point d to be more concise and reasonable.

	đ) Other standards and conditions as per the Charter of the General Corporation.		
Article 7	***Article 7. Chairman of the Board of Directors*** 3. The Chairman of the Board of Directors has the following rights and obligations: a) To establish the program and operational plan of the Board of Directors; b) To prepare the program, content, and documents for meetings; to convene, preside over, and act as the chair of Board of Directors meetings; c) To organize the approval of resolutions and decisions of the Board of Directors; d) To supervise the organization and implementation of resolutions and decisions of the Board of Directors; đ) To act as the chair of the General Meeting of Shareholders; e) To establish the work program and assign tasks to other members of the Board of Directors to manage the operations of the Group. To evaluate the performance of the Board of Directors and each member of the Board of Directors and report these evaluation results to the GMS. f) To sign documents on behalf of the GMS and the Board of Directors. g) To approve the annual regular operating budget of the Group and other extraordinary expenses, including	**- Amend and repeal certain points of Clause 3, Article 7 as follows:** + "g) Approve the annual regular operating budget of the Group and other extraordinary expenses, including extraordinary expenses incurred during the implementation of investment projects proposed by the General Director, **except for cases falling under the authority of the Board of Directors.** +h) "Approve the General Director's proposal regarding the appointment, dismissal, removal, discipline, suspension, and salary levels of the following positions: Directors, Deputy Directors of functional departments, Directors, Deputy Directors of divisions, or Heads/Deputy Heads of branches/units directly under the Group." + Repeal point "i) Approve investments of up to 10% of the annual business plan and budget value." + Repeal point: "j) The valuation of non-cash assets contributed to the Group during the issuance of shares or bonds of the Group, including gold, land use rights, intellectual property rights, technology, and technological know-how."	- Amend certain points of Clause 3, Article 7 to align with the provisions of the Law on Enterprises No. 59/2020/QH14 (Article 36, Article 138, Article 153, Article 162) and the Group's Charter. Repeal points i and j as these matters fall under the authority of the Board of Directors. - Repeal Clause 6, Article 7 as it is inconsistent with the provisions of Clause 4, Article 156 of the Law on Enterprises No. 59/2020/QH14.

	extraordinary expenses incurred during the implementation of investment projects proposed by the General Director. h) To approve the General Director's proposal regarding the appointment, dismissal, removal, discipline, suspension, and salary levels of the following positions: Corporation Secretary, Directors, Deputy Directors of functional departments, Directors, Deputy Directors of divisions, or Heads/Deputy Heads of branches/units directly under the Group. i) To approve investments of up to 10% of the annual business plan and budget value. j) To value non-cash assets contributed to the Group during the issuance of shares or bonds of the Group, including gold, land use rights, intellectual property rights, technology, and technological know-how. k) To approve investment projects, business matters, or transactions for which the Board of Directors has approved the policy before the General Director proceeds with implementation. l) To approve, based on the proposal of the Board of General Directors, matters regarding recruitment, transfer, and arrangement of personnel within the Group. m) To approve policies regarding costs, expenses, etc., related to projects and works. n) To attend and provide comments and guidance at meetings of the Board of General Directors.	+ k) Approve investment projects, business matters, or transactions for which the Board of Directors has approved the policy before the General Director proceeds with implementation. + m) Approve policies regarding costs, expenses, etc., related to projects and works **after the Board of Directors has approved the project policy.** - Repeal Clause 6, Article 7	

	o) Other rights and obligations as prescribed by the Law on Enterprises and the Group's Charter. 6. In the event that the Chairman of the Board of Directors is absent due to a business trip, the Vice Chairman of the Board of Directors is authorized to sign documents on behalf of the GMS and the Board of Directors.		
Article 11	***Article 11. Rights and obligations of the Board of Directors***	*** Point i, Clause 2, Article 11 is amended as follows:** *i) Appoint and remove, sign contracts, and terminate contracts with the General Director, Deputy General Directors, Chief Accountant, and ***Corporation Secretary*** of the Group; ***appoint authorized representatives*** at units where the Group has contributed capital. Designate and remove persons authorized by the Group to act as commercial representatives and lawyers of the Group; * Add points t and u after point s, Clause 2, Article 11, amended as follows: t) Approve investments of up to 10% of the annual business plan and budget value. u) The valuation of non-cash assets contributed to the Group during the issuance of shares or bonds of the Group, including gold, land use rights, intellectual property rights, technology, and technological know-how.	- Add the right to appoint the Group Secretary in point i and the rights in points t and u to align with the provisions of Article 156, Article 153, and Article 36 of the Law on Enterprises No. 59/2020/QH14. - Remove the phrase: "After obtaining the approval of the Owner" in point l, clause 2, Article 11, because Becamex Group is currently a joint stock company and does not apply the mechanism requiring owner approval as in the case of a single-member limited liability company. (Articles 76, 80, 138 of the Law on Enterprises No. 59/2020/QH14).

		***Point l, Clause 2, Article 11 is amended as follows:** l) Decide on the organizational structure and internal management regulations of the Group; decide on the establishment of subsidiaries, branches, representative offices, research institutes, and schools; and decide on capital contribution and share purchases in other enterprises so that such enterprises become subsidiaries or associates of the Group. Approve the purchase or sale of shares of other companies established in Vietnam or abroad; *** Change point t to point v.**	
Article 16	**Article 16. Board of Directors meetings** 11. Voting b) Except for the provisions in point b, clause 11, Article 16 of this Regulation, each member of the Board of Directors or an authorized person as prescribed in clause 8 of this Article who is physically present in their personal capacity at the Board of Directors meeting shall have one (01) vote; b) A member of the Board of Directors shall not vote on contracts, transactions, or proposals in which that member or a related person to that member has an interest that conflicts or may conflict with the interests of the Group. A member of the Board of Directors shall not be counted	**Article 16. Board of Directors meetings** 11. Voting b) A member of the Board of Directors shall not vote on transactions that bring benefits to that member or a related person of that member in accordance with the Law on Enterprises and the Group's Charter.	- Remove the paragraph: "A member of the Board of Directors shall not be counted towards the minimum quorum required to hold a Board of Directors meeting regarding decisions for which that member does not have the right to vote;" in point b, clause 11, because Clause 3, Article 167 of the Law on Enterprises No. 59/2020/QH14 and Clause 4,

	towards the minimum quorum required to hold a Board of Directors meeting regarding decisions for which that member does not have the right to vote;		Article 291 of Decree No. 155/2020/NĐ-CP only stipulate that a member of the Board of Directors shall not vote on transactions that bring benefits to that member or a related person of that member, and there is no provision stating that a member of the Board of Directors shall not be counted towards the minimum quorum required to hold a Board of Directors meeting regarding decisions for which that member does not have the right to vote. Furthermore, this is to ensure consistency with point b, clause 11, Article 30 of the Draft Amended Charter.
Article 17	***Article 17. Minutes of Board of Directors meetings*** 2. In case the chairperson or the minute-taker refuses to sign the meeting minutes, but if all other members of the Board of Directors attending the meeting sign and the minutes contain full content as prescribed in points a, b, c, d, đ, e, g, and h of clause 1 of this Article, then these minutes shall be effective.	Amend clause 2, Article 17 as follows: "2. In case the chairperson or the minute-taker refuses to sign the meeting minutes, but if all other members of the Board of Directors attending and agreeing to approve the meeting minutes sign and the minutes contain full content as prescribed in points a, b, c, d, đ, e, g, and h of clause 1 of this Article, then	Amend clause 2, Article 17 to be consistent with Article 158 of the Law on Enterprises and clause 17, Article 30 of the Charter.

		these minutes shall be effective. The meeting minutes shall clearly state that the chairperson or the minute-taker refused to sign the minutes. The signatories of the meeting minutes shall be jointly responsible for the accuracy and honesty of the content of the Board of Directors meeting minutes. The chairperson and the minute-taker shall be personally liable for damages caused to the enterprise due to their refusal to sign the meeting minutes in accordance with the Law on Enterprises, the Group's Charter, and relevant laws. The Board of Directors meeting minutes and documents used in the meeting must be kept at the Group's headquarters.”	

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APPENDIX IV SUMMARY TABLE
AMENDMENTS AND SUPPLEMENTATIONS TO THE OPERATIONAL REGULATIONS OF THE BOARD OF SUPERVISOR-BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

Clause	CONTENT OF THE BOARD OF SUPERVISOR OPERATING REGULATION			
	CURRENT REGULATION (Content not mentioned in this column shall remain as in the Current Regulation)	**ADJUSTED REGULATION**	**EXPLANATION OF REASONS AND LEGAL BASIS**	**NOTES**
	LEGAL BASIS			

		Amended and supplemented as follows: *- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;* *- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;* *- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;* *- Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;* *- Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;* *- Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group (BECAMEX GROUP);*	Supplement and update the latest relevant legal documents.	

		- Pursuant to Resolution No. .../2026/NQ-GMS dated , 2026 of the 2026 Annual General Meeting of Shareholders of BECAMEX GROUP on the approval of the Operating Regulation of the Board of Directors of Becamex Investment and Industrial Development Group (BECAMEX GROUP).		

DEFINITIONS AND TERMS	**DEFINITIONS AND TERMS** In this Regulation, the following terms shall be understood as follows: 1. *A member of the Board of Supervisor* is a Supervisor. 2. *The Company* is Becamex Investment and Industrial Development Group	**DEFINITIONS AND TERMS** In this Regulation, the following terms shall be understood as follows: 1. "Member of the Board of Supervisor" is a Supervisor. 2. "Charter" is the Charter of Becamex Investment and Industrial Development Group (BECAMEX GROUP). 3. "Group" is Becamex Investment and Industrial Development Group (BECAMEX GROUP). 4. "Law on Enterprises" is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments, supplements, or replacements (if any) from time to time. 5. "Law on Securities" is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments, supplements, or replacements (if any) from time to time.	Supplement definitions for several terms used repeatedly in the Regulation.	

CHAPTER II. MEMBERS OF THE BOARD OF SUPERVISOR				
Article 5	***Article 5. Standards and conditions for members of the Board of Supervisor*** 2. In addition to the standards and conditions prescribed in clause 1 of this Article, a member of the Board of Supervisor of the Company as prescribed in point b, clause 1, Article 88 of the Law on Enterprises shall not be a person with family relations to the corporate manager of the Company; or a representative of state capital in the Company.	**Amend clause 2 as follows:** 2. In addition to the standards and conditions prescribed in clause 1 of this Article, a member of the Board of Supervisor of the Group shall not be a person with family relations to the corporate manager of the Group and the parent company; or a representative of the enterprise's capital or a representative of state capital at the parent company and at the Group.	Amend clause 2 to be consistent with the provisions in clause 2, Article 169 of the Law on Enterprises No. 59/2020/QH14 and Article 286 of Decree No. 155/2020/NĐ-CP.	
Article 7	***Article 7. Candidacy and nomination of members of the Board of Supervisor*** 1. Shareholders or groups of shareholders owning 10% or more of the total common shares have the right to nominate candidates for the Board of Supervisor. Shareholders holding voting shares have the right to aggregate their voting rights to nominate members of the Board of Supervisor. Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares are entitled to nominate one (01) candidate; from 20% to less than 30% are entitled to nominate a maximum of two (02) candidates; from 30% to less than 50% are entitled to	**Amend clause 1 as follows:** 1. Shareholders or groups of shareholders owning 10% or more of the total common shares have the right to nominate candidates for the Board of Supervisor. Shareholders holding voting shares have the right to aggregate their voting rights to nominate members of the Board of Supervisor. Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares are entitled to nominate one (01) candidate; from 20% to less than 30% are entitled to nominate a maximum of two (02)	Amend clause 1, Article 7 to be consistent with clause 1, Article 37 of the Draft Amended Charter.	

	nominate a maximum of three (03) candidates; from 50% or more are entitled to nominate a maximum of four (04) candidates.	candidates; from 30% to less than 40% are entitled to nominate a maximum of three (03) candidates; from 40% to less than 50% are entitled to nominate a maximum of four (04) candidates; from 50% to less than 60% are entitled to nominate a maximum of five (05) candidates; from 60% to less than 70% are entitled to nominate a maximum of six (06) candidates; from 70% to 80% are entitled to nominate a maximum of seven (07) candidates; and from 80% or more are entitled to nominate a maximum of eight (08) candidates.		

Ký số bởi: TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG NGHIỆP BECAMEX - CTCP
Email: info@becamex.com.vn
Ngày ký: 04/06/2026 07:09:09+07:00
Xác thực bởi: VNPT-CA SHA2

BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

CHARTER
ORGANIZATION AND OPERATIONS

Ho Chi Minh City, June 25, 2026

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PREAMBLE

This Charter was approved pursuant to Resolution of the Annual General Meeting of Shareholders No. 01/2026/NQ-ĐHĐCĐ dated June 25, 2026, and replaces the Charter issued pursuant to Resolution of the Extraordinary General Meeting of Shareholders No. 02/2025/NQ-ĐHĐCĐ (YKVB) dated September 30, 2025.

I. DEFINITION OF TERMS IN THE CHARTER

Article 1. Definition of terms

1. In this Charter, the following terms shall be understood as follows:

a) **"Charter capital"** is the total par value of shares sold or registered for purchase upon the establishment of the joint stock company and in accordance with the provisions of Article 6 of this Charter;
b) **"Voting capital"** is shares, whereby the owner has the right to vote on matters under the decision-making authority of the General Meeting of Shareholders;
c) **"Law on Enterprises"** is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and documents amending, supplementing, or replacing it (if any) from time to time;
d) **"Law on Securities**" is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and documents amending, supplementing, or replacing it (if any) from time to time.
e) **"Vietnam"** is the Socialist Republic of Vietnam;
f) **"Date of establishment"** is the date on which Becamex Investment and Industrial Development Group was granted the first Enterprise Registration Certificate;
g) **"Business executive"** means the General Director, Deputy General Director, and Chief Accountant;
h) **"Corporate manager"** is a person who manages the Group, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director, and Deputy General Directors.
i) **"Related person"** is an individual or organization as defined in Clause 46, Article 4 of the Law on Securities;
j) **"Shareholder"** is an individual or organization owning at least one share of the joint stock company;
k) **"Major shareholder"** is a shareholder as defined in Clause 18, Article 4 of the Law on Securities;
l) **"Duration of operations"** is the operating period of the Group as stipulated in Article 2 of this Charter and the extension period (if any) approved by the Group's General Meeting of Shareholders;
m) **"Group"** is Becamex Investment And Industrial Development Group;

n) **“BECAMEX GROUP”** is the abbreviated name of Becamex Investment And Industrial Development Group;

o) **“Stock Exchange”** means the Vietnam Stock Exchange and its subsidiaries.

p) **“Law”** means all legal normative documents prescribed in Article 4 of the Law on Promulgation of Legal Normative Documents No. 64/2025/QH15 dated February 19, 2025, of the National Assembly, as amended and supplemented by Law No. 87/2025/QH15 dated June 25, 2025, of the National Assembly amending and supplementing a number of articles of the Law on Promulgation of Legal Normative Documents, and documents amending, supplementing, or replacing them (if any) from time to time.

q) **"Subsidiary"** is any company in which the Group owns more than 50% of the charter capital or total common shares; or has the right to directly or indirectly decide on the appointment of the majority or all members of the Board of Directors, the Director, or the General Director; or has the right to decide on the amendment or supplementation of the Charter of that company.

r) **"Authorized attendee"** is a person legally authorized by a shareholder to attend and vote at the General Meeting of Shareholders.

s) **"Representative of the Group’s capital portion at enterprises or the Group’s authorized representative"** is an individual authorized in writing by the Group to exercise the rights and responsibilities of the Group regarding the capital portion invested by the Group in joint-stock companies or limited liability companies.

t) **"Business territory"** means the geographical scope for the Group’s production and business activities, including within and outside the territory of Vietnam.

u) **"Internal Regulations on Corporate Governance"** is the internal regulations on the Group’s governance developed by the Board of Directors, submitted to the General Meeting of Shareholders for approval, and issued by the Board of Directors, stipulating the governance and management of the Group in accordance with the provisions of the law from time to time

v) **"Charter"** is the Charter of Organization and Operation of the Group and its amendments and supplements approved by the General Meeting of Shareholders from time to time.

w) **"Board of Directors"** or **"BOD"** is the management body of the Group, having full authority on behalf of the Group to decide and exercise the rights and obligations of the Group, except for rights and obligations under the authority of the General Meeting of Shareholders as prescribed by law and this Charter.

x) **"Board of Supervisors"** or **"BOS"** is the body performing the function of inspecting and supervising the Group’s operations in accordance with the provisions of the law and this Charter.

2. In this Charter, references to one or more provisions or other documents include any amendments, supplements, or replacement documents.

3. The headings (Sections, Articles of this Charter) are used for convenience in understanding the content and do not affect the content of this Charter.

4. Any words or terms mentioned in the Law on Enterprises, the Law on Securities, and other laws (if not inconsistent with the subject or context) shall have the same meaning as in this Charter.

II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, DURATION OF OPERATION, AND LEGAL REPRESENTATIVE OF THE GROUP

Article 2. Name, form, headquarters, branches, representative offices, business locations, and duration of operation of the Group

1. Name of the Group

- Name of the Group in Vietnamese: **TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG NGHIỆP BECAMEX - CTCP**

- Name of the Group in foreign language: **BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP**

- Abbreviated name of the Group: **BECAMEX GROUP**

The Group is a joint-stock company with legal entity status in accordance with the current laws of Vietnam.

2. Registered headquarters of the Group:

- Address: 10th Floor, mPlaza Saigon Building, No. 39 Le Duan, Saigon Ward, Ho Chi Minh City, Vietnam.

- Telephone: (0274) 3822655.

- Fax: (0274) 3822713.

- E-mail: info@becamex.com.vn

- Website: www.becamex.com.vn

3. The Group may establish branches, representative offices, and business locations in the business territory to achieve the objectives of the Group in accordance with the decisions of the Board of Directors and to the extent permitted by law.

4. Unless terminated before the expiration date as prescribed in Clause 2, Article 55, the duration of operation of the Group is indefinite.

Article 3. Legal representative of the Group

1. The Group has 02 (two) legal representatives, including:

a) Chair of the Board of Directors;

b) General Director.

2. The legal representative of the Group is an individual representing the Group to exercise the rights and obligations arising from the Group's transactions, representing the Group as a requester for civil matter resolution, plaintiff, defendant, or person with related interests and obligations before Arbitrators or Courts, and other rights and obligations as prescribed by law.

3. The responsibilities of the legal representative shall be implemented in accordance with Article 13 of the Law on Enterprises and other rights and obligations as prescribed by current laws and this Charter.

4. The Group's legal representative must reside in Vietnam. In case of exiting Vietnam, the legal representative must authorize in writing another individual residing in Vietnam to exercise the rights and perform the obligations of the legal representative. In this case, the legal representative remains responsible for the exercise of the authorized rights and performance of the authorized obligations. If the authorization period expires as prescribed in this clause and the Group's legal representative has not returned to Vietnam and has not provided further authorization, the authorized person shall continue to exercise the rights and perform the obligations of the Group's legal representative until the Group's legal representative returns to work at the Group or until the Board of Directors decides to appoint another person as the Group's legal representative.

5. In addition to the rights, obligations, and legal responsibilities prescribed by law and this Charter, the legal representative has the following rights and obligations:

- For the Chairman of the Board of Directors, it shall be implemented in accordance with Article 29 of this Charter;

- For the General Director, it shall be implemented in accordance with Clause 4, Article 35 of this Charter.

III. OBJECTIVES, SCOPE OF BUSINESS, AND OPERATIONS OF THE GROUP

Article 4. Operational objectives of the Group

1. The main business lines of the Group are:

No.	Name of business line	Industry code	Principal business line
1	Real estate business, land use rights belonging to the owner, user, or lessee *(excluding investment in cemetery infrastructure to transfer land use rights associated with infrastructure).* Details: Real estate business. Business in technical infrastructure for industrial zones, residential areas, and urban areas; worker housing services.	6810	**X**

No.	Name of business line	Industry code	Principal business line
2	Cartographic activities Details: Surveying, measuring, and drawing cadastral maps.	71102	
3	Intermediary services for real estate activities *(excluding asset auction services).* Details: Real estate trading floor	6821	
4	Other real estate activities on a fee or contract basis	6829	
5	Road freight transport	4933	
6	Electricity production from renewable energy sources *(excluding transmission and dispatch of the national power system; construction and operation of multi-purpose hydropower and nuclear power plants of special socio-economic importance).* Details: Production of electricity from solar energy and renewable energy.	3512	
7	Electricity transmission and distribution *(excluding transmission and dispatch of the national power system; construction and operation of multi-purpose hydropower and nuclear power plants of special socio-economic importance).* Details: Transmission and distribution of electricity, electrical energy, and solar energy up to a voltage level of 110 kV. Investment in power grid development, retail electricity distribution, operation management, and repair of power grids up to a voltage level of 110 kV. Trading in the purchase and sale of rooftop, ground-mounted, and floating solar energy up to a voltage level of 110 kV.	3513	
8	Construction of power works *(excluding construction and operation of multi-purpose hydropower and nuclear power plants of special socio-economic importance)*	4221	

No.	Name of business line	Industry code	Principal business line
	Details: Construction and installation of power line works and transformer stations up to 110 kV. Construction and installation of solar energy systems (rooftop, ground-mounted, and floating). Construction of industrial and civil electrical works		
9	Architectural activities and related technical consultancy *(Excluding services for establishing, operating, maintaining, and repairing maritime signals, water areas, water zones, public maritime channels, and maritime routes; survey services for water areas, water zones, public maritime channels, and maritime routes serving the publication of Maritime Notices; survey, construction, and publication services for nautical charts of water areas, seaports, maritime channels, and maritime routes)* Details: Consultancy for surveying and designing power transmission lines and transformer stations up to a voltage level of 110 kV. Consultancy for construction supervision and completion of power transmission line works and transformer stations up to 110 kV. Consultancy for design and construction supervision of solar energy systems (rooftop, ground-mounted, and floating). Project management consultancy; investment project preparation consultancy; bidding consultancy, and cost estimation for power transmission line works and transformer stations up to 110 kV. Consultancy, design, supervision, construction, and development of civil, public, industrial, transport, and technical infrastructure works. Design, verification, supervision, and construction of electrical works from 35 kV and below (transmission lines, transformer stations, lighting systems, civil and industrial electrical systems). Project management and construction supervision.	7110	

No.	Name of business line	Industry code	Principal business line
	Surveying, measuring, and drawing cadastral maps. Consultancy and detailed planning, technical design, total cost estimation, and preparation and appraisal of investment projects for residential areas, urban areas, industrial zones, and civil, industrial, and transport works. Carrying out business for construction investment projects under the PPP model. Consultancy and urban planning (master planning, zoning, 1/500 detailed planning), rural planning, and regional construction planning.		
10	Other business support service activities not elsewhere classified *(excluding inspection services (testing, trial) and issuance of Certificates for transport vehicles (including vehicle systems, assemblies, equipment, and components); inspection and issuance of technical safety and environmental protection Certificates for specialized vehicles, equipment, containers, and dangerous goods packaging equipment used in transport; inspection and issuance of technical safety and environmental protection Certificates for offshore oil and gas exploration, exploitation, and transport vehicles and equipment; occupational safety technical inspection services for machinery and equipment with strict safety requirements installed on transport vehicles and offshore oil and gas exploration, exploitation, and transport vehicles and equipment; fishing vessel registration services.)* Details: Inspection, calibration, testing, installation, and checking: various types of electrical equipment, measuring instruments, measuring tools, electrical equipment, and control protection. Testing and calibration of electrical equipment; Automation and control activities	8299	
11	Inland waterway freight transport Details: Inland waterway freight transport by motorized vehicles;	5022	

No.	Name of business line	Industry code	Principal business line
	Inland waterway freight transport by rudimentary vehicles.		
12	Warehousing and storage of goods Details: ICD services. Warehousing and storage of goods in bonded warehouses; Warehousing and storage of goods in cold storage (excluding bonded warehouses); Warehousing and storage of goods in other types of warehouses.	5210	
13	Support service activities for water transport *(excluding maritime safety regulation services in water areas, water zones, and public maritime channels; maritime electronic information services; services for establishing, operating, maintaining, and repairing maritime signals, water areas, water zones, public maritime channels, and maritime routes; survey services for water areas, water zones, public maritime channels, and maritime routes serving the publication of Maritime Notices; survey, construction, and publication services for nautical charts of water areas, seaports, maritime channels, and maritime routes; construction and publication of maritime safety documents and publications. Maritime pilotage services.)* Details: Support service activities related to coastal and ocean transport; Inland waterway port operation activities.	5222	
14	Cargo handling *(excluding cargo handling at airports).* Details: Cargo loading and unloading services. Road cargo handling. Railway station cargo handling. Seaport cargo handling. River port cargo handling. Other cargo handling.	5224	
15	Other support service activities related to transport *(excluding services for establishing, operating, maintaining, and repairing maritime signals, water areas, water zones, public maritime channels, and maritime routes; survey services for water areas, water zones, public maritime channels, and maritime routes*	5229	

No.	Name of business line	Industry code	Principal business line
	serving the publication of Maritime Notices; survey, construction, and publication services for nautical charts of water areas, seaports, maritime channels, and maritime routes; construction and publication of maritime safety documents and publications; maritime safety regulation services in water areas, water zones, and public maritime channels; maritime electronic information services; inspection services (testing, trial) and issuance of Certificates for transport vehicles (including vehicle systems, assemblies, equipment, and components); inspection and issuance of technical safety and environmental protection Certificates for specialized vehicles, equipment, containers, and dangerous goods packaging equipment used in transport; inspection and issuance of technical safety and environmental protection Certificates for offshore oil and gas exploration, exploitation, and transport vehicles and equipment; occupational safety technical inspection services for machinery and equipment with strict safety requirements installed on transport vehicles and offshore oil and gas exploration, exploitation, and transport vehicles and equipment; fishing vessel registration services; Maritime pilotage services; Air transport support services). Details: Warehouse services, container yards, packaging, container transport loading and unloading, freight forwarding agencies, cargo tallying; Bonded warehouse, cold storage, and container yard business. Transport, freight forwarding, and customs brokerage services. Agency and forwarding services. Logistics. Other support services related to transport not elsewhere classified. Ship cleaning services. Open port area services: Buying, selling, sorting, storing, preserving, repairing packaging, and packing goods		
16	Construction of other civil engineering works *(excluding construction and operation of multi-purpose*	4299	

No.	Name of business line	Industry code	Principal business line
	hydropower and nuclear power plants of special socio-economic importance). Details: Construction and development of civil, public, industrial, transport, and technical infrastructure works. Investment in construction of technical infrastructure for industrial zones, residential areas, and urban areas.		
17	Mining of stone, sand, gravel, and clay Details: Mineral extraction and processing.	0810	
18	Other mining not elsewhere classified	0899	
19	Production of cement, lime, and plaster Details: Production of construction materials	2394	
20	Wholesale of other construction materials and installation equipment *(excluding the exercise of export, import, and distribution rights for the following goods: tobacco and cigars, books, newspapers and magazines, recorded media, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.)* Details: Trading of construction materials.	4673	
21	Manufacturing of concrete and products from concrete, cement, and plaster Details: Various types of precast concrete components.	2395	
22	Residential construction	4101	
23	Manufacturing of woven fabrics Details: Manufacturing of textile and garment products.	1312	
24	Finishing of textile products Details: Processing of textile and garment products	1313	

No.	Name of business line	Industry code	Principal business line
25	Wholesale of fabrics, garments, and footwear Details: Trading of textile and garment products.	4641	
26	Manufacturing of solar cells, solar panels, and photovoltaic inverters	2611	
27	Manufacturing of other electronic components Details: Manufacturing and assembly of electronic goods.	2619	
28	Manufacturing of consumer electronic products	2640	
29	Manufacturing of other general-purpose machinery Details: Manufacturing and assembly of machinery, equipment, and spare parts for industrial production and consumption.	2819	
30	Wholesale of electronic and telecommunications equipment and components *(excluding the exercise of export, import, and distribution rights for the following goods: tobacco and cigars, books, newspapers and magazines, recorded media, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.)* Details: Trading of electronic goods.	4652	
31	Wholesale of other machinery, equipment, and spare parts *(excluding the exercise of export, import, and distribution rights for the following goods: tobacco and cigars, books, newspapers and magazines, recorded media, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.)* Details: Trading of machinery, equipment, and spare parts for industrial production and consumption.	4659	
32	Other manufacturing not elsewhere classified Details: Manufacturing of supplies, raw materials, and goods for production and consumption.	3290	
33	Other specialized wholesale not elsewhere classified *(excluding the exercise of export, import, and distribution rights for*	4679	

No.	Name of business line	Industry code	Principal business line
	the following goods: tobacco and cigars, books, newspapers and magazines, recorded media, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.) Details: Trading of supplies, raw materials, and goods for production and consumption		
34	Advertising *(excluding products, goods, and services prohibited from advertising)* Details: Provision of marketing services.	7310	
35	Market research and public opinion polling (excluding public opinion polling services). Details: Market research.	7320	
36	Other financial service activities not elsewhere classified Details: Investment consulting. Financial investment in other domestic and foreign enterprises.	6619	
37	Hospital and health station activities Details: Activities in the hospital and medical sector.	8610	
38	Activities of general, specialized, and dental clinics	8620	
39	Intermediate service activities for courses and tutoring	8561	
40	Other educational support activities Details: Activities in the education sector.	8569	
41	Repair and maintenance of transport equipment (excluding automobiles, motorcycles, motorbikes, and other motor vehicles) Details: Repair services for watercraft and sea vessels. Repair and maintenance of urban railway transport equipment.	3315	

No.	Name of business line	Industry code	Principal business line
42	Construction of hydraulic structures *(excluding the construction and operation of multi-purpose hydropower and nuclear power plants that are of special socio-economic importance)* Details: Construction and repair of hydraulic structures. Waterway dredging activities.	4291	
43	Coastal and ocean freight transport Details: Coastal freight transport. Ocean freight transport. International multimodal transport business.	5012	
44	Construction of railway works	4211	
45	Railway passenger transport Details: Railway transport business, domestic and international intermodal transport.	4911	
46	Railway freight transport Details: Railway transport agency and services.	4912	
47	Urban and suburban road passenger transport (excluding bus transport) Details: Urban and suburban passenger transport by urban railway.	4931	
48	Service activities incidental to railway transportation *(excluding the management and operation of national railway and urban railway infrastructure systems invested by the State, excluding maintenance of railway infrastructure)* Details: Activities of railway passenger stations. Other services related to the organization and implementation of passenger, luggage, parcel, and freight transport by rail. Management, operation, maintenance, and repair of urban railway infrastructure systems. Railway infrastructure business.	5221	

No.	Name of business line	Industry code	Principal business line
49	Repair and maintenance of machinery and equipment Details: Repair of specialized urban railway machinery and equipment.	3312	
50	(The enterprise must comply with the provisions of law on land, construction, fire prevention and fighting, environmental protection, and business conditions for conditional business lines) Business lines not yet matched with the Vietnam Standard Industrial Classification: - Financial investment in other domestic and foreign enterprises. - Activities in the hospital, medical, and education sectors. (The Group shall not engage in business activities listed in the list of business lines with restricted market access for foreign investors as specified in Section A, Appendix I of Decree 31/2021/ND-CP dated March 26, 2021 of the Government detailing and guiding the implementation of a number of articles of the Law on Investment and amendments, supplements, or replacements thereof from time to time)		

2. Operational objectives of the Group: The Group is established to mobilize and use capital effectively in developing registered production and business lines, with the goal of maximizing profits, increasing dividends for shareholders, creating stable jobs for employees, contributing to the state budget, and developing the Group.

Article 5. Scope of business and operations of the Group

1. The Group is permitted to plan and conduct all business activities in the industries and trades of the Group that have been announced on the National Business Registration Database and specified in this Charter, in accordance with the provisions of current laws, and to implement appropriate measures to achieve the Group's objectives.

2. The Group may conduct business activities in industries and trades that are not prohibited by law.

3. In case the Group engages in conditional business investment lines, the Group must satisfy all business conditions as prescribed by the law on investment and relevant

specialized laws.

IV.CHARTER CAPITAL, SHARES

Article 6. Charter capital, shares

1. The charter capital of the Group is **10,350,000,000,000 VND** (Ten thousand, three hundred and fifty billion VND).

The total charter capital of the Group is divided into 1,035,000,000 shares with a par value of 10,000 VND/share.

2. The Group may change its charter capital when approved by the General Meeting of Shareholders and in accordance with the provisions of the law.

3. The shares of the Group on the date of approval of this Charter include ordinary shares and preference shares (if any). The rights and obligations of shareholders holding each type of share are prescribed in Article 12 and Article 13 of this Charter.

4. The Group may issue other types of preference shares after obtaining the approval of the General Meeting of Shareholders and in accordance with the provisions of the law.

5. The Group has no founding shareholders.

Ordinary shares must be offered for sale with priority to existing shareholders in proportion to their ownership of ordinary shares in the Group, except where the General Meeting of Shareholders decides otherwise; the number of shares that shareholders do not register to purchase in full shall be decided by the Board of Directors of the Group. The Board of Directors may distribute those shares to shareholders and other persons under conditions not more favorable than those offered to existing shareholders, except where the General Meeting of Shareholders approves otherwise or the law on securities provides otherwise.

6. The Group may purchase shares issued by the Group itself in the manners prescribed in this Charter and current law.

7. The Group may issue other types of securities in accordance with the provisions of the law.

8. The maximum foreign ownership ratio in Becamex Investment And Industrial Development Group is 34%.

Article 7. Share certificate

1. Shareholders of the Group shall be issued share certificates corresponding to the number and type of shares owned.

2. A share certificate is a type of security certifying the legal rights and interests of the owner in a portion of the charter capital of the issuing organization. Share certificates must contain full details as prescribed in Clause 1, Article 121 of the Law on Enterprises.

3. Within 30 days from the date of submitting a complete dossier requesting the transfer of share ownership in accordance with the Group's regulations or within 30 days from the date of full payment for the purchase of shares in accordance with the Group's share issuance plan, the owner of the shares shall be issued a share certificate. Shareholders are not required to pay the Group for the cost of printing share certificates.

4. In case a share certificate is lost, damaged, or destroyed in any other form, the shareholder shall be re-issued a share certificate by the Group upon the request of that shareholder. The shareholder's request must include the following contents:

a) Information regarding the share certificate that has been lost, damaged, or destroyed in any other form;

b) A commitment to be responsible for any disputes arising from the re-issuance of the new share certificate.

Article 8. Other securities certificates

Bond certificates or other securities certificates of the Group shall be issued with the signature of the legal representative and the seal of the Group.

Article 9. Transfer of shares

1. All shares are freely transferable unless otherwise provided by this Charter and the law; shares listed on the Stock Exchange shall be transferred in accordance with the regulations of the law on securities and the stock market.

2. Shares that have not been fully paid for shall not be transferred or enjoy related rights 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 rights as prescribed by law.

Article 10. Forfeiture of shares (in the case of enterprise registration)

1. In case a shareholder does not pay the full amount due for the purchase of shares on time, the Board of Directors shall notify and have the right to require that shareholder to pay the remaining amount and be responsible corresponding to the total par value of the shares registered for purchase for the financial obligations of the Group arising from the failure to pay in full.

2. The aforementioned payment notice must clearly state the new payment deadline (at least 07 days from the date of sending the notice), the payment location, and the notice must clearly state that in case of failure to pay as required, the unpaid shares will be forfeited.

3. The Board of Directors has the right to forfeit shares that have not been fully paid for on time in case the requirements in the aforementioned notice are not met.

4. Forfeited shares are considered shares authorized for offering as stipulated in Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly or authorize the sale or redistribution under conditions and in a manner that the Board of Directors deems appropriate.

5. A shareholder holding forfeited shares must relinquish their status as a shareholder with respect to those shares, but shall still be responsible corresponding to the total par value of the shares registered for purchase for the financial obligations of the Group arising at the time of forfeiture according to the decision of the Board of Directors from the date of forfeiture until the date of payment. The Board of Directors has full authority to decide on the enforcement of payment of the full value of the shares at the time of forfeiture.

6. The forfeiture notice shall be sent to the holder of the forfeited shares before the time of forfeiture. The forfeiture remains effective even in the case of errors or negligence in sending the notice.

V. ORGANIZATIONAL, GOVERNANCE, AND CONTROL STRUCTURE

Article 11. Organizational, governance, and control structure

The management, governance, and control structure of the Group includes:

1. The General Meeting of Shareholders.

2. The Board of Directors, the Board of Supervisors.

3. The General Director.

VI.SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of shareholders

1. Shareholders are the owners of the Group and have rights and obligations corresponding to the number and class of shares they own. Shareholders are only responsible for the debts and other property obligations of the Group within the scope of the capital contributed to the Group.

2. Ordinary shareholders have the following rights:

a) To attend and speak at meetings of the General Meeting of Shareholders and exercise the right to vote directly or through an authorized representative or other forms as prescribed by the Group's Charter, Internal Governance Regulations, and the law. Each ordinary share has one vote;
b) To receive dividends at the rate decided by the General Meeting of Shareholders;
c) To have priority in purchasing new shares corresponding to the proportion of ordinary share ownership of each shareholder in the Group;

d) To freely transfer their shares to others, except for cases stipulated in Clause 3, Article 120, Clause 1, Article 127 of the Law on Enterprises and other relevant provisions of the law;
e) To review, look up, and extract information regarding the name and contact address in the list of shareholders with voting rights; to request the correction of inaccurate information about themselves;
f) To review, look up, extract, or copy the Group's Charter, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders;
g) Upon the dissolution or bankruptcy of the Group, to receive a portion of the remaining assets corresponding to the proportion of share ownership in the Group;
h) To request the Group to repurchase shares in cases stipulated in Article 132 of the Law on Enterprises;
i) To be treated equally. Each share of the same class provides the owning shareholder with equal rights, obligations, and benefits. In case the Group has different classes of preference shares, the rights and obligations attached to those preference shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;
j) To have full access to periodic and extraordinary information disclosed by the Group in accordance with the law;
k) To have their legitimate rights and interests protected; to propose the suspension or cancellation of resolutions or decisions of the General Meeting of Shareholders or the Board of Directors in accordance with the Law on Enterprises;
l) Other rights as prescribed by law and this Charter.

3. A shareholder or group of shareholders owning 5% or more of the total ordinary shares has the following rights:

a) To request the Board of Directors to convene a meeting of the General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises;
b) To review, look up, and extract the minutes and resolutions, 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 and business secrets of the Group;
c) To request the Board of Supervisors to inspect specific issues related to the management and operation of the Group when deemed necessary. The request must be in writing and must include the following contents: full name, contact address, nationality, and legal identification document number for individual shareholders; name, enterprise identification number or legal identification document number of the organization, and headquarters address for institutional shareholders; the number of shares and the time of share registration of each shareholder, the total number of

shares of the group of shareholders, and the ownership ratio in the total shares of the Group; the issue to be inspected, and the purpose of the inspection;

d) To propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Group no later than 03 working days before the opening date. The proposal must clearly state the name of the shareholder, the quantity of each class of shares held by the shareholder, and the issue proposed to be included in the meeting agenda;

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

4. A request to convene a General Meeting of Shareholders as prescribed in Point a, Clause 3 of this Article must be in writing and must include the following contents: full name, contact address, nationality, and legal document number of the individual for individual shareholders; name, enterprise identification number or legal document number of the organization, and head office address for institutional shareholders; the number of shares and time of share registration of each shareholder, the total number of shares of the group of shareholders, and the ownership ratio in the total number of shares of the company, as well as the grounds and reasons for requesting the convening of the General Meeting of Shareholders. Attached to the request must be documents and evidence regarding the violations of the Board of Directors, the extent of the violations, or the decision exceeding their authority. The shareholder or group of shareholders shall be fully responsible before the law for the accuracy and honesty of the documents and evidence provided to the competent authority when requesting the convening of the General Meeting of Shareholders.

5. A shareholder or group of shareholders owning 10% or more of the total ordinary shares has the right to nominate candidates for the Board of Directors and the Board of Supervisors. The nomination of candidates for the Board of Directors and the Board of Supervisors shall be carried out as follows:

a) Ordinary shareholders forming a group to nominate candidates for the Board of Directors and the Board of Supervisors must notify the shareholders attending the meeting about the group formation before the opening of the General Meeting of Shareholders;

b) Based on the number of members of the Board of Directors and the Board of Supervisors, the shareholder or group of shareholders stipulated in this Clause has the right to nominate one or several persons as decided by the General Meeting of Shareholders to be candidates for the Board of Directors and the Board of Supervisors. In case the number of candidates nominated by the shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the nomination of the remaining candidates shall be carried out in accordance with Article 25 and Article 37 of this Charter.

Article 13. Obligations of shareholders

Ordinary shareholders have the following obligations:

1. To pay in full and on time for the shares committed to be purchased.

2. Not to withdraw capital contributed by ordinary shares from the Group in any form, except in cases where shares are repurchased by the Group or other persons. In case a shareholder withdraws part or all of the contributed share capital contrary to the provisions of this Clause, that shareholder and the related person in the Group shall be jointly and severally liable for the debts and other property obligations of the Group within the scope of the value of the shares withdrawn and the damages incurred.

3. To comply with the Group's Charter and the Group's Internal Management Regulations.

4. Comply with the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors.

5. Maintain the confidentiality of information provided by the Group in accordance with the Group's Charter and the law; use the provided information only to exercise and protect their own legitimate rights and interests; it is strictly prohibited to disseminate, copy, or send the information provided by the Group to other organizations or individuals.

6. Attend the General Meeting of Shareholders and exercise the right to vote/elect through the following methods:

a) Attend and vote/elect directly at the meeting;
b) Authorize other individuals or organizations to attend and vote/elect at the meeting;
c) Attend and vote/elect via online conference, electronic voting, or other electronic forms;
d) Send voting/election ballots to the meeting via mail, fax, or email;
e) Send voting/election ballots by other means as prescribed by law.

7. Accept personal responsibility when acting on behalf of the Group in any form to perform any of the following acts:

a) Violating the law;
b) Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;
c) Paying off debts that are not yet due in the face of financial risks to the Group.

8. Fulfill other obligations as prescribed by current law.

Article 14. General Meeting of Shareholders

1. The General Meeting of Shareholders consists of all shareholders with voting rights and is the highest decision-making body of the Group. The General Meeting of Shareholders shall hold an annual meeting once a year within four (04) months from the

end of the fiscal year. Based on operational conditions, the Board of Directors may decide to extend the annual General Meeting of Shareholders in case of necessity, but not exceeding 06 months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue for the General Meeting of Shareholders is determined as the place where the chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors shall convene the annual General Meeting of Shareholders and select a suitable venue. The annual General Meeting of Shareholders shall decide on matters as prescribed by law and the Group's Charter, particularly the approval of the audited annual financial statements. In case the audit report of the Group's annual financial statements contains material exceptions, adverse opinions, or disclaimers, the Group must invite representatives of the approved auditing organization that performed the audit of the Group's financial statements to attend the annual General Meeting of Shareholders, and the aforementioned representatives of the approved auditing organization are responsible for attending the Group'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 necessary for the interests of the Group;
b) The number of remaining members of the Board of Directors or the Board of Supervisors is less than the minimum number of members as prescribed by law;
c) Upon the request of a shareholder or a group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises; the request to convene a General Meeting of Shareholders must be made in writing, clearly stating the reasons and purpose of the meeting, and must bear sufficient signatures of the relevant shareholders, or the written request may be prepared in multiple copies and aggregated with sufficient signatures of the relevant shareholders;
d) Upon the request of the Board of Supervisors;
e) Other cases as prescribed by law and this Charter.

4. Convening an extraordinary General Meeting of Shareholders

a) The Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members of the Board of Directors or Controllers remains as prescribed in Point b, Clause 3 of this Article or upon receiving a request as prescribed in Point c and Point d, Clause 3 of this Article.

b) The Board of Directors must notify the case where an independent member of the Board of Directors no longer meets the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect an additional or replacement independent member of the Board of Directors within 06

months from the date of receiving the notice from the relevant independent member of the Board of Directors;

c) In case the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, then within the next 30 days, the Board of Supervisor shall replace the Board of Directors to convene the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises;

d) In case the Board of Supervisor fails to convene a General Meeting of Shareholders as prescribed in Point c, Clause 4 of this Article, then the shareholder or group of shareholders as prescribed in Point c, Clause 3 of this Article has the right to represent the Group to convene the General Meeting of Shareholders as prescribed by the Law on Enterprises. In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the order and procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Group. These costs do not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

e) Procedures for organizing the General Meeting of Shareholders as prescribed in Clause 5, Article 140 of the Law on Enterprises.

5 The General Meeting of Shareholders shall pass resolutions under its authority by voting at the meeting or by collecting written opinions. The General Meeting of Shareholders may be held in the form of an in-person meeting, an online meeting, or a combination of an in-person and an online meeting.

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

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

a) Approve the Group's development orientation;
b) Decide on the types of shares and the total number of shares of each type authorized for offering; decide on the annual dividend rate for each type of share;
c) Elect, remove, or dismiss members of the Board of Directors and Supervisors;
d) Decide on the investment or sale of assets valued at 35% or more of the total asset value recorded in the Group's most recent financial statements;
e) Decide on amendments and supplements to the Group's Charter;
f) Approve the annual financial statements;
g) Decide on the buyback of more than 10% of the total sold shares of each type;
h) Review and handle violations by the Board of Directors or the Board of Supervisors that cause damage to the Group and its shareholders;
i) Decide on the reorganization or dissolution of the Group;

j) Decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;
k) Approve/Amend and supplement the Internal Corporate Governance Regulations; the Operating Regulations of the Board of Directors and the Board of Supervisors;
l) Approve the list of approved auditing organizations; decide on the approved auditing organization to perform the inspection of the Group's operations, and dismiss the approved auditor when deemed necessary;
m) Other rights and obligations as prescribed by law.

2. The General Meeting of Shareholders shall discuss and approve the following matter:

a) The Group's annual business plan;
b) The audited annual financial statements;
c) Report of the Board of Directors on corporate governance and the performance of the Board of Directors and each member of the Board of Directors; Activities of independent members of the Board of Directors and the evaluation results of each independent member regarding the activities of the Board of Directors.
d) The report of the Board of Supervisors on the Group's business results and the performance results of the Board of Directors and the General Director;
e) The self-evaluation report on the performance results of the Board of Supervisors and Supervisors;
f) The dividend rate for each share of each type;
g) The number of members of the Board of Directors and the Board of Supervisors;
h) Elect, remove, or dismiss members of the Board of Directors and Supervisors;
i) Decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;
j) Approve the list of approved auditing organizations; decide on the approved auditing organization to perform the inspection of the Group's operations when deemed necessary;
k) Supplement and amend the Group's Charter;
l) The type of shares and the number of new shares to be issued for each type of share;
m) Split, separate, consolidate, merge, or convert the Group;
n) Reorganize and dissolve (liquidate) the Group and appoint a liquidator;
o) Decide on the investment or sale of assets valued at 35% or more of the total asset value recorded in the Group's most recent financial statements;
p) Decide on the buyback of more than 10% of the total sold shares of each type;
q) The Group's entry into contracts or transactions with subjects as stipulated 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 Group's assets recorded in the most recent financial statements;
r) Approve transactions as stipulated in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the

implementation of a number of articles of the Law on Securities and amendments, supplements, or replacements thereof from time to time;

s) Approve the Internal Corporate Governance Regulations, the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors;

t) Other issues as prescribed by law and this Charter.

3. All resolutions and matters included in the meeting agenda must be discussed and voted upon at the General Meeting of Shareholders.

Article 16. Authorization to attend the General Meeting of Shareholders

1. Shareholders or authorized representatives of institutional shareholders may attend the meeting in person or authorize one or more other individuals or organizations to attend, or attend through one of the methods stipulated in clause 3 of Article 144 of the Law on Enterprises. Institutional shareholders may only authorize a maximum of 03 authorized representatives to attend the General Meeting of Shareholders.

2. The authorization for an individual or organization to act as a representative to attend the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The written authorization shall be prepared in accordance with the civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of authorization, the scope of authorization, the term of authorization, and the signatures of the authorizing party and the authorized party.

The authorized person attending the General Meeting of Shareholders must submit the written authorization upon registering for the meeting. In case of re-authorization, the attendee must also present the original written authorization from the shareholder or the authorized representative of the corporate shareholder (if not previously registered with the Group).

3. In case a lawyer signs the appointment of a representative on behalf of the authorizing party, such appointment shall only be considered valid if the appointment document is presented together with the power of attorney for the lawyer or a certified copy thereof (if not previously registered with the Group).

4. The voting card/ballot of an authorized person attending the meeting within the scope of authorization remains valid upon the occurrence of any of the following events, except in the following cases:

a) The authorizing party has died, has had their civil act capacity restricted, or has lost their civil act capacity;

b) The authorizing party has revoked the appointment of authorization;

c) The authorizing party has revoked the authority of the person performing the authorization.

This provision does not apply in cases where the Group receives notice of one of the above events at least twenty-four (24) hours before the opening time of the General Meeting of Shareholders or before the meeting is reconvened.

Article 17. Variation of rights

1. The variation or cancellation of special rights attached to a class of preference shares shall take effect when approved by shareholders representing 65% or more of the total voting shares of all shareholders attending the meeting. A resolution of the General Meeting of Shareholders regarding the content that adversely changes the rights and obligations of shareholders owning preference shares shall only be passed if approved by shareholders of the same class of preference shares attending the meeting who own 75% or more of the total preference shares of that class, or approved by shareholders of the same class of preference shares owning 75% or more of the total preference shares of that class in the case of passing a resolution by way of written opinion collection.

2. The organization of a meeting of shareholders holding a class of preference shares to approve the variation of rights mentioned above is only valid when there are at least 02 shareholders (or their authorized representatives) holding at least 1/3 of the par value of the issued shares of that class. In case there is an insufficient number of delegates as mentioned above, the meeting shall be reorganized within the next 30 days, and those holding shares of that class (regardless of the number of people and the number of shares) present in person or through an authorized representative shall be considered as having the required number of delegates. At the meetings of shareholders holding the aforementioned preference shares, those holding shares of that class present in person or through a representative may request a secret ballot. Each share of the same class has equal voting rights at the aforementioned meetings.

3. The procedures for conducting such separate meetings shall be carried out similarly to the provisions in Articles 20, 21, and 22 of this Charter.

4. Unless otherwise provided by the terms of share issuance, the special rights attached to classes of shares with preferential rights regarding some or all matters related to the distribution of profits or assets of the Group shall not be changed when the Group issues additional shares of the same class.

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

1. The Board of Directors shall convene the Annual and Extraordinary General Meeting of Shareholders. The Board of Directors shall convene an Extraordinary General Meeting of Shareholders in the cases prescribed in Clause 3, Article 14 of this Charter.

2. The person convening the General Meeting of Shareholders must perform the following tasks:

a) Prepare a list of shareholders eligible to attend and vote/elect at the General Meeting of Shareholders. The list of shareholders eligible to attend the General Meeting of Shareholders shall be prepared no more than 10 days before the date of sending the notice of the General Meeting of Shareholders. The Group must disclose information regarding the preparation of the list of shareholders eligible to attend the General Meeting of Shareholders at least 20 days before the final registration date;
b) Prepare the agenda and content of the meeting;
c) Prepare documents for the meeting;
d) Draft the resolution of the General Meeting of Shareholders according to the expected content of the meeting;
e) Determine the time and location of the meeting;
f) Notify and send the notice of the General Meeting of Shareholders to all shareholders eligible to attend;
g) Other tasks serving the meeting.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring it reaches the shareholder's contact address, and simultaneously published on the website of the Group, the State Securities Commission, and the Stock Exchange. The person convening the General Meeting of Shareholders must send the meeting notice to all shareholders on the list of shareholders eligible to attend at least 21 days before the opening date of the meeting (calculated from the date the notice is validly sent or dispatched). The agenda of the General Meeting of Shareholders and documents related to matters to be voted on at the meeting shall be sent to shareholders and/or posted on the Group's website. In case documents are not sent with the notice of the General Meeting of Shareholders, the meeting notice must clearly state the link to all meeting documents so that shareholders can access them, including:

a) Meeting agenda and documents used in the meeting;
b) List and detailed information of candidates in case of electing members of the Board of Directors and Supervisors;
c) Voting card/ballot;
d) Draft resolution for each matter in the meeting agenda.

4. A shareholder or a group of shareholders as prescribed in Clause 3, Article 12 of this Charter has the right to propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and must be sent to the Group at least 03 working days before the opening date of the meeting. The proposal must clearly state the name of the shareholder, the number of each class of shares held by the shareholder, contact address, nationality, Citizen Identity Card number, People's Identity Card number, Passport, or other lawful personal identification for individual shareholders; name, enterprise code or establishment decision number, and head office

address for corporate shareholders; the number and class of shares held by that shareholder, and the matter proposed to be included in the agenda.

5. The person convening the General Meeting of Shareholders has the right to refuse the proposal prescribed in Clause 4 of this Article if it falls into one of the following cases:

a) The proposal is sent not in accordance with the provisions of Clause 4 of this Article;
b) At the time of the proposal, the shareholder or group of shareholders does not hold at least 5% of ordinary shares as prescribed in Clause 3, Article 12 of this Charter;
c) The proposed matter does not fall within the decision-making authority of the General Meeting of Shareholders;
d) Other cases as prescribed by law and this Charter.

6. The person convening the General Meeting of Shareholders must accept and include the proposal prescribed in Clause 4 of this Article in the expected agenda and content of the meeting, except in the cases prescribed in Clause 5 of this Article; the proposal is officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Article 19. Conditions for conducting the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents over 50% of the total voting shares.

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

3. In case the second meeting does not meet the conditions for conduct as prescribed in Clause 2 of this Article, the notice for the third meeting must be sent within 20 days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of voting shares of the shareholders attending the meeting.

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

1. Before opening the meeting, the Group must carry out shareholder registration procedures and must perform registration until all shareholders eligible to attend the meeting have registered in the following order:

a) Upon conducting shareholder registration, the Group shall issue to each shareholder or authorized representative with voting rights a voting card/ballot/election ballot, on which the registration number, full name of the shareholder, full name of the authorized representative, and the number of voting shares/ballots of that shareholder

are recorded. The General Meeting of Shareholders shall discuss and vote on each issue in the meeting agenda. Voting shall be conducted by affirmative, negative, and abstention votes. The vote counting results shall be announced by the Chair/Vote Counting Committee immediately before the closing of the meeting. The General Meeting shall elect the individuals responsible for counting or supervising the vote counting as proposed by the Chair. The number of members of the Vote Counting Committee shall be decided by the General Meeting of Shareholders based on the proposal of the meeting Chair.

b) Shareholders, authorized representatives of shareholders that are organizations, or authorized persons arriving after the meeting has commenced shall have the right to register immediately and thereafter have the right to participate and vote/elect at the General Meeting immediately upon registration. The Chair shall not be responsible for pausing the General Meeting to allow late-arriving shareholders to register, and the validity of matters already voted/elected upon shall remain unchanged.

2. The election of the Chair, secretary, Committee for Verification of Shareholder/Delegate Eligibility, and Vote Counting Committee shall be stipulated as follows:

a) The Chair of the Board of Directors shall act as the chair of the meeting or authorize another member of the Board of Directors to chair the General Meeting of Shareholders convened by the Board of Directors. In the event that the Chair is absent or temporarily unable to perform their duties, the remaining members of the Board of Directors shall elect one among them to chair the meeting based on the majority principle. In the event that a chair cannot be elected, the Head of the Board of Supervisors shall preside over the General Meeting of Shareholders to elect a meeting chair from among the attendees, and the person with the highest number of votes shall serve as the meeting chair.

b) Except for the case stipulated in point a of this clause, the person signing the notice to convene the General Meeting of Shareholders shall preside over the General Meeting of Shareholders to elect a meeting chair, and the person with the highest number of votes shall serve as the meeting chair.

c) The Chair shall appoint one or more persons to act as meeting secretaries; the Committee for Verification of Shareholder/Delegate Eligibility shall serve the meeting.

d) The General Meeting of Shareholders shall elect one or more persons to the Vote Counting Committee as proposed by the meeting Chair.

3. The agenda and content of the meeting must be approved by the General Meeting of Shareholders during the opening session. The agenda must clearly and specifically define the time for each issue in the meeting agenda.

4. The meeting Chair has the right to implement necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda, and to reflect the wishes of the majority of attendees.

a) Arranging seating at the venue of the General Meeting of Shareholders;
b) Ensuring safety for all persons present at the meeting venues;
c) Facilitating the attendance (or continued attendance) of shareholders at the General Meeting. The person convening the General Meeting of Shareholders has full authority to change the aforementioned measures and apply all necessary measures. The applied measures may include issuing admission tickets or using other forms of selection.

5. Shareholders or authorized persons attending the meeting who arrive after the meeting has commenced shall still be allowed to register and have the right to participate in voting immediately upon registration; in this case, the validity of matters already voted upon shall remain unchanged.

6. The person convening the meeting or the chair of the General Meeting of Shareholders has the following rights:

a) Requiring all attendees to undergo inspection or other lawful and reasonable security measures;
b) Requesting competent authorities to maintain order at the meeting; expelling from the General Meeting of Shareholders those who do not comply with the Chair's authority, intentionally disrupt order, hinder the normal progress of the meeting, or do not comply with security inspection requirements.

7. The Chair has the right to postpone the General Meeting of Shareholders that has a sufficient number of registered attendees for a maximum of 03 working days from the intended opening date and may only postpone the meeting or change the meeting venue in the following cases:

a) The meeting venue does not have sufficient convenient seating for all attendees;
b) Communication facilities at the meeting venue do not ensure that attending shareholders can participate, discuss, and vote;
c) There are attendees who obstruct or disrupt order, posing a risk that the meeting will not be conducted in a fair and lawful manner.

8. In the event that the Chair postpones or pauses the General Meeting of Shareholders contrary to the provisions of Clause 7 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the Chair and conduct the meeting until its conclusion; all resolutions passed at that meeting shall be legally effective.

9. In the event that the Group applies modern technology to organize the General Meeting of Shareholders via online meeting, the Group is responsible for ensuring that shareholders can attend and vote via electronic voting or other electronic forms as stipulated in Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities.

Article 21. Conditions for passing Resolutions of the General Meeting of Shareholders

1. A resolution on the following content shall be passed if it is approved by shareholders representing 65% or more of the total voting shares of all shareholders attending and voting at the meeting, except for the cases stipulated in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:

a) Types of shares and total number of shares of each type;
b) Changing business lines and sectors;
c) Changing the Group's management organizational structure;
d) Investment projects or the sale of assets valued at 35% or more of the total asset value recorded in the Group's most recent financial statements;
e) Reorganization or dissolution of the Group;
f) Extension of the Group's operation (if any);

2. Resolutions shall be passed when approved by shareholders owning over 50% of the total voting shares of all shareholders attending and voting at the meeting, except for the cases stipulated in Clause 1 of this Article and Clauses 3, 4, and 6, Article 148 of the Law on Enterprises.

3. In the case of electing members of the Board of Directors and the Board of Supervisor, if the number of candidates is less than or equal to the number of members to be elected, the election may be conducted via cumulative voting or via voting (approve, disapprove, abstain). The approval ratio for the voting method shall be implemented in accordance with clause 2, Article 21 of the Group Charter. In the case of applying cumulative voting, each shareholder has a total number of voting shares corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisor, and the shareholder has the right to allocate all or part of their total votes to one or more candidates. The elected members of the Board of Directors or the Board of Supervisor shall be determined based on the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the number of members specified in the Group Charter is reached. In the event that 02 or more candidates receive the same number of votes for the final position on the Board of Directors or the Board of Supervisor, a re-election shall be conducted among the candidates with equal votes, or the selection shall be made based on criteria stipulated in the election regulations or the Group Charter.

4. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares shall be legal and effective even if the order and procedures for convening the

meeting and passing such resolution violate the provisions of the Law on Enterprises and the Group's Charter.

Article 22. Authority and procedures for collecting shareholders' opinions in writing to pass Resolutions of the General Meeting of Shareholders

The authority and procedures for collecting shareholders' opinions in writing to pass Resolutions of the General Meeting of Shareholders shall be implemented according to the following provisions:

1. The Board of Directors has the right to collect shareholders' opinions in writing to pass resolutions of the General Meeting of Shareholders on the following issues:

a) Amending and supplementing the contents of the Group's Charter;
b) Approving/amending and supplementing the Internal Regulations on Corporate Governance; Operating Regulations of the Board of Directors; Operating Regulations of the Board of Supervisors;
c) Types of shares and total number of shares of each type;
d) Electing, removing, and dismissing members of the Board of Directors and the Board of Supervisors;
e) Investment projects or the sale of assets valued at 35% or more of the total asset value recorded in the Group's most recent financial statements;
f) Changing business lines and sectors;
g) Changing the Group's management organizational structure;
h) Approving the list of approved auditing firms; deciding on the approved auditing firm to perform audits of the Group's activities when deemed necessary;
i) The Group repurchasing more than 10% of one type of issued shares;
j) The Group entering into contracts and transactions with subjects stipulated in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the Group's total asset value recorded in the most recent financial statements;
k) Reorganization or dissolution of the Group;
l) Other issues when deemed necessary for the benefit of the Group.

2. The Board of Directors must prepare the opinion collection form, the draft resolution of the General Meeting of Shareholders, and the explanatory documents for the draft resolution, and send them to all shareholders with voting rights at least 10 days before the deadline for returning the opinion collection form. The requirements and methods for sending the opinion collection form and accompanying documents shall be implemented in accordance with the provisions of Clause 3, Article 18 of this Charter.

3. The opinion collection form must contain the following main contents:

a) Name, address of the head office, and enterprise identification number;
b) Purpose of collecting opinions;

c) Full name, contact address, nationality, and legal document number for individual shareholders; name, enterprise identification number or legal document number of the organization, and address of the head office for institutional shareholders; or full name, contact address, nationality, and legal document number of the individual representative for institutional shareholders; quantity of shares of each type and number of voting rights of the shareholder;
d) Matters requiring opinions to be passed by decision;
e) Voting options including approval, disapproval, and no opinion for each matter requiring an opinion;
f) Deadline for returning the completed opinion collection form to the Group;
g) Full name and signature of the Chair of the Board of Directors.

4. Shareholders may send the completed opinion collection form to the Group via mail, fax, or email in accordance with the following provisions:

a) In case of sending by mail, the completed opinion collection form must bear the signature of the individual shareholder, or the authorized representative or legal representative of the institutional shareholder. The opinion collection form sent to the Group must be enclosed in a sealed envelope, and no one shall have the right to open it before the vote counting;

b) In case of sending by fax or email, the opinion collection form sent to the Group must be kept confidential until the time of vote counting;

c) Opinion collection forms sent to the Group after the deadline specified in the opinion collection form, or forms that have been opened in the case of mail or disclosed in the case of fax or email, shall be invalid. An opinion collection form that is not returned shall be considered as a non-voting ballot.

5. The Board of Directors shall count the votes and prepare the vote-counting minutes under the witness of the Board of Supervisors or shareholders who do not hold management positions in the Group. The vote-counting minutes must contain the following main contents:

a) Name, address of the head office, and enterprise identification number;
b) Purpose and matters requiring opinions to be passed by resolution;
c) Number of shareholders with the total number of voting/election rights that participated in the voting/election, distinguishing between valid and invalid voting/election ballots, and the method of sending voting/election ballots, accompanied by an appendix listing the shareholders who participated in the voting/election;
d) Total number of approval, disapproval, and no-opinion votes for each matter, and the total number of votes for each candidate (if any);
e) Matters that have been passed and the corresponding approval voting ratio;

f) Full name and signature of the Chair of the Board of Directors (or the person authorized by the Chair of the Board of Directors), the vote counters, and the vote-counting supervisors.

Members of the Board of Directors, vote counters, and vote-counting supervisors shall be jointly liable for the truthfulness and accuracy of the vote-counting minutes; and shall be jointly liable for damages arising from decisions passed due to dishonest or inaccurate vote counting.

6. The vote-counting minutes and the resolution must be sent to shareholders within 15 days from the date of completion of the vote counting. The sending of the vote-counting minutes and the resolution may be replaced by posting them on the Group's website within 24 hours from the time of completion of the vote counting.

7. The completed opinion collection forms, vote-counting minutes, passed resolutions, and related documents sent with the opinion collection forms must be kept at the Group's head office.

8. A resolution is passed in the form of collecting shareholders' written opinions if it is approved by shareholders owning more than 50% of the total voting rights of all shareholders with voting rights, and it shall have the same validity as a resolution passed at a General Meeting of Shareholders.

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

1. The General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese, may also be prepared in a foreign language, and must contain the following main contents:

a) Name, address of the head office, and enterprise identification number;
b) Time and venue of the General Meeting of Shareholders;
c) Meeting agenda and content;
d) Full name of the chair and the secretary;
e) Summary of meeting proceedings and opinions expressed at the General Meeting of Shareholders regarding each matter on the agenda;
f) Number of shareholders and total number of voting rights of shareholders attending the meeting, an appendix listing the registered shareholders and representatives of shareholders attending the meeting with the corresponding number of shares and votes;
g) Total number of voting rights for each voting matter, clearly stating the voting method, total number of valid and invalid ballots, approval, disapproval, and no-opinion votes; and the corresponding ratio to the total voting rights of shareholders attending the meeting;
h) Summary of votes for each candidate (if any);

i) Matters that have been passed and the corresponding approval voting ratio;
j) Full name and signature of the chair and the secretary. In case the chair or secretary refuses to sign the meeting minutes, these minutes shall still be valid if signed by all other members of the Board of Directors attending the meeting and contain full content as prescribed in this Clause. The meeting minutes shall clearly state the refusal of the chair or secretary to sign the minutes.

2. The minutes of the General Meeting of Shareholders must be completed and passed before the end of the meeting. The chair and secretary of the meeting or other persons signing the minutes shall be jointly liable for the truthfulness and accuracy of the content of the minutes.

3. Minutes prepared in both Vietnamese and a foreign language shall have equal legal validity. In case of any discrepancy in content between the Vietnamese version and the foreign language version, the content in the Vietnamese version shall prevail.

4. The resolution, minutes of the General Meeting of Shareholders, appendix listing registered shareholders attending the meeting, authorization documents for attending the meeting, all documents attached to the minutes (if any), and related documents attached to the meeting invitation must be kept at the Group's head office.

The resolution, minutes of the General Meeting of Shareholders, and documents attached to the minutes and resolution must be disclosed in accordance with the law on information disclosure in the securities market.

Article 24. Request for Cancellation of a Resolution of the General Meeting of Shareholders

Within 90 days from the date of receiving the resolution or the minutes of the General Meeting of Shareholders or the minutes of the vote-counting results of the General Meeting of Shareholders, shareholders or groups of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises have the right to request a Court or Arbitration to consider and cancel the resolution or a part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The order and procedures for convening the meeting and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the Group's Charter, except for the case prescribed in Clause 3, Article 21 of this Charter.

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

3. In case the decision of the General Meeting of Shareholders is cancelled according to the decision of a Court or Arbitration, the person who convened the General Meeting of Shareholders that was cancelled may consider re-organizing the General Meeting of Shareholders within 90 days in accordance with the order and procedures prescribed by the Law on Enterprises and this Charter.

VII. BOARD OF DIRECTORS

Article 25. Candidacy and Nomination of Members of the Board of Directors

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

a) Full name, date, month, and year of birth;
b) Professional qualifications;
c) Work history;
d) Other management positions (including positions on the Board of Directors of other companies);
e) Interests related to the Group and related parties of the Group;
f) Report evaluating the candidate's contribution to the Group, in case the candidate is currently a member of the Board of Directors of the Group;
g) Full name of the shareholder or group of shareholders nominating that candidate (if any);
h) Other information (if any);

The Group is responsible for disclosing information about companies where the candidate is currently holding the position of member of the Board of Directors, other management positions, and interests related to the company of the candidate for the Board of Directors (if any).

2. A shareholder or a group of shareholders holding 10% or more of the total ordinary shares shall have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Group's Charter. Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or a group of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% or more may nominate a maximum of eight (08) candidates.

3. In the event that the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient as required by Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

4. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1 and Clause 2, Article 155 of the Law on Enterprises and this Charter.

Article 26. Composition and Term of Office of Members of the Board of Directors

1. The number of members of the Board of Directors is 07 members.

2. The term of office of a member of the Board of Directors shall not exceed 05 years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than 02 consecutive terms. In the event that all members of the Board of Directors end their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

3. The composition of the Board of Directors is as follows:

a. The number of non-executive members of the Group's Board of Directors must ensure the following provisions:

- There must be at least 01 non-executive member in the case where the Group has from 03 to 05 members on the Board of Directors;

- There must be at least 02 non-executive members in the case where the Group has from 06 to 08 members on the Board of Directors;

- There must be at least 03 non-executive members in the case where the Group has from 09 to 11 members on the Board of Directors.".

The Group shall minimize the number of Board members concurrently holding executive positions within the Group to ensure the independence of the Board of Directors.b. The number of independent members of the Group's Board of Directors must ensure the following requirements:

- There shall be at least 01 independent member in case the Group has from 03 to 05 members of the Board of Directors;

- There shall be at least 02 independent members in case the Group has from 06 to 08 members of the Board of Directors;

- There shall be at least 03 independent members in case the Group has from 09 to 11 members of the Board of Directors.

The rights, obligations, and methods of organizing and coordinating the activities of independent members of the Board of Directors shall be specifically stipulated in the Operating Regulations of the Board of Directors.

4. A member of the Board of Directors shall no longer hold the status of a member of the Board of Directors in the event of being removed, dismissed, or replaced by the General Meeting of Shareholders in the following cases:

a) In accordance with Article 160 of the Law on Enterprises.
b) Providing false personal information when submitting to the Group as a candidate for the Board of Directors;

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

6. A member of the Board of Directors is not necessarily a shareholder of the Group.

7. A member of the Group's Board of Directors may only concurrently serve as a member of the Board of Directors or the Board of Members at a maximum of 05 other companies.

Article 27. Powers and Obligations of the Board of Directors

1. The Board of Directors is the management body of the Group, having full authority on behalf of the Group to decide and exercise the rights and obligations of the Group, except for rights and obligations falling under the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are stipulated by law, the Group's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:

a) Decide on the strategy, medium-term development plan, and annual business plan of the Group;
b) Recommend the types of shares and the total number of shares authorized for offering of each type;
c) Decide on the sale of unsold shares within the scope of the number of shares authorized for offering of each type; decide on raising additional capital in other forms;
d) Decide on the selling price of shares;
e) In case the Group decides to offer private placement of bonds, the Board of Directors has the right to decide on the type of bond, total bond value, bond price, and time of offering, but must report to the General Meeting of Shareholders at the nearest meeting. The report must be accompanied by documents and records regarding the bond offering. This clause does not apply to convertible bonds and bonds with warrants;

f) Decide on the repurchase of shares in accordance with Clause 1 and Clause 2, Article 133 of the Law on Enterprises;
g) Decide on investment plans and investment projects within its authority and limits as prescribed by law;
h) Decide on solutions for market development, marketing, and technology;
i) Approve contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the latest financial statements of the Group, except for contracts and transactions under the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138, and Clause 1 and Clause 3, Article 167 of the Law on Enterprises;
j) Elect, dismiss, or remove the Chairman of the Board of Directors; appoint, dismiss, sign contracts with, or terminate contracts with the General Director, Deputy General Directors, and Chief Accountant, and decide on the salaries, remuneration, bonuses, and other benefits of those managers; appoint authorized representatives to participate in the Board of Members or the General Meeting of Shareholders at other companies, and decide on the remuneration and other benefits of those individuals;
k) Supervise and direct the General Director and other managers in the daily business operations of the Group;
l) Decide on the organizational structure and internal management regulations of the Group; decide on the establishment of subsidiaries, branches, representative offices, research institutes, and schools, and the contribution of capital or purchase of shares in other enterprises;
m) Resolve complaints of the Group against business executives as well as decide on the selection of the Group's representative to resolve issues related to legal procedures against such executives.
n) Approve the program and content of documents for the General Meeting of Shareholders; convene the General Meeting of Shareholders or collect opinions for the General Meeting of Shareholders to pass resolutions;
o) Submit the audited annual financial statements to the General Meeting of Shareholders;
p) Recommend the dividend payout level; decide on the time limit and procedures for dividend payment or handling of losses incurred during business operations;
q) Appoint and dismiss persons authorized by the Group as commercial representatives and lawyers of the Group;
r) Borrowing and the implementation of mortgages, guarantees, security, and compensation of the Group;
s) Purchase or sale of shares or capital contributions in other companies established in Vietnam or abroad;

t) Recommend the reorganization or dissolution of the Group; request the bankruptcy of the Group;
u) Decide on the issuance of the Operating Regulations of the Board of Directors and Internal Regulations on Corporate Governance after being approved by the General Meeting of Shareholders; decide on the issuance of the Operating Regulations of the Audit Committee under the Board of Directors (if any), and the Regulations on Information Disclosure of the Group;
v) Request the General Director, Deputy General Directors, and other managers in the Group to provide information and documents on the financial situation and business operations of the Group and its units..
w) The manager shall be required to provide information and documents in a timely, complete, and accurate manner at the request of a member of the Board of Directors. The sequence and procedures for requesting and providing information shall be specifically stipulated in the Operating Regulations of the Board of Directors.
x) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of law, and the Group's Charter.
y) Organize training and workshops on corporate governance and necessary skills for members of the Board of Directors, the General Director, the Person in charge of corporate governance, and other managers of the Group.
z) Carry out dividend payments to shareholders in accordance with the law after being approved by the Annual General Meeting of Shareholders.

3. The Board of Directors must report to the General Meeting of Shareholders on the performance of the Board of Directors in accordance with current laws.

Article 28. Salaries, Remuneration, Bonuses, and Other Benefits of Members of the Board of Directors

1. The Group has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and efficiency.

2. Members of the Board of Directors are entitled to remuneration for their work and bonuses. Work remuneration is calculated based on the number of working days required to complete the tasks of a member of the Board of Directors and the daily remuneration rate. The Board of Directors shall estimate the remuneration for each member based on the principle of consensus. The total remuneration and bonuses for the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

3. The total amount paid to each member of the Board of Directors, including remuneration, expenses, commissions, share purchase rights, and other benefits received from the Group, its subsidiaries, associate companies, and other companies where the member of the Board of Directors serves as an authorized representative of capital contribution, must be disclosed in detail in the Group's Annual Report. The remuneration of members of the Board of Directors must be presented as a separate item in the Group's

annual financial statements.

4. The remuneration of each member of the Board of Directors shall be included in the Group's business expenses in accordance with the law on corporate income tax, presented as a separate item in the Group's annual financial statements, and reported to the General Meeting of Shareholders at the annual meeting.

5. Members of the Board of Directors holding executive positions, or members of the Board of Directors working in sub-committees of the Board of Directors or performing 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 fee, salary, commission, percentage of profits, or in other forms as decided by the Board of Directors.

6. Members of the Board of Directors have the right to be reimbursed for all travel, accommodation, and other reasonable expenses incurred while performing their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or sub-committees of the Board of Directors.

7. The Group may purchase liability insurance for members of the Board of Directors upon approval by the General Meeting of Shareholders. This insurance does not include coverage for liabilities of members of the Board of Directors related to violations of the law and the Group's Charter.

Article 29. Chair of the Board of Directors

1. The Chair of the Board of Directors shall be elected, removed, or dismissed by the Board of Directors from among its members.

2. The Chair of the Board of Directors shall not concurrently serve as the General Director.

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

a) Develop the work programs and plans of the Board of Directors;
b) Prepare the agenda, content, and documents for meetings; convene, preside over, and chair meetings of the Board of Directors;
c) Organize the approval of resolutions and decisions of the Board of Directors;
d) Supervise the implementation of resolutions and decisions of the Board of Directors;
e) Chair meetings of the General Meeting of Shareholders;
f) Other rights and obligations as prescribed by the Law on Enterprises and this Charter.

4. The Chair of the Board of Directors is responsible for ensuring that the Board of Directors sends the annual financial statements, the Group's operational report, the audit report, and the Board of Directors' inspection report to shareholders at the General Meeting of Shareholders.

5. In the event that the Chair of the Board of Directors resigns or is removed or dismissed, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation or the decision on removal or dismissal.

6. In the event that the Chair of the Board of Directors is absent or unable to perform their duties, they must authorize another member in writing to exercise the rights and obligations of the Chair of the Board of Directors. In the absence of an authorized person, the remaining members shall elect one of them to serve as the Chair of the Board of Directors based on the principle of majority approval by the remaining members until a new decision is made by the Board of Directors.

Article 30. Meetings of the Board of Directors

1. The Chair of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 working days from the date of completion of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one member has the same highest number or percentage of votes, the members shall elect 01 person among them to convene the meeting of the Board of Directors by majority vote.

2. The Board of Directors must meet at least once every quarter and may hold extraordinary meetings.

3. The Chair 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 request specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and decisions falling under the authority of the Board of Directors.

5. The Chair of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving the request specified in Clause 3 of this Article. In the event that the Chair of the Board of Directors fails to convene the meeting as requested, they shall be held responsible for any damages incurred by the Group; the requester has the right to replace the Chair of the Board of Directors to convene the meeting of the Board of Directors.

6. The Chair of the Board of Directors or the person convening the meeting of the Board of Directors must send a meeting invitation at least 03 working days before the meeting date. The meeting invitation must specify the time and location of the meeting, the

agenda, and the issues to be discussed and decided. The meeting invitation must be accompanied by documents to be used at the meeting and the members' voting ballots.

The meeting invitation for the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, or other methods as prescribed by the Group's Charter, ensuring it reaches the contact address of each member of the Board of Directors registered with the Group.

7. The Chair of the Board of Directors or the person convening the meeting shall send the meeting invitation and accompanying documents to the Supervisors in the same manner as to the members of the Board of Directors.

Supervisors have the right to attend meetings of the Board of Directors; they have the right to discuss but not to vote.

8. A meeting of the Board of Directors shall be conducted when at least 3/4 (three-quarters) of the total number of members are present. In the event that a meeting convened in accordance with this Clause does not have enough members present, it shall be reconvened within 07 days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are present.

9. A member of the Board of Directors is considered to be present and voting at the meeting in the following cases:

a) Attending and voting directly at the meeting;
b) Authorizing another person to attend and vote in accordance with Clause 11 of this Article;
c) Attending and voting via online conference, electronic voting, or other electronic forms;
d) Sending voting ballots to the meeting via mail, fax, or email;
e) Sending voting ballots by other means.

10. In the case of sending voting ballots to the meeting via mail, the voting ballot must be in a sealed envelope and must be delivered to the Chair of the Board of Directors at least 01 hour before the opening of the meeting. The voting ballots shall only be opened in the presence of all attendees.

11. Voting

a) Except as provided in Point b, Clause 11, Article 30 of the Group's Charter, each member of the Board of Directors or their authorized representative in accordance with Clause 8 of this Article who is personally present at the meeting of the Board of Directors shall have one (01) vote;

b) A member of the Board of Directors shall not vote on transactions that provide benefits to that member or their related person in accordance with the Law on Enterprises and the Group Charter.
c) According to Point d, Clause 11, Article 30 of the Group's Charter, when an issue arises at the meeting related to the interests or voting rights of a member of the Board of Directors and that member does not voluntarily waive their voting right, the ruling of the chair shall be final, unless the nature or scope of the interest of the related member of the Board of Directors has not been fully disclosed;
d) A member of the Board of Directors who benefits from a contract as stipulated in Article 43 of this Charter and relevant laws is considered to have a significant interest in that contract;
e) Supervisors have the right to attend meetings of the Board of Directors, have the right to discuss but not to vote.

12. A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is expected to be signed with the Group and knows that they have an interest in it is responsible for disclosing this interest at the first meeting of the Board of Directors discussing the signing of such contract or transaction. In the event that a member of the Board of Directors does not know that they or their related persons have an interest at the time the contract or transaction is signed with the Group, this member of the Board of Directors must disclose the related interests at the first meeting of the Board of Directors held after the member becomes aware that they have or will have an interest in the aforementioned transaction or contract.

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

14. Resolutions and decisions of the Board of Directors shall be passed if approved by a majority of the members attending the meeting; in the event of a tie, the final decision shall rest with the side having the opinion of the Chair of the Board of Directors.

15. Meetings of the Board of Directors may be held in the form of an online conference between members of the Board of Directors when all or some members are at different locations, provided that each participating member is able to:

a) Hear each other member of the Board of Directors participating in the meeting speak;

b) Speak to all other attending members simultaneously.

The exchange between members may be conducted directly via telephone or other means of communication (including the use of such means at the time of the adoption of this Charter or thereafter) or a combination of all these methods. A member of the Board of Directors participating in such a meeting shall be considered 'present' at that meeting. The location of the meeting held under this provision shall be the location where the largest

group of Board members is gathered, or if there is no such group, the location where the meeting chair is present.

16. The Board of Directors has the right to collect opinions from members of the Board of Directors in writing to pass a Resolution of the Board of Directors when approving matters under the authority of the Board of Directors as stipulated in Clause 2, Article 27 of this Charter.

A resolution in the form of written opinion collection shall be passed based on the approval of a majority of the members of the Board of Directors with voting rights. This resolution shall have the same effect and validity as a resolution passed at a meeting.

17. Meetings of the Board of Directors must be recorded in minutes and may be audio-recorded, or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language (if necessary), containing the main contents stipulated in Article 158 of the Law on Enterprises. The Chairman of the Board of Directors is responsible for delivering the minutes of the Board of Directors' meetings to the members, and such minutes shall serve as authentic evidence of the work conducted in those meetings unless an objection to the content of the minutes is raised within ten (10) days from the date of dispatch. The minutes of the Board of Directors' meeting must be signed by the chairperson and the secretary of the meeting; the chairperson and the secretary of the meeting shall be responsible for the truthfulness and accuracy of the content of the minutes. In case the chairperson or the minute-taker refuses to sign the meeting minutes, but the minutes are signed and approved by all other members of the Board of Directors who attended and contain full content as prescribed in points a, b, c, d, dd, e, g, and h of Clause 1, Article 158 of the Law on Enterprises, then these minutes shall be effective. The meeting minutes shall clearly state the refusal of the chairperson or the minute-taker to sign. The signatories of the meeting minutes shall be jointly responsible for the accuracy and truthfulness of the content of the Board of Directors' meeting minutes. The chairperson and the minute-taker shall be personally liable for damages caused to the enterprise due to their refusal to sign the meeting minutes in accordance with the Law on Enterprises, the Group's Charter, and relevant laws. The Board of Directors' meeting minutes and documents used in the meeting must be kept at the Group's headquarters.

Article 31. Subcommittees under the Board of Directors

1. The Board of Directors may establish subcommittees under its authority to be in charge of development policy, personnel, remuneration, internal audit, and risk management. The number of members of a subcommittee shall be decided by the Board of Directors, with a minimum of 03 people, including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors should constitute the majority in the subcommittee, and one of these members shall be appointed as the Head of the subcommittee according to the decision of the Board of Directors. The operation of the subcommittee must comply with the

regulations of the Board of Directors. A resolution of the subcommittee shall only be valid when a majority of members attend and vote to approve it at the subcommittee meeting.

2. The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, must be in accordance with current legal regulations and the provisions of the Group Charter and the Internal Regulations on Corporate Governance.

Article 32. Corporate Governance Officer

1. The Board of Directors of the Group must appoint at least 01 Corporate Governance Officer to support the Group's corporate governance work. The Corporate Governance Officer may concurrently serve as the Company Secretary as stipulated in Clause 5, Article 156 of the Law on Enterprises.

2. The Corporate Governance Officer must not concurrently work for an approved auditing organization that is auditing the Group's financial statements.

3. The Board of Directors may dismiss the Corporate Governance Officer when necessary, provided it is not contrary to current labor laws. The Board of Directors may appoint an Assistant to the Corporate Governance Officer from time to time.

4. The person in charge of corporate governance of the Group shall have the following rights and obligations:

a) Advise the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and related work between the Group and shareholders;
b) Prepare meetings of the Board of Directors, the Board of Supervisors, and the General Meeting of Shareholders at the request of the Board of Directors or the Board of Supervisors;
c) Advise on meeting procedures;
d) Attend meetings;
e) Advise on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;
f) Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and Supervisors;
g) Monitor and report to the Board of Directors on the Group's information disclosure activities;
h) Act as the contact point with related persons;
i) Maintain confidentiality of information in accordance with the provisions of the law and the Group Charter;

VIII. GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 33. Organization of the management apparatus

The Group's management system must ensure that the management apparatus is responsible to the Board of Directors and is subject to the supervision and direction of the Board of Directors in the daily business operations of the Group. The Group has a General Director, Deputy General Directors, and a Chief Accountant. The appointment, removal, and dismissal of the aforementioned titles must be passed by a resolution or decision of the Board of Directors.

Article 34. Business Executives

1. Business executives include the General Director, Deputy General Directors, and the Chief Accountant. At the proposal of the General Director and with the approval of the Board of Directors, the Group may recruit other executives with quantities and standards suitable to the structure and management regulations of the Group as stipulated by the Board of Directors. Business executives must be responsible for supporting the enterprise in achieving the goals set out in its operations and organization.

2. The General Director shall be paid a salary and bonus. The salary and bonus of the General Director shall be decided by the Board of Directors.

3. The salary of executives shall be included in the Group's business expenses in accordance with the law on corporate income tax, presented as a separate item in the Group's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

Article 35. Appointment, removal, rights, and obligations of the General Director

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

2. The General Director is the person who manages the daily business operations of the Group; is subject to the supervision of the Board of Directors; and is responsible to the Board of Directors and before the law for the exercise of assigned rights and obligations.

3. The term of the General Director shall not exceed 05 years and may be re-appointed for an unlimited number of terms. The General Director must meet the standards and conditions as stipulated by law.

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

a) Decide on matters related to the daily business operations of the Group that do not fall under the authority of the Board of Directors;
b) Organize the implementation of resolutions and decisions of the Board of Directors;
c) Organize the implementation of the Group's business plans and investment schemes;

d) Propose organizational structure schemes and internal management regulations of the Group;
e) Appoint, remove, and dismiss management titles within the Group, except for titles under the authority of the Board of Directors;
f) Decide on salaries and other benefits for employees in the Group, including managers under the appointment authority of the General Director;
g) Recruit employees;
h) Propose plans for dividend payment or handling of business losses;
i) Other rights and obligations as stipulated by law, this Charter, and resolutions and decisions of the Board of Directors.

5. The Board of Directors may remove the General Director when a majority of the members of the Board of Directors with voting rights attending the meeting approve, and appoint a new General Director as a replacement.

6. The General Director must manage the daily business operations of the Group in accordance with the provisions of the law, the Group's Charter, the labor contract signed with the Group, and the resolutions and decisions of the Board of Directors. In case of managing contrary to the provisions of this clause, causing damage to the Group, the General Director shall be responsible before the law and must compensate the Group for the damage.

Article 36. Group Secretary

When deemed necessary, the Board of Directors shall decide to appoint one (01) or more persons as the Corporate Secretary with a term of office as decided by the Board of Directors. The Board of Directors may dismiss the Corporate Secretary when necessary, provided that it does not contravene current labor laws. The Corporate Secretary shall have the following rights and obligations:

a) Assist in organizing the convening of the General Meeting of Shareholders and the Board of Directors; record meeting minutes;
b) Assist members of the Board of Directors in exercising their assigned rights and obligations;
c) Assist the Board of Directors in applying and implementing the Group's corporate governance principles;
d) Assist the company in building shareholder relations and protecting the legitimate rights and interests of shareholders; ensure compliance with obligations regarding information provision, information disclosure, and administrative procedures;
e) Other rights and obligations as prescribed by the Group's Charter and the Group's internal regulations.

IX.BOARD OF SUPERVISORS

Article 37. Candidacy and nomination of members of the Board of Supervisors (Supervisors)

1. The candidacy and nomination of members of the Board of Supervisor shall be carried out similarly to the provisions in Clause 1, Article 25 of this Charter. A shareholder or a group of shareholders holding from 10% to less than 20% of the total voting shares has the right to nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% or more may nominate a maximum of eight (08) candidates.

2. In case the number of candidates for the Board of Supervisor through nomination and candidacy is not sufficient, the incumbent Board of Supervisor may nominate additional candidates. The introduction of additional candidates by the incumbent Board of Supervisor must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisor in accordance with the law.

Article 38. Composition of the Board of Supervisors

1. The number of Supervisors of the Group is 03. The term of office of a Supervisor shall not exceed 05 years and may be re-elected for an unlimited number of terms.

2. Members of the Board of Supervisors must meet the standards and conditions prescribed in Article 169 of the Law on Enterprises and must not fall into the following cases:

a) Working in the accounting or finance department of the Group;
b) Being a member or employee of an independent audit firm that has audited the Group's financial statements in the 03 preceding consecutive years.

3. A Supervisor shall be relieved from duty in the following cases:

a) No longer meeting the standards and conditions to be a Supervisor as prescribed in Clause 2 of this Article;
b) Submitting a resignation letter which is then accepted;
c) Other cases as prescribed by law and this Charter.

4. A Supervisor shall be dismissed in the following cases:

a) Failing to complete assigned tasks and duties;
b) Failing to exercise their rights and obligations for 06 consecutive months, except in cases of force majeure;

c) Repeatedly violating or seriously violating the obligations of a Supervisor as prescribed by the Law on Enterprises and this Charter;
d) Other cases as per the resolution of the General Meeting of Shareholders.

Article 39. 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 Supervisors; the election, removal, and dismissal shall be based on the majority principle. The Board of Supervisors must have more than half of its members residing in Vietnam. The Head of the Board of Supervisors must hold a university degree or higher in one of the fields of economics, finance, accounting, auditing, law, business administration, or other fields related to the business activities of the enterprise.

2. Rights and obligations of the Head of the Board of Supervisors:

a) Convene meetings of the Board of Supervisors;
b) Request the Board of Directors, the General Director, and other executives to provide relevant information for reporting to the Board of Supervisors;
c) Prepare and sign the report of the Board of Supervisors after consulting with the Board of Directors to submit to the General Meeting of Shareholders.
d) Responsible for urging Supervisors to implement the tasks and powers of the Board of Supervisors; assign specific tasks to each Supervisor, and preside over meetings of the Board of Supervisors.
e) Authorize a Supervisor to perform the duties of the Head of the Board during their absence.
f) On behalf of the Board of Supervisors, sign other documents outside of those specified in point c, clause 2 of this Article to perform the tasks of the Board of Supervisors.
g) Other rights and duties as prescribed by law.

Article 40. Rights and obligations of the Board of Supervisors

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

1. Propose and recommend the General Meeting of Shareholders to approve the list of audit firms authorized to audit the Group's financial statements; decide on the authorized audit firm to inspect the Group's operations, and dismiss the authorized auditor when deemed necessary.

2. Be responsible to shareholders for its supervisory activities.

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

4. Ensure coordination with the Board of Directors, the General Director, and shareholders.

5. In case of detecting violations of the law or the Group's Charter by members of the Board of Directors, the General Director, or other executives of the enterprise, the Board of Supervisors must notify the Board of Directors in writing within 48 hours, requesting the violating person to terminate the violation and implement measures to remedy the consequences.

6. Develop the Operating Regulations of the Board of Supervisors and submit them to the General Meeting of Shareholders for approval.

7. Report at the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

8. Have the right to access the Group's records and documents kept at the head office, branches, and other locations; have the right to visit the workplaces of the Group's managers and employees during working hours.

9. Have the right to request the Board of Directors, members of the Board of Directors, the General Director, and other managers to provide full, accurate, and timely information and documents regarding the management, administration, and business activities of the Group.

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

Article 41. Meetings of the Board of Supervisors

1. The Board of Supervisors must meet at least 02 times per year, with at least 2/3 (two-thirds) of the Supervisors in attendance. The minutes of the Board of Supervisors meeting shall be prepared in detail and clearly. The minute-taker and the attending Supervisors must sign the meeting minutes. The minutes of the Board of Supervisors meetings must be kept to determine the responsibility of each Supervisor.

2. The Board of Supervisors has the right to request members of the Board of Directors, the General Director, and representatives of the authorized audit firm to attend and answer issues that need clarification.

Article 42. Salaries, remuneration, bonuses, and other benefits of Supervisors

Salaries, remuneration, bonuses, and other benefits of Supervisors shall be implemented according to the following provisions:

1. Supervisors shall be paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall decide on the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Board of Supervisors.

2. Supervisors shall be reimbursed for reasonable expenses for food, accommodation, travel, and the use of independent consulting services. The total amount of remuneration

and these expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

3. Salaries and operating expenses of the Board of Supervisors shall be included in the Group's business expenses in accordance with the law on corporate income tax and other relevant legal provisions, and must be recorded as a separate item in the Group's annual financial statements.

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

Members of the Board of Directors, Supervisors, the General Director, and other executives are responsible for performing their duties, including duties in their capacity as members of sub-committees of the Board of Directors, honestly and prudently for the interests of the Group.

Article 43. Duty of honesty and avoidance of conflicts of interest

1. Members of the Board of Directors, Supervisors, the General Director, and other managers must disclose their related interests in accordance with the Law on Enterprises and relevant legal documents.

2. Members of the Board of Directors, Supervisors, the General Director, other managers, and their related persons shall only use information obtained through their positions to serve the interests of the Group.

3. Members of the Board of Directors, Supervisors, the General Director, and other managers have the obligation to notify the Board of Directors and the Board of Supervisors in writing of transactions between the Group, its subsidiaries, or other companies controlled by the Group with 50% or more of charter capital, and themselves or their related persons as prescribed by law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Group must disclose information about these resolutions in accordance with securities laws on information disclosure.

4. Members of the Board of Directors shall not vote on transactions that provide benefits to such members or their related persons in accordance with the Law on Enterprises and this Charter.

5. Members of the Board of Directors, Supervisors, the General Director, other managers, and their related persons shall not use or disclose internal information to others to execute related transactions.

6. The Group shall not provide loans or guarantees to shareholders who are individuals and related persons of such individual shareholders.

7. The Group shall not provide loans or guarantees to shareholders who are organizations and related persons of such individual shareholders, except for shareholders that are subsidiaries in cases where the subsidiary is a company without state-owned shares or capital contributions and has contributed capital or purchased shares of the Group before July 1, 2015.

8. The Group shall not provide loans or guarantees to related persons of shareholders that are organizations, except in the following cases:

a) The Group and the organization that is a related person of the shareholder are companies in the same group or companies operating under a group of companies model, including parent company - subsidiary, economic groups, and this transaction must be approved by the General Meeting of Shareholders or the Board of Directors in accordance with the Group's Charter; at the same time, the organization that is a related person is not a shareholder of the Group as stipulated in Clause 7 of this Article.

b) Cases where the law provides otherwise.

9. The Group shall only perform the following transactions when approved by the General Meeting of Shareholders:

a) Granting loans or guarantees to members of the Board of Directors, members of the Board of Supervisor, the General Director, and other managers who are not shareholders and related individuals or organizations of these subjects. In case of granting loans or guarantees to an organization related to a member of the Board of Directors, a member of the Board of Supervisor, the General Director, or other managers where the public company and the organization (except for the case where the organization is a shareholder of the Group as stipulated in Clause 7 of this Article) are companies in the same group or companies operating under a group of companies model, including parent company - subsidiary, economic groups, the General Meeting of Shareholders or the Board of Directors shall approve in accordance with the Group's Charter.

b) Transactions with a value of thirty-five percent (35%) or more or transactions leading to a total transaction value arising within 12 months from the date of the first transaction that is thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statements or another smaller ratio or value as stipulated in the Group's Charter between the Group and one of the following subjects:

- Members of the Board of Directors, members of the Board of Supervisor, the General Director, other managers, and related persons of these subjects.

- Shareholders, authorized representatives of shareholders owning over ten percent (10%) of the company's total common shares, and their related persons;

- Enterprises related to the subjects specified in Clause 2, Article 164 of the Law on Enterprises;

c) Loan contracts and transactions, or asset sales with a value greater than ten percent (10%) of the total asset value recorded in the most recent financial statements between the Group and a shareholder owning fifty-one percent (51%) or more of the total voting shares, or a related person of such shareholder.

10. The Board of Directors shall approve contracts and transactions specified in Point b, Clause 8 of this Article with a value less than 35% of the total asset value recorded in the most recent financial statements.

11. The General Director must not be a related person of the corporate manager, the Board of Supervisor member of the Group and the parent company, the representative of state capital, or the representative of the enterprise's capital at the Group and the parent company as prescribed in Point d, Clause 46, Article 4 of the Law on Securities.

Article 44. Responsibility for Damages and Indemnification

1. Members of the Board of Directors, Supervisors, the General Director, and other executives who violate their obligations, duties of honesty and prudence, or fail to fulfill their duties shall be liable for damages caused by their violations.

2. The Group shall indemnify persons who have been, are, or may become a related party in complaints, lawsuits, or prosecutions (including civil, administrative, and non-criminal cases where the Group is not the plaintiff) if that person was or is a member of the Board of Directors, a Supervisor, the General Director, another executive, an employee, or an authorized representative of the Company who was or is performing duties under the authorization of the Group, acting honestly and prudently for the benefit of the Group on the basis of compliance with the law, and there is no evidence confirming that the person has violated their responsibilities.

3. Indemnification costs include judgment costs, fines, and amounts actually paid (including legal fees) or considered reasonable when resolving these cases within the framework permitted by law. The Group may purchase insurance for these persons to avoid the aforementioned indemnification responsibilities.

XI.RIGHT TO INSPECT BOOKS AND RECORDS OF THE GROUP

Article 45. Right to inspect books and records

1. Ordinary shareholders have the right to inspect books and records, specifically as follows:

a) Ordinary shareholders have the right to examine, inspect, and extract information regarding names and contact addresses in the list of shareholders with voting rights; request the correction of inaccurate information; examine, inspect, extract, or copy the Group Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

b) Shareholders or groups of shareholders owning 05% or more of the total ordinary shares have the right to examine, inspect, and extract the minute book and 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, excluding documents related to trade secrets and business secrets of the Group.

2. In cases where an authorized representative of a shareholder or group of shareholders requests to inspect books and records, they must attach the power of attorney of the shareholder or group of shareholders that they represent or a notarized copy of this power of attorney.

3. Members of the Board of Directors, Supervisors, the General Director, and other executives have the right to inspect the Group's share register, list of shareholders, and other books and records of the Group for purposes related to their positions, provided that such information is kept confidential.

4. The Group must keep this Charter and its amendments and supplements, the Enterprise Registration Certificate, regulations, documents proving ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Board of Supervisors, annual financial statements, accounting books, and other documents as stipulated by law at the head office or another location, provided that shareholders and the Business Registration Authority are notified of the storage location of these documents.

5. The Group Charter must be published on the Group's website.

XII. EMPLOYEES AND TRADE UNION

Article 46. Employees and trade union

1. The General Director must prepare a plan for the Board of Directors to approve issues related to recruitment, termination of employment, salaries, social insurance, welfare, rewards, and discipline for employees and business executives.

2. The General Director must prepare a plan for the Board of Directors to approve issues related to the Group's relationship with trade union organizations in accordance with best standards, practices, and management policies, the practices and policies stipulated in this Charter, the Group's regulations, and current legal provisions.

XIII. PROFIT DISTRIBUTION

Article 47. Profit distribution

1. The General Meeting of Shareholders decides on the dividend payment rate and the form of annual dividend payment from the Group's retained earnings.

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

3. The Board of Directors may decide to pay interim dividends if it deems that such payment is consistent with the Group's profitability.

4. The Board of Directors may propose that the General Meeting of Shareholders approve the payment of all or part of dividends in shares, and the Board of Directors is the body that executes this decision.

5. In cases where dividends or other amounts related to a class of shares are paid in cash, the Group must pay in Vietnamese Dong. Payment may be made directly or through banks based on bank account details provided by the shareholder. In cases where the Group has transferred funds according to the bank details provided by the shareholder but the shareholder does not receive the money, the Group shall not be liable for the amount transferred to this shareholder. Dividend payments for shares listed on the Stock Exchange may be conducted through a securities company or the Vietnam Securities Depository and Clearing Corporation.

6. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall pass a resolution or decision to determine a specific date to close the list of shareholders. Based on that date, those registered as shareholders or owners of other securities are entitled to receive dividends in cash or shares, and receive notices or other documents.

7. Other issues related to profit distribution shall be implemented in accordance with the provisions of law.

XIV. BANK ACCOUNTS, FISCAL YEAR, AND ACCOUNTING SYSTEM

Article 48. Bank accounts

1. The Group shall open accounts at Vietnamese banks or at branches of foreign banks permitted to operate in Vietnam.

2. Subject to the prior approval of the competent authority, in necessary cases, the Group may open bank accounts abroad in accordance with the provisions of law.

3. The Group shall conduct all payments and accounting transactions through its VND or foreign currency accounts at the banks where the Group has opened accounts.

Article 49. Financial year

The Group's financial year begins on January 01 and ends on December 31 of each year. The first financial year begins from the date of issuance of the Enterprise Registration Certificate and ends on December 31 immediately following that date of issuance.

Article 50. Accounting regime

1. The accounting regime used by the Group is the corporate accounting regime or a specific accounting regime issued and approved by the competent authority.

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

3. The Company uses the Vietnamese Dong as the accounting currency. In case the Group has economic operations arising mainly in a foreign currency, it may choose that foreign currency as its accounting currency, take responsibility for such choice before the law, and notify the direct tax management authority.

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

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

1. The Group must prepare annual financial statements, and such annual financial statements must be audited in accordance with the provisions of law. The Group shall disclose the audited annual financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state authority.

2. The annual financial statements must include full reports, appendices, and notes in accordance with the law on corporate accounting. The annual financial statements must truthfully and objectively reflect the Group's operational situation.

3. The Group must prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state authority.

4. All shareholders of the Group have the right to inspect or copy the audited annual financial statements, reviewed semi-annual reports, and quarterly reports during the Group's working hours at the Group's head office and must pay a reasonable fee for copying.

Article 52. Annual report

The Group must prepare and disclose an Annual Report in accordance with the provisions of the law on securities and the securities market.

XVI. GROUP AUDIT

Article 53. Audit

1. The General Meeting of Shareholders shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the Board of Directors to

decide on the selection of one of these entities to audit the Group's financial statements for the next financial year based on the terms and conditions agreed upon with the Board of Directors.

2. The audit report shall be attached to the Group's annual financial statements.

3. The independent auditor performing the audit of the Group's financial statements may attend the General Meeting of Shareholders and is entitled to receive notices and other information related to the General Meeting of Shareholders and to express opinions at the meeting on issues related to the audit of the Group's financial statements.

XVII. CORPORATE SEAL

Article 54. Corporate seal

1. The seal includes a seal made at a seal-engraving facility 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 the seal of the Group, 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 the provisions of current law.

XVIII. DISSOLUTION OF THE COMPANY

Article 55. Dissolution of the Group

1. The Group shall be dissolved in the following cases:
a) Expiration of the operating duration stated in the Group's Charter without a decision on extension;
b) Pursuant to a resolution or decision of the General Meeting of Shareholders;
c) The Group no longer meets the minimum number of shareholders as required by the Law on Enterprises for a period of 06 consecutive months without completing procedures to change the type of enterprise;
d) Revocation of the Enterprise Registration Certificate, except as otherwise provided by the Law on Tax Administration.

2. The dissolution of the Group before the expiration of the duration (including the extended duration) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) in accordance with regulations.

Article 56. Liquidation

1. At least 06 months before the end of the Group's operation duration or after a decision to dissolve the Group is made, the Board of Directors must establish a Liquidation Committee consisting of 03 members, of which 02 members are appointed by the General Meeting of Shareholders and 01 member is appointed by the Board of Directors from an

independent auditing firm. The Liquidation Committee shall prepare its own operating regulations. Members of the Liquidation Committee may be selected from among the Group's employees or independent experts. All costs related to the liquidation shall be paid by the Company in priority to other debts of the Group.

2. The Liquidation Committee is responsible for reporting to the Business Registration Authority on the date of establishment and the date of commencement of operations. From that moment, the Liquidation Committee shall represent the Group in all matters related to the liquidation of the Group before the Court and administrative agencies.

3. Proceeds from the liquidation shall be paid in the following order:

a) Liquidation expenses;
b) Debts for salaries, severance pay, social insurance, and other benefits of employees under the signed collective labor agreement and labor contracts;
c) Tax debts;
d) Other debts of the Group;
e) The remainder after payment of all debts from items (a) to (d) above shall be distributed to shareholders. Preference shares shall be paid first.

XIX. INTERNAL DISPUTE RESOLUTION

Article 57. Internal dispute resolution

1. In case of any dispute or complaint arising related to the Group's operations, or the rights and obligations of shareholders as prescribed by the Law on Enterprises, the Group's Charter, other legal provisions, or agreements between:

a) Shareholders and the Group;
b) Shareholders and the Board of Directors, the Board of Supervisors, the General Director, or other executives;

The involved parties shall attempt to resolve such disputes through negotiation and mediation. Except for disputes related to the Board of Directors or the Chair of the Board of Directors, the Chair of the Board of Directors shall preside over the dispute resolution and request each party to present information related to the dispute within 10 working days from the date the dispute arises. In case the dispute relates to the Board of Directors or the Chair of the Board of Directors, any party may request the Head of the Board of Supervisors to appoint an independent expert to act as a mediator for the dispute resolution process.

2. In case a conciliation decision is not reached within 06 weeks from the commencement of the conciliation process, or if the mediator's decision is not accepted by the parties, a party may refer the dispute for resolution at a competent Arbitration or Court. In case of dispute resolution by arbitration, the venue for dispute resolution shall be Ho Chi Minh City.

3. The parties shall bear their own costs related to the negotiation and mediation procedures. Payment of Court costs shall be made in accordance with the Court's judgment.

XX. AMENDMENTS AND SUPPLEMENTS TO THE CHARTER

Article 58. Group Charter

1. Any amendment or supplement to this Charter must be considered and decided by the General Meeting of Shareholders.

2. In case the law contains provisions related to the Group's operations that are not mentioned in this Charter, or in case new legal provisions differ from the clauses in this Charter, those provisions shall apply to govern the Group's operations.

XXI. EFFECTIVE DATE

Article 59. Effective date

1. This Charter consists of 21 section and 59 articles, unanimously approved by the 2026 Annual General Meeting of Shareholders of the Group pursuant to Resolution No. 01/2026/NQ-ĐHĐCĐ dated June 25, 2026, and is effective from the date of signing.

2. The Charter is made in 10 copies, each having equal validity, and must be kept at the Group's headquarters.

3. This Charter is the sole and official Charter of the Group.

4. Copies or excerpts of the Group's Charter are valid when signed by the Chairman of the Board of Directors or at least 1/2 (one-half) of the total number of members of the Board of Directors.

Ho Chi Minh City, June 25, 2026

LEGAL REPRESENTATIVE

GENERAL DIRECTOR

NGUYEN HOAN VU

Ký số bởi: TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG NGHIỆP BECAMEX - CTCP
Email: info@becamex.com.vn
Ngày ký: 04/06/2026 07:09:17+07:00
Xác thực bởi: VNPT-CA SHA2

BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: /QĐ-HĐQT

Ho Chi Minh City, June 25, 2026

DECISION

Re: Issuance of Internal Corporate Governance Regulations
BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

BOARD OF DIRECTORS

BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;

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

Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Charter on organization and operation of Becamex Investment and Industrial Development Group (Becamex Group);

Pursuant to Resolution No. 01/2026/NQ-ĐHĐCĐ dated June 25, 2026 of the 2026 Annual General Meeting of Shareholders of Becamex Group regarding the approval of the Internal Corporate Governance Regulations of Becamex Investment and Industrial Development Group.

DECISION:

Article 1. Issue the Internal Corporate Governance Regulations of Becamex Investment and Industrial Development Group together with this Decision**.**

Article 2. Assign the General Director of the Group to direct specialized departments and affiliated units to implement the Group's Internal Corporate Governance Regulations.

Article 3. This Decision takes effect from the date of signing. The Internal Corporate Governance Regulations issued with this Decision replace the Internal Corporate Governance Regulations issued under Decision No. 08/QĐ-HĐQT dated August 23, 2021.

Article 4. Members of the Board of Directors, the Board of Supervisors, the Board of General Directors, and relevant departments, divisions, and centers of the Group are responsible for implementing this Decision.

Recipients:

- As in Article 4;
- Filed at BOD Office, Admin Dept.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

NGUYEN VAN HUNG

BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

INTERNAL CORPORATE GOVERNANCE REGULATIONS

BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

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CHAPTER 1 – GENERAL PROVISIONS

Article 1. Scope and subjects of application

1. Scope of application: These Regulations are developed pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, stipulating the roles, rights, and obligations of the General Meeting of Shareholders, the Board of Directors, and the General Director; procedures for convening the General Meeting of Shareholders; nomination, self-nomination, election, dismissal, and removal of members of the Board of Directors, the Board of Supervisors, and the General Director; and other activities in accordance with the Charter of Becamex Investment and Industrial Development Group (Becamex Group) and other current provisions of law.
2. Subjects of application: These Regulations apply to members of the Board of Directors, the Board of Supervisors, the General Director, and related persons mentioned in these regulations.

Article 2. Interpretation of terms and abbreviations

1. Non-executive member of the Board of Directors is a member of the Board of Directors who is not the General Director, Deputy General Director, Chief Accountant, or other executives as stipulated by the Group Charter.
2. Independent member of the Board of Directors (hereinafter referred to as independent member) is a member as stipulated in Clause 2, Article 155 of the Law on Enterprises No. 59/2020/QH14.
3. **"Delegate"** means a Shareholder or a representative (person authorized by a shareholder).
4. "Online General Meeting of Shareholders" means annual or extraordinary General Meetings of Shareholders held in the form of participation *via the internet* to exercise their voting/election rights.
***5.* "Electronic voting"** means the act of a Delegate connecting to the internet and exercising their voting/election rights via the Electronic Voting System as stipulated and notified by the Group.
6. **"Electronic Voting System"** means the system providing delegates with tools to exercise relevant rights when attending an online General Meeting of Shareholders.
7. "Identification factor" means the information necessary to accurately identify an object in a given context.
8. "Force majeure event" means events occurring beyond the will of the person convening the General Meeting of Shareholders that are unforeseeable and unavoidable despite the application of necessary measures and capabilities.
9. "Cumulative voting (even distribution)" is a method of Cumulative voting where the delegate concentrates votes for 01 candidate or distributes votes equally among multiple candidates. After equal distribution, the number of votes corresponding to each candidate is rounded down to the unit. Remaining odd votes (if any) are discarded.

10. "Cumulative voting (specified number)" is a method of Cumulative voting where the Delegate records the specific number of votes for each candidate such that the total number of votes for the elected candidates equals the total number of votes the Delegate represents.

11. **"The Group"** means Becamex Investment and Industrial Development Group (Becamex Group).

12. "Board of Directors" means the Board of Directors.

13. "Candidacy" means the act of a shareholder self-nominating .

14. "Board of Supervisors" means the Board of Supervisors.

15. "VSDC" means Vietnam Securities Depository and Clearing Corporation.

16. "Corporate Governance Officer" means the person with the responsibilities and powers stipulated in Article 281 of Decree No. 155/2020/NĐ-CP.

17. **"Law on Enterprises"** means the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments, supplements, or replacements (if any) from time to time.

18. **"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, and any amendments, supplements, or replacements (if any) at each time.

19. "Decree No. 155/2020/ND-CP" means Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities, and its amendments, supplements, or replacements (if any) from time to time.

20. "Charter" means the Charter of Becamex Investment and Industrial Development Group.

21. "OC" means the Organizing Committee of the General Meeting of Shareholders.

CHAPTER 2 – GENERAL MEETING OF SHAREHOLDERS

I. REGULATIONS FOR THE GENERAL MEETING OF SHAREHOLDERS TO PASS RESOLUTIONS BY VOTING AT THE GENERAL MEETING OF SHAREHOLDERS

Section 1 - Role, rights, and obligations of the General Meeting of Shareholders

The role, rights, and obligations of the General Meeting of Shareholders are stipulated in Article 138 of the Law on Enterprises No. 59/2020/QH14, the Law on Securities No. 54/2019/QH14, and Article 14 and Article 15 of the Group Charter.

Section 2 - Regulations on sequence and procedures for convening and voting at the General Meeting of Shareholders

Article 3. Authority to convene the General Meeting of Shareholders

1. *Authority to convene the Annual General Meeting of Shareholders*: The General Meeting of Shareholders shall meet annually once a year and within four (04) months from the end of the fiscal year. Based on the actual operational situation, the Board of Directors shall decide to extend the annual General Meeting of Shareholders in necessary cases, but not exceeding six (06) months from the end of the fiscal year.

2. *Authority to convene an Extraordinary General Meeting of Shareholders:*

a. The BOD must convene a General Meeting of Shareholders within sixty (60) days from the date the number of remaining BOD members or Supervisors is as prescribed in Point b, Clause 3, Article 14 of the Group Charter, or upon receiving the request prescribed in Point c and Point d, Clause 3, Article 14 of the Group Charter;

The Board of Directors must notify the case where an independent member of the Board of Directors no longer meets the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect an additional or replacement independent member of the Board of Directors within 06 months from the date of receiving the notice from the relevant independent member of the Board of Directors;

b. In case the BOD fails to convene a General Meeting of Shareholders as prescribed in Point a, Clause 4, Article 14 of the Group Charter, then within the next thirty (30) days, the Board of Supervisors must replace the BOD to convene the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises;

c. In case the Board of Supervisor fails to convene the General Meeting of Shareholders as prescribed in Point b, Clause 4, Article 14 of the Group's Charter, the shareholder or group of shareholders specified in Point c, Clause 3, Article 14 of the Group's Charter has the right to represent the Group to convene the General Meeting of Shareholders as prescribed by the Law on Enterprises.

In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the order and procedures for convening, conducting the meeting, and passing decisions of the General

Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Group. These costs do not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

d. Procedures for organizing a General Meeting of Shareholders as prescribed in Clause 5, Article 140 of the Law on Enterprises.

Article 4. Personnel of the General Meeting of Shareholders

1. Chairperson and Presidium:

a. The Chairman of the Board of Directors shall act as the chairperson or authorize another member of the Board of Directors to act as the chairperson of the General Meeting of Shareholders convened by the Board of Directors. In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to act as the chairperson of the meeting by majority principle. In case no chairperson can be elected, the Head of the Board of Supervisors shall preside over the General Meeting of Shareholders to elect a chairperson from among the attendees, and the person with the highest number of votes shall act as the chairperson of the meeting;

b. Except for the case prescribed in Point a of this Clause, the person signing the notice to convene the General Meeting of Shareholders shall preside over the General Meeting of Shareholders to elect a chairperson of the meeting, and the person with the highest number of votes shall act as the chairperson of the meeting;

c. The chairperson has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda, and to reflect the wishes of the majority of attendees.

d. The chairperson of the General Meeting of Shareholders has the following rights:
- To require all attendees to undergo inspection or other lawful and reasonable security measures;
- To request competent authorities to maintain order at the meeting; to expel from the General Meeting of Shareholders those who do not comply with the chairperson's right to preside, intentionally disrupt order, hinder the normal progress of the meeting, or do not comply with security inspection requirements.

e. The chairperson has the right to postpone a General Meeting of Shareholders that has reached the maximum number of registered attendees for no more than 03 working days from the intended opening date, and may only postpone the meeting or change the meeting venue in the following cases:

- The meeting venue does not have enough convenient seats for all attendees;
- Communication facilities at the meeting venue do not ensure that attending shareholders can participate, discuss, and vote;
- There are attendees who obstruct or disrupt order, posing a risk that the meeting will not be conducted fairly and legally.

f. Other rights and obligations of the Chairperson as prescribed by current law.

g. The Presidium consists of 01 Chairperson and members.

h. Duties of the Presidium:

- To conduct the activities of the Group's General Meeting of Shareholders according to the expected agenda of the BOD approved by the General Meeting of Shareholders;
- To guide delegates and the Meeting to discuss the contents included in the agenda;
- To present drafts and conclude necessary issues for the Meeting to vote on;
- To answer issues requested by the Meeting;
- To resolve issues arising during the course of the Meeting.

i. Working principles of the Presidium: The Presidium works on the principle of collective leadership, democratic centralism, and decision-making by majority.

2. Meeting Secretary:

a. The chairperson shall appoint one or more persons to act as the meeting secretary;

b. Duties of the Meeting Secretary:

- To record the content of the Meeting fully and truthfully;
- To receive registration forms for speaking from shareholders/delegates;
- To prepare the Minutes of the meeting and draft the Resolution of the General Meeting of Shareholders;
- To assist the Chairperson in disclosing information related to the General Meeting of Shareholders and notifying Shareholders in accordance with the law and the Group Charter;
- Other duties as requested by the Chairperson.

3. Vote Counting Committee:

a. The General Meeting of Shareholders shall elect one or more persons to the vote counting committee at the proposal of the meeting chairperson;

b. Duties of the Vote Counting Committee:

- To disseminate principles, regulations, and instructions on voting methods.
- To count and record voting ballots, prepare the vote counting minutes, and announce the results; to transfer the minutes to the Chairperson for approval of the voting results.
- To promptly notify the secretary of the voting results.
- To review and report to the Meeting on cases of violation of voting regulations or complaints regarding voting results.

4. Shareholder/Delegate Eligibility Verification Committee:

a. The chairperson shall appoint one or more persons to the Shareholder/Delegate Eligibility Verification Committee to serve the meeting. The Meeting's Eligibility Verification Committee consists of 01 Head and members.

b. Duties of the Shareholder/Delegate Eligibility Verification Committee:

- To verify the eligibility and status of shareholders and shareholder representatives attending the meeting.
- The Head of the Shareholder/Delegate Eligibility Verification Committee reports to the General Meeting of Shareholders on the status of shareholders attending the meeting. If the meeting has a sufficient number of shareholders and authorized representatives representing over 50% of the total voting shares, the Group's General Meeting of Shareholders shall be conducted.
- To participate in counting votes on other matters before the establishment of the Vote Counting Committee.

Article 5. To prepare the list of shareholders eligible to attend the meeting and notify the closing of the list of shareholders eligible to attend the General Meeting of Shareholders

1. The Group must disclose information regarding the preparation of the list of shareholders eligible to attend the General Meeting of Shareholders at least 20 days before the record date.

2. The Group shall perform procedures for preparing the shareholder list and related procedures as prescribed in the Regulations on exercising rights of the Vietnam Securities Depository and Clearing Corporation.

Article 6. Notice of convening the General Meeting of Shareholders

1. The person convening the General Meeting of Shareholders must send a meeting invitation notice to all shareholders on the list of shareholders eligible to attend at least 21 days before the opening date. The meeting invitation notice must include the name, head office address, enterprise code; name, contact address of the shareholder, time, venue of the meeting, and other requirements for attendees.

2. The meeting invitation notice shall be sent by a method ensuring it reaches the shareholder's contact address and posted on the Group's website.

3. The meeting invitation notice must be accompanied by the following documents:

a. Meeting agenda, documents used in the meeting, and draft resolutions for each issue in the meeting agenda;

b. Voting ballot/ballot paper.

4. In case the Group has a website, the sending of meeting documents accompanying the meeting invitation notice prescribed in Clause 3 of this Article may be replaced by posting them on the Group's website. In this case, the meeting invitation notice must clearly state the location and method for downloading the documents.

Article 7. Agenda and content of the General Meeting of Shareholders

1. The General Meeting of Shareholders is convened according to the cases prescribed in Article 3 of these Regulations.

2. The person convening the General Meeting of Shareholders must perform the following tasks:

a. To prepare the list of shareholders eligible to participate and vote/elect at the General Meeting of Shareholders. The list of shareholders eligible to attend the General Meeting of Shareholders is prepared no more than 10 days before the date of sending the notice of the General Meeting of Shareholders. The Group must disclose information regarding the preparation of the list of shareholders eligible to attend the General Meeting of Shareholders at least 20 days before the record date. The order and procedures shall be performed as prescribed in Article 6 of these Regulations;

b. To prepare the agenda and content of the meeting;
c. To prepare documents for the meeting;
d. To draft the resolution of the General Meeting of Shareholders according to the expected content of the meeting;
e. To determine the time and venue for organizing the meeting;
f. To notify and send the notice of the General Meeting of Shareholders to all shareholders eligible to attend;
g. Other tasks serving the meeting.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring it reaches the shareholders'contact addresses, and simultaneously announced on the websites of the Group, the State Securities Commission (SSC), and the Stock Exchange where the Group's shares are listed. The convener of the General Meeting of Shareholders shall send the meeting notice to all shareholders on the list of shareholders entitled to attend no later than 21 days before the opening date of the meeting (calculated from the date the notice is validly sent or dispatched). The agenda of the General Meeting of Shareholders and documents related to matters to be voted upon at the meeting shall be sent to shareholders and/or posted on the Group's website. In case documents are not sent with the meeting notice, the notice must clearly state the link to the full meeting documents for shareholder access, including:

a. Meeting agenda and documents used in the meeting;
b. List and detailed information of candidates in case of electing members of the Board of Directors or members of the Board of Supervisors;
c. Voting/election ballots;
d. Draft resolutions for each matter in the meeting agenda.

4. A shareholder or group of shareholders as prescribed in Clause 3, Article 12 of the Group Charter has the right to propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Group no later than 03 working days before the opening date of the meeting. The proposal must clearly state the

shareholder's name, the number of each type of shares held, contact address, nationality, Citizen Identity Card number, People's Identity Card, Passport, or other legal personal identification for individual shareholders; name, enterprise code or decision on establishment number, and head office address for institutional shareholders; the number and type of shares held by such shareholder, and the matter proposed for inclusion in the agenda.

5. The convener of the General Meeting of Shareholders has the right to refuse the proposal prescribed in Clause 4 of this Article if it falls into one of the following cases:

a. The proposal is sent not in accordance with the provisions of Clause 4 of this Article;
b. At the time of the proposal, the shareholder or group of shareholders does not hold at least 5% of ordinary shares as prescribed in Clause 3, Article 12 of the Group Charter;
c. The proposed matter does not fall within the decision-making authority of the General Meeting of Shareholders;
d. Other cases as prescribed by law and the Group Charter.

6. The convener of the General Meeting of Shareholders shall accept and include the proposal prescribed in Clause 4 of this Article in the expected agenda and content of the meeting, except for the cases prescribed in Clause 5 of this Article; the proposal shall be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Article 8. Procedures for registration and authorization to attend the General Meeting of Shareholders

1. Procedures for registering to attend the General Meeting of Shareholders before the opening date of the meeting:

a. The method of registering to attend the General Meeting of Shareholders is clearly specified in the Notice of the General Meeting of Shareholders, including contacting the Group or sending the Registration Form to attend the Meeting (attached to the Notice of the General Meeting of Shareholders sent to shareholders) to the Group.

b. Shareholders shall choose the method of registration to attend the General Meeting of Shareholders as stated in the notice, including:

- Attending and voting/electing directly at the meeting;
- Authorizing another representative to attend and vote/elect at the meeting and complying with the provisions of Clause 2 of this Article; (In case more than one representative is appointed, the specific number of shares and votes/ballots authorized to each representative must be determined).
- Attending and voting/electing via online conference, electronic voting, or other electronic forms;
- Sending voting ballots/election ballots to the meeting via mail, fax, or email;
- Other forms of registration to attend the General Meeting of Shareholders in accordance with the provisions of law.
- The Group shall make maximum efforts to apply modern information technology so that shareholders can attend and express their opinions at the General Meeting of Shareholders

in the best way, including guiding shareholders to vote via online General Meeting of Shareholders, electronic voting, or other electronic forms as prescribed in Article 144 of the Law on Enterprises and the Group Charter.

2. Regulations on authorization to attend the meeting

a. Shareholders and authorized representatives of institutional shareholders shall perform authorization in accordance with Article 16 of the Group Charter;

b. The authorization for an individual or organization to represent a shareholder at the General Meeting of Shareholders as prescribed in Point a, Clause 2 of this Article must be in writing. The power of attorney shall be established in accordance with civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of authorization, the scope of authorization, the term of authorization, and the signatures of the authorizing party and the authorized party.

   The authorized person attending the General Meeting of Shareholders must submit the power of attorney when registering to attend. In case of sub-authorization, the attendee must present the original power of attorney from the shareholder or the authorized representative of the institutional shareholder (if not previously registered with the Group).

c. The voting ballot/election ballot of the authorized person attending the meeting within the scope of authorization remains valid when one of the following cases occurs:

- The authorizing person has died, has limited civil act capacity, or has lost civil act capacity;
- The authorizing person has revoked the authorization designation;
- The authorizing person has revoked the authority of the person performing the authorization.
- This clause does not apply in case the Group receives notice of one of the above events before the opening time of the General Meeting of Shareholders or before the meeting is reconvened.

3. Procedures for registering to attend the General Meeting of Shareholders and checking delegate status on the day of the General Meeting of Shareholders

Before opening the meeting, the Group must conduct shareholder registration procedures and must perform registration until all shareholders entitled to attend are registered in the following order:

a. When conducting shareholder registration, the Group shall issue to each shareholder or authorized representative with voting rights a voting card/voting ballot/election ballot, on which the registration number, full name of the shareholder, full name of the authorized representative, and the number of votes/ballots of that shareholder are recorded. The General Meeting of Shareholders shall discuss and vote on each issue in the agenda. Voting shall be conducted by voting in favor, against, or abstaining. The vote counting results shall be announced by the Chairperson/Vote Counting Committee immediately before the closing of the meeting. The Meeting shall elect persons responsible for counting votes or

supervising the vote counting as proposed by the Chairperson. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the meeting Chairperson;

b. Shareholders, authorized representatives of institutional shareholders, or authorized persons arriving after the meeting has opened have the right to register immediately and thereafter have the right to participate and vote/elect at the meeting immediately after registration. The Chairperson is not responsible for stopping the meeting to allow late-arriving shareholders to register, and the validity of matters already voted/elected upon remains unchanged.

Article 9. Conditions for convening the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be convened when the number of shareholders attending represents more than 50% of the total voting shares.

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

3. In case the second meeting does not meet the conditions for convening as prescribed in Clause 2 of this Article, the notice for the third meeting shall be sent within 20 days from the intended date of the second meeting. The third General Meeting of Shareholders shall be convened regardless of the total number of voting shares of the attending shareholders.

Article 10. Form of passing resolutions of the General Meeting of Shareholders

The General Meeting of Shareholders shall pass resolutions within its authority by voting at the meeting, collecting written opinions, and other forms as prescribed by the Group Charter, these Regulations, and current laws.

Article 11. Matters passed at the General Meeting of Shareholders

1. Approval of the Group's development orientation;
2. Reviewing and handling violations by members of the Board of Directors or members of the Board of Supervisors that cause damage to the Group and its shareholders;
3. Approval of the list of approved auditing firms; deciding on the approved auditing firm to inspect the Group's operations; dismissing the approved auditor when deemed necessary;
4. The Group's annual business plan;
5. Audited annual financial statements;
6. Report of the Board of Directors on corporate governance and the performance results of the Board of Directors and each member of the Board of Directors;
7. Report of the Board of Supervisors on the Group's business results and the performance results of the Board of Directors and the General Director;
8. Self-assessment report on the performance results of the Board of Supervisors and its members;
9. Dividend rate for each share of each type;

10. Number of members of the Board of Directors and Board of Supervisors;
11. Election, dismissal, and removal of members of the Board of Directors and members of the Board of Supervisors;
12. Decision on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and Board of Supervisors;
13. Supplementation and amendment of the Group Charter;
14. Types of shares and the number of new shares issued for each type, and the transfer of shares by founding shareholders within the first 03 years from the date of establishment;
15. Reorganization and dissolution (liquidation) of the Group and appointment of a liquidator;
16. Decision on investment or sale of assets with a value of 35% or more of the total asset value recorded in the most recent financial statements of the Group;
17. Decision on the buyback of over 10% of the total sold shares of each type;
18. The Group entering into contracts or transactions with subjects specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total asset value of the Group recorded in the most recent financial statements;
19. Approval of transactions specified in Clause 4, Article 293 of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
20. Approval, supplementation, and amendment of the Internal Corporate Governance Regulations, Regulations on the operation of the Board of Directors, and Regulations on the operation of the Board of Supervisors;
21. Other matters as prescribed by law and the Group Charter.

Article 12. Voting to approve matters at the General Meeting of Shareholders

1. General principles

a. All matters in the agenda and content of the Meeting must be discussed and voted on publicly by the General Meeting of Shareholders.

b. Voting cards, voting ballots, and election ballots shall be printed, stamped with the official seal by the Group, and sent directly to delegates at the meeting (enclosed with the set of documents for attending the General Meeting of Shareholders). Each delegate is provided with a voting card, a voting ballot, and an election ballot. The voting card, voting ballot, and election ballot shall clearly state the delegate's code, full name, number of shares owned, and authorized voting shares of that delegate.

2. Regulations on the validity of voting cards, voting ballots, and election ballots

a. Voting card:

A "voting card" is a tool issued by the Group to shareholders or their legally authorized representatives attending the meeting to exercise their voting rights on matters under the authority of the General Meeting of Shareholders. The Voting Card displays identification information of the voter, the number of shares or the percentage of voting rights represented, the voting content, and voting options. It serves as a legal basis for determining voting intent, facilitating vote counting, determining the approval rate of

resolutions, and archiving records in accordance with the Group's regulations and relevant laws. It may be issued in electronic form consistent with meeting organization conditions and the Group's internal regulations.

b. Voting ballot

- **A valid voting ballot** is a ballot according to the pre-printed template issued by the Organizing Committee, which is not erased, scraped, torn, damaged, etc., contains no content other than what is prescribed for this ballot, and must be signed. Below the signature, the full name of the attending delegate must be handwritten, and it must be sent to the Vote Counting Committee before the time of unsealing the ballot box.

  On the voting ballot, the voting content is valid when the delegate marks one (01) of the three (03) voting squares.

- **Invalid voting ballot:**
  - Content does not comply with the regulations of a valid voting ballot

c. Election ballot

- **A valid election ballot** is a ballot according to the pre-printed template issued by the Organizing Committee, which is not erased, scraped, contains no content other than what is prescribed for the election ballot; it must be signed, clearly state the full name of the attending delegate, and be sent to the Vote Counting Committee before the time of unsealing the ballot box**.**
- **Invalid election ballot:**
  - Content does not comply with the regulations of a valid election ballot;
  - The number of candidates the delegate votes for is greater than the number of candidates to be elected;
  - The ballot has a total number of votes for candidates of the shareholder or representative greater than the total number of votes allowed to be cast;
  - Other regulations as prescribed by the Election Regulations of the General Meeting of Shareholders and the Group Charter.

Article 13. Method of voting

1. General principles

- The General Meeting of Shareholders discusses and votes on each matter in the agenda. Voting is conducted by raising cards, direct balloting, electronic balloting, or other electronic forms.
- Delegates exercise their right to vote to In favor, Against, or Abstain on a matter put to a vote at the Meeting by raising their voting card or filling in the options on the voting ballot.

2. Forms of voting

a. Voting by voting card: When voting by raising the Voting Card, the front of the Voting Card must be raised facing the Presidium. In case a delegate does not raise the Voting Card during any of the three rounds of voting for 'In favor', 'Against', or 'Abstain' on a matter, it shall be considered as not voting. In the form of voting by raising the voting card, a member of the Delegate Eligibility Verification Committee/Vote Counting Committee marks the delegate code and the corresponding number of voting shares of each shareholder for In favor, Against, Abstain, and Invalid.

b. Voting by voting ballot: When voting by filling in the voting ballot, for each content, the delegate chooses one of the three options "In favor", "Against", "Abstain" pre-printed on the voting ballot by marking "X" or " ∨ " in the box they choose. After completing all contents requiring a vote at the Meeting, the delegate sends the voting ballot to the sealed ballot box at the Meeting according to the instructions of the Vote Counting Committee. The voting ballot must be signed and clearly state the full name of the delegate.

c. Voting by electronic balloting is conducted in accordance with Article 30 of these Regulations.

Article 14. Method of election voting

1. General principles

– Comply strictly with the provisions of the law and the Group Charter;

– Members of the Vote Counting Committee shall not be included in the list of nominees or self-nominees for the Board of Directors and Board of Supervisors.

2. Forms of election voting

a. Election by cumulative voting method

- Accordingly, each delegate has a total number of voting shares corresponding to the total number of shares owned or represented multiplied by the number of members to be elected;
- Attending delegates have the right to accumulate their total voting shares for one or several candidates;
- In case additional candidates arise on the day of the meeting, delegates may contact the Vote Counting Committee to request a new election ballot and must return the old ballot (before placing it into the ballot box);
- In case of a mistake in selection, the delegate shall contact the Vote Counting Committee to be issued a new election ballot and must return the old ballot;
- How to fill out the election ballot: Each delegate is issued election ballots. The method of filling out the election ballot is specifically guided as follows:
    + Delegates vote for a number of candidates equal to the maximum number of candidates to be elected;

+ If accumulating the entire number of votes for one or more candidates, the delegate marks the "Cumulative voting" box of the corresponding candidates;

+ If voting an unequal number of votes for multiple candidates, the delegate clearly writes the number of votes in the "Number of votes" box of the corresponding candidates.

+ Other content as prescribed by the election regulations.

Note: In case a delegate both marks the "Cumulative voting" box and writes the quantity in the "Number of votes" box, the result shall be taken according to the quantity of votes in the "Number of votes" box.

- Principles of election:

+ The elected person is determined according to the number of votes received from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is reached.

+ In case there are two (02) or more candidates receiving the same number of votes for the final member position, a re-election shall be conducted among the candidates with the same number of votes.

+ If the first election result does not reach the required number, the election shall continue until the required number of members is elected.

b. Election by voting method: Conducted in accordance with the provisions of Clause 2, Article 13 of these Regulations.

c. Election by electronic balloting is conducted in accordance with Article 30 of these Regulations.

Article 15. Method of vote counting

The vote counting method is conducted by aggregating the voting cards/ballots for 'In favor', 'Against', and 'Abstain'.

Article 16. Conditions for the resolution of the General Meeting of Shareholders to be approved

1. Resolutions on the following matters are approved if they are approved by shareholders representing 65% or more of the total voting shares of all shareholders attending the meeting and voting in favor, except for cases specified in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprise:

a. Types of shares and total number of shares of each type;

b. Change of business lines and fields;

c. Change of the Group's management organizational structure;

d. Investment projects or sale of assets with a value equal to or greater than 35% of the total asset value recorded in the Group's most recent financial statements;

e. Reorganization or dissolution of the Group;

f. Extension of the Group's operation;

g. Other matters as prescribed by the Group Charter.

2. Resolutions are approved when they are approved by shareholders owning over 50% of the total voting shares of all shareholders attending the meeting and voting in favor, except for cases specified in Clause 1 of this Article and Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises.

   Note: In the case of electing members of the Board of Directors and the Board of Supervisors, if the number of candidates is less than or equal to the number of members of the Board of Directors/Board of Supervisors to be elected, the election of members of the Board of Directors/Board of Supervisors may be conducted via cumulative voting as prescribed in Clause 3 of Article 148 of the Law on Enterprises or via a voting method (In favor, Against, abstain). The voting ratio for approval via the voting method shall be implemented in accordance with Clause 2 of Article 21 of the Group Charter.

3. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares are legal and effective even if the order and procedures for convening the meeting and passing such resolutions violate the provisions of the Law on Enterprises and the Group Charter.

Article 17. Announcement of vote counting results

The vote counting committee shall check, summarize, and report the counting results of each issue to the Chairperson. The vote counting results shall be announced by the Chairperson/vote counting committee immediately before the closing of the meeting.

Article 18. Procedures for objecting to decisions of the General Meeting of Shareholders

1. Shareholders who have voted against a resolution on the reorganization of the Group or changes to the rights and obligations of shareholders as stipulated in the Group Charter have the right to request the Group to repurchase their shares. The request must be in writing, clearly stating the name and address of the shareholder, the number of shares of each type, the intended selling price, and the reason for requesting the Group to repurchase. The request must be sent to the Group within 10 days from the date the General Meeting of Shareholders passes the resolution on the issues specified in this Clause.
2. The Group must repurchase shares at the request of the shareholder as specified in Clause 1 of this Article at the market price or a price calculated according to the principles stipulated in the Group Charter within 90 days from the date of receiving the request. In case of failure to reach an agreement on the price, the parties may request a valuation organization to determine the price. The Group shall introduce at least 03 valuation organizations for the shareholder to choose from, and that choice shall be final.
3. Within 90 days from the date of receiving the resolution or the minutes of the General Meeting of Shareholders or the minutes of the vote counting results for collecting opinions of the General Meeting of Shareholders, shareholders or groups of shareholders as specified in Clause 2 of Article 115 of the Law on Enterprises have the right to request a Court or

Arbitrator to consider and cancel the resolution or a part of the content of the resolution of the General Meeting of Shareholders in the following cases:

a. The order and procedures for convening the meeting and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the Group Charter, except for the case specified in Clause 2 of Article 152 of the Law on Enterprises;
b. The content of the resolution violates the law or the Group Charter.

Article 19. Preparation of the Minutes of the General Meeting of Shareholders

1. The General Meeting of Shareholders must be recorded in minutes and may be recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese, may be prepared in foreign languages, and must contain the following main contents:
    a. Name, address of the head office, and enterprise identification number;
    b. Time and location of the General Meeting of Shareholders;
    c. Meeting agenda and content of the meeting;
    d. Full name of the Chairperson and the secretary;
    e. Summary of the meeting proceedings and opinions expressed at the General Meeting of Shareholders regarding each issue in the meeting agenda;
    f. Number of shareholders and total voting shares of shareholders attending the meeting, an appendix of the list of registered shareholders and shareholder representatives attending the meeting with the corresponding number of shares and votes;
    g. Total number of votes for each voting issue, clearly stating the voting method, total number of valid and invalid votes, votes for, votes against, and no opinion; the corresponding ratio to the total number of voting shares of shareholders attending the meeting;
    h. Summary of the number of votes for each candidate (if any);
    i. Issues that have been passed and the corresponding voting ratio for approval;
    j. Full name and signature of the Chairperson and the secretary. In case the Chairperson or secretary refuses to sign the meeting minutes, these minutes shall be effective if signed by all other members of the Board of Directors attending the meeting and containing full content as prescribed in this Clause. The meeting minutes shall clearly state the refusal of the Chairperson or secretary to sign the minutes.
2. The minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The Chairperson and the secretary of the meeting or other persons signing the minutes shall be jointly liable for the truthfulness and accuracy of the content of the minutes.
3. Minutes prepared in Vietnamese and foreign languages have equal legal validity. In case there is a difference in content between the minutes in Vietnamese and the minutes in a foreign language, the content in the Vietnamese minutes shall apply.

Article 20. Announcement of the Resolution and Minutes of the General Meeting of Shareholders

The Resolution, Minutes of the General Meeting of Shareholders, the appendix of the list of shareholders registered to attend the meeting, the written authorization to attend the meeting, all documents attached to the Minutes (if any), and related documents accompanying the meeting invitation notice must be kept at the head office of the Group.

The Resolution, Minutes of the General Meeting of Shareholders, and documents attached to the minutes and resolution must be disclosed in accordance with the law on information disclosure in the securities market.

II. REGULATIONS FOR THE GENERAL MEETING OF SHAREHOLDERS TO PASS RESOLUTIONS BY COLLECTING WRITTEN OPINIONS

Article 21. Cases where shareholders' opinions are collected in writing

The Board of Directors may collect shareholders'opinions in writing on all issues under the authority of the General Meeting of Shareholders, specifically as follows:

a) Amending and supplementing the contents of the Group Charter;
b) Approving/amending and supplementing the Internal Corporate Governance Regulations; the Operating Regulations of the Board of Directors; the Operating Regulations of the Board of Supervisors;
c) Types of shares and total number of shares of each type;
d) Electing, dismissing, and removing members of the Board of Directors and the Board of Supervisors;
e) Investment projects or sale of assets with a value equal to or greater than 35% of the total asset value recorded in the most recent financial statement of the Group;
f) Changing the business lines and fields;
g) Changing the management organizational structure of the Group;
h) Approving the list of approved auditing companies; deciding on the approved auditing company to perform inspections of the Group's activities when deemed necessary;
i) The Group repurchases more than 10% of a type of issued shares;
j) The Group enters into contracts or transactions with subjects specified in Clause 1 of Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total asset value of the Group recorded in the most recent financial statement;
k) Reorganizing or dissolving the Group.
l) Other issues when deemed necessary for the benefit of the Group.

Article 22. Order and procedures for the General Meeting of Shareholders to pass resolutions by collecting written opinions

1. The Group must disclose information about the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the registration deadline.

2. The Board of Directors must prepare the opinion collection ballot, the draft resolution of the General Meeting of Shareholders, and explanatory documents for the draft resolution and send them to all shareholders with voting rights at the latest 10 days before the deadline for returning the opinion collection ballot. The requirements and methods for sending the opinion collection ballot and accompanying documents shall be implemented in accordance with the provisions of Clause 3 of Article 18 of the Group Charter.

3. Regulations on the Opinion Collection Ballot

a. The opinion collection ballot must contain the following main contents:

- Name, address of the head office, and enterprise identification number;
- Purpose of collecting opinions;
- Full name, contact address, nationality, and legal document number of the individual for individual shareholders; name, enterprise identification number, or legal document number of the organization, and head office address for institutional shareholders; or full name, contact address, nationality, and legal document number of the individual for the representative of the institutional shareholder; number of shares of each type and number of votes/ballots of the shareholder;
- Issue requiring opinions to pass a decision;
- Voting options including In favor, Against, and no opinion for each issue requiring opinions;
- Election options (if any);
- Deadline for returning the completed opinion collection ballot to the Group;
- Full name and signature of the Chairperson of the Board of Directors (or the person authorized by the Chairperson of the Board of Directors) and the legal representative of the Group.

b. Shareholders may send the completed opinion collection ballot to the Group by mail, fax, or email in accordance with the following regulations:

- In case of sending by mail, the completed opinion collection ballot must bear the signature of the individual shareholder, the authorized representative, or the legal representative of the institutional shareholder. The opinion collection ballot sent to the Group must be enclosed in a sealed envelope, and no one shall have the right to open it before the vote counting;
- In case of sending by fax or email, the opinion collection ballot sent to the Group must be kept confidential until the time of vote counting;
- Ballots received by the Group after the deadline specified in the ballot content, or those that have been opened in the case of mail or disclosed in the case of fax or email, shall be invalid. Ballots not returned shall be considered as abstentions.

4. Vote counting and preparation of the Vote Counting Minutes

The Board of Directors shall count the votes and prepare the Vote Counting Minutes under the witness of the Board of Supervisors or shareholders who do not hold management positions in the Group. The Vote Counting Minutes must contain the following primary contents:

- Name, address of the head office, and enterprise identification number;
- Purpose and matters requiring opinions for the adoption of a resolution;
- Number of shareholders with the total number of voting/election shares that have participated in the voting/election, distinguishing between valid and invalid voting/election ballots, and the method of sending voting/election ballots, accompanied by an appendix of the list of shareholders participating in the voting/election;
- Total number of votes for, against, and abstentions for each matter, and the total number of votes for each candidate (if any);
- Matters that have been approved and the corresponding approval voting ratio;
- Full name and signature of the Chairperson of the Board of Directors, the vote counters, and the vote counting supervisors.

  Members of the Board of Directors, vote counters, and vote counting supervisors shall be jointly liable for the truthfulness and accuracy of the Vote Counting Minutes; and shall be jointly liable for damages arising from decisions approved due to dishonest or inaccurate vote counting.

5. Resolution and Vote Counting Minutes

a. The Vote Counting Minutes and the resolution must be sent to shareholders within fifteen (15) days from the date of completion of the vote counting. The sending of the Vote Counting Minutes and the resolution may be replaced by posting them on the Group's website within twenty-four (24) hours from the time of completion of the vote counting.

b. A resolution adopted by way of written opinion collection shall have the same validity as a resolution adopted at a meeting of the General Meeting of Shareholders.

6. Document storage:

   The completed ballots, the Vote Counting Minutes, the adopted resolution, and related documents sent with the ballots must all be kept at the Group's head office.

7. Request to cancel a decision of the General Meeting of Shareholders adopted by way of written opinion collection

   Within 90 days from the date of receiving the resolution or the minutes of the vote counting results of the General Meeting of Shareholders, shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises have the right to request the Court or Arbitration to consider and cancel the resolution or a part of the content of the resolution of the General Meeting of Shareholders in the following cases:

   a. The sequence and procedures for collecting shareholders' opinions in writing seriously violate the provisions of the Law on Enterprises and the Group Charter, except for the case specified in Clause 3, Article 21 of the Group Charter.

   b. The content of the resolution violates the law or the Group Charter.

III. REGULATIONS FOR THE GENERAL MEETING OF SHAREHOLDERS ADOPTING RESOLUTIONS VIA ONLINE CONFERENCE

Article 23. Notice of convening an online General Meeting of Shareholders

Implementation shall be in accordance with the provisions of Article 6 of these Regulations.

Voting/election ballots do not need to be sent with the meeting invitation notice.

Article 24. Method of registering to attend the online General Meeting of Shareholders

The method of registering to attend the online General Meeting of Shareholders before the opening date of the GMS meeting is clearly specified in the GMS meeting notice, including:

1. Conditions for participation:

- Being named in the list of shareholders (LOS) entitled to attend the GMS meeting prepared according to the Group's notice of rights exercise.
- Authorized representatives eligible to attend in accordance with the provisions of the law and the Group Charter.

2. Technical requirements:

Delegates must have electronic devices connected to the internet (e.g., computers, tablets, mobile phones, or other electronic devices with internet connection...).

3. Method of recording delegates attending the online General Meeting of Shareholders:

A delegate is recorded by the electronic voting system as attending the online GMS when that delegate accesses the system using the access information provided in accordance with Article 25 of these Regulations and has performed electronic voting on any matter in the agenda of the online GMS meeting.

Article 25. Providing login information and performing electronic voting

1. The link to the electronic voting system, username, password, and other identification factors (if any) to attend the online GMS will be provided in the meeting invitation notice (or the form of login information notification prescribed by the Board of Directors). Delegates are responsible for keeping their username, password, and other provided identification factors confidential to ensure that only the delegate has the right to vote on the electronic voting system and shall be fully responsible for this registered information.
2. When a delegate requests to have their login information re-provided, the Meeting Organizing Committee may notify them via: in-person, email, or phone. The provision of login information via email or phone shall only be performed based on shareholder information from the list of shareholders entitled to vote prepared by the Vietnam Securities Depository and Clearing Corporation (VSDC) according to the Group's notice of rights exercise.
3. Delegates use their username, password, or other identification factors (if any) to access the electronic voting system and perform electronic voting according to the agenda of the online GMS meeting.

Article 26. Authorization for representatives to attend the online General Meeting of Shareholders

1. Shareholders shall perform authorization in accordance with Clause 2, Article 8 of these Regulations.
2. Some regulations to note when performing online authorization:

Shareholders need to comply by providing full information to perform online authorization, especially providing information of the authorized party: phone number, contact address, and email address. This is the basis for issuing the username, password, and other identification factors (if any) to the authorized party.

Validity of online authorization: the authorization only has legal effect when the following conditions are met :

- When the shareholder fills in all information according to the online authorization form issued by the Group or in accordance with civil law regulations and completes the online authorization process.
- The power of attorney is printed according to the online authorization form with full signatures, full names, and stamps (if it is an organization) of both the authorizing party and the authorized party.
- The Group receives the original Power of Attorney sent before the official opening of the meeting.

Cancellation of authorization for shareholders who have authorized online: the shareholder sends an official written request to cancel the online authorization to the Group before the official opening of the meeting. Note that the time for recording the cancellation of authorization is calculated based on the time the Group receives the official written request to cancel the online authorization.

Cancellation of authorization shall be void if the authorized representative has already cast a vote/election ballot on any matter in the agenda of the online GMS meeting.

Article 27. Conditions for convening

Implementation shall be in accordance with the provisions of Article 9 of these Regulations.

Article 28. Discussion at the online General Meeting of Shareholders

a. Principles:

- Discussion shall only be conducted within the specified time and within the scope of the matters presented in the GMS agenda;
- Only delegates are allowed to participate in the discussion;
- Delegates with opinions shall register the discussion content according to the form specified in the meeting's working regulations;
- The Secretariat shall arrange the delegates' discussion content in the order of registration and submit it to the Chairperson.

b. Answering delegates'opinions:

- Based on the delegate's discussion content, the Chairperson or a member designated by the Chairperson shall answer the delegate's opinion;
- In case of time constraints, questions not answered directly at the meeting will be answered by the Group later.

Article 29. Form of adopting resolutions of the online General Meeting of Shareholders

The General Meeting of Shareholders adopts resolutions under its authority by way of electronic voting.

Article 30. Method of online voting

a. Method of voting:

- Delegates select one of the three voting options: For, Against, or Abstain for each matter put to a vote at the meeting as set up in the electronic voting system.
- After that, the delegate proceeds to confirm the vote so that the electronic voting system records the result.

b. Method of election voting:

- Election by cumulative voting method: If the Group Charter does not provide otherwise, the voting for members of the Board of Directors and the Board of Supervisors must be performed by the cumulative voting method (cumulative voting or proportional voting). Accordingly, the delegate performs the election by marking the "Cumulative voting" box or clearly writing the number of votes in the "Number of votes" box for the corresponding candidates on the election ballot set up in the electronic voting system. After that, the delegate proceeds to confirm the election so that the electronic voting system records the result.
- Voting by ballot method (if any): Conducted in accordance with the voting regulations specified in point a of this Article.

c. Other regulations when conducting electronic voting:

- In case a Delegate does not complete all voting and election matters according to the Meeting agenda, the unvoted or unelected matters shall be considered as if the Delegate did not cast a vote or participate in the election for those matters.
- In case issues arise outside the sent meeting agenda, the Delegate may vote or elect additionally. If the Delegate does not vote or elect on the arising issues, it shall be considered as if the Delegate did not cast a vote or participate in the election for those arising issues.
- The Delegate may change the voting or election results (but cannot cancel the voting or election results); including the results of voting or election for issues arising outside the Meeting agenda. The online system only records the vote count for the final voting or election results at the time of closing the electronic voting for each vote counting phase as specified in the meeting working regulations.
- In case the Delegate performs written voting: An invalid ballot is a ballot as specified in the election regulations.

- The electronic voting time is specifically stipulated in the meeting working regulations. Delegates can access the electronic voting system and vote 24 hours a day and 07 days a week, except in cases of system maintenance or other reasons beyond the Group's control. Upon the end of the voting time, the system shall not record any further electronic voting results from the Delegate.

Article 31. Online vote counting method

When a Delegate performs voting/election, the number of voting ballots and election ballots are recorded on the system according to the principle of In favor votes, Against votes, and abstentions.

Article 32. Notification of vote counting results

Based on the vote counting minutes recorded as prescribed in Article 31 of these Regulations, the Vote Counting Committee shall check, synthesize, and report the vote counting results of each issue according to the meeting agenda to the Chairperson. The vote counting results shall be announced by the Chairperson/Vote Counting Committee immediately before the closing of the meeting.

Article 33. Preparation of the General Meeting of Shareholders meeting minutes

- Conducted in accordance with the provisions of Article 19 of these Regulations.
- The venue of the meeting recorded in the minutes of the online General Meeting of Shareholders is the location where the Chairperson of the Meeting is present to conduct the Meeting. This location must be within the territory of Vietnam.
- The form of approval of the General Meeting of Shareholders meeting minutes is specifically stipulated in the Group's working regulations at the General Meeting of Shareholders.

Article 34. Announcement of the Resolution and Minutes of the General Meeting of Shareholders

Conducted in accordance with the provisions of Article 20 of these Regulations.

IV. REGULATIONS FOR THE GENERAL MEETING OF SHAREHOLDERS TO APPROVE RESOLUTIONS VIA IN-PERSON COMBINED WITH ONLINE MEETING FORMAT

The sequence and procedures for convening the General Meeting of Shareholders in an in-person combined with online format are carried out as follows:

Article 35. Notice of convening the General Meeting of Shareholders

Conducted in accordance with the provisions of Article 6 of these Regulations.

Article 36. Method of registering to attend the General Meeting of Shareholders

Conducted in accordance with the provisions of Clause 1 Article 8 and Article 24 of these Regulations.

Article 37. Authorization for representatives to attend the General Meeting of Shareholders

Conducted in accordance with the provisions of Clause 2 Article 8 and Article 26 of these Regulations.

Article 38. Conditions for convening

Conducted in accordance with the provisions of Article 9 of these Regulations.

Article 39. Form of approval of resolutions of the General Meeting of Shareholders

Conducted in accordance with the provisions of Article 10 and Article 29 of these Regulations.

Article 40. Voting method

Conducted in accordance with the provisions of Article 13, Article 14, and Article 30 of these Regulations.

Article 41. Vote counting method

Conducted in accordance with the provisions of Article 15 and Article 31 of these Regulations.

Article 42. Notification of vote counting results

Conducted in accordance with the provisions of Article 17 and Article 32 of these Regulations.

Article 43. Preparation of the General Meeting of Shareholders meeting minutes

Conducted in accordance with the provisions of Article 19 and Article 33 of these Regulations.

Article 44. Announcement of the Resolution and Minutes of the General Meeting of Shareholders

Conducted in accordance with the provisions of Article 20 of these Regulations.

CHAPTER 3 – BOARD OF DIRECTORS

Section 1 - General Provisions

Article 45. Role, rights, and obligations of the BOD

The BOD must fully comply with the responsibilities and obligations as prescribed by the Law on Enterprises and the Group Charter; in addition, the BOD has the following responsibilities and obligations:

1. To be responsible to shareholders for the Group's operations;
2. To treat all shareholders equally and respect the interests of persons with interests related to the Group;
3. To ensure that the Group's operations comply with the provisions of the law, the Charter, and the Group's internal regulations;
4. To develop the Operating Regulations of the Board of Directors to submit to the General Meeting of Shareholders for approval and announce on the Group's website in accordance with the guidance in Circular 116/2020/TT-BTC dated December 31, 2020 guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
5. To supervise and prevent conflicts of interest of members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers, including the misuse of the Group's assets and abuse of transactions with related parties;
6. To develop Internal Corporate Governance Regulations and submit them to the General Meeting of Shareholders for approval in accordance with the provisions of Article 270 of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
7. To appoint a Corporate Governance Officer;
8. Organize training and coaching on the Group's governance and necessary skills for members of the Board of Directors, the General Director, the Person in charge of the Group's governance, and other managers of the Group;
9. To report on the BOD's activities at the General Meeting of Shareholders in accordance with current laws.
10. To report on the Group's corporate governance situation at the Annual General Meeting of Shareholders and disclose information in the Group's Annual Report in accordance with securities laws on information disclosure.
11. Other rights and obligations as prescribed by the Group Charter and internal corporate governance regulations.

Article 46. Rights, obligations, and responsibilities of members of the BOD

1. Members of the Board of Directors have full rights as prescribed by the Law on Securities, relevant laws, and the Group Charter and internal corporate governance regulations, including the right to be provided with information and documents on the financial situation and business operations of the Group and of units within the Group.

2. Members of the Board of Directors have obligations as prescribed by the Group Charter and the following obligations:

a. Perform their duties honestly and carefully for the best interests of the shareholders and the Group;
b. Attend all meetings of the Board of Directors and express opinions on issues brought up for discussion;
c. Report promptly and fully to the Board of Directors on remuneration received from subsidiaries, affiliated companies, and other organizations;
d. Report to the Board of Directors at the most recent meeting on transactions between the Group, its subsidiaries, companies controlled by the Group with 50% or more of charter capital, and members of the Board of Directors and their related persons; transactions between the Group and companies where a member of the Board of Directors is a founding member or a corporate manager within the 03 years immediately preceding the transaction;
e. Perform information disclosure when trading the Group's shares in accordance with the law.
f. Each independent member of the Board of Directors of the Group must prepare an evaluation report on the activities of the Board of Directors.

Section 2 - Regulations on Nomination, Candidacy, Election, Dismissal, and Removal of BOD members

Article 47. Number, term, and compotion of members of the Board of Directors

1. The number of members of the Board of Directors is 07 members.

2. The term of a member of the Board of Directors shall not exceed 05 years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a Group for no more than 02 consecutive terms. In case all members of the Board of Directors end their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

3. The compotion of the Board of Directors is as follows:

a. The number of non-executive members of the Board of Directors of the Group must ensure the following regulations:

- There must be at least 01 non-executive member in case the Group has from 03 to 05 Board members;

- There must be at least 02 non-executive members in case the Group has from 06 to 08 Board members;

- There must be at least 03 non-executive members in case the Group has from 09 to 11 Board members.

The Group limits the number of Board members concurrently holding executive positions within the Group to the maximum extent possible to ensure the independence of the Board of Directors.

b. The number of independent members of the Board of Directors of the Group must ensure the following regulations:

- There must be at least 01 independent member in case the Group has from 03 to 05 Board members;

- There must be at least 02 independent members in case the Group has from 06 to 08 Board members;

- There must be at least 03 independent members in case the Group has from 09 to 11 Board members.

The rights, obligations, and methods of organizing and coordinating the activities of independent members of the Board of Directors shall be specifically stipulated in the Operating Regulations of the Board of Directors.

4. A member of the Board of Directors shall lose their status as a member of the Board of Directors if they are dismissed, removed, or replaced by the General Meeting of Shareholders in the following cases:

a) In accordance with the provisions of Article 160 of the Law on Enterprises .
b) Providing false personal information when submitting to the Group as a candidate for the Board of Directors;

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

6. Members of the Board of Directors are not required to be shareholders of the Group .

Article 48. Standards and conditions for members of the Board of Directors

1. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1, Clause 2, Article 155 of the Law on Enterprises and the Charter of the Group.

2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director of the Group.

3. A member of the Board of Directors of the Group may only concurrently serve as a member of the Board of Directors or the Board of Members at a maximum of 05 other companies.

Article 49. Nomination and candidacy for members of the Board of Directors

1. A shareholder or a group of shareholders holding 10% or more of the total common shares has the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Group Charter. Shareholders holding common shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A

shareholder or a group of shareholders holding from 10% to less than 20% of the total voting shares is entitled to nominate one (01) candidate; from 20% to less than 30% is entitled to nominate a maximum of two (02) candidates; from 30% to less than 40% is entitled to nominate a maximum of three (03) candidates; from 40% to less than 50% is entitled to nominate a maximum of four (04) candidates; from 50% to less than 60% is entitled to nominate a maximum of five (05) candidates; from 60% to less than 70% is entitled to nominate a maximum of six (06) candidates; from 70% to 80% is entitled to nominate a maximum of seven (07) candidates; and from 80% or more is entitled to nominate a maximum of eight (08) candidates.

2. In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient, the incumbent Board of Directors shall introduce additional candidates. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

Article 50. Method of electing members of the Board of Directors

1. The voting for members of the Board of Directors must be carried out by the cumulative voting method, whereby each shareholder has a total number of voting rights corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and the shareholder has the right to aggregate all or part of their total votes for one or more candidates. The elected members of the Board of Directors are determined by the number of votes calculated from highest to lowest, starting from the candidate with the highest number of votes until the number of members prescribed in the Group Charter is reached. In case two or more candidates receive the same number of votes for the final member of the Board of Directors, a re-election shall be conducted among the candidates with the same number of votes or selection shall be made according to the criteria prescribed in the election regulations or the Group Charter.

2. If the number of candidates is less than or equal to the number of members of the Board of Directors to be elected, the election of members of the Board of Directors may be carried out by the cumulative voting method as above or by the voting method (in favor, against, or abstain). The voting ratio for approval by the voting method is implemented according to Clause 2 of Article 21 of the Group Charter.

Article 51. Cases of dismissal, removal, replacement, and supplementation of members of the Board of Directors

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

a. Not meeting the standards and conditions prescribed in Article 155 of the Law on Enterprises;
b. Having a resignation letter and being approved;
c. Other cases prescribed in the Group Charter.

2. The General Meeting of Shareholders shall remove a member of the Board of Directors in the following cases:

a. Not participating in the activities of the Board of Directors for 06 consecutive months, except in cases of force majeure;
b. Other cases prescribed in the Group Charter.

3. When deemed necessary, the General Meeting of Shareholders shall decide to replace a member of the Board of Directors; or dismiss or remove a member of the Board of Directors in cases other than those prescribed in Clause 1 and Clause 2 of this Article.

4. The Board of Directors must convene a General Meeting of Shareholders to elect additional members of the Board of Directors in the following cases:

a. The number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number prescribed in the Group Charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third;
b. The number of independent members of the Board of Directors decreases, failing to ensure the ratio prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises;
c. Except for the cases prescribed in Point a and Point b of this Clause, the General Meeting of Shareholders shall elect a new member to replace the member of the Board of Directors who has been dismissed or removed at the nearest meeting.

Article 52. Notice of election, dismissal, and removal of members of the Board of Directors

After the decision on the election, dismissal, or removal of a member of the Board of Directors is made, the Group is responsible for disclosing information internally within the Group and to relevant agencies, on mass media, and on the Group's website in accordance with the procedures and regulations of current law.

Article 53. Method of introducing candidates for members of the Board of Directors

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

a. Full name, date, month, and year of birth;
b. Professional qualifications;
c. Work history;
d. Other management positions (including the position of member of the Board of Directors of other companies);
e. Interests related to the Group and related parties of the Group;

f. Evaluation report on the candidate's contribution to the Group, in case that candidate is currently a member of the Board of Directors of the Group;
g. Full name of the shareholder or group of shareholders nominating that candidate (if any);
h. Other information (if any).

The Group is responsible for disclosing information about the companies where the candidate is currently holding the position of member of the Board of Directors, other management positions, and interests related to the Group of the candidate for the Board of Directors (if any).

Article 54. Election, removal, and dismissal of the Chairman of the Board of Directors

1. The Chairman of the Board of Directors is elected, dismissed, or removed by the Board of Directors from among the members of the Board of Directors.
2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director.
3. The Chairman of the Board of Directors has the following rights and obligations:

a. Establishing the program and activity plan of the Board of Directors;
b. Preparing the program, content, and documents for meetings; convening, presiding over, and acting as the chair of meetings of the Board of Directors;
c. Organizing the approval of resolutions and decisions of the Board of Directors;
d. Supervising the process of organizing the implementation of resolutions and decisions of the Board of Directors;
e. Acting as the chair of the General Meeting of Shareholders;
f. Other rights and obligations as prescribed by the Law on Enterprises and the Group Charter.

4. In case the Chairman of the Board of Directors submits a resignation letter or is dismissed or removed, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation letter or the dismissal or removal.
5. In case the Chairman of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member to perform the rights and obligations of the Chairman of the Board of Directors. In case there is no authorized person, the remaining members shall elect one among the members to hold the position of Chairman of the Board of Directors based on the principle that the majority of the remaining members agree until there is a new decision from the Board of Directors.

Section 3 – Remuneration, salary, bonuses, and other benefits of members of the Board of Directors

Article 55. Remuneration, bonuses, and other benefits of members of the Board of Directors

1. The Group has the right to pay remuneration and bonuses to members of the Board of Directors according to business results and efficiency.
2. Members of the Board of Directors are entitled to remuneration for their work and bonuses. Remuneration for work is calculated based on the number of working days required to complete the tasks of a member of the Board of Directors and the daily remuneration rate. The Board of Directors shall estimate the remuneration for each member based on the

principle of consensus. The total remuneration and bonuses for the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

3. The remuneration of each member of the Board of Directors shall be included in the Group's business expenses in accordance with the laws on corporate income tax, presented as a separate item in the Group's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.
4. Members of the Board of Directors holding executive positions or members of the Board of Directors working on sub-committees of the Board of Directors or performing other tasks outside the scope of the ordinary duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump-sum fee, salary, commission, percentage of profits, or in other forms as decided by the Board of Directors.
5. Members of the Board of Directors are entitled to be reimbursed for all travel, accommodation, and other reasonable expenses that they have incurred in the performance of their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or sub-committees of the Board of Directors.
6. Members of the Board of Directors may be covered by liability insurance purchased by the Group after approval by the General Meeting of Shareholders. This insurance does not include coverage for liabilities of members of the Board of Directors related to violations of the law and the Group Charter.

Section 4 - Regulations on the order and procedures for organizing meetings of the Board of Directors

Article 56. Minimum number of meetings per month/quarter/year

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 date of conclusion of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In case there is more than one member with the same highest number of votes or highest percentage of votes, the members shall elect by majority principle to select 01 person among them to convene the meeting of the Board of Directors.
2. The Board of Directors shall meet at least once per quarter and may hold extraordinary meetings.

Article 57. Cases requiring the convening of extraordinary meetings of the Board of Directors

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

a. Upon the request of the Board of Supervisors or an independent member of the Board of Directors;

b. Upon the request of the General Director or at least 05 other managers;

c. Upon the request of at least 02 members of the Board of Directors;

2. The request specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and decisions falling under the authority of the Board of Directors.
3. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving the request specified in Clause 1 of this Article. In case the meeting of the Board of Directors is not convened as requested, the Chairman of the Board of Directors shall be responsible for damages occurring to the Group; the requester has the right to replace the Chairman of the Board of Directors to convene the meeting of the Board of Directors.

Article 58. Notice of meetings of the Board of Directors and the right of members of the Board of Supervisors to attend meetings of the Board of Directors

1. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send a notice of the meeting at least 03 working days before the meeting date. The notice of the meeting must specify the time and location of the meeting, the agenda, and the issues to be discussed and decided. The notice of the meeting must be accompanied by documents used at the meeting and the voting ballots of the members.
   The notice of the meeting of the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, or other methods as prescribed by the Group Charter and must ensure it reaches the contact address of each member of the Board of Directors registered with the Group.
2. The Chairman of the Board of Directors or the person convening the meeting shall send the notice of the meeting and accompanying documents to members of the Board of Supervisors in the same manner as for members of the Board of Directors.
   Members of the Board of Supervisors have the right to attend meetings of the Board of Directors; they have the right to discuss but not to vote.

Article 59. Conditions for organizing meetings of the Board of Directors

A meeting of the Board of Directors shall be conducted when at least 3/4 of the total number of members are present. In case the meeting convened according to the provisions of this Clause does not have enough members present as prescribed, it shall be convened for the second time within 07 days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are present.

Article 60. Voting methods

1. A member of the Board of Directors is considered to be present and voting at a meeting in the following cases:

a. Attending and voting directly at the meeting;
b. Authorizing another person to attend and vote in accordance with Clause 11 of this Article;
c. Attending and voting via online conference, electronic voting, or other electronic forms;
d. Sending voting ballots to the meeting via mail, fax, or email;
e. Sending voting ballots by other means.

2. In case of sending voting ballots to the meeting via mail, the voting ballot must be enclosed in a sealed envelope and must be delivered to the Chairman of the Board of Directors at least 01 hour before the opening of the meeting. The voting ballots shall only be opened in the presence of all attendees.
3. Voting

a. Except as provided in Point b, Clause 3 of this Article, each member of the Board of Directors or an authorized person in accordance with Clause 1 of this Article who is directly present in person at the meeting of the Board of Directors shall have one (01) vote;
b. A member of the Board of Directors shall not vote on transactions that bring benefits to that member or their related person in accordance with the Law on Enterprises and the Charter of the Group.
c. Pursuant to Point d, Clause 11, Article 30 of the Group Charter, when an issue arises at a meeting related to the interests or voting rights of a member of the Board of Directors and that member does not voluntarily waive their voting rights, the ruling of the chairperson shall be final, except in cases where the nature or scope of the interests of the relevant member of the Board of Directors has not been fully disclosed;
d. A member of the Board of Directors benefiting from a contract specified in Article 43 of the Group Charter is considered to have a significant interest in that contract;
e. Supervisors have the right to attend meetings of the Board of Directors, have the right to discuss but not to vote.

4. A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is expected to be signed with the Group and knows that they have an interest therein has the responsibility to disclose this interest at the first meeting of the Board discussing the signing of this contract or transaction. In case a member of the Board of Directors does not know that they and their related persons have an interest at the time the contract or transaction is signed with the Group, this member of the Board of Directors must disclose the related interests at the first meeting of the Board of Directors held after this member becomes aware that they have an interest or will have an interest in the aforementioned transaction or contract.
5. A meeting of the Board of Directors may be organized in the form of an online conference between members of the Board of Directors when all or some members are at different locations, provided that each member participating in the meeting can:

a. Hear each other member of the Board of Directors participating in the meeting speak;

b. Speak to all other participating members simultaneously.

The exchange between members can be carried out directly via telephone or other means of communication (including the use of such means at the time of passing the Charter or later) or a combination of all these methods. A member of the Board of Directors participating in such a meeting is considered to be "present" at that meeting. The location of the meeting organized according to these regulations is the location where the largest group of members of the Board of Directors gathers, or if there is no such group, the location where the chairperson of the meeting is present.

6. The Board of Directors has the right to collect opinions from members of the Board of Directors in writing to pass a Resolution of the Board of Directors when passing issues under the authority of the Board of Directors in Clause 2, Article 27 of the Group Charter.
7. A resolution in the form of collecting opinions in writing is passed based on the approval of the majority of members of the Board of Directors with voting rights. This resolution has the same effect and validity as a resolution passed at a meeting.
8. Meetings of the Board of Directors must be recorded in minutes and may be audio-recorded, recorded, and stored in other electronic forms. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language (if necessary), containing the main contents stipulated in Article 158 of the Law on Enterprises. The Chairman of the Board of Directors is responsible for delivering the minutes of the Board of Directors meeting to the members, and such minutes shall serve as authentic evidence of the work conducted during those meetings unless an objection to the content of the minutes is raised within ten (10) days from the date of dispatch. The minutes of the Board of Directors meeting must be signed by the chairperson and the secretary of the meeting; the chairperson and the secretary of the meeting shall be responsible for the truthfulness and accuracy of the content of the minutes. The minutes of the Board of Directors meeting and documents used in the meeting must be kept at the Group's head office.

Article 61. Procedures for passing resolutions of the Board of Directors

Resolutions and decisions of the Board of Directors are passed if approved by a majority of the members attending the meeting; in the event of a tie, the final decision shall belong to the side with the opinion of the Chairman of the Board of Directors.

Article 62. Authorization for other persons to attend meetings by members of the Board of Directors

Members must attend all meetings of the Board of Directors. A member may authorize another person to attend the meeting and vote if approved by a majority of the members of the Board of Directors.

Article 63. Preparation of minutes of the Board of Directors meeting

Meetings of the Board of Directors must be recorded in minutes and may be audio-recorded, recorded, and stored in other electronic forms. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language, including the following main contents:

a. Name, address of the head office, and enterprise identification number;
b. Time and location of the meeting;
c. Purpose, agenda, and content of the meeting;
d. Full name of each member attending the meeting or the authorized representative and the method of attendance; full names of members not attending and the reasons;
e. Issues discussed and voted on at the meeting;
f. Summary of opinions of each member attending the meeting in the order of the meeting's proceedings;
g. Voting results, clearly stating the members who voted for, against, and abstained;

h. Issues that have been passed and the corresponding voting ratio for approval;
i. Full name and signature of the chairperson and the minute-taker, except for the case stipulated in Article 64 of these Regulations.

The minutes of the Board of Directors meeting and documents used in the meeting must be kept at the Group's head office.

Minutes prepared in Vietnamese and in a foreign language have equal legal validity. In case of any discrepancy in content between the Vietnamese version and the foreign language version, the content in the Vietnamese version shall prevail.

The chairperson, the minute-taker, and those who sign the minutes shall be responsible for the truthfulness and accuracy of the content of the minutes of the Board of Directors meeting.

The minutes of the Board of Directors meeting and documents used in the meeting must be kept at the Group's head office.

Article 64. Cases where the chairperson and/or secretary refuses to sign the minutes of the Board of Directors meeting

In case the chairperson or the person recording the minutes refuses to sign the meeting minutes, but the minutes are signed by all other members of the Board of Directors attending and agreeing to approve the minutes, and contain full content as prescribed in points a, b, c, d, đ, e, g, and h of Clause 1, Article 158 of the Law on Enterprises, the minutes shall be valid. The meeting minutes shall clearly state that the chairperson or the person recording the minutes refused to sign. The persons signing the meeting minutes shall be jointly responsible for the accuracy and honesty of the content of the Board of Directors meeting minutes. The chairperson and the person recording the minutes shall be personally responsible for damages caused to the enterprise due to their refusal to sign the meeting minutes in accordance with the Law on Enterprises, the Company Charter, and relevant lawss.

Article 65. Notification of resolutions and decisions of the Board of Directors

After issuing a Resolution/Decision of the Board of Directors, the Group is responsible for disclosing information internally within the Group, to relevant authorities, on mass media, and on the Group's website in accordance with current procedures and regulations.

Section 5 - Subcommittees of the Board of Directors

Article 66. Subcommittees under the Board of Directors

1. The Board of Directors may establish subcommittees to be in charge of development policy, personnel, remuneration, and internal audit. The number of members of a subcommittee shall be decided by the Board of Directors and shall consist of at least 03 people, including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors should constitute the majority in the subcommittee, and one of these members shall be appointed as the Head of the Subcommittee by the decision of the Board of Directors. The operation of the subcommittee must comply with the regulations of the Board of Directors. A resolution of

the subcommittee shall only be effective when approved by a majority of members attending and voting at the subcommittee meeting.

2. The implementation of decisions of the Board of Directors or of subcommittees under the Board of Directors must comply with current legal regulations and the provisions of the Group Charter and the Internal Corporate Governance Regulations of the Group.

Section 6 - Selection, appointment, and dismissal of the Group Governance Officer

Article 67. Qualifications of the Group Governance Officer

The Group Governance Officer shall not simultaneously work for an approved auditing organization that is currently auditing the Group's financial statements.

Article 68. Appointment of the Group Governance Officer

The Board of Directors of the Group must appoint at least 01 Group Governance Officer to support corporate governance at the Group. The Group Governance Officer may concurrently serve as the Group Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises.

Article 69. Cases for dismissal and removal of the Corporate Governance Officer

The Board of Directors may dismiss or remove the Group's Corporate Governance Officer when deemed necessary, provided it does not contravene current labor laws.

Article 70. Notification of appointment and dismissal of the Group Governance Officer

After the decision on the appointment or dismissal of the Group Governance Officer is made, the Group is responsible for disclosing information internally within the Group, to relevant authorities, on mass media, and on the Group's website in accordance with the procedures and regulations of current law.

Article 71. Rights and Obligations of the Group Governance Officer

The Group Governance Officer has the following rights and obligations:

a. Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and related tasks between the Group and shareholders;
b. Preparing meetings of the Board of Directors, the Board of Supervisors, and the General Meeting of Shareholders at the request of the Board of Directors or the Board of Supervisors;
c. Advising on meeting procedures;
d. Attending meetings;
e. Advising on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;
f. Providing financial information, copies of minutes of Board of Directors meetings, and other information to members of the Board of Directors and members of the Board of Supervisors;
g. Supervising and reporting to the Board of Directors on the Group's information disclosure activities;
h. Acting as the contact point with relevant stakeholders;

i. Maintaining confidentiality of information in accordance with legal regulations and the Group Charter;
j. Other rights and obligations as prescribed by law and the Group Charter.

CHAPTER 4 – BOARD OF SUPERVISORS

Section 1 - General Provisions

Article 72. Role, rights, and obligations of the Board of Supervisors, and responsibilities of members of the Board of Supervisors

1. Members of the Board of Supervisors have rights as prescribed by the Law on Enterprises, relevant laws, and the Group Charter, and the Regulations on the Operation of the Board of Supervisors, including the right to access information and documents related to the Group's operational situation. Members of the Board of Directors, the General Director, and other managers of the enterprise are responsible for providing information in a timely and complete manner at the request of members of the Board of Supervisors.
2. Members of the Board of Supervisors are responsible for complying with the provisions of the law, the Group Charter, the Regulations on the Operation of the Board of Supervisors, and professional ethics in exercising their assigned rights and obligations.
3. The Board of Supervisors has the rights and obligations as prescribed in Article 170 of the Law on Enterprises, the Group Charter, and the following rights and obligations:

a. Proposing and recommending the General Meeting of Shareholders to approve the list of approved auditing organizations to audit the Group's financial statements; deciding on the approved auditing organization to inspect the Group's operations, and dismissing the approved auditor when deemed necessary.
b. Being accountable to shareholders for its supervisory activities.
c. Supervising the Group's financial situation and the compliance with the law in the activities of members of the Board of Directors, the General Director, and other managers.
d. Ensuring coordination with the Board of Directors, the General Director, and shareholders.
e. In case of discovering violations of the law or the Group Charter by members of the Board of Directors, the General Director, or other managers of the enterprise, the Board of Supervisors must notify the Board of Directors in writing within 48 hours, requesting the violating party to terminate the violation and implement measures to remedy the consequences.
f. Develop the Operating Regulations of the Board of Supervisors and submit them to the General Meeting of Shareholders for approval. The Minister of Finance provides a template for the Operating Regulations of the Board of Supervisors for public groups to reference when developing their own.
g. Report to the General Meeting of Shareholders in accordance with Article 290 of Decree 155/2020/NĐ-CP.

Section 2 - Regulations on the Term, number, composition, and structure of members of the Board of Supervisors

Article 73. Number, term, composition, and structure of members of the Board of Supervisors

1. The number of members of the Group's Board of Supervisors is 03.
2. The term of a Supervisor shall not exceed 05 years and they may be re-elected for an unlimited number of terms.

3. Members of the Board of Supervisors are not required to be shareholders of the Group.
4. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among the Supervisors; the election, dismissal, and removal shall be conducted by majority vote. The rights and obligations of the Head of the Board of Supervisors shall be stipulated by the Group Charter. More than half of the Supervisors must be permanent residents in Vietnam. The Head of the Board of Supervisors must hold a university degree or higher in economics, finance, accounting, auditing, law, business administration, or a major relevant to the Group's business operations, unless the Group Charter stipulates higher standards.
5. In the event that the terms of all Supervisors expire at the same time and new Supervisors have not yet been elected, the outgoing Supervisors shall continue to perform their rights and obligations until new Supervisors are elected and assume their duties.

Article 74. Standards and conditions for members of the Board of Supervisors

1. A Supervisor must meet the following standards and conditions:

a. Not fall under the categories specified in Clause 2, Article 17 of the Law on Enterprises;
b. Have been trained in one of the majors of economics, finance, accounting, auditing, law, business administration, or a major suitable for the Group's business operations;
c. Not be a family member of any member of the Board of Directors, the General Director, or other managers;
d. Not be a manager of the Group; not necessarily be a shareholder or employee of the Group;
e. Not be an employee of the Group's accounting or finance department;
f. Not be a member or employee of an approved audit organization performing audits of the Group's financial statements in the 03 consecutive years prior.
g. Other standards and conditions as stipulated by relevant laws and the Groupp Charter.

2. In addition to the standards and conditions stipulated in Clause 1 of this Article, the Group's Supervisors must ensure they meet all conditions stipulated in Clause 2, Article 169 of the Law on Enterprises.
3. The Head of the Board of Supervisors must hold a university degree or higher in economics, finance, accounting, auditing, law, business administration, or a major relevant to the Group's business operations.

Article 75. Nomination and candidacy for members of the Board of Supervisors (Supervisors)

1. The candidacy and nomination of members of the Board of Supervisor shall be conducted similarly to the provisions in Clause 1, Article 25 of the Group Charter. Shareholders holding voting shares have the right to aggregate their voting rights to nominate Controllers. A shareholder or a group of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% or more may nominate a maximum of eight (08) candidates.

2. In the event that the number of candidates for the Board of Supervisors through nomination and candidacy is insufficient, the incumbent Board of Supervisors may nominate additional candidates. The introduction of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

Article 76. Method of electing members of the Board of Supervisors

1. The voting for members of the Board of Supervisors must be conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Supervisors, and shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected members of the Board of Supervisors are determined by the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the number of members stipulated in the Group Charter is reached. In the event that 02 or more candidates receive the same number of votes for the final position on the Board of Supervisors, a re-vote shall be conducted among those candidates with the same number of votes, or a selection shall be made based on criteria stipulated in the election regulations, the Operating Regulations of the Board of Supervisors, or the Group Charter.
2. If the number of candidates is less than or equal to the number of members of the Board of Supervisors to be elected, the election of members of the Board of Supervisors may be conducted by the cumulative voting method as above or by a voting method (in favor, against, abstention). The approval voting ratio for the voting method shall be implemented in accordance with Clause 2, Article 21 of the Group Charter.

Article 77. Cases of dismissal and removal of members of the Board of Supervisors

1. The General Meeting of Shareholders shall dismiss a member of the Board of Supervisors in the following cases:

a. No longer meeting the standards and conditions to be a member of the Board of Supervisors as stipulated in Article 169 of the Law on Enterprises;
b. Submitting a resignation letter which is then accepted;
c. Other cases as stipulated by the Group Charter.

2. The General Meeting of Shareholders shall remove a member of the Board of Supervisors in the following cases:

a. Failing to complete assigned tasks or duties;
b. Failing to exercise their rights and obligations for 06 consecutive months, except in cases of force majeure;
c. Repeatedly violating or seriously violating the obligations of a member of the Board of Supervisors as stipulated by the Law on Enterprises and the Group Charter;
d. Other cases as per the resolution of the General Meeting of Shareholders.

Article 78. Notification of election, dismissal, and removal of members of the Board of Supervisors

After a decision is made to elect, dismiss, or remove a Supervisor, the Group is responsible for disclosing the information internally, to relevant authorities, and on mass media and the Group's website in accordance with the procedures and regulations of current law.

Article 79. Salary and other benefits of members of the Board of Supervisors

1. Members of the Board of Supervisors are paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders decides the total amount of salary, remuneration, bonuses, other benefits, and the annual operating budget of the Board of Supervisors;
2. Members of the Board of Supervisors are reimbursed for reasonable expenses for food, accommodation, travel, and the use of independent consulting services. The total amount of such remuneration and expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders;
3. The salary and operating expenses of the Board of Supervisors are included in the Group's business expenses in accordance with the law on corporate income tax and other relevant laws, and must be recorded as a separate item in the Group's annual financial statements.

CHAPTER 5 - GENERAL DIRECTOR

Article 80. Role, responsibilities, rights, and obligations of the General Director

1. The General Director is the person who manages the daily business operations of the Group; is subject to the supervision of the Board of Directors; and is responsible to the Board of Directors and before the law for the performance of assigned rights and obligations.
2. The General Director has the following rights and obligations:

a. Deciding on matters related to the daily business operations of the Group that do not fall under the authority of the Board of Directors;
b. Organizing the implementation of resolutions and decisions of the Board of Directors;
c. Organizing the implementation of the Group's business plans and investment schemes;
d. Proposing organizational structure plans and internal management regulations of the Group;
e. Appointing, dismissing, and removing management positions within the Group, except for positions under the authority of the Board of Directors;
f. Deciding on salaries and other benefits for employees in the Group, including managers under the appointment authority of the General Director;
g. Recruiting employees;
h. Proposing plans for dividend payment or handling of business losses;
i. Other rights and obligations as stipulated by law, the Group Charter, and resolutions and decisions of the Board of Directors.

Article 81. Term, standards, and conditions of the General Director

1. The term of the General Director shall not exceed 05 years and they may be reappointed for an unlimited number of terms.

2. The General Director must meet the following standards and conditions:

a. Not fall into the categories specified in Clause 2, Article 17 of the Law on Enterprises;
b. Must not be a person with family relations to the corporate manager or Controller of the Group and the parent company; a representative of state capital, or a representative of the enterprise's capital at the Group and the parent company;
c. Possess professional qualifications and experience in the corporate management of the Group.

Article 82. Candidacy and nomination of the General Director

Directors and members of the Board of Directors have the right to nominate candidates for the position of General Director in accordance with the standards and conditions stipulated in Article 81 of these Regulations and submit them to the Board of Directors for consideration when the Group has a need to seek a General Director.

Article 83. Appointment, dismissal, signing of contracts, and termination of contracts for the General Director

1. The Board of Directors shall appoint one (01) member of the Board of Directors or hire another person as the General Director.

2. The Board of Directors may dismiss the General Director when a majority of the voting members of the Board of Directors present at the meeting approve, and shall appoint a new General Director as a replacement.

3. The Board of Directors has the authority to sign/terminate contracts and decide on the terms of the employment contract as stipulated in Point j, Clause 2, Article 27 and Article 35 of the Group Charter.

Article 84. Notification of appointment, dismissal, signing of contracts, and termination of contracts for the General Director

After a decision on the election, dismissal, or removal of the General Director is made, the Group is responsible for disclosing information internally within the Group, to relevant authorities, on mass media, and on the Group's website in accordance with the procedures and regulations of current law.

Article 85. Salary and other benefits of the General Director

1. The General Director shall be paid a salary and bonus. The salary and bonus of the General Director shall be decided by the Board of Directors.

2. The salary of the executive shall be included in the Group's business expenses in accordance with the law on corporate income tax, presented as a separate item in the Group's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

CHAPTER 6 – OTHER ACTIVITIES

Section 1 - Regulations on coordination of activities between the Board of Directors, the Board of Supervisors, and the General Director

Article 86. Procedures and sequence for convening, notifying meetings, recording minutes, and announcing meeting results between the BOD, the Board of Supervisors, and the General Director

The procedures and sequence for convening, notifying meetings, recording minutes, and announcing meeting results between the BOD, the Board of Supervisors, and the General Director shall be implemented in accordance with the procedures and sequence for convening BOD meetings as stipulated in Section 4, Chapter 3 of these Regulations.

Article 87. Notification of Resolutions/Decisions of the BOD to the Board of Supervisors

Resolutions/Decisions and minutes of BOD meetings, once issued, must be sent to the Controllers at the same time and in the same manner as to members of the BOD.

Article 88. Notification of Resolutions/Decisions of the BOD to the General Director

Resolutions/Decisions of the BOD (regarding contents related to the responsibilities, powers, and obligations of the General Director), once issued, must be sent to the General Director at the same time and in the same manner as to members of the BOD.

Article 89. Cases where the Board of Supervisors and the General Director request to convene a BOD meeting and matters requiring the opinion of the BOD

1. Cases for requesting to convene a BOD meeting

a. The Board of Supervisors may request to convene a BOD meeting in the following cases:

- Upon the request of a shareholder/group of shareholders in accordance with Clause 2, Article 115 of the Law on Enterprises.
- When it is determined that the Controller's right to access information and documents related to the Group's operations is not fully exercised in accordance with current law and the Group Charter;
- Upon discovering acts of violation of the law or the Group Charter by members of the BOD, the General Director, or other business executives, after having notified the BOD in writing in accordance with Clause 5, Article 40 of the Group Charter, but the violating party has not ceased the violation or implemented remedial measures;

b. The General Director may request to convene a BOD meeting in the following cases:

- When it is determined that the rights of the General Director as stipulated in Article 35 of the Group Charter are not being exercised;
- Upon discovering acts of violation of the law or the Group Charter by other business executives, after having notified the BOD in writing, but the violating party has not ceased the violation or implemented remedial measures;

2. Matters requiring the opinion of the BOD:

a. Recommendations to the BOD regarding the organizational structure plan and internal management regulations of the Group;

b. Proposals for measures to improve the Group's operations and management;

c. The General Director must prepare a plan for the Board of Directors to approve matters related to recruitment, termination of employment, salary, social insurance, welfare, rewards, and discipline for employees and business executives.

d. The General Director must prepare a plan for the Board of Directors to approve matters related to the Group's relations with trade union organizations in accordance with the best standards, practices, and management policies, as well as the practices and policies stipulated in the Group Charter, the Group's regulations, and current legal provisions.

e. Requesting the opinion of the BOD on the Audited Financial Statements (including the balance sheet, income statement, and projected cash flow statement) for each fiscal year, which must be submitted for the BOD's approval;

f. Recommendations on the plan for dividend payment or handling of business losses;

g. Requesting the opinion of the BOD to approve the detailed business plan for the next fiscal year;

h. Other matters when deemed in the interest of the Group.

Article 90. Reports of the General Director to the BOD on the performance of assigned duties and powers

1. Reports on the implementation status of Resolutions of the BOD and the General Meeting of Shareholders, and the Group's business and investment plans already approved by the BOD and the General Meeting of Shareholders;

2. Quarterly and annual reports evaluating the financial situation and business operation status of the Group;

3. Reports on improvements in organizational structure, policies, and management;

4. Annual reports on the implementation of obligations toward the environment, the community, and employees;

5. Reports on the implementation status of other matters authorized by the BOD and the General Meeting of Shareholders;

6. Reporting on other matters as requested by the BOD.

Article 91. Reviewing the implementation of resolutions and other matters authorized by the BOD to the General Director

Based on the General Director's report on the performance of assigned duties and powers as stipulated in Article 80 of these Regulations, the BOD shall conduct a review of the results of the implementation of resolutions and other matters authorized by the BOD to the Group.

Article 92. Matters the General Director must report, provide information on, and the method of notification to the BOD and the Board of Supervisors

1. Matters the General Director must report, provide information on, and the method of notification to the BOD

a. Contents as per Article 89 of these Regulations;

b. The General Director is obligated to notify the Board of Directors of transactions between the Group, its subsidiaries, or other companies controlled by the Group with over 50% of charter capital, with those entities themselves or with their related persons as prescribed by law.

c. Other matters requiring opinion or reporting to the BOD must be submitted at least seven (07) working days in advance, and the BOD shall respond within seven (07) working days.

Specifically, in the case of approving contracts and transactions as stipulated in Clause 1, Article 167 of the Law on Enterprises and having a value of less than 35% of the total asset value of the enterprise recorded in the most recent financial statement, the representative of the Group signing the contract or transaction must notify the members of the Board of Directors and Controllers about the related parties to that contract or transaction and attach the draft contract or the main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the date of receiving the notification, unless the Group Charter stipulates a different time limit; members of the Board of Directors who have interests related to the parties in the contract or transaction shall not have the right to vote.

3. Matters the General Director must report, provide information on, and the method of notification to the Board of Supervisors

a. Reports of the General Director submitted to the BOD or other documents issued by the Group shall be sent to the Controllers at the same time and in the same manner as to members of the BOD.

b. The General Director and other business executives must provide full, accurate, and timely information and documents regarding the management, administration, and business operations of the Group as requested by the Controllers or the Board of Supervisors.

c. The method of notification to the Board of Supervisors shall be carried out in the same manner as for the Board of Directors.

Article 93. Coordination of control, management, and supervision activities among members of the BOD, Controllers, and the General Director according to the specific duties of the aforementioned members

1. Coordination of activities between the Board of Supervisors and the BOD:

The Board of Supervisors has the role of supervision, coordination, consultation, and providing full, timely, and accurate information. Specifically as follows:

a. Regularly notify the BOD of operational results and consult the BOD before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders;

b. During meetings of the Board of Supervisors, the Board of Supervisors has the right to request members of the Board of Directors, the General Director, and representatives of the approved auditing organization to attend and answer matters that need clarification;

c. Periodic and extraordinary inspections by the Board of Supervisors must have written conclusions (no later than fifteen (15) days from the end date) sent to the BOD to provide additional basis to assist the BOD in the management of the Group. Depending on the level and results of the aforementioned inspection, the Board of Supervisors needs to discuss and reach a consensus with the BOD and the General Director before reporting to the General Meeting of Shareholders. In case of disagreement, the dissenting opinion may be reserved and recorded in the minutes, and the Head of the Board of Supervisors has the responsibility to report to the nearest General Meeting of Shareholders.

d. In case the Board of Supervisors discovers acts of violation of the law or the Group Charter by members of the Board of Directors, the Board of Supervisors shall notify the Board of Directors in writing within forty-eight (48) hours, requesting the person committing the violation to cease the violation and provide solutions to remedy the consequences;

e. The Supervisor is obligated to notify the Board of Directors of transactions between the Group, its subsidiaries, or other companies controlled by the Group with over 50% or more of the charter capital with that very entity or with related persons of that entity in accordance with the law.

f. Regarding recommendations related to the operational and financial situation of the Group, the Board of Supervisors must send the document along with relevant materials at least fifteen (15) days prior to the intended date of receiving a response;

g. The contents of recommendations to the Board of Directors must be sent at least seven (07) working days in advance, and the Board of Directors shall respond within seven (07) working days.

The Board of Directors shall create favorable conditions for the Board of Supervisors to exercise its rights and obligations.

2. Coordination of activities between the Board of Supervisors and the General Director:

The Board of Supervisors has the function of inspection and supervision.

a. During meetings of the Board of Supervisors, the Board of Supervisors has the right to request the General Director (simultaneously requesting members of the Board of Directors, the General Director, and representatives of the approved auditing organization) to attend and answer issues that need clarification regarding matters of concern to the Supervisors;

b. Periodic and extraordinary inspections by the Board of Supervisors must have written conclusions (no later than fifteen (15) days from the date of completion) sent to the General Director to provide further basis to assist the General Director in managing the Group. Depending on the level and results of the aforementioned inspection, the Board of

Supervisors needs to discuss and reach a consensus with the General Director before reporting to the General Meeting of Shareholders. In case of disagreement, they are authorized to reserve their opinion in the minutes, and the Head of the Board of Supervisors is responsible for reporting to the nearest General Meeting of Shareholders;

c. The Supervisor has the right to request the General Director to facilitate access to records and documents related to the Group's business operations at the Head Office or the place where records are stored;

d. Regarding information and documents on management, business operation, business performance reports, and financial reports, the written request for provision from the Board of Supervisors must be sent to the Group at least forty-eight (48) working hours prior to the intended time of receiving a response. The Board of Supervisors must not use the Group's information that has not been permitted for disclosure or disclose it to others to conduct related transactions.

e. The contents of recommendations regarding measures to amend, supplement, and improve the organizational structure of management, supervision, and operation of the Group's business activities by the Board of Supervisors must be sent to the General Director at least seven (07) working days prior to the intended date of receiving a response.

The General Director shall create favorable conditions for the Board of Supervisors to exercise its rights and obligations.

3. Coordination of activities between the General Director and the Board of Directors: The General Director is the person who represents and manages the Group's operations, ensuring that the Group operates continuously and effectively.

a. When there is a recommendation for an organizational structure plan or internal management regulations of the Group, the General Director shall send it to the Board of Directors as soon as possible but no less than seven (07) days before the date that content needs to be decided;

b. The General Director must prepare a plan for the Board of Directors to approve issues related to recruitment, termination of employment, salary, social insurance, benefits, rewards, and discipline for employees and management personnel;

c. The General Director must prepare a plan for the Board of Directors to approve issues related to the Group's relationship with trade union organizations in accordance with the best standards, practices, and management policies, as well as the practices and policies stipulated in the Group Charter, the Group's regulations, and current legal provisions;

d. The General Director is obligated to notify the Board of Directors of transactions between the Group, its subsidiaries, or other companies controlled by the Group with over 50% or more of the charter capital with that very entity or with related persons of that entity in accordance with the law.

e. Other contents requiring opinions as stipulated in Clause 2, Article 96 of these Regulations must be sent to the Board of Directors at least seven (07) working days prior to the intended date of receiving a response from the Board of Directors.

Section 2 - Regulations on annual evaluation of reward and discipline activities for members of the Board of Directors, members of the Board of Supervisors, the General Director, and other business executives.

Article 94. Regulations on evaluating the performance of members of the Board of Directors, Supervisors, the General Director, and other executives.

1. The Board of Directors is responsible for establishing performance evaluation standards for all subjects, including members of the Board of Directors, the General Director, and other executives.
2. Performance evaluation standards must harmonize the interests of business executives with the long-term interests of the Group and shareholders. Financial and non-financial indicators used in the evaluation are carefully considered and decided by the Board of Directors from time to time. In particular, non-financial indicators may include: interests of stakeholders, operational efficiency, progress and improvements achieved, etc.
3. Annually, based on assigned functions, duties, and established evaluation standards/achieved results, the Board of Directors organizes the evaluation of the performance of members of the Board of Directors.
4. The performance evaluation of Supervisors is organized and implemented according to the method mentioned in the organizational structure and operation of the Board of Supervisors.
5. The performance evaluation of other executives is carried out according to internal regulations or may be based on the self-evaluation reports of these executives.

Article 95. Rewards

1. The Board of Directors or the Remuneration Committee (if any) is responsible for developing reward policies. Rewards are implemented based on the performance evaluation results at Article 94 of these Regulations.
2. Forms of rewards: in cash, in shares (issuing shares under the employee stock ownership plan in the Group), or other forms developed by the Board of Directors or the Remuneration Committee. Reward forms shall be planned by the General Director and submitted to the Board of Directors for approval; in cases exceeding their authority, they shall be submitted to the General Meeting of Shareholders for approval.
3. The reward scheme for members of the Board of Directors and Supervisors shall be decided by the General Meeting of Shareholders.
4. For business executives: the reward fund is extracted from the Group's Reward and Welfare Fund and other legal sources. The reward level is based on actual annual business results; the General Director shall propose it to the Board of Directors for approval; in cases

exceeding their authority, it shall be submitted to the General Meeting of Shareholders for approval.

Article 96. Discipline

1. The Board of Directors is responsible for developing forms of discipline based on the nature and severity of the violation. The highest form of discipline must be removal or dismissal.
2. Members of the Board of Directors, Supervisors, and business executives who fail to complete their duties as required with honesty, diligence, and caution shall be personally liable for the damages they cause.
3. When performing their duties, if members of the Board of Directors, Supervisors, or business executives commit acts that violate legal provisions or the Group's regulations, depending on the severity of the violation, they shall be subject to disciplinary action, administrative penalties, or criminal prosecution in accordance with the law and the Group Charter. In case of causing damage to the interests of the Group, shareholders, or others, they shall be liable for compensation in accordance with the law.

CHAPTER 7 - AMENDMENTS TO THE GROUP GOVERNANCE REGULATIONS

Article 97. Supplementing and amending the Group Governance Regulations

1. The supplementation or amendment of these Regulations must be considered and decided by the Group's General Meeting of Shareholders.
2. In case there are legal provisions related to the Group's operations that are not mentioned in these Regulations, or in case there are new legal provisions that differ from the terms in these Regulations, those legal provisions shall automatically be applied and regulate the Group's operations.

CHAPTER 8 - EFFECTIVE DATE

Article 98. Effective date

1. This Regulation consists of 08 Chapters and 98 Articles, unanimously approved by the Annual General Meeting of Shareholders of Becamex Investment and Industrial Development Group on June 25, 2026, and the full text of these regulations is hereby accepted as effective.
2. This Regulation is the sole and official regulation of the Group.
3. Copies or extracts of this Regulation of the Group must be signed by the Chairman of the Board of Directors.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

NGUYEN VAN HUNG

Ký số bởi: TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG NGHIỆP BECAMEX - CTCP
Email: info@becamex.com.vn
Ngày ký: 04/06/2026 07:09:22+07:00
Xác thực bởi: VNPT-CA SHA2

BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

DECISION

Issuing the Operating Regulation of the Board of Directors

Becamex Investment and Industrial Development Group (Becamex Group)

BOARD OF DIRECTORS

BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;*
- *Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025, of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies in Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group (BECAMEX GROUP);*
- *Pursuant to Resolution No. 01/2026/NQ-ĐHĐCĐ dated June 25, 2026 of the 2026 Annual General Meeting of Shareholders of Becamex Group regarding the approval of the Operating Regulation of the Board of Directors of Becamex Investment and Industrial Development Group.*

DECISION

Article 1. Issue the "Operating Regulation of the Board of Directors of **Becamex Investment and Industrial Development Group**".

Article 2. This Decision shall be effective from the date of signing and shall supersede Decision No. 09/2021/QĐ-HĐQT dated August 23, 2021**.**

Article 3. Members of the Board of Directors, the Board of Supervisors, the Board of Management, and relevant Departments, Divisions, and Centers of the Group shall be responsible for implementing this Decision./.

Recipients:
- As Article 3;
- Archived at Office.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

NGUYEN VAN HUNG

OPERATING REGULATION OF THE BOARD OF DIRECTORS
BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP
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CHAPTER I. GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of application

1. Scope of regulation: The Operating Regulation of the Board of Directors stipulates the organizational structure, personnel, operating principles, powers, and obligations of the Board of Directors and members of the Board of Directors to ensure operation in accordance with the Law on Enterprises, the Charter of Becamex Investment and Industrial Development Group (*hereinafter referred to as the "Group"*), and other relevant legal provisions.

2. Subjects of application: This Regulation shall apply to the Board of Directors, members of the Board of Directors of the Group, and relevant subjects mentioned in this Regulation.

Article 2. Operating principles of the Board of Directors

1. The Board of Directors shall work on the principle of collectivity. Members of the Board of Directors shall be personally responsible for their assigned tasks and collectively responsible before the General Meeting of Shareholders and the law for the resolutions and decisions of the Board of Directors regarding the development of the Group.

2. The Board of Directors shall assign the General Director to organize and manage the implementation of the resolutions and decisions of the Board of Directors.

CHAPTER II. MEMBERS OF THE BOARD OF DIRECTORS

Article 3. Rights and obligations of members of the Board of Directors

1. Members of the Board of Directors have full rights and responsibilities as prescribed by the Law on Enterprises, the Law on Securities, relevant laws, and the Charter of the Group, including the right to be provided with information and documents regarding the financial situation and business operations of the Group and its units.

2. Members of the Board of Directors have obligations as prescribed by the Law on Enterprises, the Charter of the Group, and the following obligations:

a) Perform their duties honestly and carefully for the best interests of the shareholders and the Group;

b) Attend all meetings of the Board of Directors and express opinions on matters discussed;

c) Report promptly and fully to the Board of Directors the remuneration received from subsidiaries, associate companies, and other organizations;

d) Report to the Board of Directors at the nearest meeting transactions between the Group, its subsidiaries, or other companies controlled by the Group with over 50% or more of the charter capital, with members of the Board of Directors and their related persons; transactions between the Group and companies in which a member of the Board of Directors is a founding member or a corporate manager within the 03 most recent years prior to the transaction;

dd) Perform information disclosure when trading shares of the Group in accordance with the law.

3. Each independent member of the Board of Directors of the Group shall prepare an evaluation report on the activities of the Board of Directors.

Article 4. Right of members of the Board of Directors to be provided with information

1. Members of the Board of Directors have the right to request the General Director, Deputy General Directors, and other corporate managers within the Group to provide information and documents regarding the financial status and business operations of the Group and its entities.

2. Corporate managers are required to provide information and documents in a timely, complete, and accurate manner upon the request of members of the Board of Directors. The sequence and procedures for requesting and providing information are stipulated as follows:

- Members of the BOD must submit the content of the request to the BOD of the Group.

- If deemed necessary, the BOD will convene a meeting to seek opinions within 07 working days from the date of receiving the request from a BOD member regarding the information requested.

- If the above content is approved by the BOD, the corporate manager requested to provide information shall provide the requested information within 07 days and be responsible for explaining any inquiries from BOD members regarding the requested information.

- After using the information, the BOD member who requested it shall report to the BOD (if deemed necessary) and ensure the confidentiality of the information.

Article 5. Number, term, and structure of members of the Board of Directors

1. The number of members of the Board of Directors shall be 07 members.

2. The term of a member of the Board of Directors shall not exceed 05 years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for a maximum of 02 consecutive terms.

3. In the event that all members of the Board of Directors finish their term simultaneously, those members shall continue to serve as members of the Board of Directors until new members are elected to replace them and take over the work.

4. The composition of the Board of Directors is as follows:

. The number of non-executive members of the Board of Directors of the Group must comply with the following regulations:

- There shall be at least 01 non-executive member in case the Group has from 03 to 05 members of the Board of Directors;

- There shall be at least 02 non-executive members in case the Group has from 06 to 08 members of the Board of Directors;

- There shall be at least 03 non-executive members in case the Group has from 09 to 11 members of the Board of Directors.

The Group shall minimize the number of BOD members concurrently holding executive positions within the Group to ensure the independence of the Board of Directors.

b. The number of independent members of the Board of Directors of the Group must comply with the following regulations:

- There shall be at least 01 independent member in case the Group has from 03 to 05 members of the Board of Directors;

- There shall be at least 02 independent members in case the Group has from 06 to 08 members of the Board of Directors;

- There shall be at least 03 independent members in case the Group has from 09 to 11 members of the Board of Directors.

5. Independent members of the Board of Directors have full rights and obligations of members of the Board of Directors as stipulated by the Law on Enterprises, the Law on Securities, the Charter of the Group, and these regulations.

6. Independent members of the Board of Directors shall be organized and coordinate their activities according to the following principles :

a) Perform assigned rights and obligations honestly, carefully, and in the best manner to ensure the maximum legitimate interests of the Group;

b) Be loyal to the interests of the Group and shareholders; not use information, know-how, business opportunities of the Group, position, title, or assets of the Group for personal gain or to serve the interests of other organizations or individuals;

c) All activities of independent members of the Board of Directors must ensure compliance with the provisions of the law and the Charter of the Group.

Article 6. Standards and conditions for members of the Board of Directors

1. Members of the Board of Directors must meet the following standards and conditions:

a) Not fall into the cases specified in Clause 2, Article 17 of the Law on Enterprises;

b) Have professional qualifications and experience in business administration or in the fields, industries, or trades of the Group and are not necessarily shareholders of the Group, unless otherwise provided by the Group's Charter;

c) A member of the Board of Directors of the Group may concurrently serve as a member of the Board of Directors or the Board of Members at a maximum of 05 other companies;

d) A member of the Board of Directors of the Group must not be a family member of the General Director or other managers of the Group; or of the manager or person authorized to appoint managers of the parent company;

dd) Other standards and conditions as per the Group's Charter .

2. An independent member of the Board of Directors as prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises must meet the following standards and conditions:

a) Not being a person currently working for the Group, its parent company, or its subsidiaries; not being a person who has worked for the Group, its parent company, or its subsidiaries for at least the 03 preceding consecutive years;

b) Not being a person currently receiving salary or remuneration from the Group, excluding allowances that members of the Board of Directors are entitled to receive as prescribed;

c) Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or

biological younger sibling is a major shareholder of the Group; or is a manager of the Group or its subsidiaries;

d) Not being a person directly or indirectly owning at least 1% of the total voting shares of the Group;

dd) Not being a person who has served as a member of the Board of Directors or the Board of Supervisor of the Group for at least the 05 preceding consecutive years, unless appointed for 02 consecutive terms;

e) Other standards and conditions as per the Group's Charter (if any).

3. An independent member of the Board of Directors must notify the Board of Directors if they no longer meet the standards and conditions prescribed in Clause 2 of this Article and shall automatically cease to be an independent member of the Board of Directors from the date they no longer meet such standards and conditions. The Board of Directors must announce the case where an independent member of the Board of Directors no longer meets the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect a replacement or additional independent member of the Board of Directors within 06 months from the date of receiving the notification from the relevant independent member of the Board of Directors.

Article 7. Chairperson of the Board of Directors

1. The Chairperson of the Board of Directors shall be elected, dismissed, or removed by the Board of Directors from among the members of the Board of Directors.

2. The Chairperson of the Board of Directors of the Group shall not concurrently hold the position of General Director.

3. The Chairperson of the Board of Directors shall have the following rights and obligations:

a) Establish the program and operation plan of the Board of Directors;

b) Prepare the program, content, and documents for meetings; to convene, preside over, and chair meetings of the Board of Directors;

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

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

dd) Chair the General Meeting of Shareholders;

e) Establish the work program and assign tasks to other members of the Board of Directors to manage the operations of the Group. To evaluate the performance of the Board of Directors and each memb er of the Board of Directors and report the evaluation results to the General Meeting of Shareholders.

f) Sign documents on behalf of the General Meeting of Shareholders and the Board of Directors.

g) Approve the annual regular operating budget of the Group and other extraordinary expenses, including extraordinary expenses incurred during the implementation of investment projects proposed by the General Director, except for cases falling under the authority of the Board of Directors.

h) Approve the General Director's proposal regarding the appointment, dismissal, removal, discipline, suspension, and salary levels of the following positions: Directors, Deputy Directors of functional departments, Directors, Deputy Directors of divisions, or Heads/Deputy Heads of branches/units directly under the Group.

i) Approve investment projects, business matters, or transactions for which the Board of Directors has approved the policy before the General Director proceeds with implementation.

j) Approve, based on the proposal of the Board of Management, matters related to recruitment, transfer, and personnel arrangement within the Group.

k) Approve policies regarding costs, expenses, etc., related to projects and works after the Board of Directors has approved the project policy.

l) Attend and provide comments and directives at meetings of the Board of Management.

m) Other rights and obligations as prescribed by the Law on Enterprises and the Group Charter.

4. The Chairperson of the Board of Directors shall work on a full-time basis, be in charge of the general management of the Board of Directors' activities, and be directly in charge of one or several aspects of work to resolve other matters assigned by the Board of Directors or as prescribed by law to be under the authority of the Chairperson of the Board of Directors.

5. The Chairperson of the Board of Directors shall be responsible for ensuring that the Board of Directors submits the annual financial statements, the Group's activity reports, and the Board of Directors' audit reports to shareholders at the General Meeting of Shareholders, as well as other reports under the authority of the General Meeting of Shareholders.

6. In case the Chairperson of the Board of Directors submits a resignation or is removed, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation or the removal.

7. In case the Chairperson of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member to perform the rights and obligations of the Chairperson of the Board of Directors in accordance with the principles stipulated in the Group Charter. In case there is no authorized person, the remaining members shall elect one among them to hold the position of Chairperson of the Board of Directors based on the principle of majority approval by the remaining members until a new decision is made by the Board of Directors.

8. When deemed necessary, the Board of Directors shall decide to appoint one (01) or more persons as the Group Secretary with a term of office as decided by the Board of Directors. The Board of Directors may remove the Group Secretary when necessary, provided it is not contrary to current labor laws. The Group Secretary shall have the following rights and obligations:

a) To assist in organizing and convening meetings of the General Meeting of Shareholders and the Board of Directors; to record meeting minutes;

b) To assist members of the Board of Directors in exercising their assigned rights and obligations;

c) To assist the Board of Directors in applying and implementing the Group's corporate governance principles;

d) To assist the Group in building shareholder relations and protecting the legitimate rights and interests of shareholders; in complying with obligations regarding information provision, information disclosure, and administrative procedures;

dd) Other rights and obligations as prescribed in the Group Charter and the Group's Internal Governance Regulation.

Article 8. Dismissal, removal, replacement, and supplementation of members of the Board of Directors

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

a) Not meeting the standards and conditions as prescribed in Article 155 of the Law on Enterprises;

b) Submitting a resignation letter which is then accepted;

c) Other cases as prescribed in the Group Charter.

2. The General Meeting of Shareholders shall remove a member of the Board of Directors in the following cases:

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

b) Other cases as prescribed in the Group Charter.

3. When deemed necessary, the General Meeting of Shareholders may decide to replace a member of the Board of Directors; or dismiss or remove a member of the Board of Directors in cases other than those stipulated in Clause 1 and Clause 2 of this Article.

4. The Board of Directors must convene a General Meeting of Shareholders to elect additional members of the Board of Directors in the following cases:

a) The number of members of the Board of Directors is reduced by more than one-third compared to the number stipulated in the Group Charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third;

b) The number of independent members of the Board of Directors decreases, failing to ensure the ratio as prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises;

c) Except for cases stipulated in Point a and Point b of this Clause, the General Meeting of Shareholders shall elect a new member to replace the member of the Board of Directors who has been dismissed or removed at the nearest meeting.

Article 9. Procedures for election, dismissal, and removal of members of the Board of Directors

1. A shareholder or a group of shareholders owning 10% or more of the total common shares shall have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Group Charter. The nomination of persons to the Board of Directors shall be carried out as follows:

a) Common shareholders forming a group to nominate persons to the Board of Directors must notify the shareholders attending the meeting about the group formation before the opening of the General Meeting of Shareholders. A shareholder or a group of shareholders holding from 10% to less than 20% of the total voting shares shall be entitled to nominate one (01) candidate; from 20% to less than 30% shall be entitled to nominate a maximum of two (02) candidates; from 30% to less than 40% shall be entitled to nominate a maximum of three (03) candidates; from 40% to less than 50% shall be entitled to nominate a maximum of four (04) candidates; from 50% to less than 60% shall be entitled to nominate a maximum of five (05) candidates; from 60% to less than 70% shall be entitled to nominate a maximum of six (06) candidates; from 70% to 80% shall be entitled to nominate a maximum of seven (07) candidates; and from 80% or more shall be entitled to nominate a maximum of eight (08) candidates;

b) Based on the number of members of the Board of Directors, a shareholder or a group of shareholders specified in this Clause shall have the right to nominate one or more persons as decided by the General Meeting of Shareholders to be candidates for the Board of Directors.

2. In case the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient as required by Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

3. Voting to elect members of the Board of Directors shall be conducted by cumulative voting, whereby each shareholder has a total number of voting rights corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and shareholders have the right to aggregate all or part of their total votes for one or more candidates. The elected members of the Board of Directors shall be determined by the number of votes counted from highest to lowest, starting from the candidate with the highest number of votes until the number of members specified in the Group Charter is reached. In case there are 02 or more candidates receiving the same number of votes for the final member of the Board of Directors, a re-election shall be conducted among the candidates with the same number of votes or selected according to the criteria of the election regulations or the Group Charter.

4. The dismissal or removal of members of the Board of Directors shall be performed by the General Meeting of Shareholders via a voting method (in favor, against, abstention). The

voting ratio for approval via the voting method shall be implemented in accordance with Clause 2, Article 21 of the Group Charter.

5. If the number of candidates is less than or equal to the number of members of the Board of Directors to be elected, the election of members of the Board of Directors may be conducted by cumulative voting as specified in Clause 3, Article 148 of the Law on Enterprises or by a voting method (in favor, against, abstention). The voting ratio for approval via the voting method shall be implemented in accordance with Clause 2, Article 21 of the Group Charter.

Article 10. Notification of election, dismissal, and removal of members of the Board of Directors

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

a) Full name, date, month, and year of birth;

b) Professional qualifications;

c) Work history;

d) Other management titles (including titles on the Board of Directors of other companies);

dd) Interests related to the Group and related persons of the Group;

e) Other information (if any) as prescribed by the Group Charter;

g) The Group shall be responsible for disclosing information about companies where the candidate currently holds the position of member of the Board of Directors, other management titles, and interests related to the Group of the candidate for the Board of Directors (if any).

2. The notification of the results of the election, dismissal, and removal of members of the Board of Directors shall be implemented in accordance with the regulations guiding information disclosure.

CHAPTER III. BOARD OF DIRECTORS

Article 11. Rights and obligations of the Board of Directors

1. The Board of Directors is the management body of the Group, having full authority on behalf of the Group to decide and perform the rights and obligations of the Group, except for rights and obligations under the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are prescribed by law, the Group Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:

a) Decide on the strategy, medium-term development plan, and annual business plan of the Group;

b) Propose the types of shares and the total number of shares authorized to be offered for each type;

c) Decide on the sale of unsold shares within the scope of the number of shares authorized to be offered for each type; deciding on raising additional capital in other forms;

d) In case the Group decides to offer private placement bonds, the Board of Directors has the right to decide on the type of bond, total bond value, bond price, and timing of the offering, but must report to the General Meeting of Shareholders at the nearest meeting. The report must be accompanied by documents and dossiers regarding the bond offering. This clause does not apply to convertible bonds and bonds with warrants;

dd) Decide on share buybacks in accordance with Clause 1 and Clause 2, Article 133 of the Law on Enterprises;

e) Decide on investment plans and investment projects within the authority and limits as prescribed by specific laws:

+ Deciding on the investment policy for all new investment projects in the Group's business sectors nationwide, except for projects under the authority of the General Meeting of Shareholders.
+ Investment, business, or transaction issues for which the Board of Directors approves the policy before the General Director implements them.
+ Approving the pricing framework for infrastructure business in industrial zones, residential areas, and other business projects invested by the Group.

g) Decide on solutions for market development, marketing, and technology;

h) Approve contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Group's most recent financial statement, except where the Group Charter provides for a different ratio or value, and except for contracts and transactions under the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138, and Clause 1 and Clause 3, Article 167 of the Law on Enterprises;

i) Appoint and remove, sign contracts, and terminate contracts with the General Director, Deputy General Directors, Chief Accountant, and Corporation Secretary of the Group; appoint authorized representatives at units where the Group has contributed capital. Designate and remove persons authorized by the Group to act as commercial representatives and lawyers of the Group;

k) Supervise and directing the General Director and other managers in the daily business operations of the Group;

l) Decide on the organizational structure and internal management regulations of the Group; decide on the establishment of subsidiaries, branches, representative offices, research institutes, and schools; and decide on capital contribution and share purchases in other enterprises so that such enterprises become subsidiaries or associates of the Group. Approve the purchase or sale of shares of other companies established in Vietnam or abroad;

m) Approve the program and content of documents serving the General Meeting of Shareholders, convening the General Meeting of Shareholders, or collecting opinions for the General Meeting of Shareholders to pass resolutions;

n) Submit the audited annual financial statements to the General Meeting of Shareholders;

o) Propose the dividend payout level; deciding on the time limit and procedures for dividend payment or handling losses arising during business operations;

p) Propose the reorganization or dissolution of the Group; requesting bankruptcy of the Group;

q) Decide on the issuance of the Regulation on the operation of the Board of Directors and the Internal Regulation on Group governance after being approved by the General Meeting of Shareholders; the Regulation on information disclosure of the Group;

r) Request the General Director, Deputy General Directors, and other managers in the Group to provide information and documents on the financial situation and business operations of the Group and units within the Group.

s) The requested manager must provide information and documents in a timely, complete, and accurate manner as requested by members of the Board of Directors. The sequence and procedures for requesting and providing information are specifically prescribed in the Regulation on the operation of the Board of Directors.

t) Approve investments of up to 10% of the annual business plan and budget value.

u) The valuation of non-cash assets contributed to the Group during the issuance of shares or bonds of the Group, including gold, land use rights, intellectual property rights, technology, and technological know-how.

v) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of the law, the Group Charter, and the Group's internal governance regulations.

3. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities as prescribed in Article 280 of Decree No. 155/2020/NĐ-

CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

4. The Board of Directors passes resolutions and decisions by voting at meetings, collecting written opinions, or other forms as prescribed by the Group Charter. Each member of the Board of Directors has one vote.

5. In case a resolution or decision passed by the Board of Directors is contrary to the provisions of law, the resolution of the General Meeting of Shareholders, or the Group Charter, causing damage to the Group, the members who voted in favor of such resolution or decision shall be jointly and personally liable for such resolution or decision and shall compensate the Group for the damage; members who voted against such resolution or decision shall be exempted from liability. In this case, shareholders of the Group have the right to request the Court to suspend the implementation or cancel such resolution or decision.

Article 12. Duties and authority of the Board of Directors in approving and signing contracts and transactions

1. Transactions with a value of less than 35% of the total asset value recorded in the most recent financial statement with one of the following subjects:

- Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and related persons of these subjects;
- Shareholders, authorized representatives of shareholders owning more than 10% of the total common shares of the Group and their related persons;
- Enterprises related to the subjects specified in Clause 2, Article 164 of the Law on Enterprises.

2. The Board of Directors shall approve contracts and transactions for borrowing, lending, or selling assets with a value less than or equal to 10% of the total asset value of the enterprise recorded in the most recent financial statement between the Group and shareholders owning 51% or more of the total voting shares or related persons of such shareholders.

3. The representative of the Group signing a contract or transaction must notify the members of the Board of Directors and members of the Board of Supervisors about the related parties involved in that contract or transaction and attach the draft contract or the main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the date of receiving the notification, unless the Group Charter provides for a different time limit; members of the Board of Directors who have interests related to the parties in the contract or transaction shall not have the right to vote.

Article 13. Responsibility of the Board of Directors in convening extraordinary General Meetings of Shareholders

1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:

a) The Board of Directors deems it necessary for the interests of the Group;

b) The number of remaining members of the Board of Directors or members of the Board of Supervisors is less than the minimum number of members as prescribed by law;

c) At the request of a shareholder or a group of shareholders as specified in Clause 2, Article 115 of the Law on Enterprises; the request to convene a General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, and must be sufficiently signed by the relevant shareholders, or the request document may be prepared in multiple copies and collected with sufficient signatures of the relevant shareholders;

d) At the request of the Board of Supervisors;

dd) Other cases as prescribed by law and the Group Charter.

2. Convening an extraordinary General Meeting of Shareholders

The Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of remaining members of the Board of Directors or members of the Board of Supervisors is less than the minimum number of members as prescribed in the Group Charter or upon receiving the request specified in Point c and Point d, Clause 1 of this Article;

The Board of Directors must notify the case where an independent member of the Board of Directors no longer meets the standards and conditions at the most recent General Meeting of Shareholders or convene a General Meeting of Shareholders to elect an additional or replacement independent member of the Board of Directors within 06 months from the date of receiving the notification from the relevant independent member of the Board of Directors;

3. The person convening the General Meeting of Shareholders must perform the following tasks:

a) Prepare a list of shareholders eligible to attend and vote/elect at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than 10 days before the date of sending the invitation to the General Meeting of Shareholders if the Group Charter does not specify a shorter time limit. The Group must disclose information about the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the final registration date;

b) Prepare the program and content of the meeting;

c) Prepare documents for the meeting;

d) Draft the resolution of the General Meeting of Shareholders according to the expected content of the meeting;

dd) Determine the time and venue for the meeting;

e) Notify and send the invitation to the General Meeting of Shareholders to all shareholders entitled to attend;

g) Other tasks serving the meeting.

Article 14. Specialized contents

1. For contracts arising annually, specialized departments must prepare a proposal for the Board of Management to sign before submitting it to the Board of Directors or the Chairman of the Board of Directors for approval as a basis for implementation. Real estate purchase and sale contracts by project must be approved by the Chairman regarding the template contract before implementation.

2. For estimates: procurement of supplies, raw materials, fixed assets, packaging, etc., specialized departments must prepare a list to submit to the Board of Management for signature before submitting it to the Board of Directors or the Chairman of the Board of Directors for approval as a basis for implementation. The implementation method may be through bidding or competitive bidding.

3. For payment requests (cash or bank transfer) serving daily operations at the Group, or payments under economic contracts, and other payments (including production and business costs, selling expenses, commissions, brokerage, financial operating expenses, and other expenses), functional departments must prepare a payment request to submit to the Board of Management for signature before submitting it to the Board of Directors or the authorized person of the Chairman of the Board of Directors for approval as a basis for implementation.

4. For matters related to human resources (recruitment, training, salary, etc.), the Board of Directors shall approve the annual human resources plan submitted by the General Director based on the rearrangement and allocation of personnel to suit the operational requirements of the Group at each time; authorize the Chairman of the Board of Directors to approve the signing of labor contracts, salary levels, bonuses, and other related benefits for employees. Annually, when recruiting new personnel or arranging or transferring personnel, it must be approved by the Chairman of the Board of Directors before implementation.

5. Other duties

- Supervising and directing the General Director and other executives, including Deputy General Directors, shall be carried out through the following key criteria:

    - Overall business results of the Group;
    - Compliance of the management apparatus with the law and internal regulations;
    - Operational efficiency of the management apparatus;
    - Implementation of the Group's business strategy;
    - Efficiency of investment activities, including investments in subsidiaries, associates, and the efficiency of divestment activities.

- Upon the request of the General Director or relevant internal regulations, executives (Deputy General Directors, Chief Accountant, Directors of departments, research institutes, and Directors of enterprises and affiliated units) have the obligation to submit self-assessment reports on the performance of assigned tasks to the General Director. The Board of Directors shall evaluate and supervise the performance of tasks by executives. In case of

necessity, the Board of Directors may require executives to report directly on assigned tasks and implementation results to the Board of Directors;

- Supervising the direction of the General Director and other managers in managing the daily business operations of the Group and at subsidiaries;

- Resolving complaints of the Group against business executives as well as deciding on the selection of the Group's representatives to resolve issues related to legal procedures against those executives.

Article 15. Sub-committees assisting the Board of Directors.

1. The Board of Directors may establish sub-committees to be in charge of development policy, human resources, remuneration, internal audit, and risk management. The number of members of the sub-committee shall be decided by the Board of Directors, with a minimum of 03 people, including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors should account for the majority in the sub-committee, and one of these members shall be appointed as the Head of the sub-committee according to the decision of the Board of Directors. The activities of the sub-committee must comply with the regulations of the Board of Directors. Resolutions of the sub-committee shall only be effective when a majority of members attend and vote in favor at the meeting of the sub-committee.

2. The implementation of decisions of the Board of Directors or of sub-committees under the Board of Directors must be in accordance with current legal provisions and the provisions of the Group Charter and the Internal Regulations on Group Governance.

CHAPTER IV. BOARD OF DIRECTORS MEETINGS

Article 16. Board of Directors meeting

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

2. The Board of Directors must meet at least once every quarter and may hold extraordinary meetings.

3. The Chairperson 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;

d) Other cases as stipulated by the Group Charter.

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

5. The Chairperson of the Board of Directors shall convene a meeting of the Board of Directors within 07 working days from the date of receiving the request specified in Clause 3 of this Article. In case the meeting of the Board of Directors is not convened as requested, the Chairperson of the Board of Directors shall be responsible for any damages caused to the Group; the requester has the right to replace the Chairperson of the Board of Directors to convene the meeting of the Board of Directors.

6. The Chairperson of the Board of Directors or the person convening the meeting of the Board of Directors shall send a meeting invitation notice at least 05 working days before the meeting date, unless the Group Charter provides otherwise. The meeting invitation notice must specifically define the time and venue of the meeting, the agenda, and the issues to be discussed and decided. The meeting invitation notice must be accompanied by documents used at the meeting and voting ballots for members.

The meeting invitation notice for the Board of Directors may be sent via invitation letter, telephone, fax, electronic means, or other methods as stipulated by the Group Charter, ensuring it reaches the contact address of each member of the Board of Directors registered with the Group.

7. The Chairperson of the Board of Directors or the person convening the meeting shall send the meeting invitation notice and accompanying documents to members of the Board of Supervisors in the same manner as to members of the Board of Directors.

Members of the Board of Supervisors have the right to attend meetings of the Board of Directors; they have the right to discuss but not to vote.

8. A meeting of the Board of Directors shall be conducted when at least 3/4 of the total number of members are present. In case the meeting convened according to this Clause does not have enough members present as prescribed, it shall be reconvened within 07 days from the intended date of the first meeting, unless the Group Charter stipulates a different, shorter period. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are present.

9. A member of the Board of Directors shall be considered to have attended and voted at the meeting in the following cases:

a) Attending and voting directly at the meeting;

b) Authorizing another person to attend and vote in accordance with Clause 11 of this Article;

c) Attending and voting via online conference, electronic voting, or other electronic forms;

d) Sending a voting ballot to the meeting via mail, fax, or email;

dd) Sending a voting ballot by other means as stipulated in the Group Charter.

10. In case of sending a voting ballot to the meeting via mail, the voting ballot must be enclosed in a sealed envelope and must be delivered to the Chairperson of the Board of Directors at least 01 hour before the opening. The voting ballot shall only be opened in the presence of all meeting attendees.

11. Voting

a) Except for the provisions at Point b, Clause 11, Article 16 of this Regulation, each member of the Board of Directors or a person authorized in accordance with Clause 8 of this Article who is directly present in person at the meeting of the Board of Directors shall have one (01) vote;

b) A member of the Board of Directors shall not vote on transactions that bring benefits to that member or a related person of that member in accordance with the Law on Enterprises and the Group's Charter.

c) In accordance with the provisions at Point d, Clause 11, Article 16 of this Regulation, when an issue arises at the meeting related to the interests or voting rights of a member of the Board of Directors and that member does not voluntarily waive their voting right, the ruling of the chairperson shall be final, unless the nature or scope of the interests of the relevant member of the Board of Directors has not been fully disclosed;

d) A member of the Board of Directors who benefits from a contract as stipulated at Point a and Point b, Clause 6, Article 43 of the Group Charter shall be considered to have a significant interest in that contract;

dd) The Controller has the right to attend meetings of the Board of Directors, has the right to discuss but not to vote.

12. A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is expected to be signed with the Group and knows

that they are a person with an interest therein shall have the responsibility to disclose this interest at the first meeting of the Board discussing the signing of this contract or transaction. In case a member of the Board of Directors does not know that they and their related persons have an interest at the time the contract or transaction is signed with the Group, this member of the Board of Directors must disclose the related interests at the first meeting of the Board of Directors held after this member knows that they have or will have an interest in the aforementioned transaction or contract.

13. Members must fully attend meetings of the Board of Directors. A member may authorize another person to attend and vote if approved by the majority of the members of the Board of Directors.

14. Resolutions and decisions of the Board of Directors shall be passed if approved by the majority of members present; in case of a tie, the final decision shall belong to the side with the opinion of the Chairperson of the Board of Directors.

15. The Board of Directors has the right to collect opinions from members of the Board of Directors in writing to pass a Resolution of the Board of Directors when passing issues under the authority of the Board of Directors as per Clause 2, Article 27 of the Group Charter.

A resolution in the form of written opinion collection shall be passed based on the affirmative opinion of the majority of members of the Board of Directors with voting rights. This resolution shall have the same effect and validity as a resolution passed at a meeting.

Article 17. Minutes of the Board of Directors meeting

1. Meetings of the Board of Directors must be recorded in minutes and may be recorded by audio, or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language, including the following main contents:

a) Name, address of the head office, enterprise code;

b) Time and venue of the meeting;

c) Purpose, agenda, and content of the meeting;

d) Full name of each member attending the meeting or the person authorized to attend and the method of attendance; full name of members not attending and the reasons;

đ) Issues discussed and voted upon at the meeting;

e) Summary of opinions of each member attending the meeting in the order of the meeting proceedings;

g) Voting results, clearly stating members who voted in favor, against, and those who abstained;

h) Issues passed and the corresponding voting ratio;

i) Full name and signature of the chairperson and the minutes taker, except in cases stipulated in Clause 2 of this Article.

2. In case the chairperson or the minutes taker refuses to sign the meeting minutes, but if all other members of the Board of Directors attending and agreeing to pass the meeting minutes sign them and the minutes contain full content as prescribed at Points a, b, c, d, đ, e, g, and

h, Clause 1 of this Article, then these minutes shall be effective. The meeting minutes shall clearly state the refusal of the chairperson or the minutes taker to sign. The person signing the meeting minutes shall be jointly responsible for the accuracy and honesty of the content of the Board of Directors meeting minutes. The chairperson and the minutes taker shall be personally responsible for damages caused to the enterprise due to their refusal to sign the meeting minutes in accordance with the Law on Enterprises, the Group Charter, and relevant laws. The Board of Directors meeting minutes and documents used in the meeting must be stored at the head office of the Group.

3. The chairperson, the minutes taker, and those who sign the minutes shall be responsible for the honesty and accuracy of the content of the Board of Directors meeting minutes.

4. The Board of Directors meeting minutes and documents used in the meeting must be stored at the head office of the Group.

5. Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In case there is a difference in content between the Vietnamese version and the foreign language version, the content in the Vietnamese version shall apply.

CHAPTER V. REPORTING AND DISCLOSURE OF INTERESTS

Article 18. Annual reporting

1. At the end of the fiscal year, the Board of Directors shall submit the following reports to the General Meeting of Shareholders:

a) Report on the business results of the Group;

b) Financial statements;

c) Report on the assessment of the management and administration of the Group;

d) Appraisal report of the Board of Supervisors.

2. The reports specified at Points a, b, and c, Clause 1 of this Article must be sent to the Board of Supervisors for appraisal at least 30 days before the opening date of the Annual General Meeting of Shareholders, unless the Group Charter provides otherwise.

3. The reports specified in Clauses 1 and 2 of this Article, the appraisal report of the Board of Supervisors, and the audit report shall be kept at the Group's headquarters at least 10 days before the opening date of the annual General Meeting of Shareholders, unless the Group Charter provides for a longer period. Shareholders who have continuously owned shares of the Group for at least 01 year have the right to personally or together with a lawyer, accountant, or auditor holding a practicing certificate, directly examine the reports specified in this Article.

Article 19. Remuneration, bonuses, and other benefits of members of the Board of Directors

1. The Group has the right to pay remuneration and bonuses to members of the Board of Directors according to business results and performance.

2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days required to complete the tasks of a member of the Board of Directors and the daily remuneration rate. The Board of Directors shall estimate the remuneration for each member based on the principle of consensus. The total remuneration and bonuses of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

3. The remuneration of each member of the Board of Directors shall be included in the Group's business expenses in accordance with the law on corporate income tax, presented as a separate item in the Group's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

4. Members of the Board of Directors holding executive positions or members of the Board of Directors working in sub-committees of the Board of Directors or performing other tasks outside the scope of normal duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump sum, salary, commission, percentage of profit, or in other forms as decided by the Board of Directors.

5. Members of the Board of Directors have the right to be reimbursed for all travel, accommodation, and other reasonable expenses that they have incurred while performing their responsibilities as members of the Board of Directors, including expenses incurred in

attending meetings of the General Meeting of Shareholders, the Board of Directors, or sub-committees of the Board of Directors.

6. Members of the Board of Directors may be covered by liability insurance purchased by the Group after approval by the General Meeting of Shareholders. This insurance does not include coverage for liabilities of members of the Board of Directors related to violations of the law and the Group's Charter.

Article 20. Disclosure of related interests

In case the Group Charter does not have stricter provisions, the disclosure of interests and related persons of the Group shall be implemented according to the following regulations:

1. Members of the Board of Directors of the Group must declare to the Group their related interests, including:

a) Name, enterprise identification number, head office address, and business lines of the enterprise in which they own capital contributions or shares; the ratio and time of owning such capital contributions or shares;

b) Name, enterprise identification number, head office address, and business lines of the enterprise in which their related persons jointly or separately own capital contributions or shares exceeding 10% of the charter capital.

2. The declaration specified in Clause 1 of this Article must be made within 07 working days from the date the related interest arises; any amendments or supplements must be notified to the Group within 07 working days from the date of the corresponding amendment or supplement.

3. Members of the Board of Directors acting in their own name or on behalf of others to perform work in any form within the scope of the Group's business must explain the nature and content of that work to the Board of Directors and may only perform it when approved by the majority of the remaining members of the Board of Directors; if performed without declaration or without the approval of the Board of Directors, all income derived from such activities shall belong to the Group.

CHAPTER VI. RELATIONSHIP OF THE BOARD OF DIRECTORS

Article 21. Relationship between members of the Board of Directors

1. The relationship between members of the Board of Directors is a cooperative relationship; members of the Board of Directors are responsible for informing each other about relevant issues during the process of handling assigned tasks.

2. During the process of handling tasks, the member of the Board of Directors assigned primary responsibility must proactively coordinate the handling if there are issues related to the field under the charge of another member of the Board of Directors. In case there are still different opinions among members of the Board of Directors, the member with primary responsibility shall report to the Chairman of the Board of Directors for consideration and decision according to their authority, or organize a meeting, or solicit opinions from members of the Board of Directors in accordance with the law, the Group's Charter, and this Regulation.

3. In case of reallocation of tasks among members of the Board of Directors, the members of the Board of Directors must hand over the work, records, and related documents. This handover must be made in writing and reported to the Chairman of the Board of Directors regarding such handover.

Article 22. Relationship with the Board of Management

In the role of governance, the Board of Directors issues resolutions for the General Director and the management apparatus to implement. At the same time, the Board of Directors inspects and supervises the implementation of the resolutions.

Article 23. Relationship with the Board of Supervisors

1. The relationship between the Board of Directors and the Board of Supervisors is a cooperative relationship. The working relationship between the Board of Directors and the Board of Supervisors follows the principle of equality and independence, while closely coordinating and supporting each other in the process of performing tasks.

2. Upon receiving inspection minutes or general reports from the Board of Supervisors, the Board of Directors is responsible for studying and directing relevant departments to develop plans and implement timely corrections.

CHAPTER VII. IMPLEMENTATION PROVISIONS

Article 24. Effectiveness

The Operation Regulation of the Board of Directors of Becamex Investment and Industrial Development Group consists of 7 chapters, 24 articles, and shall be effective from June 25, 2026.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

NGUYEN VAN HUNG

Ký số bởi: TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG NGHIỆP BECAMEX - CTCP
Email: info@becamex.com.vn
Ngày ký: 04/06/2026 07:09:26+07:00
Xác thực bởi: VNPT-CA SHA2

BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

No.: /2026/QĐ-BKS

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, June 25, 2026

DECISION
Issuing the Operational Regulations of the Board of Supervisors

BOARD OF SUPERVISORS
BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;*
- *Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Pursuant to the Charter of Organization and Operation of Becamex Investment and Industrial Development Group (BECAMEX GROUP);*
- *Pursuant to Resolution No. 01/2026/NQ-ĐHĐCĐ dated June 25, 2026 of the 2026 Annual General Meeting of Shareholders of BECAMEX GROUP on the approval of the Operating Regulation of the Board of Directors of Becamex Investment and Industrial Development Group (BECAMEX GROUP).*

DECISION

Article 1. To issue, together with this Decision, the Operational Regulations of the Board of Supervisors of **Becamex Investment and Industrial Development Group**.

Article 2. This Decision shall take effect from the date of signing. The Operational Regulations of the Board of Supervisors issued together with this Decision shall replace the version issued under Decision No. 01/2021/QĐ-BKS dated August 23, 2021.

Article 3. Members of the Board of Directors, the Board of Supervisors, the Board of General Directors, and relevant Departments, Divisions, and Centers of the Group shall be responsible for the implementation of this Decision.

Recipients:
- As Article 3;
- Archived at Office.

ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD

Ho Hong Thach

OPERATIONAL REGULATIONS OF THE BOARD OF SUPERVISORS

BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

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DEFINITIONS AND TERMS

In this Regulation, the following terms shall be understood as follows:

1. “Member of the Board of Supervisor” is a Supervisor.

2. “Charter” is the Charter of Becamex Investment and Industrial Development Group (BECAMEX GROUP).

3. “Group” is Becamex Investment and Industrial Development Group (BECAMEX GROUP).

4. “Law on Enterprises” is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments, supplements, or replacements (if any) from time to time.

5. “Law on Securities” is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments, supplements, or replacements (if any) from time to time.

CHAPTER I - GENERAL PROVISIONS

Article 1. Scope of adjustment and subjects of application

1. Scope of adjustment: The Operational Regulations of the Board of Supervisors stipulate the organizational structure, personnel, standards, conditions, rights, and obligations of the Board of Supervisors and its members in accordance with the Law on Enterprises, the Group's Charter, and other relevant regulations.

2. Subjects of application: The Operational Regulations of the Board of Supervisors shall apply to the Board of Supervisors and its members.

Article 2. Operating principles of the Board of Supervisors

The Board of Supervisors shall operate on the principle of collective action. Members of the Board of Supervisors shall be personally responsible for their assigned tasks and jointly responsible before the General Meeting of Shareholders and the law for the work and decisions of the Board of Supervisors.

CHAPTER II - MEMBERS OF THE BOARD OF SUPERVISORS

Article 3. Rights, obligations, and responsibilities of members of the Board of Supervisors

1. To strictly comply with the law, the Group's Charter, resolutions of the General Meeting of Shareholders, and professional ethics in the exercise of assigned rights and obligations.

2. To exercise assigned rights and obligations honestly, carefully, and in the best manner to ensure the maximum legitimate interests of the Group.

3. To be loyal to the interests of the Group and shareholders; not to abuse their position or office, and not to use information, know-how, business opportunities, or other assets of the Group for personal gain or to serve the interests of other organizations or individuals.

4. Other rights and obligations as prescribed by the Law on Enterprises and the Group's Charter;

5. In case of violation of the provisions in Clauses 1, 2, 3, and 4 of this Article, causing damage to the Group or others, the member of the Board of Supervisors shall be personally or jointly liable to compensate for such damage. Income and other benefits obtained by the member of the Board of Supervisors due to the violation must be returned to the Group.

6. In case a member of the Board of Supervisors is discovered to have committed a violation in the exercise of assigned rights and obligations, they must notify the Board of Supervisors in writing, requesting the person committing the violation to cease the violation and remedy the consequences.

Article 4. Term and number of members of the Board of Supervisors

1. The number of members of the Board of Supervisors of the Group shall be 03. The term of office of a member of the Board of Supervisors shall not exceed 05 years and they may be re-elected for an unlimited number of terms.

2. Members of the Board of Supervisors are not required to be shareholders of the Group.

3. More than half of the members of the Board of Supervisors must be permanent residents in Vietnam.

4. In case the term of office of members of the Board of Supervisors expires at the same time and members of the new Board of Supervisors have not yet been elected, the members of the Board of Supervisors whose term has expired shall continue to exercise their rights and perform their obligations until the members of the new Board of Supervisors are elected and assume their duties.

Article 5. Standards and conditions for members of the Board of Supervisors

1. Members of the Board of Supervisors must meet the following standards and conditions:

a) Not fall into the categories specified in Clause 2, Article 17 of the Law on Enterprises;

b) Have been trained in one of the majors of economics, finance, accounting, auditing, law, business administration, or a major suitable for the Group's business operations;

c) Not be a family member of any member of the Board of Directors, the General Director, or other managers;

d) Not be a manager of the Group; they are not required to be a shareholder or employee of the Group;

dd) Shall not work in the accounting or finance department of the Group;

e) Shall not be a member or employee of an auditing organization approved to audit the financial statements of the Group in the 03 preceding consecutive years;

g) Other standards and conditions as prescribed by other relevant laws and the Group's Charter.

2. In addition to the standards and conditions prescribed in clause 1 of this Article, a member of the Board of Supervisor of the Group shall not be a person with family relations to the corporate manager of the Group and the parent company; or a representative of the enterprise's capital or a representative of state capital at the parent company and at the Group.

Article 6. Head of the Board of Supervisors

1. The Head of the Board of Supervisors must hold a university degree or higher in one of the majors of economics, finance, accounting, auditing, law, business administration, or a major related to the business operations of the enterprise, unless the Group's Charter provides for higher standards.

2. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among its members; the election, dismissal, and removal shall be based on the majority principle.

3. The rights and obligations of the Head of the Board of Supervisors shall be prescribed by the Group's Charter.

Article 7. Candidacy and nomination of members of the Board of Supervisors (Supervisors)

1. Shareholders or groups of shareholders owning 10% or more of the total common shares have the right to nominate candidates for the Board of Supervisor. Shareholders holding voting shares have the right to aggregate their voting rights to nominate members of the Board of Supervisor. Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares are entitled to nominate one (01) candidate; from 20% to less than 30% are entitled to nominate a maximum of two (02) candidates; from 30% to less than 40% are entitled to nominate a maximum of three (03) candidates; from 40% to less than 50% are entitled to nominate a maximum of four (04) candidates; from 50% to less than 60% are entitled to nominate a maximum of five (05) candidates; from

60% to less than 70% are entitled to nominate a maximum of six (06) candidates; from 70% to 80% are entitled to nominate a maximum of seven (07) candidates; and from 80% or more are entitled to nominate a maximum of eight (08) candidates.

2. In case the number of candidates for the Board of Supervisors through nomination and self-nomination is still insufficient, the incumbent Board of Supervisors shall introduce additional candidates. The introduction of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

Article 8. Procedures for election, dismissal, and removal of members of the Board of Supervisors

1. The election, dismissal, and removal of members of the Board of Supervisors shall fall under the authority of the General Meeting of Shareholders.

2. If the number of candidates is less than or equal to the number of members of the Board of Supervisors to be elected, the election of members of the Board of Supervisors may be conducted by cumulative voting or by voting (in favor, against, abstain). The voting ratio for approval by voting shall be implemented in accordance with Clause 2, Article 21 of the Group's Charter.

Article 9. Cases of dismissal and removal of members of the Board of Supervisors

1. The General Meeting of Shareholders shall dismiss a member of the Board of Supervisors in the following cases:

a) No longer meeting the standards and conditions for being a member of the Board of Supervisors as prescribed in Article 169 of the Law on Enterprises;

b) Having submitted a resignation letter which has been accepted;

c) Other cases as prescribed by law and the Group Charter.

2. The General Meeting of Shareholders shall remove a member of the Board of Supervisors in the following cases:

a) Failure to complete assigned tasks and duties;

b) Failure to exercise their rights and perform their obligations for 06 consecutive months, except in cases of force majeure;

c) Repeated or serious violations of the obligations of a member of the Board of Supervisors as prescribed by the Law on Enterprises and the Group Charter;

d) Other cases as per the resolution of the General Meeting of Shareholders.

Article 10. Notification of the election, dismissal, and removal of members of the Board of Supervisors

1. In case candidates for the Board of Supervisors have been identified, the Group must disclose information related to these candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Group's website so that shareholders can

learn about these candidates before voting. Candidates for the Board of Supervisors must provide a written commitment regarding the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, carefully, and in the best interests of the Group if elected as a member of the Board of Supervisors. Information related to candidates for the Board of Supervisors to be disclosed includes:

a) Full name, date of birth;

b) Professional qualifications;

c) Work history;

d) Other management positions held;

dd) Interests related to the Group and the Group's related parties;

e) Other information (if any) as prescribed by the Group Charter;

g) The Group shall be responsible for disclosing information about companies where the candidate currently holds management positions and the candidate's interests related to the Group (if any).

2. Notification of the results of the election, dismissal, and removal of members of the Board of Supervisors shall be carried out in accordance with regulations guiding information disclosure.

CHAPTER III - BOARD OF SUPERVISORS

Article 11. Rights, obligations, and responsibilities of the Board of Supervisors

1. The Board of Supervisors shall supervise the Board of Directors and the General Director in the management and administration of the Group.

2. Inspect the reasonableness, legality, truthfulness, and level of prudence in the management and administration of business activities; and the systematic, consistent, and appropriate nature of accounting, statistics, and financial reporting.

3. Appraise the completeness, legality, and truthfulness of the annual and 6-month business performance reports and financial statements of the Group, and the report evaluating the management work of the Board of Directors, and submit the appraisal report at the Annual General Meeting of Shareholders. Review contracts and transactions with related persons under the approval authority of the Board of Directors or the General Meeting of Shareholders and provide recommendations on contracts and transactions requiring approval from the Board of Directors or the General Meeting of Shareholders. The Group's representative signing the contract or transaction must notify members of the Board of Directors and supervisors about the related parties involved in such contract or transaction and attach the draft contract or the main contents of the transaction as prescribed in Article 167 of the Law on Enterprises.

4. Review, inspect, and evaluate the effectiveness and efficiency of the internal control, internal audit, risk management, and early warning systems of the Group.

5. Examine accounting books, accounting records, and other documents of the Group, as well as the management and administration of the Group's activities when deemed necessary or pursuant to a resolution of the General Meeting of Shareholders or at the request of a shareholder or group of shareholders as prescribed in Point c, Clause 2, Article 115 of the Law on Enterprises.

6. Upon the request of a shareholder or group of shareholders as prescribed in Point c, Clause 2, Article 115 of the Law on Enterprises, the Board of Supervisors shall conduct an inspection within 07 working days from the date of receiving the request. Within 15 days from the date of completing the inspection, the Board of Supervisors must report on the requested issues to the Board of Directors and the requesting shareholder or group of shareholders. The inspection report of the Board of Supervisors must be made in writing and must include the following contents: issues to be inspected, purpose of inspection; time of inspection; members of the Board of Supervisors conducting the inspection; documents inspected; results of the inspection; and the Board of Supervisors's assessment of the issues inspected. The inspection by the Board of Supervisors as prescribed in this Clause shall not hinder the normal operations of the Board of Directors or disrupt the administration of the Group's business activities.

7. Recommend to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement, or improve the organizational structure for management, supervision, and administration of the Group's business activities.

8. Upon discovering that a member of the Board of Directors or the General Director has violated the provisions of Article 165 of the Law on Enterprises, the Board of Supervisors must immediately notify the Board of Directors in writing, requesting the person committing the violation to cease the violation and take measures to remedy the consequences.

9. Attend and participate in discussions at meetings of the General Meeting of Shareholders, the Board of Directors, and other meetings of the Group.

10. Utilize independent consultants and the Group's internal audit department to perform assigned tasks.

11. The Board of Supervisors may consult the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders.

12. Inspect specific issues related to the management and administration of the Group's activities at the request of shareholders as prescribed in Point c, Clause 2, Article 115 of the Law on Enterprises.

13. Request the Board of Directors to convene an extraordinary General Meeting of Shareholders.

14. Replace the Board of Directors in convening the General Meeting of Shareholders within 30 days in case the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises.

15. Request the Chairman of the Board of Directors to convene a meeting of the Board of Directors.

16. Review, extract, and copy part or all of the content of the declared List of related persons and related interests as prescribed in Clause 1 and Clause 2, Article 164 of the Law on Enterprises.

17. Propose and recommend that the General Meeting of Shareholders approve the list of audit organizations accepted to audit the Group's financial statements; audit organizations accepted to inspect the Group's activities, and dismiss accepted auditors when deemed necessary.

18. Be responsible to shareholders for its supervisory activities.

19. Supervise the Group's financial situation and the compliance with the law by members of the Board of Directors, the General Director, and other managers in their activities.

20. Ensure coordination of activities with the Board of Directors, the General Director, and shareholders.

21. In case of discovering acts of violation of the law or the Group Charter by members of the Board of Directors, the General Director, or other business executives, the Board of Supervisors must notify the Board of Directors in writing within 48 hours, requesting the person committing the violation to cease the violation and take measures to remedy the consequences.

22. Develop the Regulation on the operation of the Board of Supervisors and submit it to the General Meeting of Shareholders for approval.

23. Witness the Board of Directors organizing the vote counting and preparing the vote counting minutes if requested by the Board of Directors in the case of collecting shareholders' opinions in writing to pass a resolution of the General Meeting of Shareholders.

24. The Head of the Board of Supervisors shall preside over the General Meeting of Shareholders to elect a meeting chairperson in case the Chairman is absent or temporarily unable to work and the remaining members of the Board of Directors cannot elect a chairperson. In this case, the person with the highest number of votes shall serve as the meeting chairperson.

25. Perform other rights and obligations as prescribed by the Law on Enterprises, the Group Charter, and Resolutions of the General Meeting of Shareholders.

Article 12. Right of the Board of Supervisors to be provided with information

1. Documents and information must be sent to members of the Board of Supervisors at the same time and in the same manner as to members of the Board of Directors, including:

a) Meeting invitations, ballots for collecting opinions of members of the Board of Directors, and accompanying documents;

b) Resolutions, decisions, and minutes of meetings of the General Meeting of Shareholders and the Board of Directors;

c) Reports of the General Director submitted to the Board of Directors or other documents issued by the Group.

2. Members of the Board of Supervisors have the right to access records and documents of the Group kept at the head office, branches, and other locations; and have the right to visit the workplaces of the Group's managers and employees during working hours.

3. The Board of Directors, members of the Board of Directors, the General Director, and other managers must provide full, accurate, and timely information and documents regarding the management, administration, and business activities of the Group at the request of members of the Board of Supervisors or the Board of Supervisors.

Article 13. Responsibility of the Board of Supervisors in convening an extraordinary General Meeting of Shareholders

1. The Board of Supervisors is responsible for replacing the Board of Directors in convening the General Meeting of Shareholders within 30 days in case the Board of Directors fails to convene the General Meeting of Shareholders in the following cases:

a) The number of remaining members of the Board of Directors or the Board of Supervisors is less than the number of members prescribed by law;

b) Upon the request of a shareholder or a group of shareholders as specified in Point c, Clause 2, Article 115 of the Law on Enterprises;

c) When there is a request to convene an extraordinary General Meeting of Shareholders from the Board of Supervisors but the Board of Directors fails to do so, unless the Group Charter provides otherwise.

2. In case the Board of Supervisors fails to convene the General Meeting of Shareholders as prescribed, the Board of Supervisors shall compensate for any damages incurred by the Group.

3. Expenses for convening and conducting the General Meeting of Shareholders as prescribed in Clause 1 of this Article shall be reimbursed by the Group.

CHAPTER IV - MEETINGS OF THE BOARD OF SUPERVISORS

Article 14. Meetings of the Board of Supervisors

1. The Board of Supervisors shall meet at least two (02) times per year, with at least two-thirds (2/3) of the members of the Board of Supervisors in attendance.

2. The Board of Supervisors has the right to request members of the Board of Directors, the General Director, and representatives of the approved auditing organization to attend and respond to issues that need clarification.

Article 15. Minutes of the Board of Supervisors meeting

The minutes of the Board of Supervisors meeting shall be recorded in detail and clearly. The minute-taker and the members of the Board of Supervisors attending the meeting must sign the meeting minutes. The minutes of the Board of Supervisors meetings shall be archived to determine the responsibilities of each member of the Board of Supervisors.

CHAPTER V - REPORTING AND DISCLOSURE OF INTERESTS

Article 16. Submission of annual reports

The reports of the Board of Supervisors at the annual General Meeting of Shareholders shall include the following contents:

1. Report on the business results of the Group, and on the performance of the Board of Directors and the General Director, to be submitted to the General Meeting of Shareholders for approval at the annual General Meeting of Shareholders.

2. Self-assessment report on the performance of the Board of Supervisors and its members.

3. Remuneration, operating expenses, and other benefits of the Board of Supervisors and each member of the Board of Supervisors.

4. Summary of the Board of Supervisors meetings and the conclusions and recommendations of the Board of Supervisors; results of monitoring the operational and financial situation of the Group.

5. Assessment report on transactions between the Group, its subsidiaries, or other companies controlled by the Group with over fifty percent (50%) of charter capital, and members of the Board of Directors, the General Director, and their related persons; transactions between the Group and companies in which a member of the Board of Directors is a founding member or a business manager within the 03 years immediately preceding the transaction.

6. Monitoring results regarding the Board of Directors, the General Director, and other business executives.

7. Results of the assessment of the coordination between the Board of Supervisors and the Board of Directors, the General Director, and shareholders.

8. Proposals and recommendations to the General Meeting of Shareholders to approve the list of approved auditing organizations to audit the Group's financial statements; and auditing organizations approved to inspect the Group's operations when deemed necessary.

Article 17. Salary and other benefits

Salary, remuneration, bonuses, and other benefits of members of the Board of Supervisors shall be implemented in accordance with the following regulations:

1. Members of the Board of Supervisors shall be paid salary, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall decide the total amount of salary, remuneration, bonuses, other benefits, and the annual operating budget of the Board of Supervisors.

2. Members of the Board of Supervisors shall be reimbursed for reasonable expenses for meals, accommodation, travel, and the use of independent consulting services. The total

amount of such remuneration and expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

3. The salary and operating expenses of the Board of Supervisors shall be included in the Group's business expenses in accordance with the laws on corporate income tax and other relevant legal regulations, and must be recorded as a separate item in the Group's annual financial statements.

Article 18. Disclosure of related interests

1. Members of the Board of Supervisors of the Group must declare to the Group their related interests, including:

a) Name, enterprise identification number, head office address, and business lines of the enterprise they own or in which they own capital contributions or shares; the ratio and time of ownership of such capital contributions or shares;

b) Name, enterprise identification number, head office address, and business lines of the enterprise in which their related persons own, jointly own, or separately own capital contributions or shares exceeding 10% of the charter capital.

2. The declaration as prescribed in Clause 1 of this Article must be made within 07 working days from the date the related interest arises; any amendments or supplements must be notified to the Group within 07 working days from the date of the corresponding amendment or supplement.

3. Members of the Board of Supervisors and their related persons shall only use information obtained through their positions to serve the interests of the Group.

4. Members of the Board of Supervisors have the obligation to notify the Board of Directors and the Board of Supervisors in writing of transactions between the Group, its subsidiaries, or other companies controlled by the Group with over fifty percent (50%) of charter capital, and the member of the Board of Supervisors or their related persons, in accordance with the law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Group must disclose information regarding these resolutions in accordance with securities laws on information disclosure.

5. Members of the Board of Supervisors and their related persons shall not use or disclose to others internal information to execute related transactions.

CHAPTER VI - RELATIONSHIPS OF THE BOARD OF SUPERVISORS

Article 19. Relationship between members of the Board of Supervisors

Members of the Board of Supervisors have an independent relationship, not dependent on each other, but coordinate and collaborate in common work to ensure the effective performance of the responsibilities, rights, and duties of the Board of Supervisors in accordance with the law and the Group Charter. The Head of the Board of Supervisors is the coordinator of the general work of the Board of Supervisors but does not have the power to dominate other members of the Board of Supervisors.

Article 20. Relationship with the Board of Management

The Board of Supervisors has an independent relationship with the Group's Board of Management and is the unit that performs the function of supervising the operations of the Board of Management.

Article 21. Relationship with the Board of Directors

The Board of Supervisors has an independent relationship with the Group's Board of Directors and is the unit that performs the function of supervising the operations of the Board of Directors.

CHAPTER VII - IMPLEMENTATION PROVISIONS

Article 22. Effectiveness

The Operation Regulation of the Board of Supervisors of Becamex Investment and Industrial Development Group consists of 7 chapters, 22 articles, and takes effect from June 25, 2026.

ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD

Ho Hong Thach

Ký số bởi: TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG NGHIỆP BECAMEX - CTCP
Email: info@becamex.com.vn
Ngày ký: 04/06/2026 07:09:32+07:00
Xác thực bởi: VNPT-CA SHA2

Becamex Investment and Industrial Development Group
Address: 10th Floor, mPlaza, 39 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City
Tel: (0274) 3822655. E-mail: quanhecodong@becamex.com.vn
Website: www.becamex.com.vn

VOTING BALLOT / VOTING CARD

Shareholder name:

Shareholder code:

Ownership registration number:

Number of shares owned:

Total number of voting rights:

Dear Shareholders, please scan the following QR code to view the materials for the 2026 Annual General Meeting of Shareholders:

***Note:** Shareholders are kindly requested to return their voting ballots to the Organizing Committee after the conclusion of the general meeting for archiving purposes.*

No.	Voting Content	In favor	Against	Abstain
1	+ **Proposal No. 01/2026/TTr-HĐQT**: To approve the audited Financial Statements, the Report of the Board of Directors and each independent member of the Board of Directors, and the Report of the Board of Supervisor.			
2	+ **Proposal No. 02/2026/TTr-HĐQT:** To approve the General Director's Report on business results for 2025 and the 2026 business plan.			
3	+ **Proposal No. 03/2026/TTr-HĐQT:** To approve the profit distribution for 2025 profit distribution plan for 2026.			
4	+ **Proposal No. 04/2026/TTr-HĐQT:** To approve the payment of dividends for 2025.			
5	**+ Proposal No. 05/2026/TTr-HĐQT** The Report on the results of private bond issuance in 2025.			
6	**+ Proposal No. 06/2026/TTr-HĐQT** The payment of remuneration for members of the Board of Directors in 2025 and the remuneration payment plan for members of the Board of Directors, the Board of Supervisor, and the secretary in 2026			
7	**+ Proposal No. 07/2026/TTr-HĐQT** Re: Amendment and update of business lines			
8	**+ Proposal No. 08/2026/TTr-HĐQT** Re: Approval of amendments to the Charter, Internal Regulations on Corporate Governance, Operational Regulations of the Board of Directors, and Operational Regulations of the Board of Supervisor			
9	**+ Proposal No. 01/2026/TTr-BKS** Approval of the list of independent audit firms for 2026.			

Notes:

- *Shareholders are kindly requested to mark "✓" or "X" in the appropriate box.*

Ho Chi Minh City, June 25, 2026

Shareholder/Authorized Proxy

(Signature and full name)

Ký số bởi: TẬP ĐOÀN ĐẦU TƯ VÀ PHÁT TRIỂN CÔNG NGHIỆP BECAMEX - CTCP
Email: info@becamex.com.vn
Ngày ký: 04/06/2026 07:09:29+07:00
Xác thực bởi: VNPT-CA SHA2

BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

No.: 01/2026/NQ-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, June 25, 2026

DRAFT RESOLUTION

OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and the documents amending and supplementing the guidelines of the Law;

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

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

- Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025 of the Government on amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

- Pursuant to the current Charter of Becamex Investment and Industrial Development Group;

- Pursuant to the Internal Regulations on Corporate Governance of Becamex Investment and Industrial Development Group;

- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. 01/2026/BB-ĐHĐCĐ dated June 25, 2026.

GENERAL MEETING OF SHAREHOLDERS BECAMEX INVESTMENT AND INDUSTRIAL DEVELOPMENT GROUP

RESOLVES:

Article 1. To approve Proposal No. 01/2026/TTr-HĐQT dated June 25, 2026 on the approval of the Board of Directors' report on operating results for 2025; business orientation and plan for the period 2026-2030 and report of each independent member of the Board of Directors, the report of the Board of Supervisors, the 2025 audited financial statements including the combined and consolidated financial statements with an approval rate of ...%. (The reports are attached to the documents).

Article 2. To approve Proposal No. 02/2026/TTr-HĐQT dated June 25, 2026 on the report of the General Director regarding the 2025 business performance results

and the 2026 business plan, with an approval rate of ...% with the following main contents:

1. 2025 business performance results.

a. Parent company business performance results:

No.	Indicator	2025 Plan (Billion VND)	2025 Actual (Billion VND)	Ratio (%) (Actual/Plan)
1	Total revenue	7.786	7.495	96%
2	Total expenses	5.751	5.127	89%
3	Profit before tax	2.035	2.368	116%
4	Profit after tax	1.845	2.083	113%

b. Consolidated business performance results:

No.	Indicator	2025 Plan (Billion VND)	2025 Actual (Billion VND)	Ratio (%) (Actual/Plan)
1	Total revenue	9.500	9.819	103%
2	Total expenses	6.800	6.076	89%
3	Profit before tax	2.700	3.743	139%
4	Profit after tax	2.470	3.525	143%

2. 2026 business plan.

a. Parent company business plan with key indicators:

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (%) (Plan/Actual)
1	Total revenue	7.495	8.250	*110%*
2	Total expenses	5.127	5.600	*109%*
3	Profit before tax	2.368	2.650	*112%*
4	Profit after tax	2.083	2.290	*110%*

b. Consolidated business plan with key indicators:

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (%) (Plan/Actual)
1	Total revenue	9.819	10.230	*104%*
2	Total expenses	6.076	6.100	*100%*

No.	Indicator	2025 Actual (Billion VND)	2026 Plan (Billion VND)	Ratio (%) (Plan/Actual)
3	Profit before tax	3.743	4.130	*110%*
4	Profit after tax	3.525	3.883	*110%*

Article 3. **Approve the Proposal No. 03/2026/TTr-HĐQT dated 25/06/2026 on the 2025 profit distribution, the 2026 profit distribution plan, the approval rate is ...% with the detailed contents as follows:**

1. **2025 Profit Distribution:**

Unit: VND

No.	INDICATOR	PLAN	ACTUAL
1	**Total profit after tax**	**1.845.000.000.000**	**2.082.746.904.016**
2	*Appropriation for development investment fund (30% of PAT)*	*553.500.000.000*	*624.824.071.205*
3	*Appropriation for bonus and welfare fund*	*136.146.000.000*	*117.087.269.000*
4	*Appropriation for BOD, Board of Supervisor, and Executive Board bonuses*	*2.211.650.000*	*2.631.423.000*
5	**Remaining profit after fund appropriation**	1.153.142.350.000	1.338.204.140.811
6	**Profit from previous year carried forward**	**56.541.879.332**	**117.264.050.471**
7	Charter capital	**11.488.500.000.000**	**10.350.000.000.000**
8	Dividend/Charter capital ratio	10%	14%
9	**Dividends**	**1.148.850.000.000**	**1.449.000.000.000**
10	**Remaining profit carried forward to next year**	***60.834.229.332***	***6.468.191.282***

2. **2026 Profit Distribution Plan:**

No.	INDICATOR	2025 ACTUAL	2026 PLAN
1	**Total profit after tax**	**2.082.746.904.016**	**2.290.000.000.000**
2	*Appropriation for development investment fund*	*624.824.071.205 (30%LNST)*	*916.000.000.000 (40%LNST)*
3	*Appropriation for bonus and welfare fund*	*117.087.269.000*	*127.613.000.000*

No.	INDICATOR	2025 ACTUAL	2026 PLAN
4	*Appropriation for BOD, Board of Supervisor, and Executive Board bonuses*	*2.631.423.000*	*3.444.000.000*
5	**Remaining profit after fund appropriation**	1.338.204.140.811	1.242.943.000.000
6	**Profit from previous year carried forward**	**117.264.050.471**	**6.468.191.282**
7	Charter capital	**10.350.000.000.000**	**11.799.000.000.000**
8	Dividend/Charter capital ratio	14%	10%
9	***Dividends***	**1.449.000.000.000**	**1.179.900.000.000**
10	**Remaining profit carried forward to next year**	***6.468.191.282***	***69.511.191.282***

Article 4. **Approve the Proposal No. 04/2026/TTr-HĐQT dated 25/06/2026 on the 2025 dividend payment, the approval rate is ...% with the detailed contents as follows:**

1. **Payout ratio**: 14%
2. **Payment time**: within the year 2026
3. **Payment method**: shares/cash

- The General Meeting of Shareholders assigns/authorizes the Board of Directors to implement the plan of issuing shares for 2025 dividend payment according to the detailed plan stated in Section 4.
- In case the plan of issuing shares for 2025 dividend payment cannot be implemented, the General Meeting of Shareholders assigns/authorizes the Board of Directors to proceed with the procedures for 2025 dividend payment in cash.

4. Plan of issuing shares for 2025 dividend payment

Stock name	Shares of Becamex Investment and Industrial Development Group
Ticker symbol:	BCM
Stock type:	Common stock
Par value:	10.000 VND/ share
Number of outstanding shares:	1.035.000.000 shares
Number of treasury shares:	0 shares
Number of shares expected to be issued:	144.900.000 shares

Total expected issuance value at par value:	**1.449.000.000.000** VND
Total expected number of shares after issuance:	**1.179.900.000** shares
Total expected value of shares after issuance at par value	**11.799.000.000.000** VND
Expected charter capital increase:	**1.449.000.000.000** VND
Expected charter capital after issuance	**11.799.000.000.000** VND
Issuance method	Issuance of shares to pay 2025 dividends
Issuance ratio (number of shares expected to be issued/number of outstanding shares):	14% of total outstanding shares at the time of issuance
Exercise ratio:	100:14. Shareholders owning 01 share will have 01 right to receive additional shares. For every 100 rights to receive additional shares, 14 new shares will be received
Issuance target	Existing shareholders named in the list as of the record date for the list of shareholders to exercise the right to receive dividends in shares, provided by the Vietnam Securities Depository and Clearing Corporation (VSDC). The GMS authorizes the BOD to decide the record date for shareholders to exercise the right to receive shares
Expected issuance time	Expected in 2026. The GMS authorizes/delegates the BOD to decide the appropriate time for implementation after the State Securities Commission provides written notification of receipt of the issuance report documents for shares to pay dividends
Issuance funding source	Undistributed profit after tax as of December 31, 2025, according to the audited 2025 Financial Statements

Transfer of rights	The right to receive dividends in shares is non-transferable
Transfer restrictions	Shares issued for dividend payment are not subject to transfer restrictions
Rounding plan and handling of fractional shares	Shares issued for dividend payment will be rounded down to the unit level. Fractional shares arising below 01 (one) unit will be cancelled and not issued. *Example: Shareholder A owns 185 shares on the record date. With an exercise ratio of 100:14, shareholder A is entitled to receive (185/100)*14 = 25,9 new shares. According to the above calculation principle, shareholder A will receive 25 new shares. The decimal part of 0,9 shares will be cancelled*
Purpose	Issuance of shares to pay dividends
The General Meeting of Shareholders authorizes the Board of Directors to decide on all matters related to the issuance, including but not limited to:	- Selecting a consulting firm; - Performing necessary procedures to implement the issuance plan, including supplementing, amending, and completing documents as required by State management agencies to ensure that the issuance of shares to pay dividends to existing shareholders of the Group is carried out and completed in accordance with regulations. Simultaneously, deciding on adjustments to the issuance plan and other related documents as required by the State Securities Commission and other functional agencies. - Deciding the appropriate time to implement the issuance of shares to pay dividends and the record date for shareholders to exercise the right to implement the 2025 stock dividend issuance plan.

	- Deciding on a plan to ensure the foreign investor ownership ratio complies with legal regulations (if any). - Amending regulations related to charter capital, shares, and stock in the Company's Charter in accordance with legal regulations and guidance from competent State agencies. - Performing procedures to register changes in Charter Capital and adjusting the Enterprise Registration Certificate based on the actual results of the issuance in accordance with legal regulations and guidance from competent State agencies. - Performing procedures, tasks, and deciding the appropriate time to register additional securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and register additional listing at the Ho Chi Minh City Stock Exchange (HSX). Accordingly, all newly issued shares will be registered for depository and additional listing in accordance with current legal regulations. - Other matters related to the share issuance to ensure the success of the stock dividend issuance. - Deciding on all matters, performing all procedures, and other necessary tasks to successfully implement the 2025 stock dividend issuance plan. - Depending on specific cases, the Board of Directors is authorized to re-delegate to the Legal representative to perform one or several specific tasks mentioned above.

<u>Article 5</u>. Approve the Proposal No. 05/2026/TTr-HĐQT dated 25/06/2026 on reporting the results of the private placement of bonds in 2025 with an approval rate of …% with the main contents as follows:

The Board of Directors of the Group organized the implementation of the issuance plan in accordance with the regulations of the Group's Charter and relevant legal regulations with the implementation results as of 31/12/2025 as follows:

No.	BOD Resolution	Plan (VND billion)	Actual Results (VND billion)	Completion Rate
1	No. 44/NQ-HĐQT dated June 25, 2025	2.500	2.500	100%
2	No. 69/NQ-HĐQT dated October 15, 2025	2.000	2.000	100%

- Pursuant to Board of Directors Resolution No. 44/NQ-HĐQT dated June 25, 2025, on approving the plan for issuance and use of proceeds from private bond offerings in 2025 with a maximum total par value of 2,500 billion VND. Bonds were successfully issued by August 29, 2025, totaling 2,500 billion VND.

- Pursuant to Board of Directors Resolution No. 69/NQ-HĐQT dated October 15, 2025, on approving the plan for issuance and use of proceeds from the second private corporate bond offering in 2025 with a maximum total par value of 2,000 billion VND. Bonds were successfully issued by December 18, 2025, totaling 2,000 billion VND.

Other relevant contents are disclosed in detail in the notes to the audited consolidated financial statements of 2025.

<u>Article 6.</u> Approve the Proposal No. 06/2026/TTr-HĐQT dated 25/06/2026 on the remuneration payment for the Board of Directors in 2025 and the remuneration payment plan for members of the Board of Directors, Board of Supervisors, and Secretary in 2026 with an approval voting rate of …% with the main contents as follows:

1. In 2025: Remuneration paid to non-executive members of the Board of Directors with the amount of: 530,000,000 VND.

2. Remuneration payment plan for members of the Board of Directors, the Board of Supervisors, and the Secretary in 2026 with the amount of: 832,200,000 VND.

<u>Article 7.</u> Approve the Proposal No. 07/2026/TTr-HĐQT dated 25/06/2026 on the amendment and update of business lines with an approval voting rate of …% with the main contents as follows:

Content before change	Content after change	Note
3. Real estate consulting, brokerage, auction, and land use right auction - 6820 *(excluding asset auction services).* Details: Real estate trading floor.	Intermediary services for real estate activities - 6821 *(excluding asset auction services).* Details: Real estate trading floor. Other real estate activities on a fee or contract basis - 6829	Decision 36/2025/QĐ-TTg no longer regulates industry code 6820
5. Electricity production - 3511 *(excluding transmission and dispatch of the national power system; construction and operation of multi-purpose hydropower and nuclear power plants of special socio-economic importance).* Details: Production of electricity from solar energy and renewable energy.	5. Electricity production from renewable energy sources - 3512 *(excluding transmission and dispatch of the national power system; construction and operation of multi-purpose hydropower and nuclear power plants of special socio-economic importance).* Details: Production of electricity from solar energy and renewable energy.	Decision 36/2025/QĐ-TTg splits into two different industry codes: - Electricity production from non-renewable energy sources - 3511 - Electricity production from renewable energy sources - 3512
6. Electricity transmission and distribution - 3512 *(excluding transmission and dispatch of the national power system; construction and operation of multi-purpose*	6. Electricity transmission and distribution – 3513 *(excluding transmission and dispatch of the national power system; construction and operation of multi-purpose hydropower and*	According to Decision 36/2025/QĐ-TTg Change of industry code

Content before change	Content after change	Note
hydropower and nuclear power plants of special socio-economic importance). Details: Transmission and distribution of electricity, electrical energy, and solar energy up to 110 kV voltage level. Investment in power grid development, retail electricity distribution, operation management, and repair of power grids up to 110 kV voltage level. Trading in rooftop, ground-mounted, and floating solar energy up to 110 kV voltage level.	*nuclear power plants of special socio-economic importance).* Details: Transmission and distribution of electricity, electrical energy, and solar energy up to 110 kV voltage level. Investment in power grid development, retail electricity distribution, operation management, and repair of power grids up to 110 kV voltage level. Trading in rooftop, ground-mounted, and floating solar energy up to 110 kV voltage level.	
19. Wholesale of other construction materials and installation equipment - 4663 *(excluding the exercise of export, import, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.)*	19. Wholesale of other construction materials and installation equipment - 4673 *(excluding the exercise of export, import, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.)*	According to Decision 36/2025/QĐ-TTg Change of industry code

Content before change	Content after change	Note
Details: Trading of construction materials.	Details: Trading of construction materials.	
Architectural activities and related technical consultancy - 7110	Architectural activities and related technical consultancy - 7110 ….. Consulting and urban planning (general, zoning, detailed 1/500), rural planning, and regional construction planning.	Added details to industry code 7110
25. Manufacture of electronic components - 2610 Details: Manufacture and assembly of electronic goods.	25. Manufacture of solar cells, solar panels, and photovoltaic inverters - 2611 25a. Manufacture of other electronic components – 2619 Details: Manufacture and assembly of electronic goods.	Decision 36/2025/QĐ-TTg no longer regulates industry code 2610
31. Wholesale of other specialized products not elsewhere classified - 4669 *(excluding the exercise of export, import, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.)*	31. Wholesale of other specialized products not elsewhere classified - 4679 *(excluding the exercise of export, import, and distribution rights for goods: tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar, and beet sugar.)*	According to Decision 36/2025/QĐ-TTg Change of industry code

Content before change	Content after change	Note
Details: Trading of supplies, raw materials, and goods for production and consumption	Details: Trading of supplies, raw materials, and goods for production and consumption	
37. Educational support services - 8560 Details: Activities in the education sector.	37. Intermediary service activities for courses and tutoring - 8561 37a. Other educational support activities – 8569 Details: Activities in the education sector.	Decision 36/2025/QĐ-TTg no longer regulates industry code 8560
46. Repair of machinery and equipment - 3312 Details: Repair of machinery and equipment specialized for urban railways.	46. Repair and **maintenance** of machinery and equipment - 3312 Details: Repair of machinery and equipment specialized for urban railways.	According to Decision 36/2025/QĐ-TTg
(The Group does not conduct business activities in the list of sectors with restricted market access for foreign investors as specified in Section A, Appendix I of Decree 31/2021/NĐ-CP dated March 26, 2021)	(The Group does not conduct business activities in the list of sectors with restricted market access for foreign investors as specified in Section A, Appendix I of Decree 31/2021/NĐ-CP dated March 26, 2021 **of the Government detailing and guiding the implementation of a number of articles of the Law on Investment and documents amending, supplementing, or replacing them from time to time)**	

Approve the amendment of Clause 1, Article 4 of the Charter corresponding to the business lines after the aforementioned changes.

Authorize the Legal Representative of the Group to be responsible for carrying out necessary procedures to notify the change of the Group's business registration information in accordance with current regulations.

Within the scope of business lines approved by the GMS and current legal regulations, the GMS authorizes the Group's Board of Directors to have full authority to decide on all matters related to the amendment and supplementation of detailed business lines as required by competent state management agencies.

<u>Article 8.</u> Approve the Proposal No. 08/2026/TTr-HĐQT dated 25/06/2026 on the amendment of the company charter, internal regulations on corporate governance, operational regulations of the Board of Directors, and operational regulations of the Board of Supervisors with an approval voting rate of …% with the main contents as follows:

1. Approve the amendment and supplementation of the Charter, Internal Regulations on Corporate Governance, Operational Regulations of the Board of Directors, and Operational Regulations of the Board of Supervisor. Detailed amendments and supplementations are provided in the attached Appendix.

2. Authorize the Chairman of the Board of Directors/Legal Representative of the Group to sign and issue the Charter and Regulations of the Group; authorize the Head of the Board of Supervisor to sign and issue the Operational Regulations of the Board of Supervisor as approved by the GMS in accordance with regulations. *The full text of the amended Charter and Regulations is attached to the documents.*

<u>Article 9.</u> Approve the Proposal No. 01/2026/TTr-BKS dated 25/06/2026 on approving the list of independent auditing companies for the year 2026 with an approval voting rate of …% with the main contents as follows:

The list of independent auditing companies to be selected to perform the review of the semi-annual financial statements, the audit of the annual financial statements, and approve the list of operational auditing companies (if necessary) of the Group in the year 2026, and assign authority to the Board of Directors to decide on the selection of the auditing company from the list below:

1. AASC Auditing Firm Co., Ltd.;
2. A&C Auditing and Consulting Co., Ltd.;
3. KPMG Vietnam Co., Ltd.;
4. Ernst & Young Vietnam Co., Ltd.;
5. PwC Vietnam Co., Ltd.;

6. Deloitte Vietnam Co., Ltd..

Article 10. The General Meeting of Shareholders unanimously assigns the Board of Directors to direct and organize the thorough and effective implementation of the contents approved by the shareholders at the 2026 Annual General Meeting of Shareholders in accordance with the Law, the Charter, and the Regulations of the Group.

Article 11. This Resolution has been approved by the General Meeting of Shareholders and takes effect from the date of signing.

Recipients:
- SSC
- HOSE (Ho Chi Minh City Stock Exchange)
- BOD, BOS
- BCM Shareholders
- Filed at BOD Office.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN

NGUYEN VAN HUNG