CÔNG TY CỔ PHẦN ĐIỆN LỰC KHÁNH HÒA ***KHANH HOA POWER JOINT STOCK COMPANY***	**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM** **Độc lập - Tự do - Hạnh phúc** ***THE SOCIALIST REPUBLIC OF VIETNAM*** ***Independence - Freedom - Happiness***
Số: 3683/KHPC-TTH V/v CBTT NQ HĐQT về KQ PHCP trả cổ tức 2025 và Điều lệ sửa đổi *Re: Information Disclosure of the Board Resolution on the Results of the Share Issuance for Payment of the 2025 Dividend and the Amended Charter*	*Khánh Hòa, ngày 06 tháng 8 năm 2026* *Khanh Hoa, August 6, 2026*

CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE

Kính gửi:
- Ủy ban Chứng khoán Nhà nước;
- Sở Giao dịch chứng khoán TP. Hồ Chí Minh.

To:
- *The State Securities Commission of Vietnam;*
- *Hochiminh Stock Exchange.*

1. Tên tổ chức: CÔNG TY CỔ PHẦN ĐIỆN LỰC KHÁNH HÒA

Organization name: *KHANH HOA POWER JOINT STOCK COMPANY*

- Mã chứng khoán/*Stock code*: KHP

- Địa chỉ trụ sở chính: 11 Lý Thánh Tôn – Phường Nha Trang – Tỉnh Khánh Hòa

Head office address: 11 Ly Thanh Ton Street, Nha Trang Ward, Khanh Hoa Province

- Điện thoại liên hệ/*Telephone*: 02582.220220 Fax: 02583.823828

- E-mail: pckhanhhoa@cpc.vn

2. Nội dung thông tin công bố/*Contents of the disclosed information*:

- Nghị quyết số 194/NQ-KHPC ngày 06/8/2026 của Hội đồng quản trị Công ty về việc thông qua kết quả phát hành cổ phiếu để trả cổ tức năm 2025 và sửa đổi Điều lệ Công ty.

  Resolution No. 194/NQ-KHPC dated August 6, 2026 of the Board of Directors on the approval of the results of the share issuance for the payment of the 2025 stock dividend and the amendment to the Company's Charter.

- Điều lệ Công ty Cổ phần Điện lực Khánh Hòa sửa đổi lần thứ 26.

  The Charter of Khanh Hoa Power Joint Stock Company (26th Amendment).

Signature Not Verified
Ký bởi: CÔNG TY CỔ PHẦN ĐIỆN LỰC KHÁNH HÒA
Ký ngày: 6/8/2026 16:27:48

3. Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 06/8/2026 tại đường dẫn: https://pckhanhhoa.cpc.vn/Quan hệ cổ đông/Thông tin bất thường.

This information has been disclosed on the Company's website on August 6, 2026, at the following link: https://pckhanhhoa.cpc.vn/Quan he co dong/Thong tin bat thuong.

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 above-disclosed information is true and accurate, and we take full legal responsibility for the contents of the disclosed information./.

Nơi nhận:/Recipients
- Như trên/*As above*;
- HĐQT, BKS Công ty/*BOD, SB*;
- Ban TGĐ Công ty/*Executive Board*;
- TCKT/*F&A Dep.*;
- Lưu: VT, TTH/*Filed at: Doc. Control, Gen. Affairs*.

Tài liệu đính kèm/Attachments:
- NQ của HĐQT Công ty/*Decision of the Company's Board of Directors;*
- Điều lệ Công ty/*Company's Charter.*

TỔNG GIÁM ĐỐC
GENERAL DIRECTOR

M.S.D.N: 4200601069 - C.T.C.P
CÔNG TY CỔ PHẦN ĐIỆN LỰC KHÁNH HÒA
P. NHA TRANG - T. KHÁNH HÒA

Nguyễn Hải Đức
Mr. Nguyen Hai Duc

SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom – Happiness

CHARTER

KHANH HOA POWER JOINT-STOCK COMPANY

(26TH AMENDMENT)

Nha Trang, August 2026

SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom – Happiness

CHARTER

KHANH HOA POWER JOINT-STOCK COMPANY

(26TH AMENDMENT)

Nha Trang, August 6th, 2026

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INTRODUCTION

This Charter was amended, supplemented, and adopted in accordance with Resolution No. 01/NQ-DHDCD duly passed by the Annual General Meeting of Shareholders 2026 of Khanh Hoa Power Joint-Stock Company, officially held on June 11th, 2026. It was subsequently amended by the Board of Directors with respect to the charter capital provision pursuant to Resolution No. 194/NQ-KHPC dated August 6th, 2026 to reflect the new charter capital in accordance with the authorization granted by the Annual General Meeting of Shareholders under Resolution No. 01/NQ-ĐHĐCĐ dated June 11th, 2026.

I. DEFINITIONS OF TERMS IN THE CHARTER

Article 1. Interpretation of terms

1. In this Charter, the following terms shall have the following meanings:

a) *Charter capital* is the total par value of shares that have been sold or registered for purchase upon the establishment of the joint-stock company, and is specified in Article 6 "Charter capital, shares, and founding shareholders" of this Charter;

b) *Voting capital* is the share capital under which the holders are entitled to vote on matters within the authority of the General Meeting of Shareholders;

c) *Law on Enterprises* refers to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17th, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11th, 2022 and Law No. 76/2025/QH15 dated June 17th, 2025;

d) *Law on Securities* refers to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26th, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29th, 2024;

e) *Date of establishment* means the date on which the Company is first granted the Enterprise Registration Certificate (Business Registration Certificate or other equivalent valid documents);

f) *Executive officers* are the General Director, Deputy General Directors, Chief Accountant, and other executive officers in accordance with Article 34 of this Charter;

g) *Company managers* are the persons managing the company, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director.

h) *Related persons* are individuals or organizations as defined in Clause 46, Article 4 of the Law on Securities;

i) *Shareholder* means an individual or organization owning at least one share of a joint stock company;

j) *Founding shareholder* means a shareholder who owns at least one ordinary share and signs the list of founding shareholders of the joint-stock company;

k) *Major shareholder* means a shareholder as defined in Clause 18, Article 4 of the Law on Securities;

l) *Operating term* means the duration of the Company's operation as specified in Article 2 of this Charter and any extensions thereof (if any) approved by the General Meeting of Shareholders;

m) *Company* refers to Khanh Hoa Power Joint-Stock Company;

n) *Stock Exchange* refers to the Vietnam Stock Exchange and its subsidiaries;

o) *Family-related persons* include: spouse, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father of the wife, mother of the wife, biological child, adopted child, son-in-law, daughter-in-law, biological brother, biological sister, biological younger sibling, brother-in-law, younger brother-in-law, sister-in-law, younger sister-in-law, biological brother of the wife, biological brother of the husband, biological sister of the wife, biological sister of the husband, biological younger sibling of the wife, and biological younger sibling of the husband.

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

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

4. Terms or expressions defined in the Law on Enterprises (unless inconsistent with the subject or context) shall have the same meanings in this Charter.

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

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

1. Company name

o Vietnamese name: Công ty Cổ phần Điện lực Khánh Hòa

o English name: Khanh Hoa Power Joint-Stock Company

o Trading name: Khanh Hoa Power Joint-Stock Company

o Abbreviation: KHPC.

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

3. The registered headquarter of the Company is:

o Headquarters address: No. 11, Ly Thanh Ton Street, Nha Trang Ward, Khanh Hoa Province

o Phone: 0258.2220.220

o Fax: 0258.3823.828

o Website : https://pckhanhhoa.cpc.vn

o Email: pckhanhhoa@cpc.vn

4. The Company may establish branches, business locations, and representative offices in business areas to carry out the Company's activities in accordance with decisions made by the Board of Directors and within the scope permitted by law.

5. Unless the Company is dissolved before the term specified in Clause 2, Article 55 on "Dissolution of the Company" or its operation is extended as per Article 56 on "Extension of operations" in this Charter, the Company's operating term is unlimited from the date of its establishment.

Article 3. Legal representative of the Company

1. The Company shall have 01 (one) legal representative, who is the General Director.

2. The powers, duties, and responsibilities of the legal representative shall be carried out in accordance with the provisions of Article 13 of the Law on Enterprises and Article 35 of this Charter.

III. OBJECTIVES, BUSINESS SCOPE AND OPERATIONS OF THE COMPANY

Article 4. Objectives of the Company's operations

1. The Company's lines of business:

- Generation and trading of electricity; construction, installation, management, operation, and maintenance of small hydropower plants, thermal power plants, diesel power plants, and diesel generators;

- Management and operation of distribution grids with voltage levels up to 110 kV;

- Consulting on investment project preparation and project management for small thermal power plants, transmission lines and substations with voltage levels up to 110 kV, and telecommunications works;

- Construction supervision consultancy for civil works, industrial works, and technical infrastructure works;

- Mechanical product processing and manufacturing;

- Testing and calibration of electrical equipment up to 110 kV;

- Verification, calibration, and testing of measuring instruments and standards; installation, setup, and inspection of electrical equipment, protection, and control devices;

- Construction and installation of electrical works, power grids and substations with voltage levels up to 110 kV, public telecommunication works, industrial and civil works;

- Trading of centrifugal concrete products;

- Trading and import-export of electrical materials and equipment; trading in telecommunications equipment; commercial activities, hotel services, computer equipment and software, real estate business, and goods transportation;

- Surveying and designing of transmission line and substation works up to 110 kV, level 4 power plants; electrical testing;

- Business in services including: public telecommunications and Internet services, media, office leasing;

- Acting as an agent for the sale of electrical materials and equipment;

- Repair of electrical equipment;

- Installation of electrical systems;

- Installation of water supply and drainage systems, heating and air-conditioning systems;

- Warehousing and storage of goods;

- Information technology service activities and other related computer services;

- Computer programming;

- Computer consultancy and computer systems management;

- Repair of computers and peripheral devices;

- Architectural activities and related technical consultancy (specifically: construction supervision of transmission lines and substations up to 110 kV; investment project appraisal consultancy for power works up to 110 kV);

- Rental of electrical machinery and equipment;

- Rental of construction machinery and equipment;

- Production of meter boxes, wiring boxes, electrical cabinets, etc., using composite materials; production of fault indicator lights; production of switching devices;

- Safety inspection of electrical equipment and tools;

- Consulting services for the design, installation, and maintenance of fire protection systems;

- Consulting services for the design, installation, and maintenance of renewable energy systems;

- Management of operation, production, maintenance, and repair of power plants utilizing renewable energy sources (solar and wind power);

- Maintenance and operation of telecommunications equipment, including SDH transmission devices and interface conversion equipment for transmission channels (E1/FO, E1/FE, etc.);

- Maintenance and operation of fiber optic cable systems, including periodic inspections, installation, and splicing of optical cables;

- Maintenance and operation of information technology equipment, including servers, firewalls, routers, switches, and local area networks (LAN), etc.;

- Provision of specialized training in power system operation.

2. The Company's operational objectives:

The Company is established to effectively mobilize and utilize capital for the development of business activities in the electricity sector and other related sectors, thereby contributing to economic development, achieving business efficiency, fulfilling

its obligations to the State budget, creating stable employment for employees, and increasing returns for shareholders.

With respect to any objectives that are subject to approval by competent state regulatory authorities, the Company may only proceed with implementation upon obtaining such approval.

Article 5. Business scope and operations

1. The Company is permitted to formulate plans and carry out all business activities in the lines of business specified in this Charter, which have been duly registered, notified of any changes to the business registration authority, and published on the National Business Registration Portal, in accordance with applicable laws, and may take appropriate measures to achieve the Company's objectives.

2. The Company may also conduct business in other lines of business permitted by law and approved by the General Meeting of Shareholders.

IV. CHARTER CAPITAL, SHARES, AND FOUNDING SHAREHOLDERS

Article 6. Charter capital, shares, and founding shareholders

1. The charter capital of the Company is VND **622,157,390,000** (Six hundred twenty two billion one hundred fifty seven million three hundred ninety thousand Vietnamese dong).

The total charter capital is divided into **62,215,739 shares** with a par value of VND 10,000 per share.

2. The Company may change its charter capital upon approval by the General Meeting of Shareholders and in accordance with the provisions of applicable laws.

3. As of the date of adoption of this Charter, the Company's shares include ordinary shares and preferred shares (if any). The rights and obligations of shareholders holding each class of share are stipulated in Articles 12 and 13 of this Charter.

4. The Company may issue other classes of preferred shares upon approval by the General Meeting of Shareholders and in accordance with applicable laws.

5. The names, addresses, number of shares, and other relevant information of the founding shareholders, as required by the Law on Enterprises, are provided in the Appendix – *List of Founding Shareholders* attached hereto. This Appendix forms an integral part of this Charter.

Ordinary shares shall be offered on a priority basis to existing shareholders in proportion to their current holdings, unless otherwise decided by the General Meeting of Shareholders. The number of shares not subscribed by existing shareholders shall be subject to the decision of the Board of Directors. The Board of Directors may allocate such shares to existing shareholders or other persons, provided that the terms are not more favorable than those offered to the existing shareholders, unless otherwise approved by the General Meeting of Shareholders.

6. The Company may repurchase its issued shares in the manner prescribed in this Charter and in accordance with applicable laws.

7. The Company may issue other classes of securities as permitted by law.

Article 7. Share certificates

1. Shareholders of the Company shall be issued share certificates corresponding to the number and class of shares they hold.

2. Shares are securities that confirm the legal rights and benefits of the shareholder in relation to a portion of the equity of the issuing organization. The share certificate must contain all the information required under Clause 1, Article 121 of the Law on Enterprises.

3. Within two months from the date of submission of complete documentation for the transfer of share ownership, as prescribed by the Company, or within two months (or such other period as stipulated in the issuance terms) from the date of full payment for the shares as per the Company's share issuance plan, the shareholder shall be issued a share certificate. The shareholder shall not be required to pay the Company any fees for the printing of the share certificate.

4. In case of loss, damage, or destruction of the share certificate in any form, the shareholder may request the Company to issue a replacement share certificate. The shareholder's request must include the following information:

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

b) A commitment to take responsibility for any disputes arising from the issuance of a new share certificate.

Article 8. Other securities certificates

Bond certificates or other securities certificates of the Company (excluding offering letters, temporary certificates, and similar documents) shall be issued bearing the seal and the signature of the legal representative of the Company.

Article 9. Transfer of shares

1. All shares shall be freely transferable unless otherwise provided in this Charter or by law. Listed shares or shares registered for trading on the Stock Exchange shall be transferred in accordance with the laws on securities and the securities market.

2. Shares offered for sale that have not been fully paid for shall not be transferable and shall not entitle the holder to any shareholder rights, including the right to receive dividends, the right to receive bonus shares from equity capital increases, the right to subscribe for newly issued shares, and other rights as prescribed by law.

Article 10. Share forfeiture

1. In the event that a shareholder fails to fully and punctually pay for the subscribed shares, the Board of Directors shall issue a notice and shall have the right to request the shareholder to pay the outstanding amount. The shareholder shall remain liable, up to the total par value of the subscribed shares, for the Company's financial obligations arising from such non-payment.

2. The payment notice must specify a new payment deadline (of no less than 07 days), the place of payment, and must clearly state that failure to comply will result in forfeiture of the unpaid shares.

3. The Board of Directors shall have the right to forfeit shares that have not been

fully and timely paid for, if the requirements stated in the aforementioned notice are not fulfilled.

4. Forfeited shares shall be considered as shares eligible for offering under Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly, or through an authorized party, sell or redistribute such shares under terms and conditions it deems appropriate.

5. Shareholders whose shares are forfeited shall cease to be shareholders with respect to those shares, but shall remain liable, up to the total par value of the subscribed shares, for the Company's financial obligations arising at the time of forfeiture, as determined by the Board of Directors, from the date of forfeiture until full payment is made. The Board of Directors shall have full authority to enforce collection of the entire unpaid amount at the time of forfeiture.

6. A notice of forfeiture shall be sent to the holder of the forfeited shares prior to the forfeiture date. The forfeiture shall remain valid even in the event of any error or negligence in delivering such notice.

V. ORGANIZATIONAL, MANAGEMENT AND SUPERVISORY STRUCTURE

Article 11. Organizational, management, and supervisory structure

The organizational, management, and supervisory structure of the Company shall comprise:

1. The General Meeting of Shareholders;

2. The Board of Directors;

3. The Supervisory Board;

4. The General Director.

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of shareholders

1. Ordinary shareholders shall have the following rights:

a) To attend, speak at the General Meeting of Shareholders and exercise their voting rights directly or through a representative or other method as prescribed by the Company's Charter and applicable laws. Each ordinary share carries one voting right;

b) To receive dividends as decided by the General Meeting of Shareholders;

c) To freely transfer their shares to others, except as provided in Clause 3, Article 120, and Clause 1, Article 127 of the Law on Enterprises, and other relevant legal provisions;

d) To have priority in purchasing new shares corresponding to their proportion of ordinary shares in the Company;

e) To review, inspect, and extract information regarding the names and contact addresses in the list of voting shareholders, and request the correction of inaccurate information;

f) To review, inspect, extract, or make copies of the Company's Charter, minutes

of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

g) To receive a portion of the remaining assets corresponding to their shareholding in the Company in the event of the Company's dissolution or bankruptcy;

h) To request the Company to repurchase their shares in cases prescribed in Article 132 of the Law on Enterprises;

i) To be treated equally. Each share of the same class confers on the shareholder equal rights, obligations, and benefits. In case the Company has preferential shares, the rights and obligations associated with such shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;

j) To have access to all periodic and extraordinary information disclosed by the Company in accordance with legal provisions;

k) To have their legal rights and interests protected; to request the suspension or annulment of resolutions or decisions made by the General Meeting of Shareholders or the Board of Directors in accordance with the Law on Enterprises;

l) Other rights as prescribed in the Company's Charter and applicable laws.

2. Shareholders or groups of shareholders holding 5% or more of the total ordinary shares shall have the following rights:

a) To request the Board of Directors to convene a General Meeting of Shareholders in accordance with Clause 3, Article 115 and Article 140 of the Law on Enterprises;

b) To review, inspect, and extract minutes, resolutions, and decisions of the Board of Directors; semi-annual and annual financial statements; reports of the Supervisory Board; contracts and transactions subject to approval by the Board of Directors; and other documents, except those related to the Company's trade secrets or business secrets;

c) To request the Supervisory Board to examine specific matters related to the management and operation of the Company when deemed necessary. The request must be made in writing and include the following information: full name, contact address, nationality, and legal identification number for individual shareholders; name, enterprise code or legal document number, and head office address for institutional shareholders; number of shares and time of share registration of each shareholder; total number of shares and the ownership ratio in the total shares of the Company for the whole group; the matters to be examined and the purpose of the examination;

d) To propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and submitted to the Company no later than three (03) working days before the opening date of the meeting. The proposal must clearly state the shareholder's name, the number of each class of shares held, and the matter proposed for inclusion in the meeting agenda;

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

3. Shareholders or groups of shareholders holding 10% or more of the total number of ordinary shares shall have the right to nominate candidates for the Board of Directors and the Supervisory Board. The nomination of candidates to the Board of Directors and the Supervisory Board shall be carried out as follows:

a) Ordinary shareholders forming a group to nominate candidates for the Board of

Directors and the Supervisory Board must notify the grouping to the attending shareholders prior to the opening of the General Meeting of Shareholders;

b) Based on the number of members of the Board of Directors and the Supervisory Board, the shareholders or groups of shareholders as prescribed in this Clause shall be entitled to nominate one or more candidates in accordance with Clause 2, Article 25 on "Nomination and candidacy of Board members" and Clause 2, Article 36 on "Nomination and candidacy of members of the Supervisory Board (Supervisors)" of this Charter. In case the number of candidates nominated by the shareholders or groups of shareholders is less than the number they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, or other shareholders.

Article 13. Obligations of shareholders

Ordinary shareholders shall have the following obligations:

1. To comply with the Company's Charter and internal regulations; to observe the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors;

2. To participate in the General Meeting of Shareholders and exercise their voting rights through the following methods:

a) Attending and voting directly at the meeting;

b) Authorizing another individual or organization to attend and vote at the meeting;

c) Attending and voting via online conference, electronic voting, or other electronic methods;

d) Sending a voting ballot to the meeting via mail, fax, or email;

e) Sending a voting ballot by other means as prescribed in the Company's Charter.

3. To fully and punctually pay for the shares they have committed to purchase;

4. Not to withdraw the capital contributed in the form of ordinary shares from the Company in any form, unless such shares are repurchased by the Company or other parties. In case a shareholder withdraws part or all of the contributed capital in contravention of this provision, that shareholder and any related beneficiaries in the Company shall be jointly liable for the Company's debts and other property obligations within the scope of the withdrawn shares and any resulting damages;

5. To keep confidential any information provided by the Company as stipulated in this Charter and by law; to use such information solely to exercise and protect their lawful rights and interests; and not to disseminate, copy, or send such information to any other organizations or individuals;

6. To fulfill other obligations in accordance with prevailing laws;

7. To bear personal liability when acting on behalf of the Company in any form to carry out any of the following acts:

a) Violating the law;

b) Conducting business and other transactions for personal gain or for the benefit

of another organization or individual;

c) Making payments for undue debts in the face of financial risks to the Company.

Article 14. The 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 Company. The General Meeting of Shareholders shall meet annually once a year, within four (04) months after the end of the fiscal year. The Board of Directors may decide to extend the time for the annual meeting if necessary, but no more than 06 months after the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The meeting location is determined to be the place where the chairperson is present, and it must be within the territory of Vietnam.

2. The Board of Directors shall convene the Annual General Meeting of Shareholders and choose a suitable meeting location. The Annual General Meeting of Shareholders shall decide on matters in accordance with the law and the Company's Charter, particularly approving the audited annual financial statements. In case the audited financial statements contains material exceptions, an opposing or disclaimer opinion, the Company must invite a representative of the approved auditing organization that conducts the audit of the Company's financial statements to attend the Annual General Meeting of Shareholders. The representative of the above-mentioned approved auditing organization is responsible for attending the Company's Annual General Meeting of Shareholders.

3. The Board of Directors must convene an Extraordinary General Meeting of Shareholders in the following cases:

a) When the Board of Directors deems necessary for the interests of the Company;

b) When the number of remaining members of the Board of Directors or the Supervisory Board is fewer than the minimum number required by law;

c) At the request of shareholders or groups of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises; the request to convene the meeting must be made in writing, specifying the reason and purpose of the meeting, with the signatures of the relevant shareholders or multiple copies of the request, with signatures from the involved shareholders;

d) At the request of the Supervisory Board;

e) In other cases as prescribed by law and the Company's Charter.

4. Convening an Extraordinary General Meeting of Shareholders

a) The Board of Directors must convene an Extraordinary General Meeting of Shareholders within thirty (30) days from the date when the number of members of the Board of Directors, independent members of the Board of Directors, or the Supervisory Board remaining is less than the minimum number required as stipulated in Point b, Clause 3 of this Article, or upon receiving the request specified in Points c and d, Clause 3 of this Article.

b) If the Board of Directors fails to convene the Extraordinary General Meeting of Shareholders as stipulated in Point a, Clause 4 of this Article, the Supervisory Board must convene the Extraordinary General Meeting of Shareholders within the next thirty

(30) days in accordance with Clause 3, Article 140 of the Law on Enterprises.

c) If the Supervisory Board fails to convene the Extraordinary General Meeting of Shareholders as stipulated in Point b, Clause 4 of this Article, the shareholders or groups of shareholders specified in Point c, Clause 3 of this Article have the right to request the Company's representative to convene the Extraordinary General Meeting of Shareholders in accordance with the Law on Enterprises.

In this case, the shareholders or groups of shareholders convening the meeting have the right to request the business registration authority to supervise the procedures for convening, holding the meeting, and making decisions of the Extraordinary General Meeting of Shareholders. All costs for convening and holding the Extraordinary General Meeting of Shareholders shall be reimbursed by the Company. These costs do not include expenses incurred by the shareholders for attending the Extraordinary General Meeting of Shareholders, including travel and accommodation expenses.

d) The procedures for organizing the Extraordinary General Meeting of Shareholders are specified in Clause 5, Article 140 of the Law on Enterprises.

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

1. The General Meeting of Shareholders shall have the following rights and duties:

a) To approve the Company's development orientation;

b) To decide on the classes of shares and the total number of shares of each class that may be offered; to determine the annual dividend for each class of share;

c) To elect, dismiss, or remove members of the Board of Directors and members of the Supervisory Board;

d) To decide on investment in or sale of assets with a value equal to or greater than 35% of the total asset value recorded in the latest financial statements of the Company;

e) To approve contracts or transactions for loans, borrowings, or sale of assets with a value greater than 10% of the total asset value recorded in the latest financial statements between the Company and the shareholder holding 51% or more of the total voting shares or a related person of such shareholder;

f) To decide on amendments and supplements to the Company's Charter;

g) To approve the annual financial statements;

h) To decide on the repurchase of more than 10% of total shares sold of each class;

i) To review and handle violations committed by members of the Board of Directors and members of the Supervisory Board that cause damage to the Company or its shareholders;

j) To decide on the reorganization or dissolution of the Company;

k) To approve the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;

l) To approve the internal corporate governance regulations, operational regulations of the Board of Directors and the Supervisory Board;

m) To approve the list of approved auditing firms; to select the approved auditing firm to audit the Company's operations and dismiss the auditor when deemed necessary;

n) Other rights and duties as prescribed by law.

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

a) The Company's annual business plan;

b) The audited annual financial statements;

c) The report of the Board of Directors on corporate governance and performance of the Board of Directors and each of its members;

d) The report of the Supervisory Board on the Company's business results and the performance of the Board of Directors and the General Director;

e) The self-assessment report on the performance of the Supervisory Board and its members;

f) Dividend rates for each class of shares;

g) The number of members of the Board of Directors and the Supervisory Board;

h) Election, dismissal, and removal of members of the Board of Directors and the Supervisory Board;

i) Decision on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;

j) Approval of the list of approved auditing firms; deciding on the approved auditing firm to audit the Company's operations when deemed necessary;

k) Amendments and supplements to the Company's Charter;

l) Classes and quantity of newly issued shares for each class of shares and the transfer of founding shareholders' shares within the first 03 years from the date of establishment;

m) Division, separation, consolidation, merger, or transformation of the Company;

n) Reorganization and dissolution (liquidation) of the Company and appointment of the liquidator(s);

o) Decisions on investment or sale of assets valued at 35% or more of the total assets recorded in the Company's most recent financial statements;

p) Contracts or transactions involving loans, lending, or sale of assets valued at more than 10% of the total assets recorded in the Company's most recent financial statements between the Company and the shareholder owning 51% or more of the total voting shares, or such shareholder's related persons;

q) Decisions on repurchase of more than 10% of the total sold shares of each class;

r) The Company's entering into contracts or transactions with parties specified in Clause 1, Article 167 of the Law on Enterprises, with a value equal to or greater than 35% of the Company's total assets as recorded in the most recent financial statements;

s) Approval of transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31st, 2020, of the Government detailing the implementation of a number of provisions of the Law on Securities;

t) Approval of the Company's internal corporate governance regulations, the

Regulation on operation of the Board of Directors, and the Regulation on operation of the Supervisory Board;

u) Other matters as prescribed by law and this Charter.

3. All resolutions and matters included in the agenda must be discussed and voted on 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 individuals or organizations to attend the meeting on their behalf, or attend the meeting through one of the forms specified in Clause 3, Article 144 of the Law on Enterprises.

2. The authorization for individuals or organizations to attend the General Meeting of Shareholders as stipulated in Clause 1 of this Article must be made in writing. The authorization document must be prepared in accordance with civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individuals or organizations, the number of shares authorized, the scope of authorization, the duration of the authorization, and the signatures of both the authorizing and authorized parties.

The authorized person must submit the authorization document at the time of registration for the meeting. In case of sub-authorization, the person attending the meeting must also present the original authorization document from the shareholder or the authorized representative of the institutional shareholder (if it has not been previously registered with the Company).

3. Voting ballots cast by an authorized representative within the scope of authorization shall remain valid in the following cases, unless:

a) The authorizing party has passed away, has limited or lost civil act capacity;

b) The authorizing party has revoked the authorization;

c) The authorizing party has withdrawn the authority of the authorized person.

This Clause shall not apply if the Company receives notice of any of the above events prior to the opening of the General Meeting of Shareholders or before the reconvened meeting.

Article 17. Changes to rights

1. Any change to or cancellation of special rights attached to a class of preferred shares shall take effect only when it is approved by shareholders representing at least 65% of the total voting rights of all shareholders attending the meeting. A resolution of the General Meeting of Shareholders on matters that adversely change the rights and obligations of holders of preferred shares shall only be passed if it is approved by shareholders of the same class of preferred shares attending the meeting who collectively hold at least 75% of the total number of such preferred shares, or by shareholders of the same class who collectively hold at least 75% of the total number of such preferred shares in case the resolution is adopted in the form of collecting written opinions.

2. A meeting of shareholders holding a class of preferred shares to approve such changes in rights shall be valid only if at least two (02) shareholders (or their authorized representatives) are present and hold at least one-third (1/3) of the par value of the issued

shares of that class. If the quorum is not met, the meeting shall be reconvened within thirty (30) subsequent days, and the holders of shares of that class present in person or through authorized representatives, regardless of their number or the number of shares held, shall be deemed to constitute a valid quorum. At such meetings, shareholders holding shares of that class, whether present in person or by proxy, may request voting by secret ballot. Each share of the same class shall carry equal voting rights at these meetings.

3. The procedures for conducting such separate meetings shall be carried out in accordance with the provisions of Articles 19, 20, and 21 of this Charter.

4. Unless otherwise provided in the share issuance terms, the special rights attached to classes of shares with preferences concerning some or all matters related to the distribution of profits or assets of the Company shall not be affected by the issuance of additional shares of the same class.

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

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

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

a) Prepare the list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting shall be prepared no more than ten (10) days before the date of sending the notice of the meeting. The Company must disclose information on the preparation of the list of shareholders entitled to attend the General Meeting at least twenty (20) days prior to the record date;

b) Prepare the agenda and contents of the meeting;

c) Prepare the documents for the meeting;

d) Draft the resolutions of the General Meeting of Shareholders in accordance with the expected contents of the meeting;

e) Determine the time and venue of the meeting;

f) Notify and send the notice of the General Meeting of Shareholders to all shareholders entitled to attend the meeting;

g) Provide login names and corresponding passwords for shareholders and their authorized representatives (if any) to access the online General Meeting of Shareholders system to attend and exercise their rights to vote and elect in case the Company organizes the meeting online and enables electronic voting;

h) Perform other tasks in service of the meeting.

3. Notice of the General Meeting of Shareholders shall be sent to all shareholders via a method that ensures delivery to the contact address of the shareholder, and shall also be disclosed on the Company's website, and to the State Securities Commission and the Stock Exchange where the Company's shares are listed or registered for trading. The person convening the General Meeting of Shareholders must send the meeting

notice to all shareholders in the List of shareholders entitled to attend the meeting no later than 21 days prior to 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 relevant documents for the matters to be voted on at the meeting shall be sent to shareholders and/or published on the Company's website. If the documents are not enclosed with the meeting notice, the notice must specify the link to access the full set of meeting documents, including:

a) The meeting agenda and documents used during the meeting;

b) The list and detailed information of candidates in case of election of members of the Board of Directors and the Supervisory Board;

c) Voting ballots;

d) Draft resolutions for each matter on the meeting agenda.

4. Shareholders or groups of shareholders as prescribed in Clause 2, Article 12 of this Charter shall have the right to propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal must be made in writing and sent to the Company no later than 03 working days prior to the opening date of the meeting. The proposal must clearly state the name of the shareholder, the number of shares of each class owned, and the matters proposed to be included in the meeting agenda.

5. The person convening the General Meeting of Shareholders has the right to reject the proposals stipulated in Clause 4 of this Article if:

a) The proposal is not made in accordance with 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 the ordinary shares as prescribed in Clause 2, Article 12 of this Charter;

c) The proposed matter does not fall under the 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 proposals stipulated in Clause 4 of this Article in the tentative agenda and content of the meeting, unless falling under the cases specified in Clause 5 of this Article. The proposals shall be 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 attending shareholders represent more than 50% of the total voting shares.

2. In case the first meeting fails to meet the conditions stipulated in Clause 1 of this Article, the second meeting notice must be sent within 30 days from the intended date of the first meeting. The second General Meeting of Shareholders shall be conducted when the attending shareholders represent at least 33% of the total voting shares.

3. If the second meeting still fails to meet the conditions prescribed in Clause 2 of this Article, the third meeting notice must be sent within 20 days from the intended date

of the second meeting. The third General Meeting of Shareholders may be conducted regardless of the total number of voting shares represented by the attending shareholders.

4. A shareholder shall be deemed to have attended and voted at the General Meeting of Shareholders in any of the following forms:

- Attending and voting directly at the meeting;

- Authorizing another individual or organization to attend the meeting;

- Attending and voting via online conference, electronic voting, or other electronic means;

- Sending the voting ballot to the meeting via mail, fax, or email.

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

1. Prior to the opening of the meeting, the Company must carry out shareholder registration procedures and continue the registration until all eligible shareholders present at the meeting have completed registration, in the following order:

a) During the registration process, the Company shall issue each shareholder or authorized representative with voting rights a voting ballot, which must include the registration number, full name of the shareholder, full name of the authorized representative, and the number of voting shares held. Each ballot shall list the matters to be voted on at the General Meeting, with three (03) voting options: approve, disapprove, or abstain. The General Meeting of Shareholders shall discuss and vote on each item on the agenda. Voting shall be conducted by selecting one of the three options: approve, disapprove, or abstain. Shareholders shall mark their choice for each item on the ballot, which will then be collected by the Vote Counting Committee for result tabulation. The vote counting results for each item on the agenda shall be announced by the Chairperson before the meeting is adjourned. The General Meeting of Shareholders shall elect the persons responsible for vote counting or supervising the vote counting based on the Chairperson's proposal. The number of members in the Vote Counting Committee shall be decided by the General Meeting based on the Chairperson's recommendation.

b) Shareholders, authorized representatives of institutional shareholders, or proxy holders arriving after the meeting has commenced may register immediately and thereafter shall have the right to participate in and vote at the meeting from the time of registration onward. The Chairperson is not obligated to pause the meeting to allow for the latecomers to register, and the validity of any decisions voted on prior to their registration shall remain unaffected.

2. The election of the Chairperson, Secretary, and Vote Counting Committee shall be conducted as follows:

a) The Chairman of the Board of Directors shall act as the Chairperson or may 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 Chairperson is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them to act as the Chairperson of the meeting by majority vote. If no Chairperson can be elected, the Head of the Supervisory Board shall preside

over the meeting for the General Meeting of Shareholders to elect a chairperson from among the attendees; the person receiving the highest number of votes shall act as the Chairperson of the meeting;

b) Except for the case specified in Point a of this Clause, the person signing the convening notice of the General Meeting of Shareholders shall preside over the meeting to elect a chairperson from among the attendees; the person receiving the highest number of votes shall act as the Chairperson of the meeting;

c) The Chairperson shall appoint one or more persons to act as Secretaries of the meeting;

d) The General Meeting of Shareholders shall elect one or more persons to the Vote Counting Committee based on the Chairperson's proposal.

3. The agenda and contents of the meeting must be approved by the General Meeting of Shareholders at the opening session. The agenda must specify clearly and in detail the time allocated for each item in the meeting's contents.

4. The Chairperson of the meeting shall have the right to take all necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda, and in the way that reflects the wishes of the majority of attendees.

a) Arrange seating at the venue of the General Meeting of Shareholders;

b) Ensure the safety of all individuals present at the meeting venue(s);

c) Facilitate shareholders' attendance (or continued attendance) at the meeting. The convener of the General Meeting of Shareholders shall have full authority to amend the above measures and implement any other necessary measures. Such measures may include issuing admission cards or applying other appropriate methods.

5. The General Meeting of Shareholders shall discuss and vote on each matter included in the agenda. Voting shall be conducted by way of affirmative, negative, or abstention. Shareholders shall indicate their vote – "for," "against," or "abstain" – for each matter on the ballot. The Vote Counting Committee shall collect the ballots and compile the voting results. The Chairperson shall announce the voting results for each item on the agenda based on the ballots before the meeting is adjourned.

6. Shareholders or their authorized representatives arriving after the meeting has commenced may still register and shall be entitled to vote immediately after registration. In such cases, the validity of matters previously voted on shall not be affected.

7. The person convening the meeting or the Chairperson of the General Meeting of Shareholders shall have the following rights:

a) To require all attendees to undergo security checks or other lawful and reasonable security measures;

b) To request the competent authorities to maintain order during the meeting and to expel any individual who refuses to comply with the Chairperson's directions, deliberately disrupts the meeting, obstructs its normal proceedings, or fails to comply with security requirements.

8. The Chairperson shall have the right to postpone the General Meeting of Shareholders – where a quorum has been established – for no more than 03 working

days from the scheduled opening date of the meeting. The postponement or change of meeting venue shall only be permitted in the following cases:

a) The meeting venue does not have sufficient and convenient seating for all attendees;

b) The communication facilities at the meeting venue do not ensure the shareholders' ability to attend, discuss, and vote;

c) Attendees cause disruption or disorder that could prevent the meeting from being conducted in a fair and lawful manner.

9. In the event the Chairperson postpones or suspends the General Meeting of Shareholders in contravention of Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to act as Chairperson and continue to conduct the meeting until its conclusion. All resolutions adopted at such meeting shall remain valid and enforceable.

10. In cases where the Company applies modern technology to organize the General Meeting of Shareholders via online platforms, the Company shall be responsible for ensuring that shareholders can attend and vote through electronic voting or other electronic means in accordance with Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/ND-CP dated December 31st 2020 of the Government detailing the implementation of a number of provisions of the Law on Securities.

Article 21. Conditions for the adoption of resolutions of the General Meeting of Shareholders

1. A resolution on the following matters shall be adopted when it is approved by shareholders representing at least 65% of the total voting shares of all shareholders attending the meeting, unless otherwise provided in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:

a) Classes of shares and the total number of shares of each class;

b) Changes to the Company's business lines and sectors;

c) Changes to the organizational and management structure of the Company;

d) Investment projects or the sale of assets valued at 35% or more of the total asset value recorded in the latest audited financial statements of the Company;

e) Reorganization or dissolution of the Company.

2. Other resolutions shall be adopted when approved by shareholders holding more than 50% of the total voting shares of all shareholders attending the meeting, except for the cases specified in Clause 1 of this Article and Clauses 3, 4, and 6, Article 148 of the Law on Enterprises.

3. Resolutions of the General Meeting of Shareholders adopted by 100% of the total voting shares shall be deemed valid and effective even if the order and procedures for convening the meeting and passing the resolution were not in accordance with the provisions of the Law on Enterprises and this Charter.

Article 22. Authority and procedures for seeking shareholders' written opinions for adoption of resolutions of the General Meeting of Shareholders

The authority and procedures for seeking shareholders' written opinions for the purpose of adopting resolutions of the General Meeting of Shareholders shall be implemented in accordance with the following provisions:

1. The Board of Directors shall have the authority to seek shareholders' opinions in writing to adopt resolutions of the General Meeting of Shareholders when it deems such action necessary for the benefit of the Company, except for the cases specified in Clause 2, Article 147 of the Law on Enterprises.

2. The Board of Directors shall prepare written opinion forms, draft resolutions of the General Meeting of Shareholders, and explanatory materials relating to the draft resolutions, and send them to all shareholders entitled to vote no later than 15 days prior to the deadline for returning the opinion forms. The requirements and methods for delivering the opinion forms and accompanying documents shall be implemented in accordance with Clause 3, Article 18 of this Charter.

3. The written opinion form shall include the following principal contents:

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

b) Purpose of seeking shareholders' opinions;

c) For individual shareholders: full name, contact address, nationality, and legal identification number; for institutional shareholders: name, enterprise registration number or legal identification number, and head office address; for individuals representing the institutional shareholders: full name, contact address, nationality, and legal identification number; number of shares held by class and corresponding number of voting rights of the shareholder;

d) Matters for which opinions are being sought for resolution adoption;

e) Voting options, including: approve, disapprove, and abstain, for each matter being consulted;

f) Deadline for returning the completed written opinion form to the Company;

g) Full name and signature of the Chairman of the Board of Directors.

4. Shareholders may return the completed written opinion forms to the Company by post, fax, or email in accordance with the following provisions:

a) By post: The completed written opinion form must bear the signature of the individual shareholder, the authorized representative, or the legal representative of the institutional shareholder. The form sent to the Company must be placed in a sealed envelope, and no one is allowed to open it before the vote counting session.

b) By fax or email: The opinion forms sent to the Company via fax or email must be kept confidential until the time of vote counting.

c) Opinion forms that are returned to the Company after the deadline specified in the form, or are opened in the case of postal submission, or disclosed in the case of fax or email submission, shall be deemed invalid. Any opinion form not returned shall be considered as a non-participating vote.

5. The Board of Directors shall count the votes and prepare vote counting minutes under the supervision of the Supervisory Board or a shareholder who does not hold a managerial position in the Company. The vote counting minutes must include the following main contents:

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

b) Purpose and matters for which shareholders' opinions are sought for the adoption of resolutions;

c) Number of shareholders and total number of voting rights having participated in the voting, distinguishing between valid and invalid votes and the method of submission, accompanied by an appendix listing participating shareholders;

d) Total number of votes in favor, against, and abstentions for each matter;

e) The matters adopted and the corresponding approval ratios;

f) Full names and signatures of the Chairman of the Board of Directors, the vote counter(s), and the vote counting supervisor(s).

The members of the Board of Directors, vote counters, and vote counting supervisors shall be jointly responsible for the truthfulness and accuracy of the vote counting minutes, and shall be jointly liable for any damages arising from resolutions adopted due to dishonest or inaccurate vote counting.

6. The vote counting minutes must be published on the Company's website within twenty-four (24) hours from the time the vote counting is completed. The publication of the vote counting minutes on the Company's website may substitute for the physical delivery of such minutes.

7. The completed written opinion forms, the vote counting minutes, the full text of the resolutions adopted, and all relevant documents enclosed with the opinion forms must be kept at the Company's head office.

8. The resolution adopted by way of collecting shareholders' written opinions shall be deemed passed if it is approved by shareholders representing more than 50% of the total voting rights of all shareholders entitled to vote, and shall have the same validity as the resolution adopted at a General Meeting of Shareholders.

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

1. The General Meeting of Shareholders must be recorded in minutes and may also be audio recorded, or recorded and stored in other electronic formats. The minutes must be prepared in Vietnamese, and may additionally be prepared in a foreign language, and shall include the following key contents:

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

b) Time and venue of the General Meeting of Shareholders;

c) Agenda and contents of the meeting;

d) Full names of the Chairperson and the Secretary;

e) Summary of the proceedings and the opinions expressed at the General Meeting of Shareholders on each item of the meeting agenda;

f) Number of shareholders and total number of votes of attending shareholders,

with an appendix listing registered shareholders, shareholder representatives attending the meeting, and the corresponding number of shares and voting rights;

g) Total number of votes for each matter voted on, specifying the voting method, number of valid and invalid votes, votes in favor, votes against, and abstentions; and the corresponding percentage based on the total number of votes of attending shareholders;

h) Matters that were adopted and the corresponding approval ratios;

i) Full names and signatures of the Chairperson and the Secretary. In case the Chairperson and/or the Secretary refuse to sign the minutes, the minutes shall remain valid if signed by all other attending members of the Board of Directors and fully contain the information as prescribed in this Clause. The minutes must clearly state the refusal to sign by the Chairperson and/or the Secretary.

2. The minutes of the General Meeting of Shareholders must be completed and adopted prior to the conclusion of the meeting. The chairperson and the secretary of the meeting, or any other person signing the minutes, shall be jointly responsible for the truthfulness and accuracy of the contents of the minutes.

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

4. The resolutions, minutes of the General Meeting of Shareholders, the appendix listing the registered shareholders with their signatures, proxies to attend the meeting, all documents attached to the minutes (if any), and relevant documents enclosed with the meeting invitation shall be disclosed in accordance with the laws on information disclosure in the securities market and shall be archived at the Company's head office.

Article 24. Request for annulment of the resolution of the General Meeting of Shareholders

Within ninety (90) days from the date of receipt of the resolution or the minutes of the General Meeting of Shareholders, or the minutes of the vote counting results of the written consultation of the General Meeting of Shareholders, a shareholder or a group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises shall have the right to request a Court or Arbitration to review and annul the resolution or a part thereof in the following cases:

1. The order and procedures for convening the General Meeting of Shareholders and adopting its resolution seriously violate the provisions of the Law on Enterprises and the Company's Charter, except for the case stipulated in Clause 3, Article 21 of this Charter;

2. The contents of the resolution violate the law or the Company's Charter.

VII. BOARD OF DIRECTORS

Article 25. Nomination and candidacy of Board members

1. In cases where candidates for the Board of Directors have been determined, the Company must disclose information related to the candidates at least ten (10) days before the opening of the General Meeting of Shareholders on the Company's electronic information platform, so that shareholders can review this information before casting their votes. A candidate for the Board of Directors must provide a written commitment

regarding the truthfulness and accuracy of the disclosed personal information and must pledge to perform their duties faithfully, diligently, and in the best interest of the Company if elected as a member of the Board of Directors. The information disclosed about each candidate for the Board of Directors includes:

a) Full name, date of birth (day, month, year);

b) Professional qualifications;

c) Career history;

d) Other managerial positions (including Board positions in other companies);

e) Any interests related to the Company and its affiliates (if any);

f) Other information (if any) as stipulated in the Company's Charter;

g) The Company is responsible for disclosing information about the companies in which the candidate holds Board membership, other managerial positions, and any interests related to the candidate's company (if any).

2. Shareholders or groups of shareholders owning at least 10% of the total ordinary shares have the right to nominate candidates for the Board of Directors as per the provisions of the Law on Enterprises and the Company's Charter. Specifically: Shareholders or groups 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 up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to less than 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.

3. In the case where the number of Board of Directors candidates nominated through the above procedure still does not meet the required number as stipulated in Clause 5, Article 115 of the Law on Enterprises, the current Board of Directors may introduce additional candidates or organizations to nominate candidates as per the provisions of the Company's Charter, internal governance regulations, and the Board of Directors' operational regulations. The introduction of additional candidates by the current Board of Directors must be publicly disclosed before the General Meeting of Shareholders votes on the Board members in accordance with the law.

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

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

1. The Board of Directors shall consist of five (5) members.

2. The term of office for each member of the Board of Directors shall be five (05) years and may be renewed an unlimited number of times. However, an individual may only serve as an independent member of the Board of Directors for a maximum of two (02) consecutive terms. In the event that all members of the Board of Directors complete their term at the same time, they shall continue to serve as members until new members are elected and assume office.

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

The Board of Directors must ensure that at least one (01) member is non-executive. The Company shall limit the number of Board members who hold executive positions in the Company to ensure the independence of the Board.

The Board of Directors shall include at least one (01) independent member.

4. Members of the Board of Directors are not required to be shareholders of the Company.

5. The appointment of members to the Board of Directors must be disclosed in accordance with the laws governing information disclosure in the securities market.

6. A member of the Board of Directors shall cease to hold office in the event of dismissal, removal, or replacement by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.

Article 27. Powers and duties of the Board of Directors

1. The Board of Directors is the governing body of the Company, with full authority to act on behalf of the Company to make decisions and perform the rights and obligations of the Company, except for those rights and obligations that fall under the authority of the General Meeting of Shareholders.

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

a) To decide on the Company's strategy, medium-term development plan, and annual business plan;

b) To elect, dismiss, or remove the Chairman of the Board of Directors; to appoint, dismiss, sign contracts, and terminate contracts with the General Director and other key managers, and to decide on their salaries, allowances, bonuses, and other benefits; to appoint authorized representatives to attend the Members' Council or General Meeting of Shareholders, participate in the Board of Directors, the Supervisory Board, serve as the General Director, or directors of other companies, and decide on the remuneration and other benefits the Company pays to those individuals;

c) To supervise and direct the General Director and other managers in the daily operations of the Company;

d) To decide on the organizational structure of the Company, the internal management regulations of the Company; the establishment of subsidiaries, branches, representative offices, and the investment, purchase of shares in other companies;

e) To propose to the General Meeting of Shareholders the classes of shares and the total number of shares to be offered for sale for each class; to decide on the sale of unsold shares within the scope of shares to be offered for each type; to decide on raising additional capital in other forms;

f) To decide the sale price of bonds and shares of the Company;

g) To decide on the repurchase of shares as stipulated in Clause 1 and Clause 2, Article 133 of the Law on Enterprises;

h) To propose to the General Meeting of Shareholders the dividend rate; to decide on the dividend payment period, procedures, or how to deal with losses arising from business operations;

i) To propose to the General Meeting of Shareholders the reorganization, dissolution, or bankruptcy petition of the Company;

k) To decide on solutions for market development, marketing, and technology;

l) To approve contracts for the purchase, sale, borrowing, lending, and other contracts or transactions with a value of 35% or more of the total assets as recorded in the Company's latest financial statement, except for contracts or transactions within the authority of the General Meeting of Shareholders as stipulated in Clause 2, Article 138, and Clause 1 and Clause 3, Article 167 of the Law on Enterprises;

m) To decide on issuing the Board of Directors' operating rules, the Company's internal corporate governance regulations after being approved by the General Meeting of Shareholders; to decide on issuing the Company's information disclosure regulations;

n) To approve the program and materials for the General Meeting of Shareholders, convene the General Meeting of Shareholders, or seek opinions to allow the General Meeting of Shareholders to pass resolutions;

o) To submit the audited annual financial statements to the General Meeting of Shareholders;

p) To decide on investment plans and investment projects within the authority and limits as prescribed by law;

q) To exercise other rights and obligations as stipulated by the Law on Enterprises, the Law on Securities, other legal provisions, and the Company's Charter.

3. The Board of Directors must report to the General Meeting of Shareholders on its activities in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31st, 2020 of the Government detailing the implementation of certain provisions of the Law on Securities.

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

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

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 days required to complete the duties of each Board member and the daily remuneration rate. The Board of Directors estimates the remuneration for each member on the basis 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 is included in the Company's business expenses in accordance with the corporate income tax laws and is shown as a separate item in the Company's annual financial statements. It must be reported to the General Meeting of Shareholders at the annual meeting.

4. A member of the Board of Directors holding an executive position or a member working on the subcommittees of the Board, or performing tasks outside the normal scope of a Board member's duties, may receive additional remuneration in the form of a flat fee for each assignment, salary, commission, profit share, or other forms as decided by the Board of Directors.

5. Members of the Board of Directors are entitled to reimbursement for all reasonable travel, accommodation, and other costs incurred in the course of performing their duties as a Board member, including costs related to attending the General Meeting of Shareholders, the Board meetings, or the subcommittees of the Board.

6. Members of the Board of Directors may be covered by the Company's liability insurance after receiving approval from the General Meeting of Shareholders. This insurance does not cover the responsibilities of the members of the Board of Directors related to violations of the law and the Company's Charter.

Article 29. Chairman of the Board of Directors

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

2. The Chairman of the Board of Directors may not concurrently hold the position of General Director.

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

a) Develop the program and activity plan of the Board of Directors;

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

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

d) Monitor the implementation of the resolutions and decisions of the Board of Directors;

e) Chair the General Meeting of Shareholders;

f) Other rights and duties as prescribed by the Law on Enterprises and the Company's Charter.

4. In the event that the Chairman of the Board of Directors submits a resignation or is dismissed, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation or the dismissal decision.

5. In case the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize another member of the Board in writing to carry out the rights and obligations of the Chairman as prescribed in the Company's Charter. If there is no authorized person or if the Chairman of the Board of Directors is deceased, missing, detained, serving a prison sentence, undergoing administrative punishment at a compulsory rehabilitation facility, compulsory education facility, fleeing from residence, restricted or incapacitated in terms of legal capacity, has difficulty in perception and controlling actions, or is prohibited by the Court from holding a position, practicing a profession, or doing certain work, the remaining members of the Board of Directors will elect a new Chairman from among themselves based on a majority vote until a new decision is made by the Board of Directors.

Article 30. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the date of completion of the election of the Board of Directors. This meeting shall be convened and presided over by the member who receives the highest number or percentage of votes. In the event that more than one (01) member receives the same highest number or percentage of votes, the members shall elect one (01) among them by majority vote to convene and chair the meeting.

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

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

a) At the request of the General Director or at least five (05) other managers, including Deputy General Directors, the Chief Accountant, the Corporate Governance Officer who is not a member of the Board of Directors, or members of the Supervisory Board;

b) At the request of at least two (02) members of the Board of Directors;

c) At the request of the Supervisory Board;

d) At the request of an independent member of the Board of Directors.

4. The request specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, matters to be discussed, and decisions within the authority of the Board of Directors.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receipt of the request specified in Clause 3 of this Article. If the Chairman fails to convene the meeting as requested, they shall be held responsible for any damage caused to the Company; in such a case, the requesting party shall have the right to convene the meeting of the Board of Directors in place of the Chairman.

6. The Chairman of the Board of Directors or the person convening the meeting must send a notice of invitation to the meeting no later than five (05) working days prior to the meeting date. The invitation must specify the time and venue of the meeting, the agenda, and the matters to be discussed and decided upon. The invitation must be accompanied by documents to be used at the meeting and the voting ballot of the member.

The invitation to the Board of Directors meeting may be sent by letter, telephone, fax, electronic means, or any other method as stipulated in the Company's Charter and must ensure delivery to the contact address of each member of the Board of Directors as registered with the Company.

7. The Chairman of the Board of Directors or the person convening the meeting shall also send the notice of invitation to the meeting and accompanying documents to members of the Supervisory Board in the same manner as to members of the Board of Directors.

Members of the Supervisory Board have the right to attend meetings of the Board of Directors; they may participate in discussions but shall not have voting rights.

8. A meeting of the Board of Directors shall be conducted when at least three-fourths (3/4) of the total members of the Board of Directors are present.

In the event that a meeting is convened in accordance with this Clause but fails to meet the quorum requirement, a second meeting may be convened within seven (07) days from the intended date of the first meeting. The second meeting shall be conducted if more than one-half (1/2) of the members of the Board of Directors are present.

9. A member of the Board of Directors shall be deemed to have attended and voted at a meeting in the following cases:

a) Attending and voting directly at the meeting;

b) Authorizing another person to attend the meeting and vote on their behalf in accordance with Clause 11 of this Article;

c) Attending and voting via online conference, electronic voting, or other electronic means;

d) Sending the voting ballot to the meeting via mail, fax, or email.

10. In case a voting ballot is sent to the meeting by mail, the ballot must be placed in a sealed envelope and delivered to the Chairman of the Board of Directors no later than one (01) hour before the opening of the meeting. The ballots may only be opened in the presence of all attendees at the meeting.

11. Members are required to attend all meetings of the Board of Directors. A member may authorize another person to attend and vote on their behalf if such authorization is approved by the majority of the members of the Board of Directors.

12. Meetings of the Board of Directors may be held in the form of a teleconference among members of the Board of Directors when all or some members are in different locations, provided that each attending member is able to:

a) Hear each of the other participating members speaking at the meeting;

b) Speak to all other attending members simultaneously. Discussions among the members may take place directly via mobile devices, other communication means, or a combination thereof. A member of the Board of Directors participating in such a meeting shall be deemed to be present at the meeting. The venue of the meeting held in this form shall be deemed to be the location where the greatest number of Board members are gathered, or where the Chairperson of the meeting is present.

Resolutions passed at such meetings via teleconference or online conference shall be considered duly convened and valid upon the conclusion of the meeting but must be confirmed by the signatures in the minutes of all members of the Board of Directors via the email addresses registered by the members with the Company.

13. A resolution or decision of the Board of Directors shall be adopted if it is approved by the majority of attending members. In case of a tie, the final decision shall be made in accordance with the opinion of the Chairman of the Board of Directors.

Article 31. Committees of the Board of Directors

1. The Board of Directors may establish affiliated committees responsible for development policies, human resources, remuneration, internal audit, and risk management. The number of committee members shall be determined by the Board of Directors, with a minimum of three (03) members, including members of the Board of Directors and external members. Independent/non-executive members of the Board of Directors should constitute the majority of the committee, and one of these members shall be appointed as the Chair of the committee as decided by the Board of Directors. The operation of the committees shall comply with the regulations of the Board of Directors. Resolutions of a committee shall only be valid if passed by a majority of attending and voting members of the committee who are also members of the Board of Directors.

2. The implementation of decisions made by the Board of Directors or its affiliated committees must comply with the prevailing laws, the Company's Charter, and the Company's internal corporate governance regulations.

Article 32. Corporate Governance Officer

1. The Board of Directors must appoint at least one (01) Corporate Governance Officer to support corporate governance activities of the Company. The Corporate Governance Officer may concurrently serve as the Secretary of the Company as prescribed 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 Company's financial statements.

3. The Corporate Governance Officer shall have the following rights and duties:

a) Advise the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and on matters related to the relationship between the Company and its shareholders;

b) Prepare meetings of the Board of Directors, the Supervisory Board, and the General Meeting of Shareholders as requested by the Board of Directors or the Supervisory Board;

c) Advise on meeting procedures;

d) Attend meetings;

e) Advise on the procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;

f) Provide financial information, copies of minutes of Board meetings, and other information to members of the Board of Directors and the Supervisory Board;

g) Monitor and report to the Board of Directors on the Company's information disclosure activities;

h) Serve as the contact point for parties with relevant interests;

i) Maintain confidentiality of information in accordance with the law and the Company's Charter;

k) Perform other rights and duties as prescribed by law and the Company's Charter.

VIII. GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 33. Organizational structure of management

The Company's management system must ensure that the executive apparatus is accountable to the Board of Directors and subject to the supervision and direction of the Board of Directors in the day-to-day business operations of the Company. The Company shall have one General Director, Deputy General Directors, one Chief Accountant, and other managerial positions appointed by the Board of Directors. The appointment, dismissal, or removal of the aforementioned positions must be made through resolutions or decisions of the Board of Directors.

Article 34. Executive officers

1. Based on the proposal of the General Director and with the approval of the Board of Directors, the Company may recruit additional executive officers in such number and with qualifications suitable to the Company's structure and management regulations as prescribed by the Board of Directors. Executive officers shall be responsible for assisting the Company in achieving its operational and organizational goals.

2. The General Director shall receive salary and bonuses. The salary and bonuses of the General Director shall be decided by the Board of Directors.

3. Salaries of executive officers shall be included in the Company's business expenses in accordance with the regulations on corporate income tax, disclosed as a separate item in the Company's annual financial statements, and reported to the General Meeting of Shareholders at the annual meeting.

Article 35. Appointment, dismissal, responsibilities and authorities of the General Director

1. The Board of Directors shall appoint one of its members or hire another person to serve as the General Director.

2. The General Director shall be responsible for the day-to-day management of the Company's business operations; be subject to the supervision of the Board of Directors; and be accountable to the Board of Directors and the law for the exercise of the rights and performance of the obligations assigned.

3. The term of office of the General Director shall be five (05) years and may be renewed for an unlimited number of terms. The General Director must satisfy the standards and conditions stipulated by law and the Company's Charter.

4. The General Director shall have the following rights and obligations:

a) To decide on matters relating to the Company's daily business operations which do not fall under the authority of the Board of Directors;

b) To organize the implementation of resolutions and decisions of the Board of Directors;

c) To organize the implementation of the Company's business plans and investment projects;

d) To propose organizational structure plans and internal management regulations of the Company;

e) To appoint, dismiss, and remove managerial positions within the Company,

except for positions under the authority of the Board of Directors;

f) To determine salaries and other benefits for employees of the Company, including managers within the scope of the General Director's authority to appoint;

g) To recruit employees;

h) To propose plans for dividend distribution or handling of business losses;

i) To perform other rights and obligations in accordance with the law, the resolutions and decisions of the Board of Directors.

5. The Board of Directors may dismiss the General Director with the approval of a majority of attending and voting members of the Board of Directors (excluding the vote of any member who concurrently holds the position of General Director) and shall appoint a new General Director to replace him/her.

IX. SUPERVISORY BOARD

Article 36. Nomination and candidacy of members of the Supervisory Board (Supervisors)

1. In case the candidates for the Supervisory Board have been identified, the Company must disclose information related to the candidates for the Supervisory Board at least ten (10) days prior to the opening date of the General Meeting of Shareholders on the Company's website so that shareholders may review such information prior to voting. Candidates for the Supervisory Board must provide a written commitment regarding the truthfulness, accuracy, and reasonableness of the personal information disclosed, and must also commit to performing their duties with honesty, diligence, and in the best interests of the Company if elected as members of the Supervisory Board. The information to be disclosed regarding candidates for the Supervisory Board includes:

a) Full name, date of birth;

b) Professional qualifications;

c) Employment history;

d) Managerial positions held (including positions on the Board of Directors of other companies);

e) Interests related to the Company and its related parties (if any);

f) Other information (if any) as stipulated by the Company's Charter;

g) A public company must disclose information about the companies in which the candidate currently holds positions as a member of the Board of Directors, other managerial titles, and other interests related to such companies (if any).

2. Shareholders or groups of shareholders holding 10% or more of the total number of ordinary shares shall have the right to nominate candidates for the Supervisory Board in accordance with the Law on Enterprises and the Company's Charter. Specifically: Shareholders or groups 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 up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from

60% to less than 70% may nominate up to six (06) candidates; from 70% to less than 80% may nominate up to seven (07) candidates; from 80% to less than 90% may nominate up to eight (08) candidates.

3. In the event that the number of candidates for the Supervisory Board nominated and self-nominated is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize the nomination process in accordance with the Company's Charter, the Company's internal corporate governance regulations, and the Supervisory Board's operating regulations. The nomination of additional candidates by the incumbent Supervisory Board must be clearly disclosed prior to the General Meeting of Shareholders voting to elect members of the Supervisory Board, in accordance with the provisions of law.

Article 37. Supervisory Board

1. The Supervisory Board of the Company shall consist of three (03) members. The term of office of a member of the Supervisory Board shall be five (05) years and may be renewed for an unlimited number of terms.

2. Members of the Supervisory Board must meet the standards and conditions stipulated in Article 169 of the Law on Enterprises, the Company's Charter, and must not fall into the following categories:

a) Persons working in the accounting or finance department of the Company;

b) Persons who are members or employees of an independent auditing firm that audited the Company's financial statements in the preceding three (03) consecutive years.

3. In case the terms of office of the Supervisors end at the same time and the new Controllers have not yet been elected, the outgoing Supervisors shall continue to perform their rights and duties until the new Supervisors are elected and assume their positions.

4. A member of the Supervisory Board shall be dismissed in the following cases:

a) No longer satisfies the standards and conditions for being a Supervisor as specified in Clause 2 of this Article;

b) Submits a resignation letter and it is approved;

c) Other cases as prescribed by law and this Charter.

5. A Supervisor shall be removed from office in the following cases:

a) Fails to fulfill the assigned tasks and responsibilities;

b) Seriously or repeatedly violates the obligations of a member of the Supervisory Board as prescribed in the Law on Enterprises and the Company's Charter;

c) Other cases as resolved by the General Meeting of Shareholders;

d) Fails to perform their rights and duties for six (06) consecutive months without a force majeure reason.

Article 38. Head of the Supervisory Board

1. The Head of the Supervisory Board shall be elected by the members of the Supervisory Board from among the Board members; the election, dismissal, and

removal shall be conducted by a majority vote. The Supervisory Board must have more than half of its members residing in Vietnam. The Head of the Supervisory Board must hold at least a university degree in one of the following fields: economics, finance, accounting, auditing, law, business administration, or any field related to the Company's business operations.

2. Rights and duties of the Head of the Supervisory Board:

a) Convene meetings of the Supervisory Board;

b) Request the Board of Directors, the General Director, and other executives to provide relevant information for reporting to the Supervisory Board;

c) Prepare and sign the Supervisory Board's report after consulting with the Board of Directors for submission to the General Meeting of Shareholders.

Article 39. Rights and duties of the Supervisory Board

The Supervisory Board shall have the rights and duties prescribed in Article 170 of the Law on Enterprises and the following additional rights and duties:

1. Propose and recommend to the General Meeting of Shareholders for approval the list of approved audit firms to audit the Company's financial statements; decide on the approved audit firm to inspect the Company's operations; and dismiss the approved auditor when deemed necessary.

2. Be accountable to the shareholders for its supervisory activities.

3. Supervise the Company's financial status and the compliance with laws by members of the Board of Directors, the General Director, and other managers.

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

5. In case of detecting any violations of law or the Company's Charter by members of the Board of Directors, the General Director, or other executives, the Supervisory Board must provide a written notice to the Board of Directors within 48 hours, request the violator to cease such violations, and propose remedial measures.

6. Develop the operational regulation of the Supervisory Board and submit it to the General Meeting of Shareholders for approval.

7. Report to the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP dated December 31st, 2020 of the Government providing detailed regulations for the implementation of certain provisions of the Law on Securities.

8. Have the right to access records and documents of the Company kept at the head office, branches, and other locations; and to visit the workplace of the Company'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 complete, accurate, and timely information and documents regarding the management, administration, and business activities of the Company.

10. Exercise other rights and perform other duties in accordance with applicable laws and this Charter.

Article 40. Meetings of the Supervisory Board

1. The Supervisory Board shall meet at least twice a year, with the minimum attendance of two-thirds (2/3) of its members. Minutes of the Supervisory Board's meetings must be prepared in a detailed and clear manner. The minute taker and all attending members of the Supervisory Board must sign the meeting minutes. All minutes must be retained for the purpose of determining the responsibilities of each Supervisory Board member.

2. The Supervisory Board shall have the right to request members of the Board of Directors, the General Director, and representatives of the approved audit firm to attend the meetings and respond to issues that need clarification.

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

Salaries, remuneration, bonuses, and other benefits of the Supervisory Board members shall be implemented in accordance with the following provisions:

1. Members of the Supervisory Board shall be entitled to salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall decide the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Supervisory Board.

2. Members of the Supervisory Board shall be reimbursed for meals, accommodation, travel expenses, and the use of independent consultancy services at a reasonable level. The total amount of such remuneration and expenses shall not exceed the annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

3. Salaries and operating expenses of the Supervisory Board shall be accounted for as business expenses of the Company in accordance with regulations on corporate income tax and other relevant laws, and must be separately presented in the Company's annual financial statements.

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

Members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives shall be responsible for performing their duties, including those as members of the committees of the Board of Directors, with honesty and diligence in the best interests of the Company.

Article 42. Duty of honesty and avoidance of conflicts of interest

1. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other managers shall disclose all related interests in accordance with the Law on Enterprises and other relevant legal documents.

2. Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and their related persons shall use information obtained through their positions solely for the benefit of the Company.

3. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other managers shall be responsible for providing written notice

to the Board of Directors and the Supervisory Board of any transactions between the Company, its subsidiaries, or other companies in which the public company holds more than 50% of the charter capital, and such individuals themselves or their related persons, in accordance with the law. For transactions requiring approval by the General Meeting of Shareholders or the Board of Directors, the Company shall disclose information on the relevant resolutions in accordance with securities regulations on information disclosure.

4. Members of the Board of Directors shall not vote on any transaction that provides benefits to themselves or their related persons, as stipulated by the Law on Enterprises and the Company's Charter.

5. Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and their related persons shall not use or disclose internal information to others for the purpose of conducting related transactions.

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

a) For transactions valued at less than 35% of the total assets recorded in the most recent financial statements, the material terms of the contract or transaction, as well as the relationships and interests of the members of the Board of Directors, members of the Supervisory Board, the General Director, or other executives involved, have been reported to the Board of Directors and approved by a majority of the disinterested members of the Board of Directors;

b) For transactions valued at 35% or more, or transactions that result in a total transaction value reaching or exceeding 35% of the total assets recorded in the most recent financial statements within 12 months from the date of the first transaction, the material terms of such transaction, as well as the relationships and interests of the members of the Board of Directors, members of the Supervisory Board, the General Director, or other executives involved, have been disclosed to the shareholders and approved by the General Meeting of Shareholders through the votes of shareholders without related interests.

Article 43. Liability for damages and indemnification

1. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives who breach their duties of honesty and prudence or fail to perform their obligations shall be held liable for any damages caused by their violations.

2. The Company shall indemnify any person who is, was, or may become a party to any complaint, lawsuit, or prosecution (including civil and administrative cases, excluding those initiated by the Company) if such person is or was a member of the Board of Directors, a member of the Supervisory Board, the General Director, other executive, employee, or authorized representative of the Company, and has acted in good faith, with due care, for the benefit of the Company, in compliance with the law, and there is no evidence indicating that such person has breached their duties.

3. Indemnification shall cover judgments, fines, and actual expenses (including attorney's fees) incurred in connection with the settlement of such cases to the extent

permitted by law. The Company may purchase insurance for such persons to protect them against the aforementioned liabilities.

XI. RIGHT TO INSPECT COMPANY BOOKS AND RECORDS

Article 44. Right to inspect Company books and records

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

a) Ordinary shareholders have the right to view, inspect, and extract information regarding the names and contact addresses in the list of shareholders entitled to vote; to request correction of any inaccurate information about themselves; to view, inspect, extract or copy the Company's Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders.

b) A shareholder or a group of shareholders holding 5% or more of the total ordinary shares shall have the right to view, inspect, and extract minutes, resolutions, and decisions of the Board of Directors, interim and annual financial statements, reports of the Supervisory Board, contracts and transactions subject to approval by the Board of Directors, and other documents, except those relating to the Company's trade secrets and business secrets.

2. If a shareholder's or group of shareholders' authorized representative requests to inspect books and records, the request must be accompanied by a power of attorney from the shareholder(s) they represent or a notarized copy thereof.

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

4. The Company must retain this Charter and its amendments and supplements, the Enterprise Registration Certificate, internal regulations, documents evidencing asset ownership, 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 Supervisory Board, annual financial statements, accounting books, and other documents as required by law at the head office or another location, provided that shareholders and the business registration authority are notified of such storage location.

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

XII. EMPLOYEES AND TRADE UNION

Article 45. Employees and Trade Union

1. The General Director shall prepare plans for submission to the Board of Directors for approval regarding matters related to the recruitment, termination, salary, social insurance, welfare, commendation, and disciplinary actions concerning Company executives and employees.

2. The General Director shall prepare plans for submission to the Board of Directors for approval on matters concerning the Company's relationship with trade union organizations in accordance with best governance standards and practices, the

practices and policies set forth in this Charter, the Company's internal regulations, and the prevailing laws.

XIII. PROFIT DISTRIBUTION

Article 46. Profit distribution

1. The General Meeting of Shareholders shall determine the annual dividend payment rate and method from the Company's retained earnings.

2. The Board of Directors may decide on interim dividend payments if such payments are deemed appropriate in light of the Company's profitability.

3. The Company shall not pay interest on any dividend or payment relating to any class of shares.

4. The Board of Directors may propose that the General Meeting of Shareholders approve the payment of all or part of the dividend in the form of shares, and the Board of Directors shall be responsible for executing such resolution.

5. In cases where dividends or other amounts related to a class of shares are paid in cash, the payment must be made in Vietnamese dong. The payment may be made directly or via bank transfer based on the bank account details provided by the shareholder. If the Company makes a transfer based on the bank details provided and the shareholder does not receive the funds, the Company shall not be held liable for the transferred amount. Dividend payments for shares listed on the Stock Exchange may be made through a securities company or the Vietnam Securities Depository and Clearing Corporation.

6. In accordance with the Law on Enterprises and the Law on Securities, the Board of Directors shall pass a resolution or decision to fix a specific date to finalize the list of shareholders. Based on this date, persons registered as shareholders or holders of other securities shall be entitled to receive dividends in cash or shares, as well as notices or other documents.

7. Other matters related to profit distribution shall be carried out in accordance with applicable laws.

XIV. BANK ACCOUNTS, FISCAL YEAR, AND ACCOUNTING REGIME

Article 47. Bank accounts

1. The Company shall open bank accounts at Vietnamese banks or at branches of foreign banks licensed to operate in Vietnam.

2. With prior approval from the competent authority, the Company may, if necessary, open bank accounts overseas in accordance with the provisions of law.

3. The Company shall carry out all payments and accounting transactions through Vietnamese dong or foreign currency accounts held at banks where the Company maintains its accounts.

Article 48. Allocation of the Company funds

Annually, the Company shall allocate profits after tax to the Company funds as follows:

1. Allocate to the Company's development investment fund from profits after tax, as proposed by the Board of Directors and approved by the General Meeting of Shareholders each year.

2. Allocate to the reward and welfare funds in accordance with State regulations.

3. Other funds as prescribed by the Company and relevant laws.

Article 49. Fiscal year

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

Article 50. Accounting regime

1. The accounting regime applied by the Company shall be the corporate accounting regime or a specific accounting regime issued or approved by a competent authority.

2. The Company shall prepare accounting books in Vietnamese and retain accounting records in accordance with the provisions of the Law on Accounting and other relevant legal regulations. Such records must be accurate, up-to-date, systematic, and sufficient to prove and explain the Company's transactions.

3. The accounting currency of the Company shall be the Vietnamese dong. In case the Company's economic transactions arise primarily in a foreign currency, the Company may select that foreign currency as its accounting currency, taking full responsibility for such selection in accordance with the law and notifying the relevant tax authority.

XV. FINANCIAL STATEMENTS, ANNUAL REPORT, AND INFORMATION DISCLOSURE AND PUBLIC ANNOUNCEMENT OBLIGATIONS

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

1. The Company shall prepare annual financial statements, which must be audited in accordance with the law. The audited annual financial statements must be disclosed in accordance with the regulations on information disclosure in the securities market and submitted to the competent state authorities.

2. The annual financial statements must include all required reports, appendices, and explanatory notes as prescribed by the corporate accounting regulations. The annual financial statements must fairly and objectively reflect the Company's operations.

3. The Company shall 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 authorities.

Article 52. Annual report

The Company shall prepare and disclose the annual report in accordance with the regulations of the law on securities, the securities market, and other relevant legal provisions.

XVI. COMPANY 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 select one of them to audit the Company's financial statements for the following fiscal year under terms and conditions agreed with the Board of Directors.

2. The audit report shall be attached to the Company's annual financial statements.

3. The independent auditor auditing the Company shall have the right to attend General Meetings of Shareholders, receive notices and other relevant information relating to such meetings, and express opinions at the meetings on matters related to the audit of the Company's financial statements.

XVII. COMPANY SEAL

Article 54. Company seal

1. The seal includes the seal made by an engraving entity or the 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 contents of the seal of the Company, its branches, business locations, and representative offices.

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

XVIII. DISSOLUTION OF THE COMPANY

Article 55. Dissolution of the Company

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

a) Upon the expiration of its operating term as specified in the Company's Charter without a resolution for extension;

b) Dissolution pursuant to a resolution or decision of the General Meeting of Shareholders;

c) Revocation of the Enterprise Registration Certificate, except where otherwise provided by the Law on Tax Administration;

d) Other cases as prescribed by law.

2. Early dissolution of the Company (including extended operating terms) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. The dissolution decision must be notified to or approved by the competent authority (if required) in accordance with regulations.

Article 56. Extension of operations

1. The Board of Directors must convene a meeting of the General Meeting of Shareholders at least 7 months before the expiration of the Company's operational term so that shareholders can vote on the proposal for extending the Company's operations.

2. The operational term is extended if at least 65% of the total votes of shareholders attending the General Meeting of Shareholders agree to the proposal.

Article 57. Liquidation

1. At least six (06) months before the expiration of the Company's operational term or after a decision to dissolve the Company, the Board of Directors must establish a Liquidation Committee consisting of three (03) members. Two (02) members are appointed by the General Meeting of Shareholders, and one (01) member is appointed by the Board of Directors from an independent audit firm. The Liquidation Committee prepares its operational regulations. The members of the Liquidation Committee may be selected from the Company's employees or independent experts. All liquidation-related expenses are to be prioritized and paid by the Company before any other debts.

2. The Liquidation Committee is responsible for reporting to the business registration authority the date of establishment and the start date of its operations. From that point onward, the Liquidation Committee represents the Company in all liquidation-related matters before the Court and administrative agencies.

3. The funds obtained from the liquidation will be paid in the following order:

a) Liquidation expenses;

b) Employee-related debts, including wages, severance pay, social insurance, and other benefits according to the collective labor agreement and individual employment contracts;

c) Tax liabilities;

d) Other company debts;

e) Any remaining funds, after settling all the debts in items (a) to (d), will be distributed to the shareholders. Preference shares will be paid first.

XIX. INTERNAL DISPUTE RESOLUTION

Article 58. Internal dispute resolution

1. In the event of a dispute or complaint arising related to the Company's operations or the rights and obligations of the shareholders under the Company's Charter, the Law on Enterprises, other relevant laws, or agreements between:

a) Shareholders and the Company;

b) Shareholders and the Board of Directors, the Supervisory Board, the CEO, or other executives.

The parties involved should attempt to resolve the dispute through negotiation. Except in cases where the dispute involves the Board of Directors or the Chairman of the Board, the Chairman will preside over the dispute resolution and require each party to present relevant information within twenty (20) working days from the date the dispute arises. In cases involving the Board of Directors or the Chairman, any party may request the Board of Directors to appoint an independent expert to mediate and facilitate the dispute resolution process.

2. If the dispute resolution result is not agreed upon by the parties, any party has the right to bring the matter before a competent People's Court for resolution.

XX. AMENDMENT AND SUPPLEMENTATION OF THE CHARTER

Article 59. Amendment and supplementation of the Charter

1. Any amendments or supplements to this Charter must be considered and approved by the General Meeting of Shareholders.

2. In case the law contains provisions related to the Company's operations not mentioned in this Charter or if there are new legal regulations that differ from the provisions in this Charter, such legal provisions shall apply to regulate the Company's operations.

XXI. EFFECTIVE DATE

Article 60. Effective date

1. This Charter consists of 21 chapters and 60 articles, which were approved by the 2026 Annual General Meeting of Shareholders of Khanh Hoa Power Joint-Stock Company on June 11th, 2026 in Khanh Hoa Province. The full text of this Charter is approved and takes effect on the same day. Pursuant to the authorization granted by the 2026 Annual General Meeting of Shareholders, the Board of Directors of Khanh Hoa Power Joint Stock Company subsequently approved an amendment to the provision on charter capital on August 6th, 2026.

2. The Charter is made in two copies, each having equal validity and is stored at the Company.

3. Copies or excerpts of the Company's Charter must be signed by the Chairman of the Board of Directors or at least half of the total members of the Board of Directors or the legal representative to be valid.

LEGAL REPRESENTATIVE
GENERAL DIRECTOR

(Signed, sealed)

Nguyen Hai Duc

Appendix
LIST OF FOUNDING SHAREHOLDERS
KHANH HOA POWER JOINT-STOCK COMPANY

No.	Full name	Address	Number of shares owned	Shareholding percentage
1	Vietnam Electricity Corporation	18 Tran Nguyen Han Street, Ha Noi	8,324,280	51%
2	Cao Thuy	9A Le Thanh Ton Street, Nha Trang City, Khanh Hoa Province	22,300	0.14%
3	Bui Quang Hung	53A Yersin Street, Nha Trang City, Khanh Hoa Province	20,000	0.12%
4	Cao Thanh Duc	55 Cao Ba Quat Street, Nha Trang City, Khanh Hoa Province	21,050	0.13%

Note: Information on the founding shareholders is set out in the appendix to the Company's Articles of Association, as first issued on June 15, 2005.