

**TAN BIEN RUBBER
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 1182/CSTB-TCKT

Tay Ninh, September 15, 2026

INFORMATION DISCLOSURE

To:

- Hanoi Stock Exchange.
- The State Securities Commission of Vietnam

1. Organization name: Tan Bien Rubber Joint Stock Company

- Stock code: RTB

- Address: Group 2, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province.

- Telephone: (0276) 3875193

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- Email: tbrc@tabiruco.vn

2. Details of Information Disclosure:

Board of Directors Decision No. 281/QD-HDQTCSTB dated September 14, 2026, on the promulgation of the Charter of Organization and Operation (amended and supplemented) of Tan Bien Rubber Joint Stock Company.

3. This information has been published on the company's website on September 15, 2026 at the link: <http://www.tabiruco.vn/quan-he-co-dong/>

We hereby certify that the information disclosed above is true and we take full responsibility before the law for the content of the disclosed information.

*** Attached documents:**

- Board of Directors Decision No. 281/QD-HDQTCSTB dated September 14, 2026;
- The Charter of Organization and Operation (amended and supplemented).

Authorized Person to Disclose Information
(Sign, print full name, stamp)



Nguyễn Trần Thiên Phúc

VIETNAM RUBBER GROUP
TAN BIEN RUBBER JOINT STOCK COMPANY

No.: 281/QĐ-HĐQTCS TB

TRANSLATES

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Tay Ninh, September 14, 2026

DECISION

egarding the issuance of the Charter on Organization and Operation (amended and supplemented) of Tan Bien Rubber Joint Stock Company

THE BOARD OF DIRECTORS OF TAN BIEN RUBBER JOINT STOCK COMPANY

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

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

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

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies under the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the vote-counting minutes dated September 10, 2026, regarding the solicitation of shareholders' opinions in writing;

Pursuant to Resolution No. 1138/NQ-ĐHĐCĐCSTB dated September 10, 2026, of the General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company (form: collecting written opinions of shareholders).

HEREBY DECIDES

Article 1. Issued together with this Decision is the amended and supplemented Charter on Organization and Operation, which was approved by the Company's General Meeting of Shareholders (form: collecting written opinions of shareholders) on September 10, 2026.

Article 2. This Decision shall take effect from September 10, 2026 and replace the Charter issued with Decision No. 194/QĐ-HĐQTCS TB dated July 01, 2026 of the Board of Directors of Tan Bien Rubber Joint Stock Company.

Article 3. Members of the Board of Directors, the General Director, Heads of departments, Heads of subordinate units, and related individuals shall be responsible for the implementation of this Decision./.

Recipients:

- As per Article 3;
- Company's Board of Supervisors;
- Archived: Clerical Dept, Secretariat of the BOD.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**

(signed and sealed)

Truong Van Cu

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness



TBRC

CHARTER

TAN BIEN RUBBER JOINT STOCK COMPANY

Issued in conjunction with Resolution No. 281/QĐ-HDQTCSTB

**Dated September 14, 2026 of the General Meeting of Shareholders of Tan Bien
Rubber Joint Stock Company**

Tay Ninh, September 14, 2026

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INTRODUCTION

This Charter was adopted pursuant to Resolution No. 1138/NQ-ĐHĐCĐCSTB of the Company's General Meeting of Shareholders dated September 10, 2026 (form: collecting written opinions of shareholders)

I. DEFINITIONS OF TERMS IN THE CHARTER

Điều 1. Interpretation of terms

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

- a) *Charter capital* is the total par value of shares sold or registered for purchase upon the establishment of the joint stock company and in accordance with Article 6 of this Charter;
- b) *Voting capital* is share capital, whereby the owner has the right to vote on matters under the decision-making authority of the General Meeting of Shareholders;
- c) *Law on Enterprises* is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments and supplements;
- d) *Law on Securities* is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments and supplements;
- e) *Vietnam* is the Socialist Republic of Vietnam;
- f) *Date of establishment* is the date on which the Company is granted the Enterprise Registration Certificate (Business Registration Certificate and equivalent valid documents) for the first time;
- g) *Business executives* are the General Director, Deputy General Director, and Chief Accountant appointed by the Board of Directors;
- h) *Business managers* are managers of the Company, including the Chairman of the Board of Directors, members of the Board of Directors, and the General Director appointed by the General Meeting of Shareholders or the Board of Directors;
- i) *Persons with family relationships* are as stipulated in Clause 22, Article 4 of the Law on Enterprises.
- j) *Affiliated persons* are individuals and organizations as stipulated in Clause 46, Article 4 of the Law on Securities;
- k) *Shareholders* are individuals and organizations owning at least one share of the joint stock company;
- l) *Founding shareholders* are shareholders owning at least one ordinary share and signing the list of founding shareholders of the joint stock company;
- m) *Major shareholders* are shareholders as stipulated in Clause 18, Article 4 of the Law on Securities;
- n) *Members of the Supervisory Board* are Supervisors;
- o) *Duration of operation* is the period of operation of the Company as stipulated in Article 2 of this Charter;
- p) *Stock Exchange* refers to the Vietnam Stock Exchange and its subsidiaries;

- q) *VSDC* is the Vietnam Securities Depository and Clearing Corporation;
- r) *Contact address* is the registered head office address for organizations; the permanent residence, workplace, or other address of an individual that such person registers with the enterprise to serve as a contact address;
- s) *Trade secret* means information regarding inventory volumes, costs, finance, and technological solutions and business techniques. Examples: Processes, techniques, and technical know-how in production; Customer information; Algorithms and processes implemented within the Company; Formulas for product manufacturing; Business strategies; Information regarding research and development activities;
- t) *Business secret* means information obtained from financial and intellectual investment activities, which has not been disclosed and is capable of being used in business. Examples: Formulas, samples, equipment, or sets of other information used for a certain period in an enterprise; technical information used in the goods production process; marketing, export, or sales strategies, or methods of document storage or business management processes and procedures, including software used for business activities.

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

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

II. NAME, FORM, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, DURATION OF OPERATION, AND LEGAL REPRESENTATIVE OF THE COMPANY

Điều 2. Name, form, head office, branches, representative offices, business locations, and duration of operation of the Company

1. Name of company

- Name of company in Vietnamese: CÔNG TY CỔ PHẦN CAO SU TÂN BIÊN
- Name of company in English: TAN BIEN RUBBER JOINT STOCK COMPANY
- Abbreviated name of company: TBRC

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

3. Registered head office of the Company:

- Address of head office: Group 2, Tan Hiep Hamlet, Tan Hoi Commune, Tay Ninh Province
- Telephone: (0276) 3875 193
- Fax: (0276) 3875 307
- E-mail: tbrc@tabiruco.vn
- Website: www.tabiruco.vn

4. The Company may establish branches and representative offices at business locations to carry out the Company's operational objectives in accordance with the Decision of the Board of Directors and within the scope permitted by law.

5. Unless terminated before the term specified in Clause 2, Article 55, the duration of operation of the Company is indefinite.

Điều 3. Legal representative of the Company

1. The Company has 02 legal representatives, including:

- Chairman of the Board of Directors.
- General Director.

2. Powers and obligations of the Legal representative:

a. Represent the Company in exercising rights and obligations arising from the Company's transactions, represent the Company as the requester for civil case settlement, plaintiff, defendant, or person with related interests and obligations before Arbitration or Court, and other rights and obligations as prescribed by law.

b. Exercise assigned rights and obligations honestly, prudently, and in the best manner to ensure the legitimate interests of the Company.

c. Be loyal to the interests of the Company; not abuse position, title, or use information, know-how, business opportunities, or assets of the Company for personal gain or to serve the interests of other organizations or individuals.

d. Notify the Board of Directors of the Company promptly, fully, and accurately about enterprises in which they or their affiliated persons own or have controlling shares or capital contributions.

e. Be personally responsible as prescribed by law for damages caused to the Company due to violations of the above responsibilities and obligations.

3. The Company must ensure that there is always at least one legal representative residing in Vietnam. In the event that there is only one legal representative residing in Vietnam remaining, this individual, upon exiting Vietnam, must grant a written authorization to another person residing in Vietnam to exercise the rights and perform the obligations of the legal representative.

4. In case the authorization expires and the Legal representative of the Company has not returned to Vietnam and there is no other authorization, the authorized person shall continue to exercise the rights and obligations of the Legal representative of the Company within the authorized scope until the Legal representative of the Company returns to work, or until the Board of Directors decides to appoint another person as a replacement.

5. In case of absence from Vietnam for more than thirty (30) days without authorizing another person to exercise the rights and duties of the Legal representative of the Company, the Board of Directors shall appoint another person as the Legal representative of the Company.

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

Điều 4. Operational objectives of the Company

1. The Company's main business lines are:

- Rubber tree cultivation (Industry code 0125 (Main));
- Cultivation support service activities (Industry code 0161);
- Other financial service activities not elsewhere classified (except insurance and pension fund activities) (Industry code 6499);
- Sawing, planing, and preserving wood (Industry code 1610);
- Retail sale of other new goods (except automobiles, motorcycles, motorbikes, and auxiliary parts) (Industry code 4773);
- Other support service activities related to transportation (Industry code 5229);
- Real estate business, land lease right owned, used, or leased (Industry code 6810);
- Road construction (Industry code 4212);
- Manufacture of pesticides and other chemical products for agricultural use (Industry code 2021);
- Poultry farming (Industry code 0146);
- Fruit tree cultivation (Industry code 0121);
- Buffalo and cattle farming and production of buffalo and cattle breeds (Industry code 0141);
- Cultivation of perennial spice, medicinal, and aromatic plants (Industry code 0128);
- Cultivation of other perennial crops (Industry code 0129);
- Propagation and care of perennial seedlings (Industry code 0132);
- Animal husbandry service activities (Industry code 0162);
- Post-harvest service activities (Industry code 0163);
- Manufacture of other wood products; manufacture of products from bamboo, rattan, straw, and plaiting materials (Industry code 1629);
- Manufacture of wooden beds, cabinets, tables, and chairs (Industry code 3101);
- Wholesale of other household goods (Industry code 4649);
- Mining of stone, sand, gravel, and clay (Industry code 0810);
- Electricity generation from non-renewable energy sources (Industry code 3511);
- Electricity transmission and distribution (Industry code 3513);
- Forestry, forest care, and forest nursery (Industry code 0210);
- Logging (Industry code 0220)
- Cultivation of other annual crops (Industry code 0119);
- Seed processing for propagation (Industry code 0164);
- Processing and preserving fruits and vegetables (Industry code 1030);
- Manufacture of plywood, veneer, laminated board, and other thin boards (Industry code 1621);
- Manufacture of wooden construction products (Industry code 1622);
- Freight transport by road (Industry code 4933);
- Other road passenger transport (Industry code 4932);

- Manufacture of primary plastic and synthetic rubber (Industry code 2013);
- Manufacture of fertilizers and nitrogen compounds (Industry code 2012);
- Wholesale of raw agricultural and forestry products (except wood, bamboo, rattan) and live animals (Industry code 4620);
- Manufacture of wooden packaging (Industry code 1623);
- Wholesale of other construction materials and installation equipment (Industry code 4673);
- Manufacture of non-alcoholic beverages, mineral water (Industry code 1105);
- Manufacture of metal tanks, reservoirs, and containers (Industry code 2512);
- Manufacture of other metal products not elsewhere classified (Industry code 2599);
- Manufacture of plastic products (Industry code 2220);
- Other specialized wholesale not elsewhere classified (Industry code 4679);
- Water collection, treatment and supply (Industry code 3600);
- Sewerage and wastewater treatment (Industry code 3700);
- Construction of other civil engineering projects (Industry code 4299);
- Combined facilities support activities (Industry code 8110);

2. Operational objectives of the Company:

The Company's operational objective is Profitable business; preservation and development of equity; ensuring dividend distribution to shareholders and ensuring employment, material and spiritual life for employees.

Điều 5. Scope of business and operations of the Company

The Company is permitted to conduct business activities according to the industries and trades specified in this Charter that have been registered, notified of changes in registration content with the business registration authority, and announced on the National Business Registration Portal. In case the Company conducts conditional business investment lines, the Company must meet all business conditions as prescribed by the Law on Investment and relevant specialized laws.

IV.CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Điều 6. Charter capital, shares, founding shareholders

1. The Charter capital of the Company is 879,450,000,000 VND (in words: Eight hundred seventy-nine billion, four hundred fifty million VND).

The total Charter capital of the Company is divided into 87,945,000 shares with a par value of 10,000 VND/share.

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

3. The Company's shares as of the date of approval of this Charter are ordinary shares. The rights and obligations of shareholders holding shares are specified in Article 12 and Article 13 of this Charter.

4. The Company may issue other types of preference shares upon approval by the General Meeting of Shareholders and in accordance with the provisions of the law.

5. The Company officially operates in the form of a Joint Stock Company under the Enterprise Registration Certificate No. 3900242832, first issued by the Tay Ninh Department of Finance on December 21, 2009. Pursuant to the provisions of the Law on Enterprises, as of now, the transfer restriction period for ordinary shares held by founding shareholders has expired.

6. Offering of shares

Offering of shares is the act of the company increasing the number of shares authorized to be offered and selling such shares during its operation to increase its Charter Capital.

Offering of shares may be carried out in one of the following forms:

- a) Offering to existing shareholders.
- b) Public offering.
- c) Private placement of shares.
- d) Other forms as decided by the General Meeting of Shareholders.

Ordinary shares shall be prioritized for offering to existing shareholders in proportion to their ownership of ordinary shares in the Company, unless otherwise decided by the General Meeting of Shareholders. The number of shares not registered for purchase by shareholders shall be decided by the Board of Directors of the Company. The Board of Directors may distribute such shares to shareholders and other persons on conditions not more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders or otherwise provided by securities laws.

7. The Company may purchase shares already issued by the Company itself in the manners prescribed in this Company Charter and current laws.

8. The Company may issue other types of securities in accordance with the provisions of the law.

9. The maximum foreign ownership ratio in Tan Bien Rubber Joint Stock Company is: 0%.

Điều 7. Share certificate

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

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

3. A shareholder shall be issued a share certificate within 07 days from the date the VSDC notifies that it has received a complete application for transfer of share ownership in accordance with the law, or within 02 months from the date of full payment for the shares as prescribed in the Company's share issuance plan (or other period as stipulated in the

issuance terms). The shareholder shall be issued the share certificate. The shareholder is not required to pay the Company for the costs of printing the share certificate.

4. In case a share certificate is lost, damaged, or destroyed in other forms, the shareholder shall be issued a replacement share certificate by the Company upon the shareholder's request. The shareholder's request must include the following details:

- a) Information regarding the share certificate that has been lost, damaged, or destroyed in other forms;
- b) Commitment to take responsibility for any disputes arising from the re-issuance of the new share certificate.

5. In case the Company cancels its securities registration at VSDC, the Company shall re-issue share certificates to shareholders within thirty (30) days from the effective date of the cancellation of securities registration as notified by VSDC.

Điều 8. Other securities certificates

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

Điều 9. Transfer of shares

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

Điều 10. Redemption of shares

1. In case a shareholder does not pay the full amount due for the purchase of shares on time, the Board of Directors shall notify and have the right to require such shareholder to pay the remaining amount and be liable corresponding to the total par value of the shares registered for purchase for the Company's financial obligations arising from the failure to make full payment.
2. The aforementioned payment notice must clearly state the new payment deadline (at least 07 days from the date of sending the notice), the place of payment, and the notice must clearly state that in case of failure to pay as required, the unpaid shares shall be redeemed.
3. The Board of Directors has the right to redeem shares that have not been fully paid for on time in case the requirements in the aforementioned notice are not met.
4. Redeemed shares are considered shares authorized to be offered as prescribed in Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly or authorize the sale or redistribution under such conditions and in such manner as the Board of Directors deems appropriate.

5. A shareholder holding redeemed shares must relinquish their status as a shareholder with respect to those shares, but shall remain liable corresponding to the total par value of the shares registered for purchase for the Company's financial obligations arising at the time of redemption as decided by the Board of Directors from the date of redemption until the date of payment. The Board of Directors has full authority to decide on the forced payment of the full value of the shares at the time of redemption.

6. A notice of redemption shall be sent to the holder of the shares to be redeemed before the time of redemption. The redemption shall remain effective even in case of errors or negligence in sending the notice.

V. ORGANIZATIONAL STRUCTURE, MANAGEMENT, AND CONTROL

Điều 11. Organizational structure, management, and control

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

1. The General Meeting of Shareholders.
2. The Board of Directors, the Board of Supervisors
3. The General Director

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Điều 12. Rights of shareholders

1. Ordinary shareholders have the following rights:
 - a) To attend and speak at meetings of the General Meeting of Shareholders and exercise the right to vote directly or through an authorized representative or other forms as prescribed by the Company Charter and the law. Each ordinary share has one vote;
 - b) To receive dividends at the rate decided by the General Meeting of Shareholders;
 - c) To be prioritized to purchase new shares in proportion to their ownership of ordinary shares in the Company;
 - d) To freely transfer their shares to others, except in cases prescribed in Clause 3, Article 120, Clause 1, Article 127 of the Law on Enterprises and other relevant provisions of the law;
 - e) To examine, look up, and extract information regarding the name and contact address in the list of shareholders with voting rights; to request the correction of inaccurate information. The provision of information shall be in accordance with the process detailed in the Regulations on Corporate Governance;
 - f) To examine, look up, extract, or copy the Company Charter, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders. The provision of information shall be in accordance with the process detailed in the Regulations on Corporate Governance;
 - g) Upon the dissolution or bankruptcy of the Company, to receive a portion of the remaining assets corresponding to their share ownership ratio in the Company;
 - h) To request the Company to redeem their shares in cases prescribed in Article 132 of the Law on Enterprises;

- i) To be treated equally. Each share of the same type shall grant the shareholder owning it equal rights, obligations, and benefits. In case the Company has different types of preference shares, the rights and obligations attached to such preference shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;
- j) To have full access to periodic and extraordinary information disclosed by the Company in accordance with the law;
- k) To have their legal rights and interests protected; to request the suspension or cancellation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the Law on Enterprises;
- l) Other rights as prescribed by law and this Company Charter.

2. Shareholders or groups of shareholders holding 05% or more of the total number of ordinary shares have the following rights:

- a) To request the Board of Directors to convene a meeting of the General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises;
- b) To examine, look up, and extract minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, and contracts and transactions that must be approved by the Board of Directors, excluding documents related to the Company's trade secrets and business secrets. The provision of information shall be in accordance with the process detailed in the Regulations on Corporate Governance;
- c) To request the Board of Supervisors to inspect specific issues related to the management and operation of the Company when deemed necessary. The request must be in writing and must include the following details: full name, contact address, nationality, and legal identification documents for individual shareholders; name, enterprise identification number or legal identification documents, and head office address for institutional shareholders; the number of shares and the time of share registration of each shareholder, the total number of shares of the group of shareholders, and the ownership ratio in the total number of shares of the Company; the issue to be inspected, and the purpose of the inspection;
- d) Propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least 05 working days before the opening date. The proposal must clearly state the shareholder's name, the number of each type of share held by the shareholder, and the matter proposed for inclusion in the agenda;
- e) Other rights as prescribed by law and this Charter.

3. A shareholder or a group of shareholders holding 10% or more of the total ordinary shares shall have the right to nominate candidates to the Board of Directors and the Board of Supervisors. The nomination of candidates to the Board of Directors and the Board of Supervisors shall be conducted as follows:

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

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

Điều 13. Obligations of shareholders

Ordinary shareholders shall have the following obligations:

1. To pay in full and on time for the shares committed to be purchased.
2. Not to withdraw capital contributed by ordinary shares from the Company in any form, except where shares are repurchased by the Company or other persons. In case a shareholder withdraws part or all of the contributed share capital contrary to the provisions of this Clause, that shareholder and the related persons in the Company shall be jointly and severally liable for the Company's debts and other property obligations within the value of the withdrawn shares and any damages incurred.
3. To comply with the Company Charter and the Company's internal regulations approved by the GMS.
4. To comply with the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors.
5. To keep confidential the information provided by the Company in accordance with the Company Charter and the law; to use the provided information only for the purpose of exercising and protecting their legitimate rights and interests; it is strictly prohibited to disseminate, copy, or send the information provided by the Company to other organizations or individuals.
6. To attend the General Meeting of Shareholders and exercise the right to vote/elect through the following forms:
 - a) Attending and voting/electing directly at the meeting;
 - b) Authorizing other individuals or organizations to attend and vote/elect at the meeting;
 - c) Attending and voting/electing via online conference, electronic voting, or other electronic forms;
 - d) Sending voting/election ballots to the meeting via mail, fax, or email;
7. To be personally responsible when acting on behalf of the Company in any form to commit any of the following acts:

- a) Violating the law;
 - b) Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;
 - c) Paying off undue debts before financial risks to the Company.
8. To fulfill other obligations as prescribed by current law.

Điều 14. General Meeting of Shareholders

1. The General Meeting of Shareholders consists of all shareholders with voting rights and is the highest decision-making body of the Company. The General Meeting of Shareholders shall hold an annual meeting once a year within four (04) months from the end of the fiscal year. The Board of Directors may decide to extend the annual General Meeting of Shareholders in necessary cases, but not exceeding 06 months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue for the General Meeting of Shareholders shall be determined as the place where the chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors shall convene the annual General Meeting of Shareholders and select a suitable venue. The annual General Meeting of Shareholders shall decide on matters as prescribed by law and the Company Charter, especially approving the audited annual financial statements. In case the Company's annual financial statement audit report contains material exceptions, adverse audit opinions, or disclaimers, the Company must invite the representative of the approved auditing firm that audited the Company's financial statements to attend the annual General Meeting of Shareholders, and the aforementioned representative of the approved auditing firm shall be responsible for attending the Company's annual General Meeting of Shareholders.

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

- a) The Board of Directors deems it necessary for the interests of the Company;
- b) The number of remaining members of the Board of Directors or the Board of Supervisors is less than the minimum number required by law, or the number of members of the Board of Directors is reduced by more than one-third compared to the number prescribed in the Charter;
- c) At the request of a shareholder or a group of shareholders as specified in Clause 2, Article 115 of the Law on Enterprises; the request to convene the General Meeting of Shareholders must be made in writing, clearly stating the reasons and purposes of the meeting, and must be signed by the relevant shareholders, or the request document may be prepared in multiple copies and collect sufficient signatures of the relevant shareholders;
- d) At the request of the Board of Supervisors;
- e) Other cases as prescribed by law and this Charter.

4. Convening an extraordinary General Meeting of Shareholders

- a) The Board of Directors must determine the opening date of the General Meeting of Shareholders within 60 days from the date the number of remaining members of the Board of Directors or the Board of Supervisors is as specified in Point b, Clause 3 of this Article, or from the date of receiving the request specified in Point c and Point d, Clause 3 of this Article.
- b) In case the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, then within the next 30 days, the Board of Supervisors shall replace the Board of Directors to convene the General Meeting of Shareholders in accordance with Clause 3, Article 140 of the Law on Enterprises;
- c) In case the Board of Supervisors fails to convene the General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, then the shareholder or group of shareholders specified in Point c, Clause 3 of this Article shall have the right to request the Company's representative to convene the General Meeting of Shareholders in accordance with the Law on Enterprises;
In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the order and procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. These costs do not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.
- d) Procedures for organizing the General Meeting of Shareholders as prescribed in Clause 5, Article 140 of the Law on Enterprises.

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

1. The General Meeting of Shareholders shall have the following rights and obligations:
 - a) Approving the Company's development orientation;
 - b) Deciding on the types of shares and the total number of shares of each type authorized to be offered; deciding on the annual dividend rate for each type of share;
 - c) Electing, dismissing, and removing members of the Board of Directors and members of the Board of Supervisors;
 - d) Deciding on the investment or sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statements;
 - e) Deciding on amendments and supplements to the Company Charter;
 - f) Approving annual financial statements;
 - g) Deciding on the repurchase of more than 10% of the total sold shares of each type;
 - h) Considering and handling violations by members of the Board of Directors and members of the Board of Supervisors that cause damage to the Company and its shareholders;
 - i) Deciding on the reorganization or dissolution of the Company;
 - j) Deciding on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;

- k) Approving/Amending and supplementing the Internal Regulations on Corporate Governance; the Regulations on Operation of the Board of Directors; and the Regulations on Operation of the Board of Supervisors;
- l) Approving the list of approved auditing firms; deciding on the approved auditing firm to perform the audit of the Company's operations; and dismissing the approved auditor when deemed necessary;
- m) The number of members of the Board of Directors and the Board of Supervisors;
- n) Splitting, separating, consolidating, merging, or converting the Company;
- o) The Company entering into contracts or transactions with subjects specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total asset value of the Company recorded in the most recent financial statements;
- p) Approving transactions as prescribed in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;
- q) Other rights and obligations as prescribed by law.

2. The annual 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 the performance results of the Board of Directors and each member of the Board of Directors;
- d) The report of the Board of Supervisors on the Company's business results and the performance results of the Board of Directors and the General Director;
- e) The self-assessment report on the performance results of the Board of Supervisors and its members;
- f) The dividend rate for each share of each type;
- g) Other matters in accordance with the provisions of the law and this Charter.

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

Điều 16. Authorization to attend the General Meeting of Shareholders

1. A shareholder or an authorized representative of a corporate shareholder may attend the meeting in person or authorize one or more other individuals or organizations to attend the meeting or attend via one of the forms specified in Clause 3, Article 144 of the Law on Enterprises, in accordance with the following specific provisions:

- a) For a shareholder being an individual, they may only authorize a maximum of one (01) authorized representative to attend the meeting. The shareholder who has granted this authorization shall not be permitted to attend the meeting even in the case of partial authorization to the authorized representative.
- b) For a shareholder being an organization, the authorization shall be carried out as follows:

- A shareholder holding less than 1% of the total ordinary shares has the right to authorize a maximum of one (01) person to attend the General Meeting of Shareholders;
- A shareholder holding from 1% to less than 10% of the total ordinary shares has the right to authorize a maximum of two (02) persons to attend the meeting;
- A shareholder holding 10% or more of the total ordinary shares has the right to authorize a maximum of three (04) persons to attend the meeting.

In case there is more than one authorized representative, the number of shares and votes authorized for each representative must be specifically determined. In case the number of shares and corresponding votes for each authorized representative is not specifically determined, the number of shares and votes shall be divided equally among the number of authorized representatives, and any fractional shares (if any) shall be prioritized in alphabetical order by the name of the authorized representative.

2. The authorization for an individual or organization to represent a shareholder at the General Meeting of Shareholders as specified in Clause 1 of this Article must be made in writing. The power of attorney shall be prepared in accordance with the civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of the authorization, the scope of the authorization, the duration of the authorization and bear the signatures (with handwritten full names or digital signatures), and the seal (if it is an organization) of both the authorizing party and the authorized party.

The person authorized to attend the General Meeting of Shareholders must submit the power of attorney when registering to attend the meeting. The authorized recipient shall not sub-authorize any other person.

3. The voting ballot/ballot of the authorized person attending the meeting within the scope of the authorization shall remain valid when one of the following cases occurs:

- a) The authorizing party is deceased, has limited civil act capacity, or has lost civil act capacity;
- b) The authorizing party has revoked the authorization designation;
- c) The authorizing party has revoked the authority of the person performing the authorization.

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

Điều 17. Variation of rights

1. The variation or cancellation of special rights attached to a class of preference shares shall be effective when approved by shareholders representing 65% or more of the total voting shares of all shareholders attending the meeting. A Resolution of the General Meeting of Shareholders regarding content that adversely changes the rights and obligations of shareholders owning preference shares shall only be passed if approved by shareholders

owning 75% or more of the total preference shares of that class attending the meeting, or approved by shareholders owning 75% or more of the total preference shares of that class in the case of passing a resolution via written opinion collection.

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

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

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

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

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

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

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

g) Other tasks serving the meeting.

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

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

4. A shareholder or group of shareholders as specified in Clause 2, Article 12 of this Charter has the right to propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and must be sent to the Company at least 05 working days before the opening date of the meeting. The proposal must clearly state the name of the shareholder, the quantity of each class of shares held by the shareholder, contact address, nationality, Citizen Identity Card number, Identity Card, Passport, or other legal personal identification for shareholders being individuals; name, enterprise code or decision on establishment number, address of head office for shareholders being organizations; the quantity and class of shares held by that shareholder, and the matter proposed to be included in the meeting agenda.

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

- a) The proposal is sent not in accordance with the provisions of Clause 4 of this Article;
- b) At the time of the proposal, the shareholder or group of shareholders does not hold at least 5% of ordinary shares or more as specified in Clause 2, Article 12 of this Charter;
- c) The proposed matter does not fall within the decision-making authority of the General Meeting of Shareholders;
- d) Other cases as prescribed by law and this Charter.

6. The person convening the General Meeting of Shareholders must accept and include the proposal specified in Clause 4 of this Article into the expected agenda and content of the meeting, except for the cases specified in Clause 5 of this Article; the proposal shall be

officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Điều 19. Conditions for conducting the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be conducted when there is a number of shareholders attending representing more than 50% of the total voting shares.
2. In case the first meeting does not meet the conditions for conduct as prescribed in Clause 1 of this Article, the notice for the second meeting shall be sent within 30 days from the intended date of the first meeting. The second General Meeting of Shareholders shall be conducted when the number of shareholders attending represents 33% or more of the total voting shares.
3. In case the second meeting does not meet the conditions for conduct as prescribed in Clause 2 of this Article, the notice for the third meeting shall be sent within 30 days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of voting shares of the shareholders attending the meeting.

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

1. Before opening the meeting, the Company shall conduct shareholder registration procedures and shall continue registration until all shareholders entitled to attend the meeting have registered, following the sequence below:
 - a) Upon shareholder registration, the Company shall issue to each shareholder or authorized representative with voting rights a voting card/ballot, on which the registration number, full name of the shareholder, full name of the authorized representative, and the number of voting shares/votes of that shareholder are recorded. The General Meeting of Shareholders shall discuss and vote on each issue in the meeting agenda. Voting shall be conducted by voting in favor, against, or abstaining. The vote counting results shall be announced by the Chairperson/Vote Counting Committee immediately before the closing of the meeting. The General Meeting shall elect the persons responsible for counting or supervising the vote counting as proposed by the Chairperson. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the meeting Chairperson;
 - b) Shareholders, authorized representatives of institutional shareholders, or authorized persons arriving after the meeting has opened shall have the right to register immediately and then participate and vote/elect at the meeting right after registration. The Chairperson shall not be responsible for pausing the meeting to allow late-arriving shareholders to register, and the validity of matters already voted/elected upon shall remain unchanged.
2. The election of the Chairperson, Secretary, Committee for Verification of Shareholder Eligibility/Delegates, and the Vote Counting Committee shall be prescribed as follows:

a) The Chairman of the Board of Directors shall act as the Chairperson or authorize another member of the Board of Directors to act as the Chairperson of the General Meeting of Shareholders convened by the Board of Directors. In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to act as the meeting Chairperson by majority principle. In case no Chairperson can be elected, the Head of the Board of Supervisors shall preside over the General Meeting of Shareholders to elect a meeting Chairperson from among those present, and the person with the highest number of votes shall act as the meeting Chairperson;

b) Except for the case prescribed in Point a of this Clause, the person signing the notice to convene the General Meeting of Shareholders shall preside over the General Meeting of Shareholders to elect a meeting Chairperson, and the person with the highest number of votes shall act as the meeting Chairperson;

c) The Chairperson shall appoint one or more persons to act as meeting secretary; the person convening the General Meeting of Shareholders shall appoint one or more persons to act as the Committee for Verification of Shareholder Eligibility/Delegates to serve the meeting;

d) The General Meeting of Shareholders shall elect one or more persons to the vote counting committee as proposed by the meeting Chairperson.

3. The program and content of the meeting shall be approved by the General Meeting of Shareholders during the opening session. The program shall specify in detail the time for each issue in the meeting agenda.

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

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

b) Ensuring safety for all persons present at the meeting venues;

c) Creating conditions for shareholders to attend (or continue to attend) the meeting. The person convening the General Meeting of Shareholders shall have full authority to change the aforementioned measures and apply all necessary measures. The applied measures may include issuing entry passes or using other forms of selection.

5. The General Meeting of Shareholders shall discuss and vote on each issue in the meeting agenda. Voting shall be conducted by voting in favor, against, or abstaining. The vote counting results shall be announced by the Chairperson immediately before the closing of the meeting.

6. Shareholders or authorized persons arriving after the meeting has opened shall still be allowed to register and have the right to participate and vote immediately after registration; in this case, the validity of matters already voted upon shall remain unchanged.

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

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

8. The Chairperson shall have the right to postpone a General Meeting of Shareholders that has sufficient registered attendees for a maximum of 03 working days from the intended opening date and shall only be allowed to postpone the meeting or change the meeting venue in the following cases:

- a) The meeting venue does not have sufficient convenient seating for all attendees;
- b) Communication facilities at the meeting venue do not ensure that attending shareholders can participate, discuss, and vote;
- c) There are attendees who obstruct or disrupt order, risking the meeting not being conducted fairly and lawfully.

9. In case the Chairperson postpones or pauses the General Meeting of Shareholders contrary to the provisions of Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among those present to replace the Chairperson and preside over the meeting until its conclusion; all resolutions passed at that meeting shall be legally effective.

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

Điều 21. Conditions for passing a Resolution of the General Meeting of Shareholders

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

- a) Types of shares and total number of shares of each type;
- b) Changing business lines and fields;
- c) Changing the Company's management organizational structure;
- d) Investment projects or sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statement, unless the Company Charter provides for a different percentage or value;

e) Reorganization or dissolution of the Company;

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

Note: In case of electing members of the Board of Directors and the Board of Supervisors, if the number of candidates is less than or equal to the number of members of the Board of Directors/Board of Supervisors to be elected, the election of members of the Board of Directors/Board of Supervisors may be conducted by cumulative voting as prescribed in Clause 3, Article 148 of the Law on Enterprises or by voting (in favor, against, abstaining). The voting percentage for approval by voting method shall be implemented according to Clause 2, Article 21 of the Company Charter.

3. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares shall be legal and effective even if the order and procedures for convening the meeting and passing such resolution violate the provisions of the Law on Enterprises and the Company Charter.

Điều 22. Authority and procedures for collecting written opinions from shareholders to pass a Resolution of the General Meeting of Shareholders

The authority and procedures for collecting written opinions from shareholders to pass a Resolution of the General Meeting of Shareholders shall be implemented according to the following provisions:

1. The Board of Directors shall have the right to collect written opinions from shareholders to pass a resolution of the General Meeting of Shareholders on the following issues:
 - a) Amending and supplementing the contents of the Company Charter;
 - b) Approving/amending and supplementing the Regulations on Corporate Governance; Regulations on Operation of the Board of Directors; Regulations on Operation of the Board of Supervisors;
 - c) The Company's development orientation;
 - d) Types of shares and total number of shares of each type;
 - e) Electing, dismissing, or removing members of the Board of Directors and the Board of Supervisors.
 - f) Investment projects or sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statement;
 - g) Approving the annual financial statement
 - h) Reorganization or dissolution of the Company.
 - i) Changing business lines and fields;
 - j) Changing the Company's management organizational structure;
 - k) Other issues as deemed necessary for the benefit of the Company.
2. The Board of Directors shall prepare the opinion collection form, the draft Resolution of the General Meeting of Shareholders, and documents explaining the draft resolution, and

send them to all shareholders with voting rights at least 10 days before the deadline for returning the opinion collection form. The requirements and methods for sending the opinion collection form and accompanying documents shall be implemented in accordance with the provisions of Clause 3, Article 18 of this Charter.

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

- a) Name, address of head office, enterprise identification number;
- b) Purpose of opinion collection;
- c) Full name, contact address, nationality, and legal identification document number of the individual for shareholders who are individuals; name, enterprise identification number or legal identification document number of the organization, and address of head office for shareholders who are organizations, or full name, contact address, nationality, and legal identification document number of the individual for the representative of a shareholder that is an organization; the number of shares of each type and the number of voting/election rights of the shareholder;
- d) Matter requiring opinion collection for decision-making;
- e) Voting options, including approval, disapproval, and no opinion for each matter requiring opinion collection;
- f) Election options (if any);
- g) Deadline for returning the completed opinion collection form to the Company;
- h) Full name and signature of the Chairman of the Board of Directors.

4. Shareholders may send the completed opinion collection form to the Company by mail, fax, or email according to the information registered with the Vietnam Securities Depository and Clearing Corporation (VSDC) in accordance with the following regulations:

- a) In case of sending by mail, the completed opinion collection form must bear the signature of the individual shareholder, or the authorized representative or legal representative of the shareholder that is an organization. The opinion collection form sent to the Company must be enclosed in a sealed envelope, and no one shall have the right to open it before the vote counting;
- b) In case of sending by fax or email, the opinion collection form sent to the Company must be kept confidential until the time of vote counting;
- c) Opinion collection forms sent to the Company after the deadline specified in the content of the opinion collection form, or which have been opened in the case of mail or disclosed in the case of fax or email, shall be invalid. An opinion collection form that is not returned shall be considered as a vote not participating in the voting.

5. The Board of Directors shall organize the vote counting and prepare a vote counting report under the witness of the Supervisory Board or a shareholder not holding a management position in the Company. The vote counting report must contain the following primary contents:

- a) Name, address of head office, enterprise identification number;
- b) Purpose and matters requiring opinion collection for passing a resolution;

- c) Number of shareholders with the total number of voting/election rights that have participated in the voting/election, distinguishing between the number of valid voting/election rights and the number of invalid voting/election rights, and the method of sending the voting/election form, accompanied by an appendix of the list of shareholders participating in the voting/election;
- d) Total number of votes for approval, disapproval, and no opinion for each matter, and the total number of votes for each candidate (if any);
- e) Matter that has been passed and the corresponding voting rate for approval;
- f) Full name and signature of the Chairman of the Board of Directors, the vote counter, and the vote counting supervisor.

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

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

7. The completed opinion collection forms, the vote counting report, the passed resolution, and related documents sent with the opinion collection form must all be kept at the Company's head office.

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

Điều 23. Resolution, Minutes of the General Meeting of Shareholders

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

- a) Name, address of head office, enterprise identification number;
- b) Time and location of the General Meeting of Shareholders;
- c) Meeting agenda and content of the meeting;
- d) Full name of the chairperson and secretary;
- e) Summary of the meeting proceedings and opinions expressed at the General Meeting of Shareholders regarding each matter in the meeting agenda;
- f) Number of shareholders and total number of voting rights of shareholders attending and voting, with an appendix of the list of registered shareholders and shareholder representatives attending the meeting with the corresponding number of shares and votes;

- g) Total number of votes for each matter, clearly stating the voting method, total number of valid and invalid votes, and votes for approval, disapproval, and no opinion; and the corresponding percentage of the total voting rights of shareholders attending the meeting;
- h) Summary of the number of votes for each candidate (if any);
- i) Matters that have been passed and the corresponding voting rate for approval;
- j) Full name and signature of the chairperson and secretary. In case the chairperson or secretary refuses to sign the meeting minutes, the minutes shall still be valid if signed by all other members of the Board of Directors attending the meeting and contain all the contents as prescribed in this Clause. The meeting minutes shall clearly state the refusal of the chairperson or secretary to sign the minutes.

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

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

4. The Resolution, Minutes of the General Meeting of Shareholders, the appendix of the list of shareholders registered to attend the meeting, the power of attorney for attending the meeting, all documents attached to the Minutes (if any), and related documents accompanying the meeting invitation must be kept at the Company's head office.

The Resolution, Minutes of the General Meeting of Shareholders, and accompanying documents must be disclosed in accordance with the law on information disclosure in the securities market.

Điều 24. Request for cancellation of a Resolution of the General Meeting of Shareholders

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

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

In case a shareholder or group of shareholders requests a Court or Arbitrator to cancel a resolution of the General Meeting of Shareholders in accordance with Article 151 of the Law on Enterprises, that resolution shall remain in effect until the decision of the Court or

Arbitrator to cancel that resolution takes effect, except for the application of emergency interim measures as decided by the competent authority.

VII. BOARD OF DIRECTORS

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

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

- a) Full name, date of birth;
- b) Qualification;
- c) Work experience;
- d) Other management positions (including positions on the Board of Directors of other companies);
- e) Interests related to the Company and related parties of the Company;
- f) Other information as prescribed by law (if any);

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

2. Shareholders or groups of shareholders holding 10% or more of the total ordinary shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company Charter. Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 1% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 65% may nominate a maximum of five (05) candidates; from 65% or more may nominate a maximum of seven (07) candidates. The nomination and candidacy of members of the Board of Directors are specified in detail in the Regulations on Corporate Governance.

3. In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient according to the provisions of Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall nominate additional candidates in accordance with the Company Charter, the Regulations on Corporate Governance, and the Regulations on Operation of the Board of Directors. The nomination of additional

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

4. In case the number of candidates nominated by the incumbent Board of Directors pursuant to Clause 3 of this Article is still insufficient, the Board of Directors shall disclose information regarding the insufficient number of candidates for the Board of Directors no later than five (05) days before the opening date of the General Meeting of Shareholders. The Board of Directors shall organize for other shareholders to nominate candidates in accordance with the Company Charter, the Regulations on Corporate Governance, and the Regulations on Operation of the Board of Directors. The organization of additional nominations by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

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

Điều 26. Composition and tenure of members of the Board of Directors

1. The number of Company Board of Directors members shall be from 03 (three) to 07 (seven).

2. The tenure of a member of the Board of Directors shall not exceed 05 years and may be re-elected for an unlimited number of terms. In case all members of the Board of Directors end their tenure at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

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

- The Board of Directors must ensure a minimum of 01 non-executive member if the Company has from 03 to 05 Board of Directors members; and a minimum of 02 non-executive members if the Company has from 06 to 07 Board of Directors members.
- The Board of Directors must ensure a minimum of 01 independent member if the Company has from 03 to 05 Board of Directors members; and a minimum of 02 independent members if the Company has from 06 to 07 Board of Directors members.

The Company shall minimize the number of Board of Directors members concurrently holding executive positions within the Company to ensure the independence of the Board of Directors.

4. A member of the Board of Directors shall no longer hold the status of a member of the Board of Directors in case they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.

A member of the Board of Directors shall still perform their full rights and obligations until the General Meeting of Shareholders approves the dismissal of such member of the Board of Directors, except for the right to attend and vote at meetings of the Board of Directors

and the right to receive remuneration as a member of the Board of Directors immediately upon the Company's receipt of notification regarding the following cases:

- The member of the Board of Directors has limited civil act capacity, has lost civil act capacity, or has difficulty in cognition and behavior control.
- The member of the Board of Directors is being prosecuted for criminal liability, is in temporary detention, is serving a prison sentence, is serving administrative handling measures at a compulsory rehabilitation center or compulsory education institution, or is prohibited by the Court from holding certain positions, practicing certain professions, or performing certain jobs.
- The Board of Directors has issued a Decision approving the receipt of the resignation letter of the member of the Board of Directors in accordance with Article 9 of the Regulations on Operation of the Board of Directors.

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

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

Điều 27. Powers and obligations of the Board of Directors

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

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

- a) Deciding on the strategy, medium-term development plan, and annual business plan of the Company;
- b) Proposing the types of shares and the total number of shares authorized to be offered for each type;
- c) Deciding on the sale of unsold shares within the scope of shares authorized to be offered for each type; deciding on raising additional capital in other forms;
- d) Deciding on the selling price of shares and bonds of the Company;
- e) Deciding on the repurchase of shares in accordance with Clause 1 and Clause 2, Article 133 of the Law on Enterprises;
- f) Deciding on investment plans and investment projects with an investment value of less than 35% of the total assets recorded in the most recent financial statement of the Company;
- g) Deciding on market development, marketing, and technology solutions;
- h) Approving contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the most recent financial statement of the Company, except for contracts and transactions under the decision-making authority of the General Meeting of Shareholders as prescribed in

Point d, Clause 2, Article 138, and Clause 1 and Clause 3, Article 167 of the Law on Enterprises;

- i) Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts, and terminating contracts with the General Director as prescribed by the Company Charter; deciding on salaries, remuneration, bonuses, and other benefits for managers; appointing authorized representatives to participate in the Board of Members or the General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of those persons;
- j) Supervising and directing the General Director and other managers in the daily business operations of the Company;
- k) Deciding on the organizational structure and internal management regulations of the Company; deciding on the establishment of Company's subsidiaries, branches, and representative offices, and the contribution of capital or purchase of shares in other enterprises;
- l) Approving the program and content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders, or collecting opinions for the General Meeting of Shareholders to pass a Resolution;
- m) Submitting the audited annual financial statement to the General Meeting of Shareholders;
- n) Proposing the dividend payout rate; deciding on the time limit and procedures for dividend payment or handling losses arising during the business process;
- o) Proposing the reorganization or dissolution of the Company; requesting bankruptcy of the Company;
- p) Deciding on the issuance of the Regulations on Operation of the Board of Directors and the Regulations on Corporate Governance after they are approved by the General Meeting of Shareholders; and the Regulations on information disclosure of the Company;
- q) Requesting the General Director, Deputy General Director, and other managers in the Company to provide information and documents regarding the financial situation and business operations of the Company and its entities.
- r) The requested manager must provide information and documents in a timely, complete, and accurate manner as requested by the member of the Board of Directors. The order and procedures for requesting and providing information are specified in the Regulations on Corporate Governance.
- s) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of the law, and the Company Charter.

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

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

1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and performance.
2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days required to complete the tasks of the member of the Board of Directors and the daily remuneration rate. The Board of Directors estimates the remuneration level for each member based on the principle of consensus. The total remuneration and bonus of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.
3. The remuneration of each member of the Board of Directors shall be included in the business expenses of the Company in accordance with the law on corporate income tax, presented as a separate item in the annual financial statement of the Company, and 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 of the Board of Directors working in sub-committees of the Board of Directors or performing other tasks outside the scope of normal duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump-sum fee per occasion, salary, commission, percentage of profit, or in other forms as decided by the Board of Directors.
5. Members of the Board of Directors shall be entitled to reimbursement of all travel, accommodation, and other reasonable expenses they have incurred in the performance of their duties as members of the Board of Directors, including expenses arising from attending meetings of the General Meeting of Shareholders, the Board of Directors, or subcommittees of the Board of Directors.
6. Members of the Board of Directors may be covered by liability insurance purchased by the Company upon approval by the General Meeting of Shareholders. This insurance shall not include coverage for liabilities of members of the Board of Directors related to violations of the law and the Company Charter.

Điều 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 shall not concurrently hold the position of General Director.
3. The Chairman of the Board of Directors shall have the following rights and obligations:
 - a) To prepare the program and operational plan of the Board of Directors;
 - b) To prepare the agenda, content, and documents for meetings; to convene, preside over, and chair meetings of the Board of Directors;
 - c) To organize the passing of resolutions and decisions of the Board of Directors;

- d) To supervise the organization and implementation of resolutions and decisions of the Board of Directors;
- e) To chair meetings of the General Meeting of Shareholders;
- f) Other rights and obligations as prescribed by the Law on Enterprises.

4. In case the Chairman of the Board of Directors submits a resignation letter or is dismissed or removed, the Board of Directors shall elect a replacement within 10 days from the date of receiving the resignation letter or the dismissal or removal.

5. In case the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she shall authorize in writing another member of the Board of Directors to perform the rights and obligations of the Chairman of the Board of Directors. In case there is no authorized person or the Chairman of the Board of Directors is deceased, missing, in temporary detention, serving a prison sentence, serving an administrative handling measure at a compulsory detoxification center or compulsory education institution, has fled from his/her place of residence, has limited or lost civil act capacity, has difficulty in cognition or behavior control, or is prohibited by the Court from holding certain positions or practicing certain professions, the remaining members shall elect one among them to hold the position of Chairman of the Board of Directors based on the principle of majority approval of the remaining members until a new decision is issued by the Board of Directors.

Điều 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 07 working days from the date of completion of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In case there is more than one member with the same highest number of votes or highest percentage of votes, the members shall elect by majority principle to choose 01 person among them to convene the meeting of the Board of Directors.

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

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

- a) Upon the request of the Supervisory Board;
- b) Upon the request of the General Director or at least 05 other managers;
- c) Upon the request of at least 02 members of the Board of Directors;
- d) Other cases when deemed necessary.

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

5. The Chairman of the Board of Directors shall send a meeting invitation notice to members of the Board of Directors within 07 working days from the date the Company

receives the request specified in Clause 3 of this Article and at least 03 working days before the meeting date. The meeting of the Board of Directors shall be held no later than 10 working days from the date the Company receives the request. In case the meeting of the Board of Directors is not convened as requested, the Chairman of the Board of Directors shall be responsible for any damages caused to the Company; the requester has the right to replace the Chairman of the Board of Directors to convene the meeting of the Board of Directors, with the convening procedure similar to that of the Chairman of the Board of Directors convening upon request.

6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors shall send a meeting invitation notice at least 03 working days before the meeting date. The meeting invitation notice shall specify the time, location, form of the meeting, agenda, and issues to be discussed and decided. The meeting invitation notice shall be accompanied by documents used at the meeting and the voting ballot of the member.

The meeting invitation notice for the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, or other methods as prescribed by the Company Charter and shall ensure it reaches the contact address of each member of the Board of Directors registered with the Company.

7. The Chairman of the Board of Directors or the person convening the meeting shall send the meeting invitation notice and accompanying documents to members of the Supervisory Board as is done for members of the Board of Directors.

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

8. A meeting of the Board of Directors shall be conducted when 3/4 or more of the total number of members attend. In case the meeting convened according to this Article does not have enough members to attend as prescribed, the Chairman of the Board of Directors shall send a second meeting invitation notice to members of the Board of Directors within 07 days from the intended date of the first meeting and at least 03 working days before the meeting date. The meeting of the Board of Directors shall be held no later than 10 days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors attend.

9. The Board of Directors shall pass resolutions and decisions by voting at the meeting, collecting written opinions, or other forms as prescribed by the Company Charter. Each member of the Board of Directors has one vote. A member of the Board of Directors shall be considered to attend and vote at the meeting in the following cases:

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

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

11. Voting

- a) Except as provided in Point b, Clause 11, Article 30, each member of the Board of Directors or the authorized person as prescribed in Clause 9 of this Article who is personally present at the meeting of the Board of Directors shall have one (01) vote;
- b) A member of the Board of Directors shall not vote on contracts, transactions, or proposals in which that member or a person related to that member has an interest, and such interest conflicts or may conflict with the interests of the Company.;
- c) A member of the Board of Directors who benefits from a contract as specified in Point a and Point b, Clause 6, Article 43 of this Charter shall be considered to have a significant interest in that contract;
- d) Members of the Supervisory Board have the right to attend meetings of the Board of Directors, have the right to discuss, but shall not have the right to vote.

12. A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is expected to be signed with the Company and knows that he/she is a person with an interest therein shall have the responsibility to disclose this interest at the first meeting of the Board of Directors discussing the signing of this contract or transaction. In case a member of the Board of Directors does not know that he/she and his/her related persons have an interest at the time the contract or transaction is signed with the Company, this member of the Board of Directors shall disclose the related interests at the first meeting of the Board of Directors held after this member knows that he/she has an interest or will have an interest in the above-mentioned transaction or contract.

13. Members shall fully attend meetings of the Board of Directors. A member may authorize another member of the Board of Directors or another person (who is not a member of the Board of Directors if approved by the majority of the members of the Board of Directors) to attend and vote.

14. Resolutions and decisions of the Board of Directors shall be passed if approved by the majority of the members attending the meeting; in case of a tie, the final decision shall belong to the side with the opinion of the Chairman of the Board of Directors.

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

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

16. A meeting of the Board of Directors may be organized in the form of an online conference between members of the Board of Directors when all or some members are in different locations, provided that each member participating in the meeting can:

- a) Listening to each other member of the Board of Directors participating in the meeting;
- b) Speaking with all other attending members simultaneously. Discussions between members may be conducted directly via telephone or other communication means, or a combination of these methods. A member of the Board of Directors participating in such a meeting shall be considered "present" at that meeting. The location of the meeting held under this provision shall be the location where the majority of the members of the Board of Directors are present, or the location where the Chairperson of the meeting is present.

Decisions passed during a meeting via telephone that is organized and conducted in a legitimate manner shall be effective immediately upon the conclusion of the meeting, but must be confirmed by the signatures of all members of the Board of Directors attending this meeting.

17. The Chairperson of the Board of Directors is responsible for sending the minutes of the Board of Directors meeting to the members, and such minutes shall be authentic evidence of the work conducted during the meeting unless there is an objection to the content of the minutes within ten (10) days from the date of sending. The minutes of the Board of Directors meeting shall be prepared in Vietnamese and may be prepared in English. The minutes must bear the signatures of the chairperson and the minute-taker.

Điều 31. Sub-committees under the Board of Directors

1. The Board of Directors may establish sub-committees to be in charge of development policy, human resources, remuneration, internal audit, and risk management. The number of members of a sub-committee shall be decided by the Board of Directors, with a minimum of 03 people, including members of the Board of Directors and external members. Non-executive members of the Board of Directors should constitute the majority in the sub-committee, and one of these members shall be appointed as the Head of the sub-committee according to the decision of the Board of Directors. The operation of the sub-committee must comply with the regulations of the Board of Directors. A resolution of the sub-committee shall only be effective when a majority of members attend and vote in favor at the sub-committee meeting.

2. The implementation of decisions of the Board of Directors or of sub-committees under the Board of Directors must be in accordance with current legal regulations and the provisions of the Company Charter and the Regulations on Corporate Governance.

Điều 32. Person in charge of Corporate Governance

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

2. The person in charge of corporate governance must not concurrently work for an approved auditing organization that is auditing the Company's financial statements.
3. The person in charge of corporate governance has the following rights and obligations:
 - c) Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and related tasks between the Company and shareholders;
 - d) Preparing for meetings of the Board of Directors, the Board of Supervisors, and the General Meeting of Shareholders at the request of the Board of Directors or the Board of Supervisors;
 - e) Advising on meeting procedures;
 - f) Attending meetings;
 - g) Advising on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;
 - h) Providing financial information, copies of minutes of Board of Directors meetings, and other information to members of the Board of Directors and members of the Board of Supervisors;
 - i) Supervising and reporting to the Board of Directors on the Company's information disclosure activities;
 - j) Acting as the contact point with stakeholders;
 - k) Maintaining confidentiality of information in accordance with legal regulations and the Company Charter;
 - l) Other rights and obligations as prescribed by law and this Charter.

VIII. GENERAL DIRECTOR, OTHER EXECUTIVES, AND COMPANY SECRETARY

Điều 33. Organizational structure of management

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

Điều 34. Business Executives

1. At the proposal of the General Director and with the approval of the Board of Directors, the Company may recruit other executives with numbers and standards suitable to the structure and management regulations of the Company as prescribed by the Board of Directors. Business executives shall be responsible for assisting the Company in achieving the set goals in operations and organization.
3. The General Director shall be paid a salary and bonus. The salary and bonus of the General Director shall be decided by the Board of Directors.
4. The salary of executives shall be included in the Company's business expenses in accordance with the law on corporate income tax, presented as a separate item in the

Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

Điều 35. Appointment, dismissal, rights, and obligations of the General Director

1. The Board of Directors shall appoint 01 member of the Board of Directors or hire another person as the General Director.
2. The General Director is the person who manages the daily business operations of the Company; is subject to the supervision of the Board of Directors; and is responsible to the Board of Directors and before the law for the performance of assigned rights and obligations.
3. The term of the General Director shall not exceed 05 years and may be re-appointed for an unlimited number of terms. The General Director must meet the standards and conditions prescribed in Clause 5, Article 162 of the Law on Enterprises.
4. The General Director has the following rights and obligations:
 - a) Deciding on matters related to the daily business operations of the Company that do not fall under the authority of the Board of Directors;
 - b) Organizing the implementation of resolutions and decisions of the Board of Directors;
 - c) Organizing the implementation of the Company's business plan and investment plan;
 - d) Proposing the organizational structure and internal management regulations of the Company;
 - e) Appointing, dismissing, and removing management positions in the Company, except for positions under the authority of the Board of Directors;
 - f) Deciding on salaries, bonuses, and other benefits for employees in the Company, including managers under the appointment authority of the General Director;
 - g) Recruiting employees;
 - h) Proposing plans for dividend payment or handling business losses;
 - i) The General Director is responsible to the Board of Directors and the General Meeting of Shareholders for the performance of assigned tasks and powers, and must report to these levels when requested.
 - j) Other rights and obligations as prescribed by law, the Company Charter, resolutions and decisions of the Board of Directors, and the labor contract signed with the Company.
5. The Board of Directors may dismiss the General Director when a majority of the members of the Board of Directors with voting rights attending the meeting approve, and appoint a new General Director as a replacement.

Điều 36. Company Secretary

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

- a) Assisting in organizing the convening of the General Meeting of Shareholders and Board of Directors meetings; recording meeting minutes;
- b) Assisting members of the Board of Directors in exercising assigned rights and obligations;
- c) Assisting the Board of Directors in applying and implementing corporate governance principles;
- d) Assisting the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; complying with obligations to provide information, disclose information, and administrative procedures
- e) Other rights and obligations as prescribed in the Company Charter and the Internal Regulations of the Company.

IX. BOARD OF SUPERVISORS

Điều 37. Candidacy and nomination of members of the Board of Supervisors

1. The candidacy and nomination of members of the Board of Supervisors shall be carried out similarly to the provisions in Clause 1, Article 25 of this Charter. Shareholders holding shares with voting rights have the right to aggregate their voting rights to nominate members of the Board of Supervisors. A shareholder or group of shareholders holding from 10% to less than 30% of shares with voting rights may nominate one (01) member of the Board of Supervisors; from 30% to less than 40% may nominate a maximum of two (02) members of the Board of Supervisors; from 40% to less than 50% may nominate a maximum of three (03) members of the Board of Supervisors; from 50% to less than 60% may nominate a maximum of four (04) members of the Board of Supervisors; and from 60% or more may nominate five (05) candidates. The nomination and candidacy of members of the Board of Supervisors are detailed in Clause 1, Article 70 of the Regulations on Corporate Governance.
2. In case the number of candidates for the Board of Supervisors through nomination and candidacy according to Clause 5, Article 115 of the Law on Enterprises is not sufficient, the incumbent Board of Supervisors may nominate additional candidates in accordance with the Company Charter, the Regulations on Corporate Governance, and the Regulations on Operation of the Board of Supervisors. The nomination of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.
3. In case the number of candidates nominated by the incumbent Supervisory Board according to Clause 2 of this Article is still insufficient, the Supervisory Board shall disclose information regarding the insufficient number of candidates for the Supervisory Board no later than five (05) days before the opening date of the General Meeting of Shareholders. The incumbent Supervisory Board shall organize for other shareholders to nominate candidates in accordance with the Company Charter, the Regulations on Corporate Governance, and the Regulations on Operation of the Supervisory Board. The organization of additional nominations by the incumbent Supervisory Board must be clearly

announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.

Điều 38. Composition of the Supervisory Board

1. The number of members of the Supervisory Board of the Company is 03. The term of office of a member of the Supervisory Board shall not exceed 05 years and may be re-elected for an unlimited number of terms.

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

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

3. Members of the Supervisory Board shall be dismissed in the following cases:

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

4. Members of the Supervisory Board shall be removed in the following cases:

- a) Failing to complete assigned tasks and duties;
- b) Failing to exercise their rights and obligations for 06 consecutive months, except in cases of force majeure;
- c) Repeatedly or seriously violating the obligations of a member of the Supervisory Board as prescribed by the Law on Enterprises and the Company Charter;
- d) Other cases as per the resolution of the General Meeting of Shareholders.

5. Members of the Supervisory Board shall continue to exercise their full rights and obligations until the General Meeting of Shareholders approves the dismissal of the member of the Supervisory Board, except for the right to attend and vote at meetings of the Supervisory Board and the right to receive remuneration as a member of the Supervisory Board immediately upon the Company receiving notice of the following cases:

- The member of the Supervisory Board has limited civil act capacity, has lost civil act capacity, or has difficulty in cognition or behavior control.
- The member of the Supervisory Board is being prosecuted for criminal liability, is in temporary detention, is serving a prison sentence, is serving an administrative handling measure at a compulsory drug rehabilitation center or compulsory education institution, or is prohibited by the Court from holding certain positions, practicing certain professions, or performing certain jobs.

- The Supervisory Board has a decision approving the receipt of the resignation letter of the member of the Supervisory Board, implemented similarly to the provisions of Article 9 of the Regulations on Operation of the Board of Directors.

Điều 39. Head of the Board of Supervisors

1. The Head of the Board of Supervisors shall be elected by the Supervisory Board from among its members; the election, dismissal, and removal shall be based on the majority principle. The Supervisory Board must have more than half of its members residing in Vietnam. The Head of the Board of Supervisors must have a university degree or higher in one of the majors: economics, finance, accounting, auditing, law, business administration, or other majors related to the business activities of the enterprise.

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

- a) Convene meetings of the 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 reports of the Supervisory Board after consulting with the Board of Directors to submit to the General Meeting of Shareholders.

Điều 40. Rights and obligations of the Supervisory Board

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

- 1. Propose and recommend to the General Meeting of Shareholders the approval of the list of audit firms accepted to audit the Company's financial statements; decide on the audit firm accepted to inspect the Company's operations, and dismiss the accepted auditor when deemed necessary.
- 2. Be responsible to shareholders for its supervisory activities.
- 3. Supervise the financial situation of the Company and the compliance with the law in the activities of members of the Board of Directors, the General Director, and other managers.
- 4. Ensure coordination with the Board of Directors, the General Director, and shareholders.
- 5. In case of detecting violations of the law or the Company Charter by members of the Board of Directors, the General Director, and other executives of the enterprise, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the violating person to terminate the violation and have solutions to remedy the consequences.
- 6. Develop the Regulations on Operation of the Supervisory Board and submit them to the General Meeting of Shareholders for approval.
- 7. Report at the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

8. Have the right to access records and documents of the Company kept at the head office, branches, and other locations related to the performance of assigned tasks of members of the Supervisory Board if approved by the Supervisory Board, and such information does not fall within the scope of the company's business secrets. The person provided with information is responsible for keeping the information confidential and using it for the correct purpose for the assigned work; have the right to visit the workplace of the Company's managers and employees during working hours. The provision of information shall follow the process specified in detail in the Regulations on Corporate Governance.

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. The order and procedures for requesting and providing information are specified in the Regulations on Corporate Governance and the Regulations on Operation of the Supervisory Board.

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

Điều 41. Meetings of the Supervisory Board

1. The Supervisory Board must meet at least 02 times per year, with at least 2/3 of the members of the Supervisory Board attending. The minutes of the Supervisory Board meeting shall be prepared in detail and clearly. The minute-taker and the members of the Supervisory Board attending the meeting must sign the meeting minutes. The meeting minutes of the Supervisory Board must be kept to determine the responsibility of each member of the Supervisory Board.

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

Điều 42. Salary, remuneration, bonuses, and other benefits of members of the Supervisory Board

Salary, remuneration, bonuses, and other benefits of members of the Supervisory Board shall be implemented according to the following provision:

1. Members of the Supervisory Board are paid salary, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders decides on the total salary, remuneration, bonuses, other benefits, and the annual operating budget of the Supervisory Board.

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

3. The salary and operating expenses of the Supervisory Board shall be included in the Company's business expenses in accordance with the law on corporate income tax and other relevant legal provisions and must be listed as a separate item in the Company's annual financial statements.

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

Members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives are responsible for performing their duties, including duties as members of sub-committees of the Board of Directors, honestly and carefully for the benefit of the Company.

Điều 43. 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 must disclose related interests in accordance with the Law on Enterprises and relevant legal documents.

2. Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and their affiliated persons shall only use information obtained through their positions to serve the interests of the Company.

3. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other managers are obligated to notify the Board of Directors and the Supervisory Board in writing of transactions between the Company, its subsidiaries, or other companies over which the Company holds 50% or more of the charter capital with themselves or their affiliated persons as prescribed by law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions in accordance with securities laws on information disclosure.

4. Members of the Board of Directors shall not vote on transactions that bring benefits to themselves or their affiliated persons in accordance with the Law on Enterprises and the Company Charter.

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

6. Transactions between the Company and one or more members of the Board of Directors, members of the Board of Supervisors, the General Director, other executives, and individuals or organizations affiliated with these persons shall not be void in the following cases:

a) For transactions with a value of less than 35% of the total asset value recorded in the most recent financial statements, the important contents of the contract or transaction, as well as the relationships and interests of the member of the Board of Directors, member of

the Board of Supervisors, General Director, or other executive, have been reported to the Board of Directors and approved by the Board of Directors with a majority of votes of the members of the Board of Directors who have no related interests;

b) For transactions with a value of 35% or more, or transactions resulting in a total transaction value arising within 12 months from the date of the first transaction of 35% or more of the total asset value recorded in the most recent financial statements, the important contents of this transaction, as well as the relationships and interests of the member of the Board of Directors, member of the Board of Supervisors, General Director, or other executive, have been disclosed to shareholders and approved by the General Meeting of Shareholders by voting of shareholders who have no related interests.

c) Contracts or transactions for borrowing or selling assets with a value greater than 10% of the total asset value recorded in the most recent financial statements between the Company and a shareholder owning 51% or more of the total voting shares or an affiliated person of such shareholder have been disclosed to shareholders and approved by the General Meeting of Shareholders by voting of shareholders who have no related interests.

Điều 44. Liability for damages and compensation

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

2. The Company shall indemnify persons who have been, are, or may become a related party in claims, lawsuits, or prosecutions (including civil, administrative, and non-Company-initiated lawsuits) if that person is or was a member of the Board of Directors, member of the Board of Supervisors, General Director, other executive, employee, or representative authorized by the Company, was performing duties under the Company's authorization, acted honestly and prudently in the best interest of the Company on the basis of compliance with the law, and there is no evidence confirming that the person violated their responsibilities.

3. Compensation costs include judgment costs, fines, and amounts actually paid (including legal fees) or deemed reasonable when settling these cases within the framework permitted by law. The Company may purchase insurance for these persons to avoid the aforementioned compensation liabilities.

XI. RIGHT TO ACCESS COMPANY BOOKS AND RECORDS

Điều 45. Right to access books and records

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

a) Ordinary shareholders have the right to review, access, and extract information regarding names and contact addresses in the list of voting shareholders; request correction of their inaccurate information; review, access, extract, or copy the Company Charter, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders;

b) A shareholder or group of shareholders owning 05% or more of the total ordinary shares has the right to review, access, and extract the minute book and Resolutions and Decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts and transactions that must be approved by the Board of Directors, and other documents, excluding documents related to trade secrets and business secrets of the Company.

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

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

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

5. The Company Charter shall be published on the Company's website.

XII. EMPLOYEES AND TRADE UNION

Điều 46. Employees and trade union

1. The General Director shall prepare plans for the Board of Directors to approve matters related to recruitment, termination of employment, salaries, social insurance, welfare, rewards, and discipline for employees and corporate executives.

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

XIII. PROFIT DISTRIBUTION

Điều 47. Profit distribution

1. The General Meeting of Shareholders shall decide the annual dividend payment level and the form of dividend payment from the Company's retained earnings.

2. In accordance with the Law on Enterprises, the Board of Directors may decide to pay interim dividends if it deems such payment consistent with the Company's profitability.

3. The Company shall not pay interest on dividend payments or payments related 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 dividends in shares, and the Board of Directors shall be the body to execute this decision.

5. In case dividends or other amounts related to a class of shares are paid in cash, the Company shall pay in VND. Payment may be made directly or through banks based on bank account details provided by shareholders. In case the Company has transferred funds according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company shall not be liable for the amount transferred to that shareholder. Dividend payments for shares registered for trading at the Stock Exchange may be conducted through a securities company or the Vietnam Securities Depository and Clearing Corporation (VSDC).

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

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

8. The Company shall appropriate funds in accordance with the provisions of law. Annually, the Company's remaining profit after tax shall be utilized as follows:

a. Appropriation to the Development Investment Fund. The annual appropriation rate to the Development Investment Fund shall be determined based on the enterprise's development investment capital demands, long-term strategies, and annual investment plans approved by the competent authority.

b. Appropriation to the Bonus and Welfare Fund based on the results of the enterprise's performance evaluation and classification.

c. Appropriation to other funds in accordance with relevant provisions of law.

d. Payment of dividends to shareholders.

The appropriation rates for the aforementioned funds shall be decided by the General Meeting of Shareholders and shall not exceed the maximum limits regulated by law.

XIV. BANK ACCOUNTS, FISCAL YEAR, AND ACCOUNTING REGIME

Điều 48. Bank accounts

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

2. With prior approval from competent authorities, in case of necessity, the Company may open bank accounts abroad in accordance with the provisions of the law.

3. The Company shall conduct all payments and accounting transactions through VND or foreign currency accounts at the banks where the Company holds accounts.

Điều 49. Fiscal year

The Company's fiscal year shall begin on January 01 of each year and end on December 31 of each year. The first fiscal year shall begin on the date of issue of the Enterprise Registration Certificate and end on December 31 immediately following that date of issue.

Điều 50. Accounting regime

1. The accounting regime used by the Company shall be the corporate accounting regime or a specific accounting regime issued or approved by competent authorities.
2. The Company shall prepare accounting books in Vietnamese and keep accounting records in accordance with the law on accounting and relevant laws. These records shall be accurate, updated, systematic, and sufficient to prove and explain the Company's transactions.
3. The Company shall use VND as the accounting currency. In case the Company has economic transactions occurring mainly in a foreign currency, it may choose that foreign currency as its accounting currency, shall be responsible for such choice before the law, and shall notify the direct tax management agency.

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

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

1. The Company must prepare annual financial statements, which must be audited in accordance with the provisions of the law. The Company shall disclose the audited annual financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state authority.
2. Annual financial statements must include all reports, appendices, and notes as required by the law on corporate accounting. Annual financial statements must reflect the Company's operational status in a truthful and objective manner.
3. The Company must prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state authority.

Điều 52. Annual Report

The Company must prepare and disclose the Annual Report in accordance with the provisions of the law on securities and the securities market.

XVI. AUDITING THE COMPANY

Điều 53. Audit

1. The General Meeting of Shareholders shall appoint an independent audit firm or approve a list of independent audit firms and authorize the Board of Directors to decide on the selection of one of these entities to audit the Company's financial statements for the following fiscal year based on the terms and conditions agreed upon with the Board of Directors.

2. The audit report shall be attached to the Company's annual financial statements.
3. The independent auditor performing the audit of the Company's financial statements is entitled to attend meetings of the General Meeting of Shareholders, to receive notices and other information related to the General Meeting of Shareholders, and to express opinions at the meeting on matters related to the audit of the Company's financial statements.

XVII. COMPANY SEAL

Điều 54. Company seal

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

XVIII. DISSOLUTION OF THE COMPANY

Điều 55. Dissolution of the Company

1. The Company may be dissolved in the following cases:
 - a) Pursuant to a Resolution or Decision of the General Meeting of Shareholders;
 - b) Upon revocation of the Enterprise Registration Certificate, except where otherwise provided by the Law on Tax Administration;
 - c) Other cases as prescribed by law.
2. The dissolution of the Company before the expiration of its term shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This decision on dissolution must be notified to or approved by the competent authority (if required) in accordance with regulations.

Điều 56. Liquidation

1. After the decision to dissolve the Company is made, the Board of Directors must establish a Liquidation Committee consisting of 03 members, of which 02 members are appointed by the General Meeting of Shareholders and 01 member is appointed by the Board of Directors from an independent audit firm. The Liquidation Committee shall prepare its own operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs related to the liquidation shall be prioritized by the Company for payment before other debts of the Company.
2. The Liquidation Committee is responsible for reporting to the Business Registration Authority regarding the date of establishment and the date of commencement of operations. From that moment, the Liquidation Committee shall represent the Company in all matters related to the liquidation of the Company before the Court and administrative agencies.

3. Proceeds from the liquidation shall be paid in the following order:

- a) Liquidation expenses;
- b) Debts for salaries, severance pay, social insurance, and other benefits of employees under the signed collective labor agreement and labor contracts;
- c) Tax debts;
- d) Other debts of the Company;
- e) The remainder after payment of all debts from items (a) to (d) above shall be distributed to shareholders. Preference shares shall be paid first.

XIX. INTERNAL DISPUTE RESOLUTION

Điều 57. Internal dispute resolution

1. In case of disputes or complaints arising in relation to the Company's operations, or the rights and obligations of shareholders as prescribed by the Law on Enterprises, the Company Charter, other legal regulations, or agreements between:

- a) A shareholder and the Company;
- b) A shareholder and the Board of Directors, the Board of Supervisors, the General Director, or other executives;

The related parties shall attempt to resolve such disputes through negotiation and conciliation. Except for disputes related to the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and require each party to present information related to the dispute within 30 working days from the date the dispute arises. In case the dispute relates to the Board of Directors or the Chairman of the Board of Directors, any party may request the Head of the Board of Supervisors to appoint an independent expert to act as a mediator for the dispute resolution process.

2. In case a conciliation decision is not reached within 06 weeks from the commencement of the conciliation process, or if the mediator's decision is not accepted by the parties, any party may refer the dispute to Arbitration or the Court.

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

XX. AMENDMENTS AND SUPPLEMENTS TO THE CHARTER

Article 58. Company Charter

1. Any amendment or supplement to this Charter must be considered and decided by the General Meeting of Shareholders.

2. In case legal regulations related to the Company's operations are not mentioned in this Charter, or in case new legal regulations differ from the provisions of this Charter, such regulations shall apply to govern the Company's operations.



XXI. EFFECTIVE DATE

Article 59. Effective date

1. This Charter consists of 21 sections and 59 articles, which were unanimously amended, supplemented, and passed by the General Meeting of Shareholders of Tan Bien Rubber Joint Stock Company (form: collecting written opinions of shareholders) on June 29, 2026.
2. The Charter is made into 04 copies, each having equal validity and must be kept at the Company's head office.
3. This Charter is the sole and official Charter of the Company.
4. Copies or extracts of the Company Charter shall be valid when signed by the Chairman of the Board of Directors or at least 1/2 of the total number of Members of the Board of Directors.

LEGAL REPRESENTATIVE

MANAGER

(signed and sealed)

Lam Thanh Phu

CHAIRMAN

(signed and sealed)

Truong Van Cu