

VIETNAM ELECTRONICS AND
INFORMATICS JOINT STOCK
CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

REGULATIONS

VIETNAM ELECTRONICS AND INFORMATICS
JOINT STOCK CORPORATION

Hanoi, January 8, 2026

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INTRODUCTION

This amended charter was adopted by Resolution No. 01-2026NQ/ĐT-ĐHĐCĐ dated January 8, 2026, of the Extraordinary General Meeting of Shareholders of Vietnam Electronics And Informatics Joint Stock Corporation in 2025.

I. DEFINITION OF TERMS IN THE STATUTES

Article 1. Explanation of Terms

1. In these Regulations, the following terms are understood as follows:

a. "The Corporation" refers to the Vietnam Electronics And Informatics Joint Stock Corporation.

b. "Charter capital" is the total par value of shares sold or subscribed for upon the establishment of the Corporation and as stipulated in Article 6 of these Charters;

c. "Enterprise Law" refers to Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and subsequent amendments and supplements to this Law.

d. "Securities Law" refers to Law No. 54/2019/QH14 on Securities, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and subsequent amendments and supplements to this Law.

e. "Establishment date" is the date the Corporation was first granted its Business Registration Certificate (Business Registration Certificate) - February 28, 2007 (since the conversion of the State-owned enterprise (privatization) to operate as a joint-stock company);

f. The business executives include the General Director, Deputy General Director, and Chief Accountant.

g. "Business managers" are those who manage the Corporation, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director, Deputy General Directors, the Chief Accountant, and those authorized by the legal representative to sign transactions on behalf of the Corporation;

h. "A related party" is an individual or organization as defined in Clause 23, Article 4 of the Enterprise Law and Clause 46, Article 4 of the Securities Law;

i. "Major shareholder" refers to a shareholder as defined in Clause 18, Article 4 of the Securities Law;

j. "Shareholder": an individual or organization that owns at least one share of a joint-stock company;

k. Dividends are after-tax profits paid to each share in cash or other assets.

l. "Operating period" refers to the operating time of the Corporation as stipulated in Article 2 of these Charters;

m. "Vietnam" refers to the Socialist Republic of Vietnam;

n. "Law" means legal normative documents as stipulated in Article 4 of the Law on the Promulgation of Legal Normative Documents of Vietnam, adopted by the National Assembly of the Socialist Republic of Vietnam on June 22, 2015, and any amendments or supplements made from time to time.

2. In these Statutes, references to one or more other regulations or documents, including amendments, supplements, or replacements, are prohibited.

3. The headings (chapters, articles of these Statutes) are used for convenience in understanding the content and do not affect the content of these Statutes.

4. Any words or terms not defined in these Charters shall have the meanings as defined in the Enterprise Law and applicable legal regulations.

II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, TERM OF OPERATION, AND LEGAL REPRESENTATIVE OF THE GENERAL CORPORATION

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

1. Name of the Corporation

a. Vietnamese name: Vietnam Electronics And Informatics Joint Stock Corporation
b. English name: VIETNAM ELECTRONICS AND INFORMATICS JOINT STOCK CORPORATION

c. Trade name: Viettronics Corporation

d. Abbreviation: VIETTRONICS, CORP

2. The Corporation is a joint-stock corporation with legal personality in accordance with current Vietnamese law.

3. The registered office of the Corporation is:

a. The registered business address of the Corporation.

Head office address: 15 Tran Hung Dao Street, Phan Chu Trinh Ward, Hoan Kiem District, Hanoi City

b. Phone: (84-24) 38256404

c. Fax: (84-24) 38264786

d. Email: info@viettronics.vn

e. Website: www.viettronics.vn

Representative Office of the Corporation in Ho Chi Minh City:

Address: 197 Nguyen Thi Minh Khai Street, District 1, Ho Chi Minh City

Phone: (84-28) 39252327

Fax: (84-28) 39252328

Hanoi branch office :

Address: 11th Floor, MIPEC Office Building , 229 Tay Son Street, Dong Da District, Hanoi City

4. The Corporation may establish branches and representative offices in its business areas to achieve its operational objectives in accordance with the Resolutions and Decisions of the Board of Directors and within the limits permitted by law.

5. The Corporation's operating term is indefinite. This term may be changed by resolution of the General Meeting of Shareholders.

Article 3. Legal representative of the Corporation

The corporation has one legal representative, who is the General Director of the corporation.

The powers and obligations of the legal representative shall comply with the provisions of the Law, the Charter, and other relevant regulations and rules currently in force of the Corporation.

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

Article 4. Operational Objectives of the Corporation

1. The Corporation operates in a multi-sector manufacturing and trading field, focusing on electronics, information technology, construction, trade, and technical services, including the business sectors listed in the Appendix attached to this Charter.

2. The Corporation's operational objectives are to continuously develop production and business, rationally utilize resources to maximize the Corporation's potential profits for shareholders, and continuously improve the living standards, working conditions, and income of employees, while fulfilling its tax obligations to the State.

Article 5. Scope of business and operations

The Corporation is permitted to conduct business activities in the registered business lines specified in this Charter, and has notified changes to the registration details to the business

registration authority and published them on the National Business Registration Portal. In cases where the Corporation engages in conditional investment and business activities, the Corporation must meet all business conditions as stipulated in the Investment Law and relevant specialized laws.

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter capital, shares, founding shareholders

1. The Corporation's charter capital is VND 438,000,000,000 (In words: Four hundred and thirty-eight billion Vietnamese Dong).

The total charter capital of the Corporation is divided into 43,800,000 shares with a par value of VND 10,000 per share.

2. The Corporation may change its charter capital upon approval by the General Meeting of Shareholders, in accordance with the Corporation's operational requirements, while ensuring the rights of shareholders and complying with legal regulations.

3. The shares of the Corporation on the date of adoption of these Charters are common shares.

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

5. Additional common shares issued must be offered preferentially to existing shareholders in proportion to their shareholding in the Corporation, unless otherwise decided by the General Meeting of Shareholders. The number of shares not subscribed for by shareholders will be decided by the Corporation's Board of Directors. The Board of Directors may distribute these unsubscribed shares to shareholders and other parties under conditions no more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.

6. The Corporation may repurchase shares issued by itself in the manner prescribed in this Charter and applicable law. Shares repurchased by the Corporation are treasury shares, and the Board of Directors may offer them for sale in manner consistent with the provisions of this Charter, the Securities Law, and related guiding documents.

7. The corporation may issue other types of securities as prescribed by law .

Article 7. Stock Certificate

1. Shareholders of the Corporation are issued share certificates corresponding to the number and type of shares they own.

2. Shares are securities that confirm the legal rights and interests of the owner in a portion of the company's share capital. Shares must contain all the information stipulated in Clause 1, Article 121 of the Enterprise Law.

3. Within the period stipulated in the Securities Law and related regulations from the date of full payment for the purchase of shares of the Corporation, the shareholder will be issued a share certificate. The shareholder is not required to pay the Corporation the cost of printing the share certificate.

4. In the event that a share certificate is lost, damaged, or otherwise destroyed, the shareholder will be reissued the certificate by the Corporation upon the shareholder's request. The shareholder's request must include the following information:

- a. Information about the stock has been lost, damaged, or otherwise destroyed;
- b. Commitment to assume responsibility for any disputes arising from the reissuance of new shares.

Article 8. Other securities certificates

Bond certificates or other securities certificates issued by the Corporation (excluding offer letters, provisional certificates and similar documents) must bear the signature of the legal representative and the seal of the Corporation.

Article 9. Transfer of shares

1. All shares are freely transferable unless otherwise provided by law. Shares listed and traded on the stock exchange are transferred in accordance with the regulations of the law on securities and the securities market.

2. Unpaid shares are not transferable and do not entitle the holder to related rights such as the right to receive dividends, the right to receive newly issued shares to increase share capital from equity, the right to purchase newly offered shares, and other rights as stipulated by law.

V. ORGANIZATIONAL STRUCTURE, GOVERNANCE AND CONTROL

Article 10. Organizational structure, governance and control

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

1. General Shareholders' Meeting;
2. Board of Directors;
3. Supervisory Board;
4. General Director.

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 11. Rights of Shareholders

1. Common shareholders have the following rights:

a. Shareholders are entitled to attend and speak at General Meetings of Shareholders and exercise their voting rights directly at the General Meeting of Shareholders or through authorized representatives or other forms as prescribed by law. Each common share has one voting right;

b. Receive dividends at the rate stipulated in the Resolutions and Decisions of the General Meeting of Shareholders;

c. Freely transfer one's shares to others, except as stipulated in Clause 3 of Article 120, Clause 1 of Article 127 of the Enterprise Law and other relevant legal provisions;

d. Are given priority to purchase newly offered shares in proportion to their ownership of common shares in the Corporation;

e. Review, search, and retrieve information regarding names and contact addresses in the list of shareholders with voting rights; request correction of inaccurate information;

f. Review, search, extract, or copy the Corporation's Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

g. In the event of the dissolution or bankruptcy of the Corporation, the shareholder is entitled to receive a portion of the remaining assets corresponding to their shareholding ratio in the Corporation after the Corporation has paid its creditors and other shareholders holding shares of the Corporation in accordance with the law;

h. They request the Corporation to repurchase their shares in the cases stipulated by the Enterprise Law;

i. The right to equal treatment. Each share of the same class confers equal rights, obligations, and benefits on the shareholder. In the case of preferred shares, the rights and obligations associated with these preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to the shareholders;

j. The right to full access to periodic and extraordinary information published by the Corporation in accordance with the law.

k. To protect their legitimate rights and interests; to request the suspension or annulment of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the provisions of the Enterprise Law ;

l. Other rights as prescribed by law.

2. Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the following rights:

a. Request the Board of Directors to convene the General Meeting of Shareholders in accordance with the provisions of Articles 115 and 140 of the Enterprise Law;

b. Review, search, and extract minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial reports, reports of the Supervisory Board, contracts, transactions requiring approval from the Board of Directors, and other documents, except for documents related to trade secrets and business secrets of the Corporation;

c. The Supervisory Board is required to examine specific issues related to the management and operation of the Corporation when deemed necessary. The request must be in writing and must include the following information: full name, contact address, nationality, and legal document number of individual shareholders; name, business registration number or legal document number of organizational shareholders, and head office address; number of shares and registration date of each shareholder, total number of shares of the entire shareholder group, and ownership percentage in the total shares of the Corporation; the issue to be examined and the purpose of the examination.

d. Proposals for inclusion in the General Shareholders' Meeting agenda must be in writing and submitted to the Corporation no later than 3 working days before the meeting date. The proposal must clearly state the shareholder's name, the number of each type of share held by the shareholder, and the proposed issue to be included in the meeting agenda.

e. Other rights as prescribed by law.

3. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate individuals to the Board of Directors and the Supervisory Board as follows:

a. Ordinary shareholders forming a group to nominate candidates for the Board of Directors and the Supervisory Board in accordance with the provisions of Clause 3, Article 25 and Clause 1, Article 35 of these Charters must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders;

b. If the number of candidates nominated by shareholders or groups of shareholders is lower than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders.

Article 12. Obligations of Shareholders

Shareholders have the following obligations:

a. Comply with the Corporation's Charter and internal management regulations; abide by the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

b. Attend the General Shareholders' Meeting and exercise your voting rights through the following methods:

- Attend and vote in person at the meeting;
- Authorize other individuals or organizations to attend and vote at the meeting;
- Participate and vote via online meetings, electronic voting, or other electronic means;
- Submit your ballot to the meeting via mail, fax, or email.

c. Pay for the committed shares in full and on time .

d. Shareholders are not permitted to withdraw their contributed capital in the form of common shares from the Corporation in any form, except in cases where the shares are repurchased by the Corporation or another party. If a shareholder withdraws part or all of their contributed capital in violation of this provision, that shareholder and any related parties within the Corporation shall be jointly and severally liable for the Corporation's debts and other financial obligations to the extent of the value of the withdrawn shares and any resulting damages.

e. Fulfill other obligations as required by applicable law.

f. The Corporation will maintain the confidentiality of information provided in accordance with regulations. In accordance with applicable laws; only use the information provided to exercise and protect your legitimate rights and interests; it is strictly prohibited to disseminate, copy, or send information provided by the Corporation to other organizations or individuals.

g. Individuals shall be held personally liable for any of the following acts committed in the name of the Corporation:

- Violation of the law;
- Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;
- Paying off debts that are not yet due helps mitigate potential financial risks for the Corporation.

Article 13. General Meeting of Shareholders

1. The General Meeting of Shareholders, comprising all shareholders with voting rights, is the highest decision-making body of the Corporation. The General Meeting of Shareholders is held annually once (01) a year and within four (04) months from the end of the financial year. The Board of Directors may decide to extend the annual General Meeting of Shareholders if necessary, but not more than six months from the end of the financial year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The location of the General Meeting of Shareholders is determined by where the chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors convenes the Annual General Meeting of Shareholders and selects a suitable venue. The Annual General Meeting of Shareholders decides on matters in accordance with the law and the Corporation's Charter, particularly approving the audited financial statements for the year and the budget for the following fiscal year. If the audited financial statements for the year contain significant exceptions, adverse audit opinions, or disclaimers, the Corporation must invite a representative from the approved auditing firm to attend the Annual General Meeting of Shareholders. This representative from the approved auditing firm is responsible for attending the Annual General Meeting of Shareholders to explain the relevant matters.

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 benefit of the Corporation;
- b. The audited quarterly, six – month (06) or annual financial statements reflect that the equity has been lost by half (1/2) compared to the beginning of the period;
- c. The number of remaining members of the Board of Directors and Supervisory Board is less than the number of members required by law;
- d. Shareholders or groups of shareholders as stipulated in Clause 2, Article 11 of these Charters may request the convening of a General Meeting of Shareholders. The request to convene a General Meeting of Shareholders must be in writing, clearly stating the reasons and purpose of the meeting, and bearing the signatures of all relevant shareholders; or the request may be made in multiple copies and include the signatures of all relevant shareholders.

e. As requested by the Supervisory Board;

f. Other cases as prescribed by law.

4. Convening an extraordinary general meeting of shareholders.

a. The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the number of remaining members of the Board of Directors, or Supervisors as prescribed in Point c, Clause 3 of this Article, or upon receiving the request prescribed in points d and e, Clause 3 of this Article;

b. In the event that the Board of Directors fails to convene a General Meeting of

Shareholders as prescribed in Point a, Clause 4 of this Article, then within the next thirty (30) days, the Supervisory Board must replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Enterprise Law ;

c. In the event that the Board of Directors or the Supervisory Board fails to convene a General Meeting of Shareholders as stipulated in Points a and b, Clause 4 of this Article, within the next 30 days, a shareholder or group of shareholders as stipulated in Clause 2, Article 11 of the Corporation's Charter has the right to represent the Corporation in convening a General Meeting of Shareholders in accordance with the Law on Enterprises. Reasonable expenses for convening and conducting the General Meeting of Shareholders will be reimbursed by the Corporation.

d. The procedure for organizing a General Meeting of Shareholders is regulated in Clause 5, Article 140 of the Enterprise Law .

Article 14. Rights and obligations of the General Meeting of Shareholders

1. The General Meeting of Shareholders has the right to discuss, consider, and decide/approve the following matters:

a. Through the development orientation, strategy, and annual business plan of the Corporation;

b. Deciding on the types of shares, the total number of shares of each type authorized for sale; deciding on the issuance of new shares for each type of share; deciding on the annual dividend rate for each type of share;

c. Electing, dismissing, and removing members of the Board of Directors and the Supervisory Board; deciding on the number of members of the Board of Directors and the Supervisory Board;

d. Decisions to invest in or sell assets worth 50% or more of the total asset value recorded in the Corporation's most recent financial statement;

e. Decisions by the Corporation to sign contracts and transactions with entities specified in Clause 1, Article 167 of the Enterprise Law, with a value equal to or greater than 35% of the total value of the Corporation's assets as recorded in the most recent financial statement;

f. Approve transactions as stipulated in Clause 84, Article 1 of Government Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing Decree No. 155/2020/ND-CP guiding the Securities Law;

g. The decision is to repurchase more than 10% of the total shares sold of each class;

h. Through the audited annual financial statements;

i. Review and handle violations by members of the Board of Directors and members of the Supervisory Board that cause damage to the Corporation and shareholders;

j. Deciding on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;

k. Through the Board of Directors' report on governance and the performance of the Board of Directors and each member of the Board of Directors;

l. Through the Supervisory Board's report on the Corporation's business results, the performance of the Board of Directors and the General Director; and the self-assessment report on the performance of the Supervisory Board and each member of the Supervisory Board;

m. Approve the Internal Regulations on Corporate Governance; the Regulations on the Operation of the Board of Directors; and the Regulations on the Operation of the Supervisory Board.

n. Approve the list of approved auditing firms; decide on the selection and dismissal of approved auditing firms to conduct audits or inspections of the Corporation's operations when deemed necessary;

o. Decision to amend and supplement the Corporation's Charter;

p. Decisions on the division, separation, merger, acquisition, transformation, reorganization, dissolution (liquidation) of the Corporation and the designation of the liquidator;

q. Other rights and obligations as prescribed by law.

2. All resolutions and matters on the agenda must be discussed and voted on at the General Meeting of Shareholders.

Article 15. Authorization to attend the General Meeting of Shareholders

1. Shareholders, or authorized representatives of shareholders that are organizations, may attend meetings in person or authorize one or more other individuals or organizations to attend, or attend through one of the forms stipulated in Clause 3, Article 144 of the Enterprise Law.

2. The authorization of individuals or organizations to represent shareholders at the General Meeting of Shareholders as stipulated in Clause 1 of this Article must be in writing. The authorization document shall be prepared in accordance with the provisions of civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the content of the authorization, the scope of the authorization, the duration of the authorization, and the signatures of both the authorizing party and the authorized party.

Authorized representatives attending the General Meeting of Shareholders must submit the authorization document when registering to attend. In case of sub-authorization, the attending representative must also present the original authorization document from the shareholder or the authorized representative of the shareholder (if not previously registered with the Corporation).

3. The voting ballot of a person authorized to attend the meeting within the scope of their authorization remains valid in the following cases, except in the following cases:

- a. The grantor has died, is restricted in their legal capacity, or has lost their legal capacity;
- b. The person who granted the authorization has revoked the designation;
- c. The grantor has revoked the authority of the grantee.

This Clause does not apply if the Corporation receives notice of any of the above events before the opening of the General Meeting of Shareholders or before the meeting is reconvened.

Article 16. Changes to Rights

1. Changes or cancellations of special rights associated with a class of preferred shares take effect when approved by shareholders representing 65% or more of the total voting rights of all shareholders present at the meeting. A resolution of the General Meeting of Shareholders concerning adverse changes to the rights and obligations of preferred shareholders is only approved if it is endorsed by preferred shareholders of the same class present at the meeting who own 75% or more of the total preferred shares of that class, or by preferred shareholders of the same class who own 75% or more of the total preferred shares of that class in the case of a resolution adopted by written ballot.

2. A meeting of preferred shareholders to approve the aforementioned change of rights is only valid if there are at least two shareholders (or their authorized representatives) holding at least one-third of the par value of the issued shares of that class. If there are not enough representatives as stated above, the meeting will be rescheduled within the next 30 days, and those holding that class of shares (regardless of the number of people or shares) present in person or through authorized representatives will be considered to have met the required number of representatives. At the meetings of preferred shareholders, those present in person or through their representatives may request a secret ballot. Each share of the same class has equal voting rights at these meetings.

3. The procedures for conducting such separate meetings are carried out in accordance with the provisions of Articles 17, 18, and 19 of these Regulations.

4. Unless otherwise stipulated in the terms of the share issuance, the special rights associated with preferred shares concerning some or all matters relating to the distribution of the Corporation's profits or assets shall not be altered when the Corporation issues additional shares of the same class.

Article 17. Convening the General Meeting of Shareholders, the meeting agenda, and the notice of the General Meeting of Shareholders.

1. The Board of Directors convenes annual and extraordinary general meetings of

shareholders. Extraordinary general meetings of shareholders are convened in accordance with the circumstances stipulated in Clause 4, Article 13 of these Charters.

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

a. The Corporation must publish information regarding the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the final registration date ; the meeting agenda; and required documents in accordance with the law and the Corporation's regulations. Prepare the list of shareholders eligible to participate and vote at the General Meeting of Shareholders;

b. Determine the time and location for holding the congress;

c. Notify and send notices of the General Meeting of Shareholders to all shareholders entitled to attend the meeting.

d. Other tasks related to the congress.

3. The person convening the General Meeting of Shareholders must send a notice of meeting to all shareholders on the List of Shareholders entitled to attend the meeting at least 21 days before the opening date of the meeting. The notice of meeting must include the name, head office address, and business registration number of the shareholder; the name and permanent address of the shareholder; the time and place of the meeting; and other requirements for attendees. The notice must be sent by a secure method to the shareholder's contact address; and simultaneously posted on the website of the Corporation and the State Securities Commission, and the stock exchange where the Corporation's shares are listed.

4. The meeting notice must include or clearly state a link to the meeting documents for shareholders to access, including:

a. The meeting agenda, the documents to be used in the meeting, and the draft resolutions for each item on the agenda;

b. List and details of candidates in the case of electing members of the Board of Directors and members of the Supervisory Board;

c. Voting slip;

5. Shareholders or groups of shareholders as stipulated in Clause 2, Article 11 of this Charter have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Corporation at least three (03) working days before the opening date of the General Meeting of Shareholders. Proposals must clearly state the name of the shareholder, the number of each type of shares held by the shareholder, and the proposed issue to be included in the agenda.

6. The person convening the General Meeting of Shareholders has the right to reject the proposal stipulated in Clause 5 of this Article if it falls under one of the following cases:

a. The petition was submitted late, or it was incomplete or contained incorrect information;

b. At the time of the proposal, the shareholder or group of shareholders did not hold at least 5% of the common shares as stipulated in Clause 2, Article 11 of these Charters;

c. The issue raised in this proposal falls outside the scope of authority of the General Meeting of Shareholders.

d. Other cases as prescribed by law ;

7. The person convening the General Meeting of Shareholders must accept and include the proposal stipulated in Clause 5 of this Article in the proposed agenda and content of the meeting, except as provided in Clause 6 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.

8. The Board of Directors must prepare a draft resolution for each item on the meeting agenda.

9. In cases where all shareholders representing 100% of the voting shares attend the General Meeting of Shareholders either in person or through authorized representatives, the decisions unanimously adopted by the General Meeting of Shareholders shall be considered

valid even if the convening of the General Meeting of Shareholders was not conducted in accordance with the proper procedures.

10. The annual general meeting of shareholders is not to be held in the form of obtaining shareholder opinions in writing.

Article 18. Conditions for holding a General Meeting of Shareholders

1. The General Shareholders' Meeting is held when the number of shareholders present is representative. over 50% of the total votes .

2. If the first meeting fails to meet the quorum requirements as stipulated in Clause 1 of this Article, a second meeting notice shall be issued within 30 days from the date of the first scheduled meeting. The second meeting of the General Meeting of Shareholders shall be held when the number of shareholders attending represents 33% or more of the total voting shares.

3. If the second meeting fails to meet the quorum requirements as stipulated in Clause 2 of this Article, a third meeting notice shall be issued within 20 days from the date of the planned second meeting. In this case, the General Meeting of Shareholders shall proceed regardless of the total number of votes cast by the shareholders present .

4. Only the General Meeting of Shareholders has the right to decide on changes to the meeting agenda that was sent with the meeting invitation notice.

Article 19. Procedures for conducting meetings and voting at the General Meeting of Shareholders

1. Before the meeting commences, the Corporation must carry out the shareholder registration procedure and must continue registration until all shareholders entitled to attend the meeting have registered in the following order:

a. Upon registering shareholders, the Corporation issues each shareholder or authorized representative a voting card, which includes the registration number, the shareholder's full name, the authorized representative's full name, and the shareholder's voting rights. The General Meeting of Shareholders discusses and votes on each item on the agenda. Voting is conducted by vote in favor, against, or abstention. When voting at the meeting, the voting cards in favor of the resolution are collected first, followed by those against the resolution. Finally, the total number of votes in favor or against is counted to make a decision. The results of the vote count are announced by the Chairman immediately before the meeting adjourns. The General Meeting elects those responsible for counting or supervising the vote count as proposed by the Chairman. The number of members of the vote counting committee is decided by the General Meeting of Shareholders based on the Chairman's proposal.

b. Shareholders or their authorized representatives (if the shareholder is an organization) or authorized persons arriving after the meeting has commenced have the right to register immediately and subsequently have the right to participate and vote at the meeting immediately after registration. The chairperson is not obligated to stop the meeting to allow late-arriving shareholders to register, and the validity of any previously voted-on items remains unchanged.

2. The election of the chairperson, secretary, and vote counting committee is regulated as follows:

a. The Chairman of the Board of Directors shall preside over or authorize another member of the Board of Directors to preside over the General Meeting of Shareholders convened by the Board of Directors. If the Chairman is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them to preside over the meeting by majority vote. If no one can be elected to preside, the Head of the Supervisory Board shall direct the General Meeting of Shareholders to elect a presiding officer from among those present, and the person with the highest number of votes shall preside over the meeting.

b. Except as provided in point a of this clause, the person who signs the minutes convening the General Meeting of Shareholders shall preside over the General Meeting of Shareholders to elect the chairman of the meeting, and the person with the highest number of votes shall be appointed as the chairman of the meeting.

c. The chairperson appoints one or more people to act as meeting secretaries;

d. The General Meeting of Shareholders shall elect one or more members to the vote counting committee upon the recommendation of the meeting chairman.

3. The agenda and content of the meeting must be approved by the General Shareholders' Meeting in opening session. The program must be clearly and specifically defined, time opposite to with Each issue on the meeting agenda .

4. The chairperson of the meeting has the right to take necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, according to the approved agenda and reflecting the wishes of the majority of attendees.

a. Arrange seating at the Shareholders' General Meeting venue;

b. Ensure the safety of everyone present at the meeting venues;

c. Facilitating shareholder attendance (or continued attendance) at the general meeting. The person convening the General Meeting of Shareholders has the full right to change the above-mentioned measures and apply all necessary measures. These measures may include issuing entry passes or using other selection methods.

5. The chairman of the general meeting may adjourn the meeting upon the unanimous agreement or request of the General Meeting of Shareholders, provided that the required number of delegates have been present as stipulated in Clause 8, Article 146 of the Enterprise Law.

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

a. Require all attendees of the General Meeting of Shareholders to undergo security checks or other lawful and reasonable security measures.

b. Request the competent authority to maintain order at the meeting; expel those who do not comply with the chairman's authority, intentionally disrupt order, hinder the normal progress of the meeting, or fail to comply with security checks from the General Shareholders' Meeting.

7. The chairperson has the right to postpone a General Meeting of Shareholders that has reached the maximum number of registered attendees for no more than 3 working days from the scheduled opening date, and may only postpone or change the meeting location in the following cases:

a. The meeting venue does not have enough convenient seating for all attendees;

b. The communication facilities at the meeting venue do not ensure that shareholders attending the meeting can participate, discuss, and vote;

c. Some attendees obstruct or disrupt the meeting, potentially preventing it from being conducted fairly and lawfully.

8. If the chairperson postpones or suspends the General Meeting of Shareholders in violation of the provisions of Clause 7 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the chairperson and conduct the meeting until its conclusion; all resolutions passed at that meeting shall be effective and enforceable.

9. In cases where the Corporation applies modern technology to organize the General Meeting of Shareholders through online meetings, the Corporation is responsible for ensuring that shareholders can attend and vote by electronic ballot or other electronic means as prescribed in Article 144 of the Enterprise Law and relevant securities laws .

10. Every year, the Corporation organizes the General Meeting of Shareholders at least once (01). The annual General Meeting of Shareholders is not organized in the form of written voting.

Article 20. Conditions for the adoption of a Shareholders' General Meeting Resolution

1. Resolutions on the following matters shall be adopted if approved by shareholders representing 65% or more of the total voting rights of all shareholders present and voting at

the meeting, except as provided in Clauses 3, 4 and 6 of Article 148 of the Enterprise Law :

- a. Types of shares and the total number of shares of each type;
- b. Changes in industry, occupation, and business sector;
- c. Changes to the organizational and management structure of the Corporation;
- d. An investment project or sale of assets with a value equal to or greater than 50% of the total value of assets as recorded in the Corporation's most recent financial statement;
- e. Reorganize and dissolve the Corporation.

2. Resolutions of the General Meeting of Shareholders shall be adopted if approved by a majority holding more than 50% of the total voting rights of all shareholders attending and voting at the meeting, except as provided in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Enterprise Law.

3. Voting for members of the Board of Directors and the Supervisory Board must be conducted using cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Supervisory Board, and shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected members of the Board of Directors or Supervisory Board are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the Corporation's Charter is reached. In the event that two or more candidates receive the same number of votes for the last member of the Board of Directors or the Supervisory Board, a re-election will be held among the candidates with the equal number of votes.

4. In cases where a resolution is adopted through written consultation, the resolution of the General Meeting of Shareholders is considered adopted if it is approved by shareholders holding more than 50% of the total voting rights of all shareholders entitled to vote.

5. Resolutions passed by 100% of the total voting shares at the General Meeting of Shareholders are legal and effective even if the procedures for convening the meeting and passing the resolution violate the provisions of the Enterprise Law and the Corporation's Charter.

Article 21. Authority and procedures for obtaining shareholder opinions in writing to approve resolutions of the General Meeting of Shareholders.

The authority and procedures for obtaining shareholder opinions in writing to approve resolutions of the General Meeting of Shareholders are carried out according to the following regulations:

1. The Board of Directors has the right to solicit shareholder opinions in writing to approve resolutions of the General Meeting of Shareholders on any matter within the authority of the General Meeting of Shareholders if deemed necessary for the benefit of the Corporation.

2. The Board of Directors shall prepare the ballot, the draft Resolution of the General Meeting of Shareholders, the explanatory documents for the draft Resolution, and send them to all shareholders with voting rights no later than ten (10) days before the deadline for returning the ballot. The requirements and method of sending the ballot and accompanying documents shall be implemented in accordance with Clause 3, Clause 4, Article 17 of these Regulations.

3. The survey form must include the following key information:

- a. Name, head office address, business registration number and date of issuance of the business registration certificate, and place of business registration of the Corporation;
- b. Purpose of soliciting feedback;
- c. The full name, contact address, nationality, and legal document number of an individual shareholder; the name, business registration number or legal document number of an organization, and the registered office address of an organization shareholder; or the full name, contact address, nationality, and legal document number of an individual representative of an organization shareholder; the number of shares of each class and the number of voting rights of the shareholder .

- d. The issue requires consultation before a resolution can be passed.
- e. The voting options include "agree," "disagree," and "no opinion" for each issue being considered.
- f. The deadline for submitting the feedback form to the Corporation has been set.
- g. Full name and signature of the Chairman of the Board of Directors of the Corporation.
- 4. The completed opinion poll form must be signed by the individual shareholder, or by the authorized representative or legal representative of the organizational shareholder.

Opinion ballots sent to the Corporation must be enclosed in sealed envelopes, and no one is allowed to open them before the ballots are counted. Opinion ballots received by the Corporation after the deadline specified in the ballot or that have been opened are invalid.

Feedback forms can be sent to the Corporation through the following methods:

- a. By mail: Opinion survey forms sent to the Corporation must be enclosed in sealed envelopes, and no one is allowed to open them before the votes are counted;
- b. Sending by fax or email: Opinion forms sent to the Corporation via fax or email must be kept confidential until the vote count.

Opinion ballots received by the Corporation after the deadline specified in the ballot form, or that have been opened in the case of mail submissions, or published before the vote count in the case of fax or email submissions, are invalid. Unreturned ballots are considered non-voting ballots.

5. The Board of Directors counts the votes and prepares a vote counting report in the presence of the Supervisory Board or shareholders who do not hold management positions in the Corporation. The vote counting report must include the following main contents:

- a. Name, registered office address, and business registration number;
- b. The purpose and issues requiring consultation for the resolution's adoption;
- c. The number of shareholders and the total number of votes cast, distinguishing between valid and invalid votes, and the method of submitting the ballots, along with an appendix listing the shareholders who participated in the vote;
- d. The total number of votes in favor, against, and abstentions for each issue;
- e. Issues that have been approved and the corresponding approval rates;
- f. Full name and signature of the Chairman of the Board of Directors, the vote counter, and the vote counting supervisor.

Board members, vote counters, and vote supervisors shall be jointly liable for the integrity and accuracy of the vote count record; and jointly liable for any damages arising from decisions made due to dishonest or inaccurate vote counting.

6. The vote count minutes and resolution must be sent to shareholders within fifteen (15) days from the date of the end of the vote count. Sending the vote count minutes and resolution may be replaced by posting them on the Corporation's website within twenty-four (24) hours from the time of the end of the vote count.

7. The completed survey forms, vote counting records, adopted resolutions, and related documents accompanying the survey forms must all be kept at the Corporation's headquarters.

8. Resolutions adopted through written shareholder consultations have the same validity as resolutions adopted at a General Meeting of Shareholders.

Article 22. Resolutions and Minutes of the General Meeting of Shareholders

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

- a. Name, registered office address, and business registration number;
- b. Time and location of the General Shareholders' Meeting;

- c. Meeting agenda and content;
- d. Full names of the chairperson and secretary;
- e. Summarize the proceedings of the meeting and the opinions expressed at the General Shareholders' Meeting on each item on the meeting agenda;
- f. The number of shareholders and the total number of voting shares of the shareholders attending the meeting, an appendix listing the registered shareholders, and the shareholder representatives attending the meeting with their corresponding shareholdings and voting rights;
- g. The total number of votes cast for each voting issue, specifying the voting method, the total number of valid, invalid, affirmative, and abstention votes; and the corresponding percentage of the total votes cast by shareholders present at the meeting;
- h. Issues that were approved and the corresponding percentage of votes in favor;
- i. Minutes prepared in both Vietnamese and foreign languages have equal legal validity. In case of discrepancies between the content of the Vietnamese and foreign language minutes, the content of the Vietnamese minutes shall prevail.
- k. Full name and signature of the chairperson and secretary. If the chairperson or secretary refuses to sign the meeting minutes, these minutes shall be valid if signed by all other members of the Board of Directors present at the meeting and contain all the content as stipulated in this Clause. The meeting minutes shall clearly state the reason why the chairperson or secretary refused to sign the minutes.

2. The minutes of the General Shareholders' Meeting must be completed and approved before the meeting concludes.

3. The meeting chair and secretary, or any other person who signs the meeting minutes, shall be jointly responsible for the truthfulness and accuracy of the minutes' contents.

4. Resolutions, minutes of the General Meeting of Shareholders, appendices listing registered shareholders with their signatures, proxies for attending the meeting, all documents attached to the minutes (if any), and related documents accompanying the meeting invitation notice must be disclosed in accordance with the law on information disclosure in the securities market and must be kept at the head office of the Corporation.

Article 23. Request for annulment of the Shareholders' General Meeting Resolution

Within ninety (90) days from the date of receiving the minutes of the General Meeting of Shareholders or the minutes of the results of the vote count of the General Meeting of Shareholders, the shareholder or group of shareholders specified in Clause 2, Article 115 of the Enterprise Law has the right to request the Court or Arbitration to review and annul the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The procedures for convening meetings and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Enterprise Law and the Charter of the Corporation, except as stipulated in Clause 5, Article 20 of this Charter.

2. The resolution's content violates the law.

VII. BOARD OF DIRECTORS

Article 24. Nomination and candidacy of Board of Directors members

1. Once candidates for the Board of Directors have been identified, the Corporation must publish information related to these candidates at least 10 days before the opening of the General Meeting of Shareholders on the Corporation'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 personal information disclosed and must commit to performing their duties honestly, diligently, and in the best interests of the Corporation if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors that must be published includes:

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

- b. Professional qualifications;
- b. Work experience;
- d. Other managerial positions (including board positions in other companies);
- e. Interests related to the Corporation and its related parties;

f. The Corporation is responsible for disclosing information about the companies in which the candidate holds positions as a member of the Board of Directors, other management positions, and any related interests of the Corporation held by the candidate for the Board of Directors (if any).

2. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors as stipulated in the Enterprise Law.

3. If the number of candidates for the Board of Directors, through nomination and candidacy, is still insufficient as stipulated in Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the Corporation's Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The incumbent Board of Directors' nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

4. Members of the Board of Directors must meet the standards and conditions stipulated in Clauses 1 and 2 of Article 155 of the Enterprise Law.

Article 25. Composition and term of office of the Board of Directors members

1. The number of Board members is at least three (03) and at most eleven (11).

2. The term of office for a member of the Board of Directors shall not exceed 5 years and they may be re-elected for an unlimited number of terms. **An individual may only be elected as an independent member of the Board of Directors for no more than 2 consecutive terms.** If all members of the Board of Directors complete their terms 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. Shareholders holding common shares have the right to pool their individual shares to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 10% to less than 20% may nominate a maximum of one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; and from 70% to less than 80% may nominate a maximum of seven (07) candidates; from 80% to less than 90% may nominate a maximum of eight (08) candidates.

4. The structure of the Board of Directors needs to ensure a balance between members with knowledge and experience in law, finance, and the Corporation's business operations, while also taking gender into account.

The composition of the Corporation's Board of Directors must ensure that at least one member of the Board of Directors is an independent member.

The total number of independent members of the Board of Directors must meet the following requirements:

- a. There must be at least one independent member in the case where the Corporation has between 3 and 5 members on its Board of Directors;
- b. There must be at least two independent members in the case where the Corporation has between six and eight members on its Board of Directors;
- c. There must be at least 3 independent members in the case where the Corporation has between 9 and 11 members on its Board of Directors.

5. If all members of the Board of Directors complete their terms at the same time, those members will continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

6. The Board of Directors must convene a General Meeting of Shareholders to elect additional members to the Board of Directors if the number of Board members is reduced by more than one-third compared to the number stipulated in the Corporation's Charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third.

7. A member of the Board of Directors loses their status as a member of the Board of Directors if they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Enterprise Law.

8. The appointment of Board of Directors members must be disclosed in accordance with the regulations of the Law on Securities and the Securities Market.

9. The position of Vice Chairman of the Board of Directors is appointed by the Board of Directors. The Vice Chairman of the Board is elected based on a personnel proposal from one of the incumbent members of the Board of Directors. The duties of the Vice Chairman of the Board are assigned by the Board of Directors.

Article 26. Powers and obligations of the Board of Directors

1. The Board of Directors is the governing body of the Corporation, having full authority to act on behalf of the Corporation to decide and exercise the rights and obligations of the Corporation, except for those rights and obligations that fall under the authority of the General Meeting of Shareholders.

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

- a. Strategic decisions, medium-term development plans, production and business plans, and annual budgets;
- b. Propose the types of shares and the total number of shares authorized for sale for each type;
- c. Determine operational objectives based on the strategic objectives approved by the General Meeting of Shareholders;
- d. Decisions to sell unsold shares within the permitted number of shares for each class; decisions to raise additional capital through other means;
- e. Deciding on the selling price of shares and bonds of the Corporation;
- f. The decision to repurchase shares is governed by the Law on Enterprises.
- g. Deciding on solutions for market development, marketing, and technology;
- h. Decisions to invest in or sell assets valued between 35% and less than 50% of the total asset value recorded in the Corporation's most recent financial statement;
- i. Deciding on the organizational structure of the Corporation; Issuing internal management regulations of the Corporation, including regulations on managing the Corporation's capital contributions in other enterprises; Deciding on the establishment of subsidiaries; establishing branches, representative offices and contributing capital or purchasing shares in other enterprises;
- j. Reviewing the agenda and content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders, or soliciting opinions for the General Meeting of Shareholders to approve resolutions;
- k. The audited annual financial statements are presented to the General Meeting of Shareholders;
- l. To resolve the Corporation's complaints against management personnel appointed by the Board of Directors, as well as to decide on the selection of the Corporation's representatives to handle legal matters related to those management personnel;
- m. Propose the types of shares that can be issued and the total number of shares to be issued for each type;
- n. The proposal suggests issuing convertible bonds and warrants that allow holders to purchase shares at a predetermined price;
- o. Determining the offering price of bonds, shares, and convertible securities when authorized by the General Meeting of Shareholders;
- p. Electing, dismissing, and removing the Chairman and Vice-Chairman of the Board of

Directors; appointing, dismissing, signing contracts with, and terminating contracts with the General Director, Deputy General Director, Chief Accountant, Board Advisor, Assistant to the Chairman of the Board of Directors, Secretary of the Corporation, Secretary to the Chairman of the Board of Directors, and Internal Managers of the Corporation; deciding on the salaries, remuneration, bonuses, and other benefits of those individuals; appointing authorized representatives to participate in the Board of Directors or General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of those individuals ;

q. Supervising and directing the General Director, The Deputy General Director and Chief Accountant are responsible for managing the daily business operations of the Corporation.

r. Proposing the dividend rate to be paid; deciding on the timeframe and procedures for paying dividends or handling losses incurred during business operations ;

s. Proposing the reorganization or dissolution of the Corporation; requesting Request for the bankruptcy of the Corporation;

t. Through contract Purchases, sales, borrowings, loans, and other contracts with a value equal to or greater than 50% of the total asset value recorded in the Corporation's most recent financial statement. This regulation does not apply to contracts and transactions stipulated in Point d, Clause 2, Article 138, and Clauses 1 and 3, Article 167 of the Enterprise Law.

u. Decisions to issue the Regulations on the operation of the Board of Directors, the Internal Regulations on corporate governance after approval by the General Meeting of Shareholders; and the Regulations on information disclosure of the Corporation;

v. Other rights and obligations as stipulated by the Enterprise Law, the Securities Law, and other legal regulations.

3. Members of the Board of Directors are responsible as stipulated in the Enterprise Law and the Corporation's Charter, and must also fulfill the following responsibilities:

a. To perform one's duties honestly and diligently for the best interests of shareholders and the Corporation;

b. must attend all Board of Directors meetings and provide clear opinions on the issues discussed. Members may authorize another person to attend meetings on their behalf if approved by a majority of the Board of Directors.

c. They must promptly and fully report to the Board of Directors any remuneration they receive from subsidiaries, affiliated companies, and other organizations in which they represent the Corporation's capital contributions;

d. and Exchange Commission Report State, Stock Exchange and disclose information when conducting stock transactions of the Corporation in accordance with the law.

4. Unless otherwise provided by law and the company charter, the Board of Directors may authorize subordinate staff and management personnel to act on behalf of the Corporation.

5. In performing its functions, rights, and obligations, the Board of Directors strictly adheres to the provisions of the Law, the Corporation's Charter, and the Resolutions of the General Meeting of Shareholders. If a Resolution passed by the Board of Directors is contrary to the provisions of the Law or the Corporation's Charter and causes damage to the Corporation, the members who approved the Resolution shall be jointly and severally liable for the Resolution and shall compensate the Corporation for the damages; members who opposed the Resolution shall be exempt from liability. In this case, the Corporation's shareholders have the right to request the Court to suspend or annul the Resolution or Decision.

6. The Board of Directors must fully comply with the responsibilities and obligations stipulated in the Enterprise Law and the Corporation's Charter. In addition, the Board of Directors has the following responsibilities and obligations:

a. Responsible to shareholders for the operations of the Corporation;

b. Treat all shareholders equally and respect the interests of stakeholders in the Corporation;

c. Ensure that the Corporation's operations comply with the provisions of the law, the Corporation's charter, and its internal regulations;

d. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' operations as prescribed in Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 and Clause 82, Article 1 of Decree No.

245/2025/ND-CP dated September 11, 2025 of the Government detailing the implementation of a number of articles of the Law on Securities.

Article 27. Remuneration, bonuses and other benefits of members of the Board of Directors

1. The corporation 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 remuneration and bonuses. Remuneration is calculated based on the number of working days required to complete the tasks of the Board member and the daily rate. The Board of Directors determines the remuneration for each member by mutual agreement. The total amount of remuneration and bonuses for the Board of Directors is decided by the General Meeting of Shareholders at its annual meeting.

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

4. Members of the Board of Directors holding executive positions, or members of the Board of Directors working in subcommittees of the Board of Directors, or performing other duties outside the normal scope of a member's duties, may receive additional compensation in the form of a lump-sum payment, salary, commission, percentage of profits, or other forms as decided by the Board of Directors.

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

6. Members of the Board of Directors may be insured by the Corporation for liability insurance after obtaining the approval of the General Meeting of Shareholders. This insurance does not cover the liability of Board members related to violations of the law and the Corporation's Charter.

Article 28. Chairman of the Board of Directors

1. The Chairman of the Board of Directors is elected, dismissed, or removed from office by the Board of Directors from among its members. The Chairman of the Board of Directors may not also hold the position of General Director of the Corporation.

2. In the absence of the Chairman of the Board of Directors or inability to perform his/her duties, he/she must authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Directors. If there is no authorized person, or if the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative sanctions at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is incapacitated or lacks civil capacity, has difficulties in understanding or controlling his/her actions, or is prohibited by the Court from holding office, practicing a profession, or engaging in a specific job, then the remaining members shall elect one of them to hold the position of Chairman of the Board of Directors by a majority vote until a new decision is made by the Board of Directors.

3. Rights and responsibilities of the Chairman of the Board of Directors:

- a. Assigning tasks and responsibilities of the Board of Directors to its members;
- b. Develop the program and activity plan for the Board of Directors;
- c. Prepare the agenda, content, and documents for the meeting; convene, preside over, and chair the Board of Directors meeting;
- d. Organize the adoption of resolutions and decisions by the Board of Directors;
- e. Monitoring the implementation process of resolutions and decisions of the Board of Directors;

- f. Signing documents within the authority of the Board of Directors;
- g. Chairman of the Shareholders' General Meeting;
- h. Authorized and responsible for the authorization granted;
- i. Other rights and obligations as prescribed by law.

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

Article 29. Meetings of the Board of Directors

1. The Chairman of the Board of Directors is elected at the first meeting of the Board of Directors within 7 working days from the date of the conclusion of the election of that Board of Directors. This meeting is convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one member has the highest number of votes or the same percentage of votes, the members shall vote by majority to select one of them to convene the meeting of the Board of Directors.

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

3. Regular meetings

The Chairman of the Board of Directors must convene regular Board of Directors meetings, set the agenda, time and place of the meeting at least 03 (three) days before the scheduled meeting date. The Chairman may convene a meeting whenever he deems it necessary, but at least one (01) meeting must be held every quarter.

4. Extraordinary meetings

The Chairman of the Board of Directors convenes extraordinary meetings when deemed necessary for the benefit of the Corporation. Furthermore, the Chairman of the Board of Directors must convene a Board meeting, without delay unless justifiable, when one of the following parties submits a written request outlining the purpose of the meeting, the issues to be discussed, and decisions falling within the authority of the Board of Directors:

- a. Supervisory Board;
- b. Independent member of the Board of Directors
- c. General Director or at least five (05) other managers;
- d. At least two (02) members of the Board of Directors;

5. The Board of Directors meetings referred to in Clause 4 of this Article must be held within seven (07) working days after the meeting proposal is made. If the Chairman of the Board of Directors does not accept the meeting as requested, the Chairman shall be responsible for any damages incurred by the Corporation; those who proposed the meeting mentioned in Clause 4 of this Article may convene the Board of Directors meeting themselves.

6. The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send a notice of meeting at least five (05) days before the meeting date. The notice of meeting must specify the time and place of the meeting, the agenda, the issues to be discussed and decided. The notice of meeting must be accompanied by the documents to be used at the meeting and the voting ballot of the members.

Notices inviting members to the Board of Directors meeting may be sent by mail, telephone, fax, or electronic means, ensuring they reach the contact address of each Board member registered with the Corporation .

7. The Chairman of the Board of Directors or the person convening the meeting sends the notice of meeting and accompanying documents to the members of the Supervisory Board in the same way as to the members of the Board of Directors.

Members of the Supervisory Board have the right to attend Board of Directors meetings; they have the right to participate in discussions but do not have the right to vote.

8. Minimum number of attendees

A Board meeting is considered valid when at least three-quarters of the total number of members are present. or through a representative (authorized person).

If the required number of members is not present, the meeting must be reconvened within seven (07) days from the date of the first scheduled meeting. The reconvened meeting will be held if more than half (1/2) of the Board of Directors members are present .

9. A member of the Board of Directors is deemed to have attended and voted at the meeting in the following circumstances:

- a. Attend and vote directly at the meeting;
- b. Authorize another person to attend the meeting as stipulated in Clause 10 of this Article;
- c. Attend and vote via online conference, electronic voting, or other electronic means;
- d. Send the voting ballot to the meeting via mail, fax, or email.

If ballots are sent to the meeting by mail, they must be enclosed in a sealed envelope and delivered to the Chairman of the Board of Directors no later than one hour before the meeting begins. Ballots may only be opened in the presence of all attendees.

A resolution of the Board of Directors is adopted if it is approved by a majority of the members present; in the event of a tie, the final decision rests with the side whose opinion is supported by the Chairman of the Board of Directors.

10. Voting.

a. Except as provided in Point b, Clause 10 of this Article, each member of the Board of Directors or a person directly authorized to be present in their personal capacity at the Board of Directors meeting has one (01) voting right;

b. Board members are not permitted to vote on contracts, transactions, or proposals in which they or a person related to them have an interest that conflicts with, or may conflict with, the interests of the Corporation. Board members are not counted toward the minimum number of representatives required to convene a Board meeting regarding decisions on which they do not have the right to vote;

c. According to Clause d, Point 10 of this Article, when issues arise during a meeting of the Board of Directors concerning the interests of a Board member or the voting rights of a member, and these issues cannot be resolved by the voluntary waiver of voting rights by the relevant Board member, the issues shall be referred to the meeting chair for decision. The chair's decision on such matters shall be final unless the nature or scope of the interests of the relevant Board member has not been fully disclosed;

d. A member of the Board of Directors who benefits from a contract as stipulated in Points a and b of Clause 6, Article 42 of these Charters shall be deemed to have a substantial interest in that contract.

11. Disclosing benefits

A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been or is being considered for signing with the Corporation, and who is aware of their own interest, is responsible for disclosing the nature and content of that interest at the first meeting of the Board of Directors that considers signing the contract or transaction. If a member of the Board of Directors is unaware of their own or related parties' interest at the time the contract or transaction is signed with the Corporation, that member must disclose the relevant interest at the first meeting of the Board of Directors held after that member becomes aware of their interest or potential interest in the relevant transaction or contract.

12. Meetings via phone or other methods.

Board meetings may be held in the form of deliberations among the members of the Board when all or some of the members are in different locations, provided that each member participating in the meeting is able to:

- a. Listen to each of the other Board members who are participating in the meeting speak;
- b. Address all other attendees simultaneously.

Communication between members may take place directly by telephone or by other means of communication (including the use of such means at the time of adoption of the Bylaws or later), or a combination of all these methods. A Board member participating in such

language, then the content... in Minutes in Vietnamese are applicable .

15. Minutes of Board of Directors meetings and documents used in the meetings must be kept at the Corporation's headquarters.

16. Subcommittees of the Board of Directors

The Board of Directors may establish subcommittees to oversee development policy, human resources, compensation, internal audit, and risk management. The number of members in each subcommittee is determined by the Board of Directors and must be at least three, including both Board members and external members. Non-executive Board members should constitute a majority in the subcommittee, and one of these members may be appointed as the Subcommittee Chairman by decision of the Board of Directors. The subcommittee's activities must comply with the regulations of the Board of Directors. Resolutions of the subcommittee are only valid when a majority of members attend and vote in favor of them at the subcommittee meeting.

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

17. The legal validity of the Board of Directors' decisions.

The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, must comply with applicable legal regulations.

Article 30. Person in charge of the General Corporation's administration

1. The Board of Directors of the Corporation must appoint at least one person in charge of corporate governance to support the Corporation's governance at the enterprise . The person in charge of corporate governance may also serve as the Corporation's Secretary as stipulated in Clause 5, Article 156 of the Enterprise Law.

2. The person in charge of the Corporation's administration is not allowed to simultaneously work for an approved auditing firm that is auditing the Corporation's financial statements.

3. The person in charge of the General Corporation's administration has the following rights and obligations:

a. Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and on related matters between the Corporation and shareholders;

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

c. Providing advice on meeting procedures;

d. Attend meetings;

e. Providing advice on the procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;

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

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

h. To serve as the point of contact with relevant stakeholders;

i. Information security will be maintained in accordance with legal regulations and the Corporation's Charter. Information security shall be ensured in accordance with relevant applicable laws and regulations and the Corporation's internal management regulations on information security (if any);

j. Other rights and obligations as prescribed by law .

**VIII. GENERAL DIRECTOR, OTHER EXECUTIVES AND SECRETARY OF THE
GENERAL CORPORATION**

Article 31. Organizational structure of the management apparatus

The Corporation's management system must ensure that the management apparatus is accountable to the Board of Directors and is subject to the supervision and direction of the Board of Directors in the Corporation's daily business operations. The Corporation has one (01) General Director, Deputy General Directors and one Chief Accountant and other positions appointed by the Board of Directors (Board of Directors Advisor, Board Chairman's Assistant, Corporation Secretary, Board Chairman's Secretary, Corporation Internal Manager). The appointment, dismissal, and removal of the above-mentioned positions must be approved by Resolution or Decision of the Board of Directors.

Article 32. The General Director

1. The corporation's executive staff includes the General Director, Deputy General Directors, Chief Accountant, and other executive positions appointed by the Board of Directors.

2. Upon the recommendation of the General Director and with the approval of the Board of Directors, the Corporation may recruit other executives in a number and with qualifications appropriate to the Corporation's structure and management regulations as stipulated by the Board of Directors. These executives are responsible for supporting the Corporation in achieving its operational and organizational goals.

3. The salary, remuneration, benefits, and other terms of the employment contract for the General Director are decided by the Board of Directors, and contracts with other management personnel are decided by the Board of Directors after consulting with the General Director.

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

Article 33. Appointment, dismissal, duties and powers of the General Director

1. The Board of Directors appoints one member of the Board of Directors or hires another person to serve as the General Director.

2. The General Director is responsible for managing the day-to-day business operations of the Corporation; is subject to the supervision of the Board of Directors; and is accountable to the Board of Directors and to the law for the exercise of assigned rights and obligations.

3. The term of office for the General Director shall not exceed 5 years and may be reappointed for an unlimited number of terms. The General Director must meet the standards and conditions prescribed by law.

4. The CEO has the following powers and responsibilities:

a. To make decisions on matters related to the day-to-day business operations of the Corporation that do not fall within the authority of the Board of Directors;

b. Implement the resolutions and decisions of the Board of Directors;

c. To organize and implement the Corporation's business plan and investment plan;

d. Proposing a plan for the organizational structure and internal management regulations of the Corporation;

e. Appointing, dismissing, and removing heads and deputy heads of functional departments and professional management positions within the executive apparatus, except for positions under the authority of the Board of Directors;

f. Decisions regarding salaries and other benefits for employees within the Corporation, including managers, fall under the appointment authority of the General Director;

g. Recruitment of workers;

h. Proposing a plan for paying dividends or handling business losses;

i. Decisions to invest in or sell assets whose value is less than 35% of the total asset value recorded in the Corporation's most recent financial statement;

j. Through contract Purchases, sales, borrowings, loans, and other contracts with a value less than 50% of the total asset value recorded in the Corporation's most recent financial statement. This regulation does not apply to contracts and transactions stipulated in Point d,

Clause 2, Article 138, and Clauses 1 and 3, Article 167 of the Enterprise Law.

k. Other rights and obligations as prescribed by law and Resolutions and Decisions of the Board of Directors.

5. The Board of Directors may dismiss the CEO when a majority of the Board members with voting rights present at the meeting approve and appoint a new CEO to replace him.

Article 34. Secretary of the Corporation

1. The Board of Directors appoints one (01) or more people as the General Secretary of the Corporation with a term and terms as decided by the Board of Directors. The Board of Directors may dismiss the General Secretary of the Corporation when necessary, but not contrary to current labor laws. The Board of Directors may also appoint one or more Assistant General Secretaries of the Corporation from time to time. The General Secretary of the Corporation has the following rights and obligations:

a. Support Organizing and convening meetings of the General Shareholders' Meeting and the Board of Directors, and recording meeting minutes;

b. Support for Board Members in the exercise of assigned rights and obligations;

c. Support the Board of Directors in Applying and implementing the principles of corporate governance;

d. Support for the Corporation in Building shareholder relations and protecting the legitimate rights and interests of shareholders;

e. Support for the Corporation in Compliance with obligations regarding information provision, information disclosure, and administrative procedures.

f. Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and the Supervisory Board.

2. The General Secretary is responsible for maintaining the confidentiality of information in accordance with relevant current laws and regulations and the General Secretary's internal management regulations on information confidentiality (if any).

IX. SUPERVISORY BOARD

Article 35. Nomination and candidacy of members of the Supervisory Board (Supervisors)

1. Shareholders have the right to pool their individual common shares to nominate candidates for the Supervisory Board. Shareholders or groups of shareholders holding from 10% to less than 30% of the total common shares may nominate one (01) candidate; from 30% to less than 50% may nominate a maximum of two (02) candidates; from 50% or more may nominate from three (03) candidates to a maximum of five (05) candidates.

2. If the number of candidates for the Supervisory Board nominated through election and candidacy is still insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations according to the mechanism stipulated by the Corporation in its internal regulations on corporate governance. The incumbent Supervisory Board's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.

Article 36. Composition of the Supervisory Board

1. The Supervisory Board of the Corporation has 3 members. The term of office for a member of the Supervisory Board is no more than 5 years and they may be re-elected for an unlimited number of terms .

2. Members of the Supervisory Board must meet the standards and conditions stipulated in Article 169 of the Enterprise Law and must not fall under the following categories:

a. Working in the accounting and finance department of the Corporation;

b. Being a member or employee of an independent auditing firm that audited the

corporation's financial statements for the three consecutive years preceding the audit.

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

a. No longer meets the qualifications and conditions to be a member of the Supervisory Board as stipulated in Clause 2 of this Article;

b. A resignation letter has been submitted and accepted;

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

a. Failure to complete assigned tasks or duties;

b. Failure to exercise one's rights and fulfill one's obligations for six consecutive months, except in cases of force majeure;

c. Repeated and serious violations of the obligations of a member of the Supervisory Board as stipulated in the Enterprise Law;

d. Other cases as decided by the General Meeting of Shareholders.

Article 37. Meetings of the Supervisory Board

1. The Supervisory Board must meet at least twice a year, with at least two-thirds of its members attending. Minutes of the Supervisory Board meetings must be detailed and clear. The person recording the minutes and all attending Supervisory Board members must sign the meeting minutes. Minutes of Supervisory Board meetings must be kept to determine the responsibilities of each Supervisory Board member.

2. The Supervisory Board has the right to request members of the Board of Directors, the General Director, and representatives of approved auditing firms to attend and answer questions requiring clarification.

Article 38. Head of the Supervisory Board

1. The Head of the Supervisory Board is elected by the Supervisory Board from among its members; the election, dismissal, and removal are based on a majority vote. More than half of the members of the Supervisory Board must be residents of Vietnam. The Head of the Supervisory Board must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the Corporation's business operations.

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

a. Convene a meeting of the Supervisory Board;

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

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

Article 39. Rights and obligations of the Supervisory Board

The Supervisory Board has the rights and obligations as stipulated in Article 170 of the Enterprise Law and the following rights and obligations:

1. Propose and recommend to the General Meeting of Shareholders to approve the list of auditing firms approved to audit the Corporation's financial statements; decide on the auditing firm approved to conduct the Corporation's operational inspection, and dismiss approved auditors when deemed necessary.

2. Be accountable to shareholders for your supervisory activities.

3. Monitoring the financial situation of the Corporation and ensuring compliance with the law in the operations of the Board of Directors members, the General Director, and other managers.

4. Review the Corporation's annual, semi-annual, and quarterly financial reports;

5. Ensure coordinated operations with the Board of Directors, the General Manager, and

shareholders.

6. In the event of discovering any violations of the law or the Corporation's Charter by members of the Board of Directors, the General Director, or other executives of the enterprise, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the person committing the violation to cease the violation and take measures to remedy the consequences.

7. Develop the operating regulations of the Supervisory Board and submit them to the General Meeting of Shareholders for approval.

8. Reporting to the General Meeting of Shareholders as prescribed in Article 290 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law.

9. Has the right to access records and documents of the Corporation kept at the head office, branches and other locations; has the right to visit the workplaces of the Corporation's managers and employees during working hours.

10. Has 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, operation, and business activities of the Corporation.

11. Members of the Board of Directors, the General Director, and other management personnel must provide all information and documents related to the Corporation's operations upon request from the Supervisory Board. The Corporation Secretary must ensure that all copies of financial information, other information provided to members of the Board of Directors, and copies of Board meeting minutes are available.

Article 40. Salaries, remuneration, bonuses and other benefits of members of the Supervisory Board

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

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

3. The salaries and operating expenses of the Supervisory Board shall be included in the business expenses of the Corporation in accordance with the law on corporate income tax and other relevant laws, and must be presented as a separate item in the Corporation's annual financial statements.

X. RESPONSIBILITIES OF BOARD OF DIRECTORS MEMBERS, SUPERVISORY BOARD MEMBERS, GENERAL MANAGER, AND OTHER EXECUTIVES

Article 41. Responsibility for Care

1. Board of Directors members, Supervisory Board members, General Director and other executives are responsible for performing their duties, including those as members of subcommittees of the Board of Directors, in good faith for the best interests of the Corporation and with the degree of prudence that a prudent person would have in a similar position and under similar circumstances.

2. Board Member, Supervisory Board Member, General Director Directors and other executives are obligated to inform the Board of Directors and the Supervisory Board about transactions between the Corporation, its subsidiaries, and companies in which the Corporation holds a controlling stake of 50% or more of the charter capital, with the director or

related parties of that director, as stipulated by law. For transactions involving the aforementioned parties approved by the General Meeting of Shareholders or the Board of Directors, the Corporation must disclose information regarding these resolutions in accordance with securities law . Regarding information disclosure.

3. Board members are not permitted to vote on transactions that benefit that member or a related party, as stipulated in the Enterprise Law.

4. Members of the Board of Directors, Supervisory Board, General Director, other executives, and their related parties are prohibited from using or disclosing unauthorized information of the Corporation to conduct related transactions.

Article 42. Responsibility for honesty and avoiding conflicts of interest

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

2. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other management officers and related persons are not permitted to use business opportunities that may benefit the Corporation for personal gain; nor are they permitted to use information obtained through their positions for personal gain or to serve the interests of other organizations or individuals.

3. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other management officers and related parties are obligated to inform the Board of Directors of all potential conflicts of interest with the Corporation that they may obtain through other economic entities, transactions, or individuals.

4. Board members are not permitted to vote on transactions that benefit that member or a related party, as stipulated in the Enterprise Law.

5. The Corporation shall not grant loans or guarantees to members of the Board of Directors, members of the Supervisory Board, the General Director, other management officers, and persons related to the aforementioned members or legal entities in which these persons have financial interests, except in cases where such loans or guarantees have been approved by the General Meeting of Shareholders.

6. Contracts or transactions between the Corporation and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other managers or persons related to them, or companies, partners, associations, or organizations of which the members of the Board of Directors, members of the Supervisory Board, the General Director, other managers or persons related to them are members or have a financial interest shall not be invalidated in the following cases:

a. For contracts valued at less than 35 % of the total assets recorded in the Corporation's most recent financial statement , significant elements of the contract or transaction, as well as the relationships and interests of management or Board members, have been reported to the Board of Directors or the relevant subcommittee. Simultaneously, that Board of Directors or subcommittee has authorized the execution of the contract or transaction in good faith by a majority vote of Board members with no vested interest;

b. For transactions exceeding 35 % or transactions resulting in a 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 statement, the significant details of the transaction, as well as the relationship and interests of the Board of Directors members, Supervisory Board members, General Director , and other executives, have been disclosed to shareholders and approved by the General Meeting of Shareholders through a vote of shareholders without an vested interest.

c. The contract or transaction is deemed fair and reasonable in all respects relating to the shareholders of the Corporation at the time the transaction or contract is authorized by the Board of Directors or a subcommittee of the Board of Directors or the shareholders.

Members of the Board of Directors, members of the Supervisory Board, the General

Director, other management officers, and individuals related to the aforementioned members are prohibited from using or disclosing unauthorized information of the Corporation to conduct related transactions.

Article 43. Liability for damages and compensation

1. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other management personnel who violate their duties and responsibilities of honesty and diligence, and fail to fulfill their obligations with conscientiousness and professional competence, shall be held responsible for any damages caused by their misconduct.

2. The Corporation shall compensate individuals who have been, are, or may become involved in complaints, lawsuits, or prosecutions (including civil and administrative cases, and not cases initiated by the Corporation) if that person has been or is a member of the Board of Directors, a manager, an employee, or an authorized representative of the Corporation, or if that person has acted or is acting at the request of the Corporation as a member of the Board of Directors, a manager, an employee, or an authorized representative of the Corporation, provided that person acted honestly, carefully, and diligently in the best interests of the Corporation, in compliance with the law, and there is no evidence to confirm that that person has violated their responsibilities. When performing functions, duties, or carrying out tasks as authorized by the Corporation, members of the Board of Directors, members of the Supervisory Board, managers, employees, or authorized representatives of the Corporation shall be compensated by the Corporation when becoming a party involved in complaints, lawsuits, or prosecutions (except for lawsuits initiated by the Corporation) in the following cases:

a. Acted honestly, cautiously, and diligently in the best interests of the Corporation and in a manner that did not conflict with its interests;

b. Complying with the law and without evidence confirming failure to fulfill responsibilities.

3. Compensation costs include incidental expenses (including attorney fees), judgment costs, fines, and payments actually incurred or considered reasonable in resolving these cases within the framework of the law. The corporation may purchase insurance for these individuals to avoid such compensation liabilities.

Article 44. Transactions with related parties

1. When conducting transactions with related parties, the Corporation must enter into written contracts based on the principles of equality and voluntariness.

2. The Corporation takes necessary measures to prevent related parties from interfering with the Corporation's operations and harming the Corporation's interests through controlling the Corporation's transactions, purchases, and pricing of goods and services.

3. The Corporation takes necessary measures to prevent shareholders and related parties from engaging in transactions that would result in the loss of the Corporation's capital, assets, or other resources.

Article 45. Transactions with shareholders, business managers, and related parties of these entities.

1. The corporation is prohibited from providing loans or guarantees to individual shareholders and their related parties.

2. The corporation is not permitted to provide loans or guarantees to institutional shareholders and their related parties who are individuals, except in the cases stipulated in Clause 84, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.

3. The corporation is not permitted to provide loans or guarantees to related parties of institutional shareholders, except in the following cases:

a. Corporations and organizations that are related parties to shareholders are companies within the same group or companies operating as a group of companies, including parent-subsidiary companies, economic conglomerates, and such transactions must be approved by the General Meeting of Shareholders or the Board of Directors.

b. Unless otherwise provided by law.

4. Except for transactions approved by the General Meeting of Shareholders, the Corporation is prohibited from carrying out the following transactions:

a. Granting loans or guarantees to members of the Board of Directors, Supervisory Board, General Director, other managers, and related individuals and organizations of these entities, except in cases where the Corporation and related organizations of shareholders are companies within the same group or companies operating as a group of companies, including parent-subsidary companies, economic conglomerates, and where specialized laws provide otherwise.

b. Transactions resulting in a total transaction value exceeding 35% of the total asset value recorded in the Corporation's most recent financial statement with one of the following entities:

- Members of the Board of Directors, Supervisory Board, General Director, other managers and related parties of these entities;

- Shareholders, authorized representatives of shareholders owning more than 10% of the total common stock of the Corporation, and their related parties;

- Businesses that are related to the entities specified in Clause 2, Article 164 of the Enterprise Law.

5. The Board of Directors approves contracts and transactions under point b, clause 4 of this Article that have a value less than 35% of the total asset value recorded in the Corporation's most recent financial statement.

XI. RIGHT TO EXAMINE THE GENERAL CORPORATION'S ACCOUNTING AND RECORDS

Article 46. Right to access books and records

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

a. Ordinary shareholders have the right to review, search, and extract information about their names and contact addresses in the list of shareholders with voting rights; request correction of inaccurate information about themselves; review, search, extract, or copy the Corporation's Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

b. Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the right to review, examine, and extract minutes and resolutions of the Board of Directors, interim and annual financial statements, reports of the Supervisory Board, contracts, transactions requiring approval from the Board of Directors, and other documents, except for documents related to trade secrets and business secrets of the Corporation.

The retrieval, copying, or extraction of these records can be done during working hours and at the Corporation's headquarters.

2. In cases where an authorized representative of a shareholder or group of shareholders requests a search of books and records, they must include the authorization letter from the shareholder or group of shareholders they represent, or a notarized copy of such authorization letter.

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

4. The Corporation must keep these Charters and any amendments to them, the Certificate of Business Registration, 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 Supervisory Board, annual financial statements, accounting books and any other documents as prescribed by law at its head office or another location provided that shareholders and the business registration authority are notified of the location where these

documents are stored.

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

XII. WORKERS AND TRADE UNIONS

Article 47. Workers and trade unions

The CEO must develop a plan for the Board of Directors to approve matters related to recruitment, termination of employment, salaries, social insurance, benefits, rewards, and disciplinary actions for employees and business executives.

The General Director shall develop a plan for the Board of Directors to approve matters relating to the Corporation's relationship with trade unions in accordance with best management standards, practices and policies, the practices and policies stipulated in this Charter, the Corporation's regulations and applicable laws.

XIII. PROFIT DISTRIBUTION

Article 48. Profit Distribution

1. The General Meeting of Shareholders decides on the dividend payout rate and the form of annual dividend payment from the retained earnings of the Corporation.

2. In accordance with the provisions of the Enterprise Law, the Board of Directors may decide to pay interim dividends if it deems such payment appropriate to the profitability of the Corporation.

3. The corporation does not pay interest on dividend payments or payments related to a particular stock.

4. The Board of Directors may propose to the General Meeting of Shareholders the approval of the payment of all or part of the dividend in shares, and the Board of Directors is the body responsible for implementing this decision.

5. In the event that dividends or other payments related to a stock are paid in cash, the Corporation must make the payment in Vietnamese Dong. Payment may be made directly or through banks based on the bank details provided by the shareholder. If the Corporation has transferred the funds according to the bank details provided by the shareholder but the shareholder does not receive the money, the Corporation is not liable for the amount transferred to that shareholder. Dividend payments for listed/registered shares on the stock exchange may be made through a securities company or the Vietnam Securities Depository and Clearing Corporation.

6. Based on the Enterprise Law and the Securities Law, the Board of Directors shall pass a Resolution specifying a particular date for closing the list of shareholders. Based on that date, those registered as shareholders or holders of other securities entitled to receive dividends, in cash or shares, shall receive notification or other documents.

7. Other matters related to profit distribution are handled in accordance with the law.

Article 49. Other issues related to profit distribution

1. Net profit after tax is determined at the end of the fiscal year, before distributing dividends to shareholders and before paying joint venture profits (if any). After paying joint venture profits, the remaining amount is allocated to the following funds:

- a. Business development investment fund;
- b. Welfare fund;
- c. Reward fund;
- d. Pay dividends.

2. The allocation ratios for the aforementioned funds shall be proposed by the Board of Directors to the General Meeting of Shareholders for approval each year.

XIV. BANK ACCOUNTS, FISCAL YEAR AND ACCOUNTING SYSTEM

Article 50. Bank Accounts

1. The corporation opens accounts at Vietnamese banks or at foreign banks licensed to operate in Vietnam.
2. With prior approval from the competent authority, the Corporation may, if necessary, open bank accounts abroad in accordance with the provisions of the law.
3. The Corporation conducts all payments and accounting transactions through Vietnamese Dong or foreign currency accounts at the banks where the Corporation maintains accounts.

Article 51. Fiscal Year

The Corporation's fiscal year begins on the first day of January each year and ends on the 31st day of December. The first fiscal year begins on the date of issuance of the Business Registration Certificate and ends on the 31st day of December immediately following the date of issuance of that Business Registration Certificate.

Article 52. Accounting System

1. The accounting system used by the Corporation is either the enterprise accounting system or a specific accounting system issued and approved by the competent authority .
2. The Corporation maintains its accounting records in Vietnamese. The Corporation keeps accounting records according to the type of business activities in which it participates. These records must be accurate, up-to-date, systematic, and sufficient to substantiate and explain the Corporation's transactions.
3. The Corporation uses the Vietnamese Dong (or freely convertible foreign currency in cases approved by competent state authorities) as the currency unit for accounting purposes.

XV. FINANCIAL REPORTS, ANNUAL REPORTS, INFORMATION DISCLOSURE RESPONSIBILITIES, PUBLIC NOTIFICATIONS

Article 53. Annual, semi-annual and quarterly financial reports

1. The Corporation must prepare annual financial statements in accordance with the law and the regulations of the State Securities Commission, and these statements must be audited as stipulated in Article 58 of this Charter. The Corporation shall publish the audited annual financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state agency.
2. The annual financial report must include all reports, appendices, and explanatory notes as required by law on corporate accounting. The annual financial report must truthfully and objectively reflect the operational situation of the Corporation.
3. The corporation must prepare and publish audited semi-annual reports and quarterly financial statements in accordance with the legal regulations on information disclosure in the securities market and submit them to the competent state authority.
4. Audited financial statements (including auditor's opinion), semi-annual and quarterly reports of the Corporation must be published on the Corporation's website.

Article 54. Annual Report

The corporation must prepare and publish an annual report in accordance with the regulations of the Law on Securities and the Securities Market.

Article 55. Obligation to disclose information

1. The Corporation is obligated to disclose complete, accurate, and timely periodic and extraordinary information regarding its production and business operations, financial situation, and corporate governance to shareholders and the public. The Corporation must also disclose complete, accurate, and timely other information if such information is likely to affect the stock price and influence the decisions of shareholders and investors. The information and the method of disclosure shall comply with relevant current laws and regulations and the Corporation's internal management regulations on information provision (if any).
2. Information disclosure is carried out in a way that ensures shareholders and the public

have fair access and complies with relevant legal regulations. The language used in information disclosures should be clear, easy to understand, and avoid misleading shareholders and investors.

3. The Corporation must report to the State Securities Commission, the Stock Exchange , and disclose information on the Corporation's organizational structure, management, and operations as stipulated in Article 137 of the Enterprise Law.

4. In the event that the Corporation changes its operating model, it must report to the State Securities Commission, the Stock Exchange , and disclose the information within 24 hours of the Shareholders' General Meeting deciding on the change in model.

5. The corporation must disclose information on its corporate governance at its annual general meetings of shareholders and in its annual report, in accordance with the securities law's regulations on information disclosure.

6. The corporation is obligated to submit periodic reports every six months and disclose information on its corporate governance in accordance with the securities law's regulations on information disclosure.

XVI. AUDIT OF THE CORPORATION

Article 56. Auditing

1. The Annual General Meeting of Shareholders shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the Board of Directors to select one of these firms to conduct the audit of the Corporation for the following fiscal year based on the terms and conditions agreed upon with the Board of Directors. The Corporation must prepare and submit the annual financial statements to the independent auditing firm after the end of the fiscal year.

2. The independent auditing firm examines, verifies, and reports on the annual financial statements reflecting the Corporation's revenues and expenditures, prepares the audit report, and submits that report to the Board of Directors within the legally required timeframe.

3. A copy of the audit report is attached to the Corporation's annual financial statements.

4. Independent auditors conducting the audit of the Corporation 's financial statements are entitled to attend General Meetings of Shareholders, receive notices and other information related to the General Meetings of Shareholders, and express their opinions at the meeting on matters related to the audit of the Corporation 's financial statements .

XVII. THE SEAL OF THE ENTERPRISE

Article 57. Enterprise Seal

1. The seal includes seals made at seal-making establishments or seals in the form of digital signatures as prescribed by law on electronic transactions.

2. The Board of Directors decides on the type, quantity, form, and content of the seals of the Corporation, its branches, and representative offices.

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 CORPORATION

Article 58. Dissolution of the Corporation

1. The corporation will be dissolved in the following cases:

a. The operating period stipulated in the Corporation's Charter has expired without a decision to extend it;

b. According to the Resolutions and Decisions of the General Meeting of Shareholders;

c. The corporation no longer has the minimum number of members required by the

Enterprise Law for a continuous period of 06 months without undergoing the procedure to change its business type;

d. Certificate revoked register businesses, except where the Law on Tax Administration provides otherwise;

e. Other cases as prescribed by law.

2. The premature dissolution of the Corporation (including any extended period) is decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) as prescribed by law.

Article 59. Extension of operation

1. The operating term of the Corporation, as stipulated in Clause 5, Article 2 of these Charters, is indefinite. In the event of a change to the operating term of the Corporation, the Board of Directors must convene a General Meeting of Shareholders to vote on the adjustment of the operating term.

2. The operating term of the Corporation shall be adjusted when 65% or more of the total votes of shareholders with voting rights present in person or through authorized representatives at the General Meeting of Shareholders approve it.

Article 60. Liquidation

1. At least six (06) months before the end of the Corporation's operating term or after a decision to dissolve the Corporation is made, the Board of Directors shall establish a Liquidation Committee of three (03) members. Two (02) members shall be appointed by the General Meeting of Shareholders and one (01) member shall be appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its operating regulations. Members of the Liquidation Committee may be selected from among the Corporation's employees or independent experts. All costs related to the liquidation shall be paid by the Corporation in priority before other debts of the Corporation.

2. The Liquidation Board is responsible for reporting its establishment date and commencement date to the business registration authority. From that point onwards, the Liquidation Board acts on behalf of the Corporation in all matters related to the liquidation of the Corporation before the Court and administrative agencies.

3. The proceeds from the liquidation will be paid out in the following order:

- a. Liquidation costs;
- b. Wage arrears, severance pay, social insurance, and other employee benefits as stipulated in collective bargaining agreements and signed employment contracts;
- c. Taxes and other payments to the government;
- d. Loans (if any);
- e. Other debts of the Corporation;
- f. The remaining balance after all debts from items (a) to (e) above have been paid is distributed to the shareholders. Preferred shares are given priority in payment.

XIX. RESOLVING INTERNAL DISPUTES

Article 61. Resolution of internal disputes

1. In the event of a dispute or claim arising relating to the operations of the Corporation or to the rights and obligations of shareholders as stipulated in the Corporation's Charter, the Enterprise Law, other laws, or administrative regulations, the following shall apply:

- a. Shareholders and the Corporation;
- b. Shareholders, along with the Board of Directors, Supervisory Board, General Director, or senior management.

The parties involved attempt to resolve the dispute through negotiation and mediation. Except in cases involving the Board of Directors or the Chairman of the Board, the Chairman of the Board presides over the dispute resolution process and requires each party to present the factual elements relevant to the dispute within 60 working days from the date the dispute

arises. In the case of a dispute involving the Board of Directors or the Chairman of the Board, either party may request the Court or Arbitration Tribunal to appoint an independent expert to act as arbitrator in the dispute resolution process.

2. If no conciliation agreement is reached within six (06) weeks from the start of the conciliation process or if the conciliation decision is not accepted by the parties, either party may bring the dispute to Economic Arbitration or Economic Court.

3. Each party bears its own costs related to the negotiation and mediation process. Payment of court costs is made according to the court's judgment.

XX. SUPPLEMENTS AND AMENDMENTS TO THE STATUTES

Article 62. Amendments and Supplements to the Charter

1. Any amendments or additions to these Articles of Association must be considered and decided upon by the General Meeting of Shareholders.

2. In the event that there are legal provisions relating to the Corporation's operations not addressed in this Charter, or in the event that new legal provisions differ from the provisions in this Charter, those legal provisions shall automatically apply and govern the Corporation's operations.

21. EFFECTIVE DATE

Article 63. Effective Date

1. This Charter comprises 21 chapters and 63 articles, and was unanimously approved for amendment and supplementation by the Extraordinary General Meeting of Shareholders of Vietnam Electronics And Informatics Joint Stock Corporation on January 8, 2026 in Hanoi, and the full text of this Charter is hereby accepted. This Charter takes effect from January 8, 2026.

2. These regulations are the sole and official document of the Corporation. *[Signature]*

Full name and signature of the Legal Representative of the Corporation:

**LEGAL REPRESENTATIVE
GENERAL DIRECTOR**



TỔNG GIÁM ĐỐC
Vũ Văn Hậu



APPENDIX
LIST OF BUSINESS LINES

VIETNAM ELECTRONICS AND INFORMATICS JOINT STOCK CORPORATION
(Attached to the Charter of Vietnam Electronics and Informatics Joint Stock Corporation
adopted on ... day ... month ... year 2026)

List of business lines of the Corporation (Pursuant to the Enterprise Registration Certificate, initially registered on 28 February 2007, amended for the 8th time on 18 December 2025):

No.	Business lines	Industry code
1	Other manufacturing not elsewhere classified Details: - Design, manufacture, assembly and fabrication of equipment, systems, components, parts and structures in the fields of electronics and informatics, telecommunications equipment, medical electronics, electronic automation, household and specialized electrical appliances; - Manufacture of equipment, products, components and materials related to electronics and informatics, telecommunications equipment, medical electronics and electrical appliances; - Manufacture of auxiliary equipment and various types of packaging serving the Corporation's business activities.	3290 (Principal business line)
2	Advertising Details: - Advertising and information services (excluding tobacco advertising).	7310
3	Trade promotion and exhibition organization Details: - Exhibition business activities.	8230
4	Real estate business, land use rights owned, used or leased Details: - Real estate business and office rentals.	6810
5	Other remaining business support service activities not elsewhere classified Details: - Import and export of equipment, products, components and materials related to electronics and informatics, telecommunications equipment, medical electronics and electrical appliances; - Import and export of goods traded by the Company. (For conditional business lines, the Company shall conduct business only upon satisfying the conditions prescribed by law).	8299
6	Wholesale of other machinery, equipment and spare parts Details: - Trading of equipment including: electrical equipment, refrigeration equipment, mechanical equipment, metals, minerals, rubber products, environmental treatment systems and equipment, lifting equipment,	4659

	elevators, alarm and protection devices, fire prevention and fighting equipment, laboratory equipment serving production, research and training; - Trading of equipment, products, components and materials related to electronics and informatics, telecommunications equipment, medical electronics and electrical appliances; - Wholesale of medical equipment and instruments.	
7	Manufacture of medical, dental, orthopedic and rehabilitation equipment and instruments	3250
8	Installation of industrial machinery and equipment Details : - Installation of equipment including: electrical, refrigeration, mechanical equipment, metals, minerals, rubber products, environmental treatment systems, lifting equipment, elevators, alarm and protection devices, fire prevention and fighting equipment, laboratory equipment serving production, research and training; - Installation of medical equipment.	3320
9	Architectural and related technical consultancy activities Details: - Consultancy and design of power transmission lines and substations up to 500kV; - Consultancy and supervision of construction and installation of power transmission lines and substations up to 110kV; - Architectural design; - Interior and exterior design; landscape design; - Structural design; - Electrical and electromechanical design for buildings; - Water supply and drainage design; - Ventilation and thermal systems design; - Information and communication network design for construction works; - Construction planning design; - Topographical survey; - Geological and hydrogeological survey; - Supervision of construction and finishing works; - Supervision of installation of construction equipment; - Supervision of installation of technological equipment; - Appraisal of construction designs; - Preparation and appraisal of construction investment projects; - Project management consultancy; - Construction inspection and testing; - Specialized construction testing; - Fire prevention and firefighting system design; - Consultancy on construction investment cost management; - Bidding consultancy services.	7110
10	Demolition	4311
11	Site preparation	4312
12	Other specialized construction activities	4390
13	Specialized design activities	7410

14	Electrical installation	4321
15	Other construction installation activities Details: - Construction and installation of fire prevention and firefighting systems.	4329
16	Other civil engineering construction Details: - Construction of civil, industrial, telecommunications, broadcasting and television works, power transmission lines and substations; - Construction of power transmission lines and substations up to 500kV, power plants with capacity up to 1,000MW.	4299
17	Other information technology and computer service activities Details: - Provision of services in the fields of electronics and information technology (research, training, technology transfer, investment consultancy, construction and installation, maintenance, agency and distribution for domestic and foreign companies).	6290
18	Hotels and similar accommodation Details: - Hotel business (excluding bar, karaoke lounge and nightclub services).	5510
19	Other remaining professional, scientific and technological activities not elsewhere classified	7499
20	Retail sale of pharmaceuticals, medical equipment, cosmetics and toiletry articles	4772
21	Repair and maintenance of electronic and optical equipment Details: - Repair of medical equipment and diagnostic devices with display screens, measuring and testing equipment, and laboratory equipment.	3313
22	Other specialized wholesale not elsewhere classified Details: - Trading of fire prevention and firefighting equipment; - Wholesale of scrap metal and non-metal waste; - Wholesale of chemicals.	4679

