

COMA 18 JOINT STOCK COMPANY



**CHARTER OF ORGANIZATION AND
OPERATION**

COMA 18 JOINT STOCK COMPANY

Hanoi, April 2026



COMA18 JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 24./QĐ-HĐQT

Ha Noi, day 15. month May year 2026

DECISION

Re: Issuance of the Charter on Organization and Operation of COMA18 Joint Stock Company

BOARD OF DIRECTORS OF COMA 18 JOINT STOCK COMPANY

Pursuant:

- *The Enterprise Law No. 59/2020/QH14 was approved by the 14th National Assembly of the Socialist Republic of Vietnam at the 9th session on June 17, 2020. The Law amending and supplementing certain articles of the Enterprise Law No. 76/2025/QH15 was approved by the 15th National Assembly of the Socialist Republic of Vietnam on June 17, 2025, along with the guiding documents for the implementation of the Enterprise Law.*

- *The Securities Law No. 54/2019/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019, the Law amending and supplementing a number of articles of the Securities Law No. 56/2024/QH15 approved by the 15th National Assembly of the Socialist Republic of Vietnam on November 29, 2024, and the guiding documents for the implementation of the Securities Law.*

- *Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of several articles of the Securities Law;*

- *Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance on guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of some provisions of the Securities Law;*

- *Decision No. 2102/QĐ-BXD dated November 11, 2005, of the Minister of Construction on the conversion of the Mechanical Engineering, Electrical Construction and Infrastructure Development Company into Construction Mechanical Engineering Joint Stock Company No. 18, now COMA18 Joint Stock Company;*

- The Charter of Organization and Operation of COMA18 Joint Stock Company, approved by the General Meeting of Shareholders on November 17, 2005, and amended and supplemented on April 18, 2025;

- Resolution of the Annual General Meeting of Shareholders of COMA18 Joint Stock Company dated April 22, 2026,

- Functions, duties and powers of the Board of Directors of the Company;

- Considering the proposal of the Executive Board of COMA 18 Joint Stock Company,

DECISION:

Article 1. Attached to this decision is the “Charter of Organization and Operation of COMA 18 Joint Stock Company”.

Article 2. This decision takes effect from the date of signing.

The following individuals are responsible for implementing this decision: Members of the Board of Directors, General Director, Chief Accountant, Heads of relevant departments, branches, and affiliated units.

Recipients:

Members of the Bod (to coordinate implementation);

- As per Article 3;

- Copies to: BOD, HRD.

ON BEHALF OF THE BOD



CHỦ TỊCH HỘI ĐỒNG QUẢN TRỊ

Lê Quang Hải

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INTRODUCTION

This Charter was adopted pursuant to the Resolution of the Annual General Meeting of Shareholders of COMA18 Joint Stock Company dated April 22, 2026, and after the completion of the addition of business lines as per the Business Registration Certificate dated May 14, 2026, issued by the Hanoi City Department of Finance.

I. DEFINITION OF TERMS IN THE CHARTER

Article 1. Explanation of Terms

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

- a) Charter capital is the total par value of shares sold or registered for purchase upon the establishment of the joint stock company and as stipulated in Article 6 of this Charter;
 - b) Voting capital is the share capital, whereby the owner has the right to vote on matters within the decision-making authority of the General Meeting of Shareholders;
 - c) The Enterprise Law is Law No. 59/2020/QH14 of the Socialist Republic of Vietnam, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
 - d) The Securities Law is Law No. 54/2019/QH14 of the Socialist Republic of Vietnam, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
 - e) Vietnam is the Socialist Republic of Vietnam;
 - f) The establishment date is the date the Company was first granted the Certificate of Business Registration (Business Registration Certificate and other equivalent documents);
 - g) The business executives are the General Director, Deputy General Director, Chief Accountant, and other executives as stipulated in the company's charter;
 - h) Business managers are those who manage the company, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director, and individuals holding other managerial positions as stipulated in the company's charter;
 - i) Related parties are individuals and organizations as defined in Clause 46, Article 4 of the Securities Law;
 - k) Shareholders are individuals and organizations owning at least one share of a joint-stock company;
 - l) Major shareholders are shareholders as defined in Clause 18, Article 4 of the Securities Law;
 - m) Operating period is the period of operation of the Company as stipulated in Article 2 of this Charter and any extension period (if any) approved by the Company's General Meeting of Shareholders;
 - n) Stock exchange refers to the Vietnam Stock Exchange and its subsidiaries.
2. In this Charter, references to one or more other regulations or documents, including amendments, supplements, or replacements, are prohibited.

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

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

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

1. Company Name

- Company name in Vietnamese: COMA18 JOINT STOCK COMPANY
- Company name in a foreign language: COMA18 JOINT STOCK COMPANY
- Abbreviated company name: COMA18

2. The Company is a joint stock company with legal personality in accordance with current Vietnamese law.

3. Company's Registered Office:

- Head office address: 1st Floor, WESTA Building, 108 Tran Phu Street, Ha Dong Ward, Hanoi City

- Phone: 02433 545608
- Email: comal8@comal8.vn
- Website: comal8.vn

4. The Company may establish branches and representative offices in its business area to carry out its operational objectives in accordance with the decisions of the Board of Directors and within the limits permitted by law.

5. Unless the Company ceases operations before the deadline stipulated in Clause 2, Article 59, or extends its operations as stipulated in Article 60 of this Charter, the Company's operating period is indefinite from the date of establishment.

Article 3. Legal Representatives of the Company

The legal representatives of the Company include:

1. Chairman of the Board of Directors;
- or 2. General Director.

Powers and obligations of the legal representatives:

1. Chairman of the Board of Directors;
2. General Director.

As prescribed by law

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

Article 4. Objectives of the Company's Operations

1. Business lines and activities of the Company:

No.	Business line	Business line code
1	Real estate business, land use rights belonging to owners, users or tenants Details: - Real estate business Leasing and operating houses and residential land Leasing and operating houses and residential land	6810
2	Coastal and ocean passenger transport	5011
3	Coastal and ocean freight transport	5012
4	Inland passenger water transport	5021
5	Inland freight water transport	5022
6	Mining and collecting hard coal (only operating after obtaining approval from the competent State authority)	0510
7	Mining and collecting lignite (only operating after obtaining approval from the competent State authority)	0520
8	Mining of iron ores (only operating after obtaining approval from the competent State authority)	0710
9	Quarrying of stone, sand, gravel and clay (only operating after obtaining approval from the competent State authority)	0810
10	Activities of amusement parks and theme parks	9321
11	Beverage serving activities	5630
12	Wholesale of beverages; Details: Wholesale of alcoholic beverages; non-alcoholic beverages;	4633
13	Architectural and related technical consultancy activities Details: Structural design of civil and industrial works; Architectural design and planning design of construction works Supervision of construction and completion of civil and industrial works Construction supervision: + Type of works: civil, industrial, technical infrastructure; Supervision specialty: construction, completion; + Type of works: supervision of construction of civil and industrial works; Supervision specialty: installation of building equipment, construction, completion; Design of ventilation and air-conditioning systems for construction works; Design of power lines and transformer stations;	7110

	Design of electrical systems for civil and industrial works, power lines and transformer stations up to 35 KV; communication networks in construction works; electromechanical works; Design of water supply and drainage systems for civil and industrial works; Design of fire prevention and fighting systems for civil and industrial works;	
14	Financial service support activities not elsewhere classified; Details: - Investment consultancy, management and implementation of construction projects (only design and supervision within the scope of designs and supervision already registered for business);	6619
15	Manufacture of refractory products	2391
16	Manufacture of building materials from clay	2392
17	Manufacture of cement, lime and plaster	2394
18	Treatment and disposal of non-hazardous waste	3821
19	Treatment and disposal of hazardous waste	3822
20	Remediation activities and other waste management services	3900
21	Wholesale of other machinery, equipment and machine parts; Details: Wholesale of machinery, equipment and machine parts for mining and construction; Wholesale of machinery, electrical equipment and electrical materials (generators, electric motors, electric wires and other equipment used in electrical circuits such as transformers, relays, switches, fuses, etc.); Wholesale of machinery, equipment and machine parts for office machinery (except computers and peripheral equipment); Wholesale of medical machinery and equipment; Wholesale of industrial machinery, equipment and machine parts	4659
22	Water collection, treatment and supply	3600
23	Tour operator activities	7912
24	Installation of industrial machinery and equipment	3320
25	Machining; treatment and coating of metals	2592
26	Other remaining business support service activities not elsewhere classified; Details: - Import and export of materials, machinery, equipment and technology;	8299
27	Electrical installation	4321
28	Other construction installation Details: Installation of elevators and escalators; Installation of security and protection systems; Installation of fire prevention and fighting systems, communication systems; Installation of lifting equipment and vibroflotation columns; Installation of electromechanical equipment;	4329

29	Completion of construction works	4330
30	Other specialized construction activities	4390
31	General cleaning of buildings	8121
32	Combined support services	8110
33	Other manufacturing not elsewhere classified; Details: Manufacture of non-fired building materials;	3290
34	Manufacture of lifting and handling equipment	2816
35	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus	2710
36	Manufacture of instruments and appliances for measuring, testing, navigating and control	2651
37	Manufacture of optical instruments and equipment	2670
38	Manufacture of batteries and accumulators	2720
39	Manufacture of fibre optic cables	2731
40	Manufacture of other electronic and electric wires and cables	2732
41	Manufacture of wiring devices	2733
42	Manufacture of electric lighting equipment	2740
43	Manufacture of other electrical equipment	2790
44	Manufacture of pumps, compressors, taps and valves	2813
45	Manufacture of bearings, gears, gearing and driving elements	2814
46	Manufacture of power-driven hand tools or pneumatic tools (For conditional business lines, the enterprise may only conduct production and business activities when satisfying all conditions prescribed by law)	2818
47	Other mining support service activities	0990
48	Wholesale of tobacco products	4634
49	Manufacture of concrete and products from concrete, cement and plaster	2395
50	Organization of conventions and trade shows Details: Event organization services;	8230
51	Manufacture of tanks, reservoirs and containers of metal	2512
52	Construction of railway works	4211
53	Service activities incidental to railway transportation	5221
54	Service activities incidental to road transportation; Details: - Business activities at car parks	5225
55	Construction of road works	4212
56	Primary education	8531

57	Construction of other civil engineering works Details: - Construction and installation of urban, industrial, civil, transport, irrigation, port technical infrastructure works, low-rise architectural works in industrial zones and urban areas, power line and transformer station works; - Construction of bridges, ports, dykes and culverts; - Construction of power transmission lines and transformer stations up to 500KV; - Construction of hydropower and irrigation works;	4299 (Main)
58	Intermediate-level training	8532
59	Plumbing, heat and air-conditioning installation	4322
60	Steam and air-conditioning supply; production of ice	3530
61	Real estate agency services	6821
62	Other real estate activities on a fee or contract basis Details: Consultancy and management of residential houses and residential land use rights; consultancy and management of non-residential houses and land use rights	6829
63	Freight transport by road	4933
64	Agents, brokers and auctioneers of goods (Except auction activities)	4610
65	Hotels and similar accommodation	5510
66	Warehousing and storage of goods (excluding real estate business) Business of leasing warehouses and storage facilities	5210
67	Other short-term accommodation services	5520
68	Retail sale of beverages	4723
69	Wholesale of metals and metal ores	4672
70	Wholesale of construction materials, installation supplies	4673
71	Manufacture of prepared meals and dishes	1075
72	Cargo handling	5224
73	Other cleaning services	8129
74	Retail sale of hardware, paints, glass, construction materials and installation equipment	4752
75	Other transportation support activities	5229
76	Other amusement and recreation activities	9329
77	Wholesale of solid, liquid and gaseous fuels and related products	4671
78	Other specialized wholesale not elsewhere classified	4679
79	Packaging services	8292

80	Retail sale of tobacco products	4724
81	Travel agency activities	7911
82	Technical testing and analysis	7120
83	Production of electricity from non-renewable energy sources	3511
84	Production of electricity from renewable energy sources	3512
85	Other tourism-related activities	7990
86	Repair and maintenance of automobiles and other motor vehicles	9531
87	Manufacture of soft drinks and mineral waters	1105
88	Growing of vegetables, leguminous crops and flowers	0118
89	Growing of other annual crops	0119
90	Other human resources provision	7822
91	Landscape service activities	8130
92	Temporary employment agency activities	7821
93	Activities of employment placement agencies	7810
94	Wholesale of rice, wheat, other cereals and flour	4631
95	Growing of fruits	0121
96	Growing of spices, medicinal and aromatic perennial crops	0128
97	Office administrative services	8210
98	Processing and preserving of fruits and vegetables	1030
99	Wholesale of agricultural and forestry raw materials (except wood, bamboo and rattan) and live animals	4620
100	Sewerage and wastewater treatment; Details: Sewerage and wastewater treatment	3700
101	Collection of non-hazardous waste	3811
102	Collection of hazardous waste; Details: Collection of medical waste; collection of other hazardous waste	3812
103	Recycling of scrap materials	3830

2. Company's Operational Objectives:

a. Company Objectives:

- The company was established to develop into a strong and dynamic entity, focusing on real estate investment and business, financial investment, and trade;

- To increase returns for shareholders, contribute to the state budget, social security and social welfare, and continuously develop the company to become stronger and more sustainable for the benefit of the business, employees, shareholders, and contribute to the development of the community and the social environment.

b. If any of these objectives require approval from a regulatory authority, the company may only implement that objective after obtaining approval from the competent authority.

Article 5. Scope of Business and Activities of the Company

The Company is permitted to conduct business activities in the registered business lines specified in this Charter, and to notify changes to the registration details to the business registration authority and publish them on the national business registration portal.

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter Capital, Shares, Founding Shareholders

1. The Company's charter capital is VND 510,399,470,000 (Five hundred and ten billion, three hundred and ninety-nine million, four hundred and seventy thousand dong).

The total charter capital of the Company is divided into 51,039,947 shares with a par value of VND 10,000/share.

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

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

4. The Company 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. The names, addresses, number of shares, and other information about the founding shareholders as stipulated in the Enterprise Law are listed in Appendix 1 attached. This Appendix is part of these Articles of Association.

Common shares must be offered preferentially to existing shareholders in proportion to their ownership of common shares in the Company, unless the General Meeting of Shareholders decides otherwise. The number of shares not subscribed by shareholders will be decided by the Company's Board of Directors. The Board of Directors may distribute those shares to shareholders and others under conditions no more favorable than those offered to existing shareholders, unless the General Meeting of Shareholders approves otherwise.

6. The Company may repurchase shares issued by itself in the manner prescribed in these Articles of Association and applicable law.

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

Article 7. Share Certificates

1. Shareholders of the Company shall be 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 share capital of the issuing organization. Share certificates must contain all the information as prescribed in Clause 1, Article 121 of the Enterprise Law.

3. Within 30 days from the date of submitting a complete application for transfer of share ownership as prescribed by the Company, or within two months from the date of full payment for the shares as prescribed in the Company's share issuance plan (or other timeframe as stipulated in the issuance terms), the shareholder shall be issued a share certificate. The shareholder shall not be required to pay the Company the cost of printing the share certificate.

4. In case the share certificate is lost, damaged, or destroyed in any other way, the shareholder shall be reissued a share certificate by the Company upon the shareholder's request. The shareholder's proposal must include the following:

- a) Information about shares that have been lost, damaged, or otherwise destroyed;
- b) A 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 Company shall bear the signature of the legal representative and the seal of the Company.

Article 9. Transfer of Shares

1. All shares are freely transferable unless otherwise stipulated in this Charter and by law. Shares listed and registered for trading on the Stock Exchange shall be transferred in accordance with the provisions of the law on securities and the securities market.

2. Unpaid shares shall not be transferred and shall not entitle the holder to related rights such as the right to receive dividends, the right to receive shares issued to increase share capital from equity, the right to purchase newly offered shares, and other rights as prescribed by law.

Article 10. Repurchase of Shares (in the case of business registration)

1. If a shareholder fails to pay the full amount due for the purchase of shares on time, the Board of Directors shall notify and has the right to demand that the shareholder pay the remaining amount and be liable for the Company's financial obligations arising from the failure to pay in full, corresponding to the total par value of the registered shares.

2. The aforementioned payment notice must clearly state the new payment deadline (at least 7 days from the date of sending the notice), the payment location, and must clearly state that in case of non-payment as required, the unpaid shares will be repurchased.

3. The Board of Directors has the right to repurchase shares that have not been paid in full and on time if the requirements in the aforementioned notice are not met.

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

5. Shareholders holding repurchased shares must relinquish their shareholder status with respect to those shares, but remain liable for the total par value of the shares they

registered to purchase for the Company's financial obligations arising at the time of repurchase, as decided by the Board of Directors, from the date of repurchase until the date of payment. The Board of Directors has the full right to decide on the enforcement of payment of the full value of the shares at the time of repurchase.

6. The repurchase notice shall be sent to the holder of the repurchased shares before the date of repurchase. The repurchase remains valid even in the event of errors or negligence in sending the notice.

V. ORGANIZATIONAL STRUCTURE, GOVERNANCE AND CONTROL

Article 11. Organizational Structure, Governance and Control

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

1. General Meeting of Shareholders.
2. Board of Directors, Supervisory Board reporting to the Board of Directors.
3. General Director.

VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of Shareholders

1. Ordinary shareholders have the following rights:
 - a) To attend and speak at the General Meeting of Shareholders and exercise their voting rights directly or through an authorized representative or other forms as prescribed by the Company's Charter and the law. Each ordinary share has one voting right;
 - b) To receive dividends at the rate decided by the General Meeting of Shareholders;
 - c) Priority in purchasing new shares in proportion to each shareholder's ownership of common shares in the Company;
 - d) Freedom to transfer their shares to others, except as stipulated in Clause 3, Article 120, Clause 1, Article 127 of the Enterprise Law and other relevant legal provisions;
 - e) Review, search, and extract information on names and contact addresses in the list of shareholders with voting rights; request correction of inaccurate information;
 - f) Review, search, extract, or copy the Company Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;
 - g) In the event of the Company's dissolution or bankruptcy, receive a portion of the remaining assets in proportion to their shareholding in the Company, after the Company has paid all debts (including obligations to the State, taxes, and fees) and paid shareholders holding other types of shares in the Company as stipulated by law;
 - h) To request the Company to repurchase shares in the cases stipulated in Article 132 of the Enterprise Law;
 - i) To be treated equally. Each share of the same class gives the shareholder equal rights, obligations, and benefits. In the case of preferred shares, the rights and obligations associated

with preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to the shareholders;

k) To have full access to periodic and extraordinary information disclosed by the Company in accordance with the law;

l) To have their legitimate rights and interests protected; 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 Enterprise Law;

m) Other rights as stipulated by law and this Charter.

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

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

b) To 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 the Company's trade secrets and business secrets;

c) To request the Supervisory Board to examine specific issues related to the management and operation of the Company when deemed necessary. The request must be in writing and must include the following information: full name, contact address, nationality, and legal document number of the individual shareholder (for individual shareholders); (c) Name, business registration number or legal document number of the organization, head office address for shareholders who are organizations; number of shares and registration date of each shareholder, total number of shares of the entire group of shareholders and ownership percentage in the total shares of the Company; issues to be inspected, purpose of inspection;

d) Proposal for inclusion in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company no later than 05 working days before the opening date. The proposal must clearly state the name of the shareholder, the number of each type of share held by the shareholder, and the proposed issue to be included in the agenda;

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

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. Unless otherwise stipulated in the company's charter, the nomination of individuals to the Board of Directors and the Supervisory Board shall be carried out as follows:

a) Ordinary shareholders forming a group to nominate individuals to the Board of Directors and the Supervisory Board must notify the attending shareholders of the group meeting at least 5 working days before the opening of the General Meeting of Shareholders;

b) Based on the number of members of the Board of Directors and the Supervisory Board, the shareholder or group of shareholders specified in this clause has the right to nominate one or more individuals as decided by the General Meeting of Shareholders as candidates for the Board of Directors and the Supervisory Board. If the number of candidates nominated by the shareholder or group of shareholders is less 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 13. Obligations of Shareholders

Ordinary shareholders have the following obligations:

1. To pay in full and on time the number of shares they committed to purchase.
2. Not to withdraw capital contributed in the form of ordinary shares from the Company in any form, except in the case where the shares are repurchased by the Company or another party. If a shareholder withdraws part or all of their contributed capital contrary to the provisions of this clause, that shareholder and any related parties in the Company shall be jointly and severally liable for the Company's debts and other financial obligations to the extent of the value of the withdrawn shares and any resulting damages.
3. To comply with the Company's Charter and Internal Management Regulations.
4. To abide by the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.
5. To maintain confidentiality of information provided by the Company as stipulated in the Company's Charter and the law; Shareholders may only use the information provided to exercise and protect their legitimate rights and interests; disseminating, copying, or sending information provided by the Company to other organizations or individuals is strictly prohibited.
6. Attending the General Meeting of Shareholders and exercising voting rights through the following forms:
 - a) Attending and voting directly at the meeting;
 - b) Authorizing another individual or organization to attend and vote at the meeting; Shareholders may authorize a member of the Company's Board of Directors to represent them at the General Meeting of Shareholders;
 - c) Attending and voting through online conferencing, electronic voting, or other electronic forms;
 - d) Sending voting ballots to the meeting via mail, fax, or email;

e) Sending voting ballots by other forms as prescribed by law and the Company's specific regulations when organizing the General Meeting of Shareholders.

7. Be personally liable for any of the following acts committed in the name of the Company:

- a) Violating the law;
 - b) Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;
 - c) Paying debts before they are due in anticipation of financial risks to the Company.
8. Fulfill other obligations as prescribed by applicable law.

Article 14. General Meeting of Shareholders

1. The General Meeting of Shareholders, comprising all shareholders with voting rights, is the highest decision-making body of the Company. The General Meeting of Shareholders shall meet annually once a year and within four (04) months from the end of the financial year. Unless otherwise stipulated in the Company Charter, the Board of Directors shall decide to extend the annual General Meeting of Shareholders if necessary, but not exceeding six (06) 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 shall be determined by the place where the chairperson attends the meeting and must be within the territory of Vietnam.

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

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

- a) The Board of Directors deems it necessary for the benefit of the Company;
- b) The remaining number of members of the Board of Directors and the Supervisory Board is less than the minimum number of members required by law;
- c) At the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law; The request to convene a General Meeting of Shareholders must be in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders, or the request must be made in multiple copies and collected with sufficient signatures of the relevant shareholders;
- d) At the request of the Supervisory Board;

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

4. Convening an Extraordinary General Meeting of Shareholders

a) The Board of Directors must convene a General Meeting of Shareholders within [30] days from the date the number of remaining members of the Board of Directors, independent members of the Board of Directors or members of the Supervisory Board as prescribed in point b, clause 3 of this Article or receive the request prescribed in points c and d, clause 3 of this Article;

b) If the Board of Directors fails to convene a General Meeting of Shareholders as stipulated in point a, clause 4 of this Article, then within the next 30 days, the Supervisory Board shall replace the Board of Directors in convening a General Meeting of Shareholders as stipulated in clause 3, Article 140 of the Enterprise Law;

c) If the Supervisory Board fails to convene a General Meeting of Shareholders as stipulated in point b, clause 4 of this Article, then the shareholder or group of shareholders specified in point c, clause 3 of this Article has the right to request a representative of the Company to convene a General Meeting of Shareholders as stipulated in the Enterprise Law;

[In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company.] This cost does not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

d) Procedures for organizing the General Meeting of Shareholders as prescribed in Clause 5, Article 140 of the Enterprise Law.

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

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

a) To approve the Company's development orientation;

b) To decide on the types of shares and the total number of shares of each type authorized for sale; to decide on the annual dividend rate for each type of share;

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

d) To decide on the investment or sale of assets with a value of [35%] or more of the total asset value recorded in the Company's most recent financial statement;

e) To decide on amendments and additions to the Company's charter;

f) To approve the annual financial statement;

g) To decide on the repurchase of more than 10% of the total number of shares sold of each type;

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

i) Decisions on the reorganization or dissolution of the Company;

k) Decisions on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;

l) Approval of the Internal Governance Regulations; Regulations on the operation of the Board of Directors and the Supervisory Board;

m) Approval of the list of approved auditing firms; decisions on the approved auditing firms to conduct audits of the Company's operations, and dismissal of approved auditors when deemed necessary;

n) Other rights and obligations as prescribed by law.

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

a) The Company's annual business plan;

b) The audited annual financial statements;

c) Report of the Board of Directors on the governance and performance of the Board of Directors and each member of the Board of Directors, and independent members of the Board of Directors are responsible for reporting at the Annual General Meeting of Shareholders as stipulated in Article 284 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

d) Report of the Supervisory Board on the business results of the Company, the performance of the Board of Directors and the General Director;

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

f) Dividend rate for each share of each class;

g) Number of members of the Board of Directors and the Supervisory Board;

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

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

k) Approving the list of approved auditing firms; deciding which auditing firm is approved to conduct inspections of the company's operations when deemed necessary;

l) Supplementing and amending the company's charter;

m) The type and number of new shares to be issued for each type of share and the transfer of shares by founding members within the first 3 years from the date of establishment;

n) Dividing, separating, merging, consolidating, or converting the Company;

o) Reorganizing and dissolving (liquidating) the Company and appointing a liquidator;

p) Deciding on investments or sales of assets valued at [35%] or more of the total asset value recorded in the Company's most recent financial statement;

q) Deciding on the repurchase of more than 10% of the total number of shares sold of each type;

r) The Company enters into 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 Company's total assets as recorded in the most recent financial statement;

s) Approves transactions specified in Clause 4, Article 293 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of some articles of the Securities Law;

t) Approves 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;

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

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

4. Shareholders are not allowed to participate in voting in the following cases:

a) Through contracts stipulated in Clause 2 of Article 14 when that shareholder or a person related to that shareholder is a party to the contract;

b) The repurchase of shares by that shareholder or a person related to that shareholder, except when the repurchase is carried out proportionally to the ownership ratio of all shareholders or the repurchase is carried out through order matching transactions on the stock exchange or a public tender offer as prescribed by law.

Article 16. Authorization to Attend the General Meeting of Shareholders

1. Shareholders, or authorized representatives of shareholders who are organizations, may directly attend the meeting 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 for an individual or organization to represent and attend 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 the authorizing party and the authorized party.

The person authorized to attend the General Meeting of Shareholders must submit the authorization document when registering to attend the meeting. 2. In case of sub-

authorization, the meeting participant must present the original authorization document from the shareholder or the authorized representative of the shareholder (if not previously registered with the Company).

3. The voting ballot of an authorized representative remains valid within the scope of authorization in the following cases, except:

- a) The authorizing person has died, is incapacitated, or has lost their legal capacity;
- b) The authorizing person has revoked the authorization;
- c) The authorizing person has revoked the authority of the person performing the authorization.

This clause does not apply if the Company receives notification of any of the above events before the opening of the General Meeting of Shareholders or before the meeting is reconvened.

4. If there is more than one authorized representative, the number of shares and votes authorized for each representative must be specifically determined. If the Company's shareholders do not specifically determine the number of shares and proxy votes for each representative, the number of shares and proxy votes will be divided equally among the number of authorized representatives.

Article 17. Changes to Rights

1. Changes or cancellations of special rights associated with a class of preferred shares shall take effect when approved by shareholders representing 65% or more of the total voting shares of all shareholders present at the meeting. A resolution of the General Meeting of Shareholders concerning adverse changes to the rights and obligations of shareholders owning preferred shares shall only be approved if it is approved 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 if approved 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 opinion.

2. The holding of a meeting of shareholders holding a class of preferred shares 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 shall be rescheduled within the next 30 days, and those holding shares of that class (regardless of the number of people or shares) present in person or through authorized representatives shall be considered to have met the required number of representatives. At the meetings of shareholders holding the aforementioned preferred shares, those holding shares of that class 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 shall be carried out in accordance with the provisions of Articles 19, 20, and 21 of these Charters.

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

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

1. The Board of Directors shall convene the annual and extraordinary General Meeting of Shareholders. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the cases stipulated in Clause 3, Article 14 of these Charters.

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

a) Prepare a list of shareholders eligible to participate and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than [10 days] before the date of sending the notice of invitation to the General Meeting of Shareholders. The company must publish information about the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the final registration date;

b) Preparing the agenda and content of the meeting;

c) Preparing documents for the meeting;

d) Drafting the resolution of the General Meeting of Shareholders according to the expected content of the meeting;

e) Determining the time and place of the meeting;

f) Notifying and sending the notice of the General Meeting of Shareholders to all shareholders entitled to attend;

g) Other tasks serving the meeting.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method that ensures it reaches the shareholders' contact addresses, and shall also be published on the Company's website and the State Securities Commission's website, and the stock exchange where the Company's shares are listed or registered for trading. The convenor of the General Meeting of Shareholders must send the notice of the meeting to all shareholders on the List of Shareholders entitled to attend the meeting no later than [21 days] before the opening date of the meeting (calculated from the date the notice is duly sent or transmitted). The agenda of the General Meeting of Shareholders, and documents related to the issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In case the documents are not sent with the notice of the General Meeting of Shareholders, the notice of the meeting must clearly state the link to all meeting documents so that shareholders can access them, including:

a) The meeting agenda, documents to be used in the meeting;

b) List and detailed information of candidates in case of election of Board of Directors members and Supervisory Board members;

c) Voting ballot;

d) Draft resolution for each item on the meeting agenda.

4. Shareholders or groups of shareholders as stipulated in Clause 2, Article 12 of this Charter have the right to propose items to be included in the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Company no later than [05] working days before the opening date of the meeting. The proposal must clearly state the name of the shareholder, the number of each type of share held by the shareholder, and the proposed item to be included in the meeting agenda.

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

a) The proposal is not submitted in accordance with the provisions of Clause 4 of this Article;

b) At the time of the proposal, the shareholder or group of shareholders does not hold at least [5%] of the common shares as stipulated in Clause 2, Article 12 of this Charter;

c) The proposed issue is not within the scope of the General Meeting of Shareholders' decision-making authority;

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

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

7. In cases where all shareholders representing 100% of the voting shares attend the General Meeting of Shareholders 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 does not follow the correct procedures or the voting items are not on the agenda.

Article 19. Conditions for holding a General Meeting of Shareholders

1. A General Meeting of Shareholders shall be held when the number of shareholders attending represents more than [50%] of the total voting shares.

2. If the first meeting does not meet the conditions for holding as stipulated in Clause 1 of this Article, a notice of the second meeting shall be sent within [30 days] from the date of the first planned meeting. The second 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 does not meet the conditions for holding as stipulated in Clause 2 of this Article, a notice of the third meeting must be sent within [20] days from the date of the second planned meeting. The third General Meeting of Shareholders shall be held

regardless of the total number of voting shares of the shareholders attending.

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

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

a) When registering shareholders, the Company shall issue to each shareholder or authorized representative one (01) voting slip, on which is recorded the registration number, the full name of the shareholder or the full name of the authorized representative, the total number of shares entitled to vote and the total number of votes corresponding to the number of shares represented by that shareholder, and the issues to be voted on. The voting slip must include the contents to be approved at the General Meeting according to the approved agenda. When receiving the voting slip, the shareholder/authorized representative must check the information on the received slip; if there are any errors, they must notify immediately at the time of receiving the slip. The General Meeting of Shareholders shall discuss and vote on the issues in the agenda. A ballot is considered valid when it contains complete and accurate information as required. Voting is conducted by vote in favor, against, or abstention. At the General Meeting, shareholders or their authorized representatives will vote by marking in favor, against, or abstention boxes to make a decision. The results of the vote count will be announced by the Chairman immediately before the meeting adjourns. The General Meeting will elect those responsible for counting or supervising the vote count as proposed by the Chairman. The number of members of the vote counting committee will be decided by the General Meeting of Shareholders based on the proposal of the Chairman of the meeting;

b) Shareholders, authorized representatives of shareholders (organizations), or authorized persons arriving after the meeting has commenced have the right to register immediately and then have the right to participate and vote at the meeting immediately after registration. The Chairman is not responsible for stopping the meeting to allow late-arriving shareholders to register, and the validity of previously voted-on items remains unchanged.

2. The election of the chairman, 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. In the event that 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 chairman can be elected, the Head of the Supervisory Board shall direct the General Meeting of Shareholders to elect the chairman from among those present, and the person with the highest number of votes shall preside over the meeting;

b) Except as stipulated in point a) of this clause, the person who signed the summons for the General Meeting of Shareholders shall direct the General Meeting of Shareholders to elect the chairman, and the person with the highest number of votes shall preside over the meeting;

c) The chairman shall appoint one or more people to serve as secretary of the meeting;

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 Meeting of Shareholders at the opening session. The agenda must clearly and specifically define the time allocated to each item on the agenda.

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

a) Arrange seating at the meeting venue;

b) Ensure the safety of all persons present at the meeting venues;

c) Facilitate the attendance (or continued attendance) of shareholders at the meeting.

The person convening the General Meeting of Shareholders has the full right to change the above measures and apply all necessary measures. These measures may include issuing entry passes or using other selection methods.

5. The General Meeting of Shareholders will discuss and vote on each item on the agenda. Voting will be conducted by vote of approval, disapproval, and abstention. The results of the vote count will be announced by the chairperson immediately before the meeting adjourns.

6. Shareholders or their authorized representatives who arrive after the meeting has commenced may still register and have the right to vote immediately after registration; in this case, the validity of any previously voted-on items remains unchanged.

7. The convener or chair of the General Meeting of Shareholders has the following rights:

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

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

8. 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 location does not have enough convenient seating for all attendees;
- b) The communication facilities at the meeting location do not ensure that shareholders can participate, discuss, and vote;
- c) Attendees obstruct or disrupt order, posing a risk of the meeting not being conducted fairly and legally.

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

10. In cases where the Company applies modern technology to organize the General Meeting of Shareholders through online meetings, the Company 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 Clause 3, Article 273 of Government Decree No. 155/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law.

Article 21. Conditions for the Adoption of a Shareholders' General Meeting Resolution

1. The Shareholders' General Meeting may adopt all matters within its authority by voting at the meeting or by written consultation. The Company may use computer programs, software, and information technology services in voting to facilitate shareholders.

2. Unless adopted by written consultation, a Resolution on the following matters shall be adopted if approved by shareholders representing 65% or more of the total voting rights of all shareholders present at the meeting, except as stipulated 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 to the industry, profession, and business field;
- c) Changes to the Company's management organizational structure;
- d) Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement, unless the Company's Charter stipulates a different percentage or value;
- e) Reorganization or dissolution of the Company;

3. Unless adopted by written consultation, Resolutions are adopted when approved by shareholders holding more than [50%] of the total voting shares of all shareholders present 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.

4. Resolutions of the General Meeting of Shareholders adopted by 100% of the total voting shares are legal and effective even if the procedures for convening the meeting and

adopting the resolution violate the provisions of the Enterprise Law and the Company's Charter.

Article 22. Procedures for the General Meeting of Shareholders to Adopt Resolutions via Online Conference

- In addition to the in-person meeting format, the annual and extraordinary General Meeting of Shareholders may be held via online conference in the following cases:

The occurrence of force majeure events, including but not limited to: natural disasters, war, epidemics, uprisings, riots, terrorism, restrictive or prohibitive decisions of the State.

And/or other objective events that the Board of Directors deems inconvenient and/or inappropriate to hold the General Meeting of Shareholders in person.

- The organization of the online General Meeting of Shareholders will include the main contents as presented below. However, if deemed necessary, the convenor of the General Meeting of Shareholders may issue Regulations on the organization of the General Meeting of Shareholders to provide detailed guidance on organizing the General Meeting of Shareholders in online format.

***/ Notice of Invitation to the Online General Meeting of Shareholders**

The method for notifying the shareholders of the online General Meeting of Shareholders is the same as for notifying the shareholders of the in-person General Meeting of Shareholders. Specifically, the person convening the General Meeting of Shareholders will send the notice and meeting documents to the Company's shareholders or post these documents on the Company's website. However, in the case of holding an online General Meeting of Shareholders, the person convening the General Meeting of Shareholders is obligated to prepare additional guidance documents for shareholders to register and attend the meeting online.

***/ How to Register to Attend the Online General Meeting of Shareholders**

Shareholders will register to attend the online General Meeting of Shareholders according to the guidance documents sent to shareholders and/or posted on the Company's electronic information website by the General Meeting Organizing Committee. Accordingly, shareholders will access the link published by the General Meeting Organizing Committee and complete the declaration and verification of their shareholder status to attend the meeting.

Shareholders are only permitted to attend the online meeting after declaring and verifying their shareholder status. The organizing committee also ensures that shareholder access is unique and that each shareholder has only one account to access the online meeting room at any given time.

The organizing committee will provide shareholders with information on technical support personnel as well as a hotline to assist shareholders in accessing and participating in the meeting.

***/ Conditions for conducting the meeting**

The online General Meeting of Shareholders will be conducted when the number of shareholders attending the meeting meets the minimum quorum as stipulated by law and the Company's Articles of Organization and Operation.

***/ Online voting method**

The organizing committee will prepare the technical equipment or means and methods for shareholders to conduct online voting, electronic voting and/or other electronic voting methods and record the online voting of shareholders or their authorized representatives on the meeting agenda items. The specific method will depend on the electronic equipment the Company uses for voting and will be announced to Shareholders before each General Meeting.

Shareholders or their authorized representatives may also vote via email/fax or by mail to the email address, fax number, or mailing address provided by the Organizing Committee, provided that the Organizing Committee receives the shareholder's ballot before the vote count is completed.

***/Vote Counting Method**

The Organizing Committee will use modern technologies to count the shareholders' votes. The vote count will be based on the number of votes cast by shareholders and/or their authorized representatives via online voting, electronic voting, and/or other electronic methods, and the number of ballots sent by shareholders and/or their authorized representatives by mail, email, and fax. The vote counting committee is responsible for the accuracy of this vote count and is liable for any damages arising from resolutions passed due to dishonest or inaccurate vote counting.

***/ Announcement of Vote Counting Results**

The vote counting results will be announced immediately at the online General Meeting of Shareholders after the vote count is completed and before the closing of the meeting.

***/ Minutes of the General Meeting of Shareholders**

The minutes of the online General Meeting of Shareholders will be prepared in the same manner and include the same contents as the minutes of a face-to-face General Meeting of Shareholders as stipulated.

***/ Publication of the General Meeting of Shareholders Resolution**

The resolution of the online General Meeting of Shareholders must be posted on the Company's website and must be published in accordance with legal regulations within 24 hours of its issuance.

Procedures for holding a General Meeting of Shareholders to pass resolutions using a combination of face-to-face and online meeting formats.

Besides holding the General Meeting of Shareholders in person and/or online in the manner described above, depending on the actual situation, the Board of Directors may organize the General Meeting of Shareholders in a hybrid format (in-person and online).

The General Meeting of Shareholders in a hybrid format will include the following main contents. However, if deemed necessary, the convenor of the General Meeting of Shareholders may issue regulations on organizing the General Meeting of Shareholders in a hybrid format to provide detailed guidance on some issues related to organizing the General Meeting of Shareholders in a hybrid format.

***/ Notice of convening the General Meeting of Shareholders**

Shareholders may attend the General Meeting of Shareholders in person at the meeting venue or participate in the meeting via online conferencing using modern technology. Accordingly, at the time of the in-person General Meeting of Shareholders, the Organizing Committee will arrange additional projection screens, computers, and audio-visual broadcasting equipment with internet connectivity to broadcast the proceedings of the General Meeting of Shareholders live to other shareholders attending online, ensuring a stable connection, clear and consistent image and sound quality between the in-person and online meetings, and protecting the rights of all shareholders.

***/ Registration for attending the General Meeting of Shareholders using this hybrid method is as follows:**

+/ For shareholders attending in person:

Registration will be done at the shareholder eligibility verification desk located at the meeting venue, similar to the registration process for in-person meetings as stipulated.

+/ For shareholders attending online:

Registration will be done at the shareholder eligibility verification desk located at the meeting venue, similar to the registration process for in-person meetings as stipulated.

***/ Conditions for Conducting**

This hybrid General Meeting of Shareholders will be conducted when the total number of Shareholders/Authorized Representatives attending both in person and online meets the minimum quorum as stipulated.

***/ Voting Method**

Shareholders may vote by:

Voting in person at the meeting.

Sending ballots to the meeting convener by mail/email/fax.

Or voting electronically or by other electronic means.

***/ Vote Counting Method**

The Company will use modern technologies to count the votes of the Shareholders. The vote count will be based on the number of shares that Shareholders and/or Authorized Representatives voted for by electronic voting and/or other electronic means; and the number of votes that Shareholders and/or Authorized Representatives submitted by mail, email, or fax.

The vote counting committee will total the number of votes in favor, against, and abstentions from all three methods for each agenda item and divide it by the total number of voting shares of all shareholders attending and voting at the General Meeting to determine the corresponding percentages of votes in favor, against, and abstentions for each issue being voted on. This will determine whether the issue requiring a vote has sufficient percentage to be approved.

***/ Announcement of Vote Counting Results**

The vote counting results will be announced immediately at the General Meeting of Shareholders after the vote counting is completed and before the meeting adjourns.

***/ Minutes of the General Meeting of Shareholders**

The General Meeting Secretary will prepare the minutes of the General Meeting of Shareholders immediately at the meeting and present them to the General Meeting of Shareholders for approval before adjournment. The minutes of the General Meeting of Shareholders will include the contents as stipulated.

***/ Announcement of Shareholders' General Meeting Resolutions**

Resolutions of the Shareholders' General Meeting must be posted on the Company's website and must be disclosed in accordance with the law within twenty-four 24 hours of issuance.

Article 23. Authority and Procedure for Obtaining Shareholder Opinions in Writing to Adopt Resolutions of the General Meeting of Shareholders

The General Meeting of Shareholders may adopt all matters within its authority through written opinion taking, either directly conducted by the company and/or using electronic voting services or other electronic methods in accordance with the regulations on providing electronic voting services of the Vietnam Securities Depository Center (VSD).

The procedures for obtaining shareholder opinions in writing using VSD's electronic voting service will be carried out in accordance with VSD's regulations.

The authority and procedure for obtaining shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders shall be carried out in accordance with the following regulations:

1. The Board of Directors has the right to obtain shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company, except as stipulated in Clause 2, Article 147 of the Enterprise Law.

2. The Board of Directors must prepare the ballot, the draft resolution of the General Meeting of Shareholders, and the explanatory documents for the draft resolution, and send them to all shareholders with voting rights no later than [10 days] before the deadline for returning the ballot. The requirements and methods for sending the ballot and accompanying documents shall be implemented in accordance with Clause 3, Article 18 of this Charter.

3. The ballot must contain the following main contents:

a) Name, registered office address, and enterprise code;

b) Purpose of the ballot;

c) Full name, contact address, nationality, and legal document number of the individual shareholder (for individual shareholders); name, enterprise code or legal document number of the organization, registered office address for organizational shareholders; or full name, contact address, nationality, and legal document number of the representative of an organizational shareholder; 4. Shareholders may send their completed ballots to the Company by mail, fax, or email, as follows:

a) The number of shares of each class and the number of voting rights of the shareholder;

d) The issue requiring a vote to be passed;

e) The voting option including "yes," "no," and "no opinion" for each issue;

f) The deadline for returning the completed ballots to the Company;

g) The full name and signature of the Chairman of the Board of Directors.

4. Shareholders may send their completed ballots to the Company by mail, fax, or email according to the following regulations:

a) If sent by mail, the completed ballot must be signed by the individual shareholder, the authorized representative, or the legal representative of the corporate shareholder. The ballot sent to the Company must be enclosed in a sealed envelope, and no one may open it before the vote count;

b) If sent by fax or email, the ballot sent to the Company must be kept confidential until the vote count;

c) Opinion ballots sent to the Company after the deadline specified in the ballot content, or that have been opened in the case of mail submissions or disclosed in the case of fax or email submissions, are invalid. Unsubmitted ballots are considered non-voting ballots.

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

- a) Name, registered office address, and business registration number;
- b) Purpose and issues requiring a vote to pass the resolution;
- c) Number of shareholders and total number of votes cast, distinguishing between valid and invalid votes, and the method of sending the ballots, along with an appendix listing the shareholders who participated in the vote;
- d) Total number of votes in favor, against, and abstentions for each issue;
- đ) Issues that have been approved and the corresponding percentage of votes in favor;
- e) Full name and signature of the Chairman of the Board of Directors, the vote counter, and the vote counting supervisor.

The members of the Board of Directors, the vote counter, and the vote counting supervisor shall be jointly responsible for the honesty and accuracy of the vote counting minutes; and jointly responsible for any damages arising from decisions made due to dishonest or inaccurate vote counting.

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

7. The completed ballots, vote counting minutes, approved resolutions, and related documents accompanying the ballots must all be kept at the Company's head office.

8. A resolution is adopted by written shareholder consultation if approved by shareholders holding more than [50%] of the total voting rights of all shareholders entitled to vote, and has the same value as a resolution adopted at a General Meeting of Shareholders.

Article 24. Resolutions and Minutes of the General Meeting of Shareholders

1. The General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be in

Vietnamese, and may also be in a foreign language, and must contain the following main contents:

- a) Name, registered office address, and enterprise code;
- b) Time and place of the General Meeting of Shareholders;
- c) Meeting agenda and content;
- d) Full name of the chairperson and secretary;
- e) Summary of the meeting proceedings and opinions expressed at the General Meeting of Shareholders on each item on the agenda;
- f) Number of shareholders and total number of votes of shareholders attending the meeting, appendix of shareholder registration list, shareholder representatives attending the meeting with corresponding share and vote counts;
- g) The total number of votes cast for each voting issue, clearly stating the voting method, the total number of valid, invalid, affirmative, and abstention votes; the corresponding percentage of the total votes cast by shareholders present at the meeting;
- h) Issues that have been approved and the corresponding percentage of votes cast in favor;
- i) The 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 containing all the content as stipulated in this clause. The meeting minutes shall clearly state the chairperson or secretary's refusal to sign the minutes.

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

3. Minutes prepared in both Vietnamese and foreign languages have equal legal validity. In case of discrepancies in content between the Vietnamese and foreign language minutes, the content in the Vietnamese minutes shall prevail.

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

5. In the event that a shareholder or group of shareholders requests the Court to annul a resolution or part of a resolution of the General Meeting of Shareholders as stipulated in Article 23 of these Charters, that resolution shall remain in effect until a decision to annul the resolution or part of the resolution takes effect by the Court, except in cases where interim injunctive measures are applied by a competent authority.

Article 25. Request for Annulment of Shareholders' Meeting Resolution

Within 90 days from the date of receiving the resolution or minutes of the Shareholders' Meeting or the minutes of the vote count of the Shareholders' Meeting, 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 Shareholders' Meeting resolution in the following cases:

1. The procedures for convening the meeting and making decisions of the Shareholders' Meeting seriously violate the provisions of the Enterprise Law and the company's charter, except as stipulated in Clause 3, Article 21 of this charter.

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

In the event that a resolution of the General Meeting of Shareholders is annulled by a court decision, the person who convened the annulled General Meeting of Shareholders may consider rescheduling the meeting within 30 days in accordance with the procedures stipulated in the Enterprise Law and these Charters.

VII. BOARD OF DIRECTORS

Article 26. Nomination and Election of Board Members

1. If a candidate for the Board of Directors has been identified, the Company must publish information related to the candidates at least 10 days before the opening of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the published personal information and must commit to performing their duties honestly, diligently, and in the best interests of the Company 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;
- b) Professional qualifications;
- c) Work experience;

d) Other management positions (including Board of Directors positions in other companies);

e) Interests related to the Company and its related parties;

f) Other information (if any) as stipulated in the company's charter;

g) Public companies are responsible for disclosing information about the companies in which the candidate holds a position as a member of the Board of Directors, other management positions, and any interests related to the candidate's Board of Directors (if any).

2. Shareholders holding common shares have the right to pool their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; From 30% to under 40%, a maximum of three (03) candidates may be nominated; From 40% to under 50%, a maximum of four (04) candidates may be nominated; From 50% to under 60%, a maximum of five (05) candidates may be nominated; From 60% to under 70%, a maximum of six (06) candidates may be nominated; From 70% to 80%, a maximum of seven (07) candidates may be nominated; From 80% to under 90%, a maximum of eight (08) candidates may be nominated.

3. In case the number of candidates nominated and elected by the Board of Directors is still insufficient as stipulated in Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the company's charter, internal regulations on corporate governance, and the operating regulations of the Board of Directors. The nomination of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

4. 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 27. Composition and Term of Office of Board Members

1. The number of Board members is 3-11.

2. The term of office for a Board member is no more than 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 of a company for no more than 2 consecutive terms. If all Board members complete their terms at the same time, they will continue to be

members of the Board of Directors until new members are elected to replace them and take over the work.

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

The structure of the Board of Directors of a public company must ensure that at least 1/3 of the total number of Board members are non-executive members. The company shall minimize the number of Board members holding executive positions within the company to ensure the independence of the Board of Directors.

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

a) There must be at least 1 independent member if the company has 3 to 5 members on its Board of Directors;

b) There must be at least 2 independent members if the company has 6 to 8 members on its Board of Directors;

c) There must be at least 3 independent members if the company has 9 to 11 members on its Board of Directors.

4. The Company's Board of Directors must have at least 1 independent member. 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 as stipulated in Clauses 5, 6, and 7 of this Article.

5. A member of the Board of Directors is dismissed in the following cases:

a. a. That member does not meet the qualifications and conditions stipulated in Article 155 of the Enterprise Law or is prohibited by law from being a member of the Board of Directors;

b. Has submitted a resignation letter and it has been accepted;

c. That member suffers from a mental disorder and another member of the Board of Directors has evidence proving that the person no longer has the capacity to act;

The General Meeting of Shareholders authorizes the Company's Board of Directors to temporarily dismiss a member of the Board of Directors in the above cases. This temporary dismissal of a member of the Board of Directors must be approved at the nearest General Meeting of Shareholders. After approval by the General Meeting of Shareholders, the dismissal of that member is considered effective on the date of the temporary dismissal by the Board of Directors.

The General Meeting of Shareholders authorizes the Company's Board of Directors to elect another person who meets the qualifications and conditions stipulated in the Enterprise Law to temporarily serve as a member of the Board of Directors to replace the dismissed member. The temporary appointment of this new member must be approved at the next General Meeting of Shareholders. After approval by the General Meeting of Shareholders, the temporary appointment of the new member shall be considered effective on the date of the temporary appointment by the Board of Directors. The term of the new Board member shall be calculated from the date the temporary appointment takes effect until the end of the term of that Board member. In the event that the new member is not approved by the General Meeting of Shareholders, all decisions of the Board of Directors made before the General Meeting of Shareholders with the participation of the temporarily appointed Board member shall still be considered effective.

6. A Board member shall be dismissed in the following cases:

- a. Failure to complete assigned duties and tasks;
- b. The member has not participated in the activities of the Board of Directors continuously for six (06) months, except in cases of force majeure;
- c. Serious or repeated violations of the obligations of a Board of Directors member as stipulated in the Enterprise Law and the Company's Charter and regulations;
- d. Other cases as prescribed by law and these Charters.

7. When deemed necessary, the General Meeting of Shareholders shall decide to replace a Board of Directors member; dismiss or remove a Board of Directors member except in cases stipulated in Article 160 of the Enterprise Law.

8. The appointment of a Board of Directors member must be disclosed in accordance with the law on information disclosure in the securities market.

9. A Board of Directors member does not necessarily have to be a shareholder of the Company.

Article 28. Powers and Obligations of the Board of Directors

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

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

a) Deciding on the strategy, medium-term development plan, and annual business plan of the Company;

b) Proposing the types of shares and the total number of shares authorized for sale of each type; proposing the issuance of convertible bonds and bonds with warrants;

c) Deciding on the sale of unsold shares within the scope of the number of shares authorized for sale of each type; deciding on raising additional capital through other forms;

d) Deciding on the selling price of the Company's shares and bonds;

d) Deciding on the repurchase of shares as stipulated in Clauses 1 and 2 of Article 133 of the Enterprise Law;

e) Deciding on investment plans and investment projects within the authority and limits prescribed by law;

g) Deciding on solutions for market development, marketing, and technology;

h) Approving contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value of [35%] or more of the total asset value recorded in the Company's most recent financial statement, and contracts and transactions within the authority of the General Meeting of Shareholders as stipulated in point d, Clause 2 of Article 138, Clauses 1 and 3 of Article 167 of the Enterprise Law;

i) Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts with the General Director and other key managers as stipulated in the company's charter; k) Deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives to participate in the Board of Directors, Executive Board, and Supervisory Board at enterprises with investment capital from the Company, and determining the remuneration and other benefits of those representatives according to the Company's internal regulations;

l) Supervising and directing the General Director and other managers in the daily operation of the Company's business;

m) Deciding on the organizational structure and internal management regulations of the Company, deciding on the establishment of subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises;

n) Approving 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 pass resolutions;

e) Submitting the audited annual financial statements to the General Meeting of Shareholders;

o) Proposing the dividend rate to be paid; a) Deciding on the timing and procedures for dividend payments or handling losses incurred during business operations;

p) Proposing the reorganization or dissolution of the Company; requesting the Company's bankruptcy;

q) Deciding on the issuance of the Board of Directors' operating regulations and internal regulations on corporate governance after approval by the General Meeting of Shareholders; deciding on the issuance of the operating regulations of the Audit Committee under the Board of Directors, and regulations on the disclosure of company information;

s) Other rights and obligations as stipulated in the Enterprise Law, the Securities Law, other legal regulations, and the Company's charter.

r) Resolving the Company's complaints against the Company's executives and deciding on the selection of the Company's representatives to resolve issues related to legal procedures concerning those executives.

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

Article 29. Remuneration, Bonuses, and Other Benefits of Board Members

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

2. Board members are entitled to work-related remuneration and bonuses.

Work-related remuneration is calculated based on the number of working days required to complete the tasks of the Board member and the daily remuneration rate. The Board of Directors shall determine the remuneration for each member based on consensus. The total amount of remuneration and bonuses for the Board of Directors shall be decided by the General Meeting of Shareholders at its annual meeting.

3. The remuneration of each Board member shall be included in the Company's business expenses in accordance with the provisions of the law on corporate income tax, shall

be shown as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at its 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 Board member's duties, may receive additional remuneration in the form of a lump-sum payment, salary, commission, profit sharing, or other forms as decided by the Board of Directors.

5. Members of the Board of Directors are entitled to reimbursement of all travel, accommodation, 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 covered by liability insurance purchased by the Company 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 company's charter.

Article 30. 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.

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

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

- a) To prepare the program and plan of activities of the Board of Directors;
- b) To prepare the agenda, content, and documents for meetings; to convene, preside over, and chair meetings of the Board of Directors;
- c) To organize the adoption of resolutions and decisions of the Board of Directors;
- d) To supervise the implementation of resolutions and decisions of the Board of Directors;
- d) To chair the General Meeting of Shareholders;
- e) Other rights and obligations as prescribed by the Enterprise Law and [Company Charter].

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 being dismissed or removed from office.

5. In the event that the Chairman of the Board of Directors is absent or unable 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. In the event that there is no authorized representative or the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative measures at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is restricted or incapacitated, has difficulties in understanding or controlling his/her behavior, or is prohibited by the Court from holding office, practicing a profession, or performing a certain job, 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.

Article 31. Meetings of the Board of Directors

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

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

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

a) Upon the proposal of the Supervisory Board or an independent member of the Board of Directors;

b) Upon the proposal of the General Director or at least 5 other managers;

c) Upon the proposal of at least 2 members of the Board of Directors;

d) Other cases (if any).

4. The proposal stipulated in Clause 3 of this Article must be in writing, clearly stating the purpose, the issues to be discussed, and the decisions within the authority of the Board of Directors.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 7 working days from the date of receiving the proposal stipulated in Clause 3 of this Article. If the Chairman of the Board of Directors fails to convene a meeting as requested, he/she shall be responsible for any damages incurred by the Company; the person making the proposal has the right to replace the Chairman of the Board of Directors in convening the meeting.

6. The Chairman of the Board of Directors or the person convening the meeting must send a notice of meeting at least 3 working 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 ballots of the members. 6. Notices inviting members to Board of Directors meetings may be sent by invitation, telephone, fax, electronic means, or other methods as stipulated in the company's charter, ensuring they reach the contact address of each Board member registered with the Company.

7. The Chairman of the Board of Directors or the person convening the meeting shall send notices inviting members and accompanying documents to the members of the Supervisory Board as with 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 discuss but not to vote.

8. A Board of Directors meeting shall be held when at least 3/4 of the total number of members are present. If the meeting convened in accordance with this clause does not have the required number of members present, a second meeting shall be convened within 7 days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half of the Board members are present.

9. Members of the Board of Directors are considered to have attended and voted at the meeting in the following cases:

- a) Attending and voting in person at the meeting;
- b) Authorizing another person to attend and vote on their behalf as stipulated in Clause 11 of this Article;
- c) Attending and voting through online conferencing, electronic voting, or other electronic means;
- d) Sending ballots to the meeting via mail, fax, or email;
- e) Sending ballots by other means.

10. In the case of sending ballots to the meeting via mail, the ballots must be enclosed in a sealed envelope and must be 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.

11. Members must attend all meetings of the Board of Directors. Members may authorize another person to attend and vote on their behalf if approved by a majority of the members of the Board of Directors.

12. Resolutions and decisions of the Board of Directors are adopted if approved by a majority of the members present at the meeting; in case of a tie, the final decision rests with the side whose opinion is supported by the Chairman of the Board of Directors. Resolutions adopted by written ballot are based on the approval of a majority of the members of the Board of Directors/authorized persons with voting rights. This resolution has the same effect and value as a resolution adopted at the meeting.

Article 32. Subcommittees of the Board of Directors

1. The Board of Directors may establish subcommittees to be responsible for development policy, human resources, compensation, internal audit, and risk management. The number of members of a subcommittee shall be decided by the Board of Directors and shall be at least [3 people], including members of the Board of Directors and external members. [Independent members of the Board of Directors/non-executive members of the Board of Directors shall constitute a majority in the subcommittee, and one of these members shall be appointed as the Head of the subcommittee by decision of the Board of Directors.] The activities of the subcommittee must comply with the regulations of the Board of Directors. Resolutions of the subcommittee shall only be effective when a majority of members attend and vote to approve them at the subcommittee meeting.

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

Article 33. Person in Charge of Corporate Governance

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

2. The person in charge of corporate governance may not simultaneously work for an approved auditing firm that is auditing the Company's financial statements.

3. The person in charge of corporate governance has the following rights and obligations:

a) Advise the Board of Directors on organizing the General Meeting of Shareholders as prescribed and on related matters between the Company and shareholders;

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

c) Advise on the procedures of the meetings;

d) Attend the meetings;

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

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

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

h) Acting as the point of contact with relevant stakeholders;

i) Maintaining confidentiality of information in accordance with legal regulations and the Company's Charter;

k) Other rights and obligations as prescribed by law.

VIII. GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 34. Organizational Structure

The Company's management system must ensure that the management structure is accountable to the Board of Directors and subject to the supervision and direction of the Board of Directors in the Company's daily business operations. The Company has a General Director, Deputy General Directors, Chief Accountant, and other management positions appointed by the Board of Directors. The appointment, dismissal, and removal of the above-mentioned positions must be approved by resolution or decision of the Board of Directors.

Article 35. Company Executives

1. Company executives include the General Director, Deputy General Directors, Chief Accountant, and other executives as stipulated in the Company Charter.

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

3. The General Director receives a salary and bonuses. The General Director's salary and bonuses are determined by the Board of Directors.

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

Article 36. 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 Company's daily business operations; is supervised by 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 of 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 stipulated by law and the Company's Charter.

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

a) Deciding on matters related to the Company's daily business operations that are not within the authority of the Board of Directors;

b) Organizing the implementation of resolutions and decisions of the Board of Directors;

c) Organizing the implementation of the Company's business plan and investment plan;

d) Proposing organizational structure plans and internal management regulations for the Company;

d) Appointing, dismissing, and removing management positions within the Company, except for positions under the authority of the Board of Directors;

e) Deciding on salaries and other benefits for employees in the Company, including managers appointed by the General Director;

g) Recruiting employees;

- h) Proposing dividend payment plans or handling business losses;
- i) Deciding on matters not requiring a resolution of the Board of Directors, including signing financial and commercial contracts on behalf of the Company, organizing and managing the Company's daily production and business operations according to best management practices;
- k) Proposing the number of Company executives to be recruited for the Board of Directors to appoint or dismiss according to the Company's internal regulations, and proposing remuneration, salaries, and other benefits for Company executives for the Board of Directors to decide;
- l) Deciding on the appointment, dismissal, salary, allowances, benefits, and other terms related to employment contracts for positions under the General Director's authority as stipulated in the Company's internal regulations;
- m) Submitting to the Board of Directors for approval the production and business plan and investment plan for the next fiscal year;
- i) Other rights and obligations as stipulated by law, the Company Charter, resolutions and decisions of the Board of Directors, and the Company's internal regulations.

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

6. The General Director is responsible to the Board of Directors and the General Meeting of Shareholders for the performance of assigned duties and powers and must report to these levels when requested.

IX. SUPERVISORY BOARD

Article 37. Nomination and Election of Supervisory Board Members (Supervisors)

1. The nomination and election of Supervisory Board members shall be conducted in accordance with the provisions of Clauses 1 and 2 of Article 25 of this Charter.

2. If the number of Supervisory Board candidates nominated and elected is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the company's Charter, internal regulations on corporate governance, and the Supervisory Board's operating regulations. The incumbent Supervisory Board's nomination of additional candidates must be clearly announced before the General

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

Article 38. Composition of the Supervisory Board

1. The number of Supervisory Board members of the Company shall be 3-5.

1. The term of office for a member of the Supervisory Board shall not exceed 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 into the following categories:

a) Working in the accounting or finance department of the Company;

b) Being a member or employee of an independent auditing firm that audited the Company's financial statements for the three consecutive years preceding the appointment.

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

a) No longer meeting the standards and conditions for membership in the Supervisory Board as stipulated in Clause 2 of this Article;

b) Submitting a resignation letter and having it accepted;

c) The Supervisory Board member suffers from a mental disorder and another member of the Supervisory Board has evidence proving that the person no longer has the capacity to act.

d) Other cases as stipulated in this Charter.

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

a) Failure to complete assigned tasks and duties;

b) Failure to exercise their rights and obligations for 6 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 and the company's charter;

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

Article 39. Head of the Supervisory Board

1. The Head of the Supervisory Board shall be elected by the Supervisory Board from among its members; the election, dismissal, and removal shall be 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 have a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the business activities of the enterprise.

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

- a) Convene meetings of the Supervisory Board;
- b) Request the Board of Directors, the General Director, and other executives to provide relevant information for reporting to the Supervisory Board;
- c) Prepare and sign the Supervisory Board's report after consulting with the Board of Directors for submission to the General Meeting of Shareholders.

Article 40. 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. To propose and recommend to the General Meeting of Shareholders the approval of the list of auditing organizations approved to audit the Company's financial statements; to decide on the auditing organization approved to conduct the inspection of the Company's operations, and to dismiss approved auditors when deemed necessary.

2. To be responsible to shareholders for its supervisory activities.

3. To supervise the Company's financial situation and the compliance with the law in the activities of the members of the Board of Directors, the General Director, and other managers.

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

5. In case of discovering any violations of the law or the company'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 violator to cease the violation and take measures to remedy the consequences.

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

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

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

9. 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 Company.

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

Article 41. Meetings of the Supervisory Board

1. The Supervisory Board must meet at least twice a year, with at least 2/3 of the Supervisory Board members attending. Minutes of the Supervisory Board meetings must be prepared in detail and clearly. The person recording the minutes and the Supervisory Board members attending the meeting must sign the minutes. Minutes of the Supervisory Board meetings must be kept to determine the responsibility 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 organizations to attend and answer questions that need clarification.

Article 42. Salaries, Remuneration, Bonuses, and Other Benefits of Supervisory Board Members

The salaries, remuneration, bonuses, and other benefits of Supervisory Board members shall be implemented according to the following regulations:

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

2. Supervisory Board members shall be reimbursed for reasonable expenses for food, accommodation, travel, and the use of independent consulting services. The total amount of remuneration and these expenses shall not exceed the total annual operating budget of the 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 Company's business expenses in accordance with the law on corporate income tax and other relevant laws, and must be presented as a separate item in the Company's annual financial statements.

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

Board of Directors members, Supervisory Board members, the General Director and other executives are responsible for performing their duties, including those as members of subcommittees of the Board of Directors, honestly and diligently for the benefit of the Company.

Article 43. Responsibility for Honesty and Avoidance of Conflicts of Interest

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

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

3. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other managers are obligated to notify the Board of Directors and the Supervisory Board in writing of transactions between the Company, its subsidiaries, and other companies in which the public company holds a controlling stake of 35% or more of the charter capital, and those entities themselves or their related parties, as stipulated by law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information regarding these resolutions in accordance with the securities law on information disclosure.

4. Members of the Board of Directors are not permitted to vote on transactions that benefit that member or their related parties as stipulated in the Enterprise Law and the company's charter.

5. Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and their related parties are prohibited from using or disclosing insider information to others for the purpose of conducting related transactions.

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

a) For transactions with a value less than or equal to 35% of the total value of assets recorded in the most recent financial statement, the significant contents of the contract or transaction, as well as the relationships and interests of the members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, have been

reported to the Board of Directors and approved by a majority vote of the Board members who have no related interests;

b) For transactions with a value exceeding 35% or transactions resulting in a transaction value arising within 12 months from the date of the first transaction with a value of 35% or more of the total asset value recorded in the most recent financial statement, the significant contents of this 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 interest.

Article 44. Liability for Damages and Compensation

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

2. The Company shall compensate individuals who have been, are, or may become involved in claims, lawsuits, or prosecutions (including civil and administrative cases, and not cases in which the Company is the plaintiff) if such individuals have been or are currently members of the Board of Directors, members of the Supervisory Board, General Director, other executives, employees, or authorized representatives of the Company who have acted or are acting in accordance with the Company's authorization, acting honestly and diligently in the Company's best interests in compliance with the law, and there is no evidence to confirm that they have violated their responsibilities.

3. Compensation costs include judgment costs, fines, and actual payments incurred (including attorney fees) when resolving these cases within the legal framework. The Company may purchase insurance for these individuals to avoid the aforementioned compensation liabilities.

XI. RIGHT TO ACCESS COMPANY RECORDS AND DOCUMENTS

Article 45. Right to access records and documents

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

a) Ordinary shareholders have the right to examine, search, and extract information about their name and contact address in the list of shareholders with voting rights; request correction of inaccurate information about themselves; examine, search, extract, or copy the

company'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, search, and extract minutes and resolutions, decisions 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 the Company's trade secrets and business secrets.

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

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

4. The company must keep these Articles of Association 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 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 company's Articles of Association must be published on the company's website.

XII. EMPLOYEES AND TRADE UNIONS

Article 46. Employees and Trade Unions

1. The General Director shall prepare a plan for the Board of Directors to approve matters relating to recruitment, termination of employment, wages, social insurance, benefits, rewards and disciplinary actions for employees and business managers.

2. The General Director shall prepare a plan for the Board of Directors to approve matters relating to the Company's relationship with trade unions in accordance with best

management standards, practices and policies, the practices and policies stipulated in this Charter, the Company's regulations and applicable laws.

XIII. PROFIT DISTRIBUTION

Article 47. Profit Distribution

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

2. The Company shall not pay interest on dividend payments or payments related to a particular stock.

3. 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 shall be the body to implement this decision.

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

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

6. Other matters related to profit distribution shall be carried out in accordance with the provisions of the law.

XIV. BANK ACCOUNTS, FISCAL YEAR AND ACCOUNTING SYSTEM

Article 48. Bank Accounts

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

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

3. The Company shall conduct all payments and accounting transactions through Vietnamese Dong or foreign currency accounts at the banks where the Company has opened accounts.

Article 49. Fiscal Year

The Company's fiscal year begins on January 1st of each year and ends on December 31st of each year. The first fiscal year begins on the date of issuance of the Business Registration Certificate and ends on December 31st of that year.

Article 50. Accounting System

1. The accounting system used by the Company is the enterprise accounting system or a specific accounting system issued and approved by the competent authority.

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

3. The Company shall use the Vietnamese Dong as the currency in accounting. In cases where the Company's economic transactions mainly arise in a foreign currency, it may choose that foreign currency as the accounting currency, is responsible for that choice before the law, and must notify the direct tax authority.

XV. FINANCIAL REPORTS, ANNUAL REPORTS AND INFORMATION DISCLOSURE RESPONSIBILITIES

Article 51. Annual, Semi-Annual and Quarterly Financial Reports

1. The Company must prepare annual financial reports, and these annual financial reports must be audited in accordance with the law. The Company shall publish the audited annual financial reports in accordance with the law on information disclosure on 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 prescribed by law on corporate accounting. The annual financial report must truthfully and objectively reflect the Company's operational situation.

3. The Company must prepare and publish reviewed semi-annual financial reports and quarterly financial reports in accordance with the law on information disclosure on the securities market and submit them to the competent state agency.

Article 52. Annual Report

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

XVI. COMPANY AUDIT

Article 53. Audit

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

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

3. The independent auditor performing the audit of the Company's financial statements shall attend the General Meeting of Shareholders and shall have the right to receive notices and other information related to the General Meeting of Shareholders and to express their opinion at the meeting on matters related to the audit of the Company's financial statements.

XVII. COMPANY SEAL

Article 54. Company Seal

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

2. The Board of Directors shall decide on the type, quantity, form, and content of the seals of the Company, its branches, and representative offices (if any).

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

XVIII. DISSOLUTION OF THE COMPANY

Article 55. Dissolution of the Company

1. A company may be dissolved in the following cases:

a) Upon the expiration of the operating period stated in the company's charter without a decision to extend it;

b) By resolution or decision of the General Meeting of Shareholders;

c) Revocation of the Certificate of Business Registration, except where the Law on Tax Administration provides otherwise;

d) Other cases as prescribed by law.

2. The early dissolution of the company (including the extended period) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors.

This dissolution decision must be notified or approved by the competent authority (if required) as prescribed.

Article 56. Extension of Operation

1. The Board of Directors shall convene a General Meeting of Shareholders at least [7 months] before the end of the operating period so that shareholders can vote on the extension of the Company's operation as proposed by the Board of Directors.

2. The operating period shall be extended when the number of shareholders representing 65% or more of the total voting shares of all shareholders present at the General Meeting of Shareholders approves it.

Article 57. Liquidation

1. At least [06 months] before the end of the Company's operating period or after the decision to dissolve the Company is made, the Board of Directors shall establish a Liquidation Committee consisting of 03 members, of which 02 members shall be appointed by the General Meeting of Shareholders and 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 Company's employees or independent experts. 1. All expenses related to liquidation shall be paid in priority by the Company before other debts of the Company.

2. The Liquidation Committee is responsible for reporting to the Business Registration Authority on the date of establishment and the date of commencement of operations. From that time onwards, the Liquidation Committee shall represent the Company in all matters related to the Company's liquidation before the Court and administrative agencies.

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

- a) Liquidation expenses;
- b) Debts for wages, severance pay, social insurance and other benefits of employees according to collective labor agreements and signed employment contracts;
- c) Tax debts;
- d) Other debts of the Company;
- e) The remaining amount after paying all debts from (a) to (d) above shall be distributed to shareholders. Preferred shares shall be paid in priority.

XIX. INTERNAL DISPUTE RESOLUTION

Article 58. Internal Dispute Resolution

1. In the event of disputes or complaints arising concerning the Company's operations, the rights and obligations of shareholders as stipulated in the Enterprise Law, the Company Charter, other legal regulations, or agreements between:

a) Shareholders and the Company;

b) Shareholders and the Board of Directors, Supervisory Board, General Director, or other executives;

The parties involved shall endeavor to resolve the dispute through negotiation and conciliation. Except in cases involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and request each party to present information related to the dispute within 15 working days from the date the dispute arises. 1. In case of disputes involving the Board of Directors or the Chairman of the Board of Directors, either party may request economic arbitration or an economic court to appoint an independent expert to mediate the dispute resolution process.

2. If a settlement is not reached within [06 weeks] from the start of the mediation process, or if the mediation decision is not accepted by the parties, a party may bring the dispute to arbitration or court.

3. The parties shall bear their own costs related to the negotiation and mediation procedures. Payment of court costs shall be made according to the court's judgment.

XX. AMENDMENTS AND SUPPLEMENTS TO THE ARTICLES OF ASSOCIATION

Article 59. Company Articles of Association

1. Amendments and supplements to these Articles of Association must be considered and decided by the General Meeting of Shareholders.

2. In cases where the law provides provisions related to the Company's operations not mentioned in this Charter, or where new legal provisions differ from the provisions in this Charter, those provisions shall apply to govern the Company's operations.

XXI. EFFECTIVE DATE

Article 60. Effective Date

1. This charter, comprising 21 sections and 60 articles, was unanimously approved by the General Meeting of Shareholders of COMA18 Joint Stock Company on April 22, 2026, at the 2026 Annual General Meeting of Shareholders. This approval was also granted after the completion of the addition of business lines as per the Business Registration Certificate

dated May 14, 2026, issued by the Hanoi City Department of Finance, and after the full validity of this charter was accepted.

2. This Charter is made in two copies, both having equal value, and must be kept at the Company's head office.

3. This Charter is the only and official Charter of the Company.

4. Copies or extracts of the company's charter are valid only when signed by the Chairman of the Board of Directors or at least half of the total number of members of the Board of Directors.

