GARMENT 10 CORPORATION – JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Freedom – Independence - Happiness

Hanoi, June 08th 2026

BOARD OF DIRECTORS OPERATING REGULATIONS

Pursuant to the Law on Enterprises No. 59/2020/QH14, adopted by the 14th National Assembly of the Socialist Republic of Viet Nam at its 9th Session on 17 June 2020; and the Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises, adopted by the 15th National Assembly of the Socialist Republic of Viet Nam at its 9th Session on 17 June 2025;

Pursuant to the Law on Securities No. 54/2019/QH14, adopted by the 14th National Assembly of the Socialist Republic of Viet Nam at its 8th Session on 26 November 2019;

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

Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Ministry of Finance providing guidance on corporate governance applicable to public companies in accordance with Decree No. 155/2020/ND-CP dated 31 December 2020 detailing the implementation of a number of articles of the Law on Securities;

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

Pursuant to the Charter of Garment 10 Corporation – Joint Stock Company approved by the General Meeting of Shareholders of Garment 10 Corporation on 06 June 2026;

Pursuant to Resolution No. 540/NQ-DHDCD2026 of the 2026 Annual General Meeting of Shareholders dated 06 June 2026;

The Board of Directors hereby issues the Board of Directors Operating Regulations of Garment 10 Corporation – Joint Stock Company.

The Board of Directors Operating Regulations of Garment 10 Corporation – Joint Stock Company consist of the following provisions:

CHAPTER I

GENERAL PROVISIONS

Article 1. Scope of Regulation and Subjects of Application

1. Scope of Regulation: The Board of Directors Operating Regulations prescribe the organizational structure, operating principles, rights and obligations of the Board of Directors and its members, ensuring their operation in compliance with the Law on Enterprises, the Charter of the Corporation, and other relevant laws and regulations.

2. Subjects of Application: These Regulations shall apply to the Board of Directors and all members of the Board of Directors.

Article 2. Operating Principles of the Board of Directors

1. The Board of Directors shall operate on the principle of collective decision-making. Members of the Board of Directors shall be individually responsible for the duties assigned to them and shall collectively be accountable to the General Meeting of Shareholders and before the law for the resolutions and decisions of the Board of Directors concerning the development of the Corporation.

2. The Board of Directors shall authorize the General Director to organize and direct the implementation of the resolutions and decisions of the Board of Directors.

CHAPTER II

MEMBERS OF THE BOARD OF DIRECTORS

Article 3. Rights and Obligations of Members of the Board of Directors

1. Members of the Board of Directors shall have all rights prescribed by the Law on Securities, other relevant laws and regulations, and the Charter of the Corporation, including the right to be provided with information and documents relating to the financial position and business operations of the Corporation and its affiliated entities.

2. Members of the Board of Directors shall perform the obligations prescribed in the Charter of the Corporation and the following obligations:

a) To perform their duties honestly and prudently in the best interests of the shareholders and the Corporation;

b) To attend all meetings of the Board of Directors and provide opinions on matters submitted for discussion;

c) To promptly and fully report to the Board of Directors any remuneration received from subsidiaries, associated companies and other organizations;

d) To report to the Board of Directors at its nearest meeting any transactions between the Corporation, its subsidiaries or other companies in which the Corporation holds more than 50% of the charter capital or voting rights, and such member of the Board of Directors and his/her related persons; and any transactions between the Corporation and a company in which such member of the Board of Directors is a founding member or has served as a manager within the three (03) years preceding the transaction date;

đ) To disclose information when conducting transactions in shares of the Corporation in accordance with applicable laws and regulations.

Article 4. Right of Members of the Board of Directors to Access Information

1. Members of the Board of Directors shall have the right to request the General Director, Deputy General Directors, and other managers of the Corporation to provide information and documents relating to the financial position and business operations of the Corporation and its affiliated entities.

2. The requested managers shall provide such information and documents in a timely, complete and accurate manner as requested by members of the Board of Directors. The procedures for requesting and providing information shall be governed by the Charter of the Corporation.

Article 5. Term of Office and Number of Members of the Board of Directors

1. The Board of Directors shall consist of five (05) members.

2. The term of office of a member of the Board of Directors shall not exceed five (05) years and such member may be re-elected for an unlimited number of terms.

3. In the event that the terms of office of all members of the Board of Directors expire simultaneously, such members shall continue to serve as members of the Board of Directors until their successors are elected and assume their duties.

Article 6. Qualifications and Eligibility Criteria for Members of the Board of Directors

Members of the Board of Directors must satisfy the following qualifications and eligibility criteria:

1. Not falling within the categories of persons specified in Clause 2, Article 17 of the Law on Enterprises;

2. Possessing professional qualifications and experience in business administration or in the business lines and sectors of the Corporation, and not necessarily being a shareholder of the Corporation;

3. A member of the Board of Directors of the Corporation may concurrently serve as a member of the Board of Directors or Members' Council of no more than five (05) other companies.

Article 7. Chairman of the Board of Directors

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

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

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

a) To formulate the programs and plans for the activities of the Board of Directors;

b) To prepare agendas, contents 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;

đ) To chair meetings of the General Meeting of Shareholders;

e) To exercise other rights and perform other obligations as prescribed by the Law on Enterprises and the Charter of the Corporation.

4. In the event that the Chairman of the Board of Directors submits a resignation letter or is removed or dismissed, the Board of Directors shall elect a replacement within ten (10) days from the date of receipt of the resignation letter or the date of such removal or dismissal.

In the event that the Chairman is absent or unable to perform his/her duties, he/she shall authorize in writing the Vice Chairman of the Board of Directors or another member of the Board of Directors to exercise the rights and perform the obligations of the Chairman in accordance with the principles set out in the Charter of the Corporation.

In the absence of such authorization, or in the event that the Chairman dies, is declared missing, is placed in temporary detention, is serving a prison sentence, is undergoing compulsory administrative measures at a compulsory detoxification establishment or compulsory educational institution, absconds from his/her place of residence, has limited or lost legal capacity, experiences difficulties in cognition or behavioral control, or is prohibited by a court from holding certain positions, practicing certain professions, or performing certain jobs, the remaining members of the Board of Directors shall elect one of their members as Chairman of the Board of Directors by a majority vote of the remaining members until a new decision is made by the Board of Directors.

5. Where deemed necessary, the Board of Directors shall appoint a Corporate Secretary. The Corporate Secretary shall have the following rights and obligations:

a) To assist in organizing the convening of meetings of the General Meeting of Shareholders and the Board of Directors, and to record minutes of such meetings;

b) To assist members of the Board of Directors in exercising their rights and performing their assigned duties;

c) To assist the Board of Directors in applying and implementing corporate governance principles;

d) To assist the Corporation in developing shareholder relations and protecting the lawful rights and interests of shareholders; ensuring compliance with information disclosure obligations, transparency requirements, and administrative procedures;

Article 8. Removal, Dismissal, Replacement and Additional Election of Members of the Board of Directors

1. The General Meeting of Shareholders shall remove a member of the Board of Directors in any of the following cases:

a) The member no longer satisfies the qualifications and eligibility criteria prescribed in Article 155 of the Law on Enterprises;

b) The member submits a resignation letter and such resignation is accepted;

c) Other cases as provided for in the Charter of the Corporation.

2. The General Meeting of Shareholders shall dismiss a member of the Board of Directors in any of the following cases:

a) The member fails to participate in the activities of the Board of Directors for six (06) consecutive months, except in cases of force majeure;

b) Other cases as provided for in the Charter of the Corporation.

3. Where deemed necessary, the General Meeting of Shareholders may decide to replace a member of the Board of Directors or to remove or dismiss a member of the Board of Directors in circumstances other than those specified in Clauses 1 and 2 of this Article.

4. The Board of Directors shall convene a meeting of the General Meeting of Shareholders for the election of additional members of the Board of Directors in the following circumstances:

a) The number of members of the Board of Directors is reduced by more than one-third of the number prescribed in the Charter of the Corporation. In such case, the Board of Directors shall convene a meeting of the General Meeting of Shareholders within sixty (60) days from the date on which the number of members is reduced by more than one-third;

b) Except for the case specified in Point a of this Clause, the General Meeting of Shareholders shall elect a new member to replace a member of the Board of Directors who has been removed or dismissed at its next meeting.

Article 9. Procedures for Election, Removal and Dismissal of Members of the Board of Directors

1. A shareholder or a group of shareholders holding ten percent (10%) or more of the total ordinary shares shall have the right to nominate candidates for election to the Board of Directors. The nomination of candidates to the Board of Directors shall be conducted as follows:

a) Ordinary shareholders forming a group for the purpose of nominating candidates to the Board of Directors must notify the attending shareholders of such grouping prior to the opening of the General Meeting of Shareholders;

b) Based on the number of members of the Board of Directors to be elected, a shareholder or group of shareholders specified in this Clause shall be entitled to nominate one or more candidates for election to the Board of Directors in accordance with the decision of the General Meeting of Shareholders. If the number of candidates nominated by such shareholder or group of shareholders is fewer than the number of candidates they are entitled to nominate pursuant to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders.

2. In the event that the number of candidates for the Board of Directors nominated or self-nominated remains insufficient to meet the minimum number required under Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall nominate additional candidates or organize the nomination process in accordance with the Charter of the Corporation, the Internal Regulations on Corporate Governance, and these Board of Directors Operating Regulations. The nomination of additional candidates by the incumbent Board of Directors must be clearly disclosed prior to the General Meeting of Shareholders conducting the election of members of the Board of Directors, in accordance with applicable laws and regulations.

3. The election of members of the Board of Directors shall be conducted using the cumulative voting method, whereby each shareholder shall have a total number of votes equal to the number of shares owned multiplied by the number of members of the Board of Directors to be elected. A shareholder shall have the right to allocate all or part of his/her total votes to one or more candidates. Candidates elected to the Board of Directors shall be determined based on the number of votes received, ranked from highest to lowest, beginning with the candidate receiving the highest number of votes until the number of members specified in the Charter of the Corporation has been filled. In the event that two (02) or more candidates receive the same number of votes for the final position on the Board of Directors, a re-election shall be conducted among those candidates with an equal number of votes, or the selection shall be made in accordance with the Election Regulations or the Charter of the Corporation.

4. The election, removal and dismissal of members of the Board of Directors shall be subject to the decision of the General Meeting of Shareholders by voting.

Article 10. Notification of the Election, Removal and Dismissal of Members of the Board of Directors

1. Where candidates for the Board of Directors have been identified, the Corporation shall disclose information relating to such candidates on the Corporation's website at least ten (10) days prior to the opening date of the General Meeting of Shareholders so that shareholders may review the candidates before casting their votes. Candidates for the Board of Directors shall provide a written undertaking regarding the truthfulness and accuracy of the personal information disclosed and shall undertake to perform their duties honestly, prudently and in the best interests of the Corporation if elected as members of the Board of Directors.

Information relating to candidates for the Board of Directors to be disclosed shall include:

a) Full name; date of birth;

b) Professional qualifications;

c) Employment and working experience;

d) Other managerial positions currently held (including positions as a member of the Board of Directors of other companies);

đ) Interests related to the Corporation and its related parties;

e) Other information (if any) as prescribed in the Charter of the Corporation;

g) The Corporation shall be responsible for disclosing information on companies in which the candidate currently holds a position as a member of the Board of Directors or other managerial positions, as well as any interests of the candidate related to such companies (if any).

2. The announcement of the results of the election, removal and dismissal of members of the Board of Directors shall be made in accordance with the applicable regulations on information disclosure.

CHAPTER III

BOARD OF DIRECTORS

Article 11. Rights and Obligations of the Board of Directors

1. The Board of Directors is the management body of the Corporation and shall have full authority, on behalf of the Corporation, to decide and exercise the rights and perform the

obligations of the Corporation, except for those rights and obligations falling within the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors shall be prescribed by law, the Charter of the Corporation, and resolutions of the General Meeting of Shareholders. Specifically, the Board of Directors shall have the following rights and obligations:

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

b) To propose the classes of shares and the total number of shares of each class authorized for offering;

c) To decide on the sale of unsold shares within the number of shares of each class authorized for offering and to decide on other forms of capital mobilization;

d) To decide on the offering price of shares and bonds of the Corporation;

đ) To decide on the repurchase of shares in accordance with Clauses 1 and 2, Article 133 of the Law on Enterprises;

e) To decide on investment plans and investment projects with a value of less than thirty-five percent (35%) of the total assets recorded in the most recent financial statements of the Corporation;

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

h) To approve contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value equal to or greater than thirty-five percent (35%) of the total assets recorded in the most recent financial statements of the Corporation, except for contracts and transactions falling within the decision-making authority of the General Meeting of Shareholders pursuant to Point d, Clause 2, Article 138 and Clauses 1 and 3, Article 167 of the Law on Enterprises;

i) To elect, remove and dismiss the Chairman of the Board of Directors; to appoint, remove, enter into and terminate contracts with the General Director and other key managers as prescribed in the Charter of the Corporation; to determine the salaries, remuneration, bonuses and other benefits of such managers; to appoint authorized representatives to participate in Members' Councils or General Meetings of Shareholders of other companies, and to determine the remuneration and other benefits of such representatives;

k) To supervise and direct the General Director and other managers in the conduct of the Corporation's day-to-day business operations;

l) To decide on the organizational structure and internal management regulations of the Corporation; to decide on the establishment of subsidiaries, branches and representative offices, and on capital contributions to and share acquisitions in other enterprises;

m) To approve the agenda, contents and documents for meetings of the General Meeting of Shareholders; to convene meetings of the General Meeting of Shareholders or conduct the collection of shareholders' written opinions for the adoption of resolutions by the General Meeting of Shareholders;

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

o) To recommend the dividend rate to be paid; to decide on the time and procedures for dividend payment or the handling of losses arising in the course of business operations;

p) To propose the reorganization or dissolution of the Corporation and to request the initiation of bankruptcy proceedings against the Corporation;

q) To issue the Board of Directors Operating Regulations and the Internal Regulations on Corporate Governance of the Corporation after approval by the General Meeting of Shareholders; and to issue the Information Disclosure Regulations of the Corporation;

r) To exercise other rights and perform other obligations as prescribed by the Law on Enterprises, the Law on Securities, other applicable laws and regulations, and the Charter of the Corporation.

3. The Board of Directors shall adopt resolutions and decisions by voting at meetings, by obtaining written opinions, or by other methods as prescribed in the Charter of the Corporation. Each member of the Board of Directors shall have one (01) vote.

4. Where a resolution or decision adopted by the Board of Directors is contrary to the provisions of law, resolutions of the General Meeting of Shareholders, or the Charter of the Corporation, and causes damage to the Corporation, the members voting in favor of such resolution or decision shall be jointly and severally liable for such resolution or decision and shall compensate the Corporation for any losses incurred. Members voting against such resolution or decision shall be exempt from liability.

In such case, shareholders of the Corporation shall have the right to request the Court to suspend the implementation of, or invalidate, such resolution or decision.

Article 12. Duties and Authority of the Board of Directors in Approving and Entering into Contracts and Transactions

1. The Board of Directors shall approve contracts and transactions with a value of less than thirty-five percent (35%) of the total assets recorded in the Corporation's most recent financial statements between the Corporation and any of the following persons or entities:

- Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and their related persons;
- Shareholders and authorized representatives of shareholders holding more than ten percent (10%) of the total ordinary shares of the Corporation, and their related persons;
- Enterprises in which members of the Board of Directors, Supervisors, the General Director, and other managers of the Corporation are required to declare their related interests in accordance with Clause 2, Article 164 of the Law on Enterprises.

2. The Board of Directors shall have the authority to approve loans or guarantees granted to organizations related to members of the Board of Directors, members of the Board of Supervisors, the General Director, or other managers, where such organization is a subsidiary of the Corporation, provided that the value of the transaction is less than thirty-five percent (35%) of the total assets recorded in the Corporation's most recently audited separate financial statements.

3. The legal representative of the Corporation executing a contract or transaction shall notify the members of the Board of Directors and the members of the Board of Supervisors of the related parties involved in such contract or transaction and shall provide the draft contract or the principal terms of the transaction. The Board of Directors shall decide whether to approve the contract or transaction within fifteen (15) days from the date of receipt of such notice, unless a different time limit is prescribed in the Charter of the Corporation. Any member of the Board of Directors having interests related to the parties to the contract or transaction shall not have the right to vote on such matter.

Article 13. Responsibilities of the Board of Directors in Convening Extraordinary General Meetings of Shareholders

1. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the following circumstances:

a) Where the Board of Directors deems it necessary for the interests of the Corporation;

b) Where the number of remaining members of the Board of Directors or the Board of Supervisors is less than the minimum number required by law;

c) Upon the request of a shareholder or a group of shareholders holding five percent (5%) or more of the total ordinary shares of the Corporation. Such request for convening a General Meeting of Shareholders must be made in writing, clearly stating the reasons for and purposes of the meeting, and must bear the signatures of the relevant shareholders. The request may be made in multiple documents, provided that all such documents collectively contain the signatures of the relevant shareholders;

d) Upon the request of the Board of Supervisors;

đ) Other cases as prescribed by law and the Charter of the Corporation.

2. Convening an Extraordinary General Meeting of Shareholders

The Board of Directors shall convene a General Meeting of Shareholders within thirty (30) days from the date on which the number of remaining members of the Board of Directors or the Board of Supervisors falls below the minimum number prescribed in the Charter of the Corporation, or from the date of receipt of a request specified in Points c and d, Clause 1 of this Article.

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

a) Preparing the list of shareholders entitled to attend the meeting;

b) Providing information and resolving complaints relating to the list of shareholders;

c) Preparing the agenda and contents of the meeting;

d) Preparing documents for the meeting;

đ) Preparing draft resolutions of the General Meeting of Shareholders based on the proposed agenda and contents of the meeting; and preparing the list and detailed information of candidates in the event of the election of members of the Board of Directors or members of the Board of Supervisors;

e) Determining the time and venue of the meeting;

g) Sending notices of invitation to attend the meeting to each shareholder entitled to attend in accordance with the Law on Enterprises;

h) Performing other tasks necessary for the organization of the meeting.

Article 14. Committees Assisting the Board of Directors

1. The Board of Directors may establish committees under its authority to be responsible for development policy, human resources, remuneration, internal audit and risk management matters. The number of members of each committee shall be determined by the Board of Directors and shall consist of at least three (03) members, including members of the Board of Directors and external members. Non-executive members of the Board of Directors shall constitute the majority of the committee members, and one of such members shall be appointed as Chairman of the Committee by the Board of Directors.

The operation of each committee shall comply with the regulations issued by the Board of Directors. A resolution of a committee shall be valid only when it is approved by a majority of the members attending and voting at the committee meeting.

2. The implementation of decisions of the Board of Directors or its committees shall comply with applicable laws and regulations, the Charter of the Corporation, and the Internal Regulations on Corporate Governance of the Corporation.

CHAPTER IV

MEETINGS OF THE BOARD OF DIRECTORS

Article 15. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the date of completion of the election of the Board of Directors. Such meeting shall be convened and chaired by the member who receives the highest number of votes or the highest voting percentage. Where more than one member receives the same highest number of votes or voting percentage, those members shall elect, by majority vote, one among themselves 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 when necessary.

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

a) Upon the request of the Board of Supervisors;

b) Upon the request of the General Director or at least five (05) other managers;

c) Upon the request of at least two (02) members of the Board of Directors;

4. A request specified in Clause 3 of this Article must be made in writing and shall clearly state its purpose, the matters to be discussed, and the issues to be decided within the authority of the Board of Directors.

5. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors within seven (07) working days from the date of receipt of a request specified in Clause 3 of this Article. If the Chairman fails to convene such meeting as requested, he/she shall be liable for any losses incurred by the Corporation as a result thereof. In such case, the requesting person(s) shall have the right to convene the meeting of the Board of Directors in place of the Chairman.

6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors shall send the notice of meeting no later than three (03) working days prior to the meeting date.

The notice of meeting shall specify the time and venue of the meeting, the agenda, the matters to be discussed, and the matters to be decided. The notice shall be accompanied by documents to be used at the meeting and voting ballots of the members.

The notice of meeting of the Board of Directors may be sent by invitation letter, telephone, facsimile, electronic means, or other methods prescribed in the Charter of the Corporation, provided that such notice is delivered to the contact address of each member of the Board of Directors registered with the Corporation.

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

Members of the Board of Supervisors shall have the right to attend meetings of the Board of Directors and to participate in discussions, but shall not have the right to vote.

8. A meeting of the Board of Directors shall be validly convened and conducted when attended by at least three-quarters (3/4) of the total number of members of the Board of Directors.

If a meeting convened in accordance with this Clause does not satisfy the quorum requirement due to an insufficient number of attending members, a second meeting shall be convened within seven (07) days from the date scheduled for the first meeting. In such case, the meeting shall be validly conducted if attended by more than one-half of the total number of members of the Board of Directors.

9. A member of the Board of Directors shall be deemed to be present and voting at a meeting in any of the following circumstances:

a) Attending and voting in person at the meeting;

b) Authorizing another person to attend and vote on his/her behalf, provided that such authorization is approved by a majority of the members of the Board of Directors;

c) Attending and voting through a teleconference, electronic voting system, or other electronic means;

d) Sending a voting ballot to the meeting by post, facsimile, or electronic mail;

đ) Sending a voting ballot by other means as prescribed in the Charter of the Corporation.

10. In the event that a voting ballot is sent to the meeting by post, such voting ballot must be placed in a sealed envelope and delivered to the Chairman of the Board of Directors no later than one (01) hour prior to the commencement of the meeting. The voting ballots shall be opened only in the presence of all attendees at the meeting.

11. Members shall attend all meetings of the Board of Directors. A member may authorize another person to attend and vote on his/her behalf, provided that such authorization is approved by a majority of the members of the Board of Directors.

12. A resolution or decision of the Board of Directors shall be adopted if approved by a majority of the members attending the meeting. In the event of an equal number of votes for and against, the final decision shall be determined in accordance with the vote cast by the Chairman of the Board of Directors.

Article 16. Minutes of Meetings of the Board of Directors

1. All meetings of the Board of Directors shall be recorded in minutes and may be audio-recorded or recorded and stored in other electronic formats. The minutes shall be prepared in Vietnamese and may also be prepared in a foreign language. The minutes shall contain the following principal contents:

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

b) Time and venue of the meeting;

c) Purpose, agenda, and contents of the meeting;

d) Full names of each member attending the meeting or their authorized representatives, and the method of attendance; full names of members not attending the meeting and the reasons for their absence;

đ) Matters discussed and voted on at the meeting;

e) A summary of the opinions expressed by each attending member in the chronological order of the meeting proceedings;

g) Voting results, clearly indicating the members voting in favor, voting against, and abstaining from voting;

h) Matters approved and the corresponding voting ratios;

i) Full names and signatures of the chairperson of the meeting and the person recording the minutes, except as provided in Clause 2 of this Article.

2. In the event that the chairperson of the meeting or the person recording the minutes refuses to sign the minutes, the minutes shall nevertheless be valid if they are signed by all other members of the Board of Directors attending the meeting and approving the minutes, and if they contain all information required under Points a, b, c, d, dd, e, g and h, Clause 1 of this Article.

The minutes shall clearly state that the chairperson of the meeting and/or the person recording the minutes refused to sign the minutes. The persons signing the minutes shall be jointly and severally responsible for the accuracy and truthfulness of the contents of the minutes of the Board of Directors meeting.

The chairperson of the meeting and the person recording the minutes shall bear personal liability for any damage caused to the Corporation as a result of their refusal to sign the minutes, in accordance with the Law on Enterprises, the Charter of the Corporation, and other applicable laws and regulations.

3. The chairperson of the meeting, the person recording the minutes, and the persons signing the minutes shall be responsible for the truthfulness and accuracy of the contents of the minutes of the Board of Directors meeting.

4. The minutes of meetings of the Board of Directors and all documents used at such meetings shall be kept and archived at the head office of the Corporation.

5. Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In the event of any discrepancy between the Vietnamese version and the foreign-language version, the Vietnamese version shall prevail.

CHAPTER V

REPORTING AND DISCLOSURE OF RELATED INTERESTS

Article 17. Submission of Annual Reports

1. At the end of each financial year, the Board of Directors shall submit the following reports to the General Meeting of Shareholders:

a) Report on the Corporation's business performance;

b) Financial statements;

c) Report on the assessment of the management and administration of the Corporation;

d) Appraisal report of the Board of Supervisors.

2. The reports specified in Points a, b and c, Clause 1 of this Article shall be submitted to the Board of Supervisors for review no later than thirty (30) days prior to the opening date of the Annual General Meeting of Shareholders.

3. The reports specified in Clauses 1 and 2 of this Article, together with the appraisal report of the Board of Supervisors and the audit report, shall be kept at the head office of the Corporation no later than ten (10) days prior to the opening date of the Annual General Meeting of Shareholders. Shareholders who have continuously held shares of the Corporation for at least one (01) year shall have the right, either individually or together with a lawyer, certified accountant, or licensed auditor, to directly examine the reports specified in this Article.

Article 18. Remuneration, Bonuses and Other Benefits of Members of the Board of Directors

1. The Corporation shall have the right to pay remuneration and bonuses to members of the Board of Directors based on business results and operating performance.

2. Members of the Board of Directors shall be entitled to remuneration and bonuses. Remuneration shall be calculated based on the number of working days reasonably required for the performance of the duties of each member of the Board of Directors and the applicable daily remuneration rate. The Board of Directors shall determine the remuneration payable to each member on the basis of unanimous agreement. The total remuneration and bonuses payable to the Board of Directors shall be decided by the General Meeting of Shareholders at its annual meeting.

3. The remuneration of each member of the Board of Directors shall be recorded as a business expense of the Corporation in accordance with the laws on corporate income tax, shall be separately disclosed in the annual financial statements of the Corporation, and shall be reported to the General Meeting of Shareholders at its annual meeting.

4. Members of the Board of Directors who hold executive positions, serve on committees of the Board of Directors, or perform duties beyond the ordinary scope of responsibilities of a member of the Board of Directors may be paid additional remuneration in the form of a lump-sum fee for each assignment, salary, commission, percentage of profits, or in such other form as may be determined by the Board of Directors.

5. Members of the Board of Directors shall be entitled to reimbursement for all travel, accommodation, meal expenses and other reasonable expenses actually incurred in the performance of their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, meetings of the Board of Directors, or meetings of committees of the Board of Directors.

6. Members of the Board of Directors may be covered under directors' and officers' liability insurance purchased by the Corporation, subject to the approval of the General Meeting of Shareholders. Such insurance shall not cover liabilities of members of the Board of Directors arising from violations of law or the Charter of the Corporation.

Article 19. Disclosure of Related Interests

The disclosure of interests and related persons of the Corporation shall be carried out in accordance with the following provisions:

1. Members of the Board of Directors of the Corporation shall declare to the Corporation their related interests, including:

a) The name, enterprise registration number, address of the head office, and business lines of any enterprise in which they own contributed capital or shares; together with the percentage and date of acquisition of such contributed capital or shares;

b) The name, enterprise registration number, address of the head office, and business lines of any enterprise in which their related persons jointly own or separately own contributed capital or shares representing more than ten percent (10%) of the charter capital.

2. The declaration required under Clause 1 of this Article shall be made within seven (07) working days from the date on which the related interest arises. Any amendment or supplementation thereto shall be notified to the Corporation within seven (07) working days from the date of such amendment or supplementation.

3. A member of the Board of Directors who, in his/her own name or on behalf of another person, conducts any work in any form within the business scope of the Corporation must fully disclose the nature and content of such work to the Board of Directors and may only proceed with such work upon obtaining the approval of a majority of the remaining members of the Board of Directors.

If such work is carried out without disclosure or without the approval of the Board of Directors, all income derived from such activity shall belong to the Corporation.

CHAPTER VI
WORKING RELATIONSHIPS OF THE BOARD OF DIRECTORS

Article 20. Relationship among Members of the Board of Directors

1. The relationship among members of the Board of Directors shall be one of coordination and cooperation. Members of the Board of Directors shall be responsible for keeping one another informed of matters relevant to the performance of their assigned duties.

2. In the course of performing assigned duties, the member of the Board of Directors primarily responsible for a matter shall take the initiative in coordinating with other members where such matter relates to areas under the responsibility of another member of the Board of Directors. Where differing opinions exist among members of the Board of Directors, the member primarily responsible for the matter shall report the issue to the Chairman of the Board of Directors for consideration and decision within his/her authority, or for the convening of a meeting or collection of opinions from members of the Board of Directors in accordance with applicable laws, the Charter of the Corporation, and these Regulations.

3. In the event of a reassignment of responsibilities among members of the Board of Directors, the relevant members shall hand over all work, files, and related documents. Such handover shall be documented in writing and reported to the Chairman of the Board of Directors.

Article 21. Relationship with the Executive Management

In its governance role, the Board of Directors shall issue resolutions for implementation by the General Director and the executive management team. The Board of Directors shall also examine and supervise the implementation of such resolutions.

Article 22. Relationship with the Board of Supervisors

1. The relationship between the Board of Directors and the Board of Supervisors shall be one of coordination and cooperation. The working relationship between the Board of Directors and the Board of Supervisors shall be based on the principles of equality and independence, while ensuring close coordination and mutual support in the performance of their respective duties.

2. Upon receipt of inspection minutes or consolidated reports from the Board of Supervisors, the Board of Directors shall be responsible for reviewing such documents and directing the relevant departments to develop and implement timely corrective action plans.

CHAPTER VII
IMPLEMENTATION PROVISIONS

Article 23. Effectiveness

These Regulations consist of seven (07) Chapters and twenty-three (23) Articles and shall take effect from 08 June 2026. These Regulations supersede the Board of Directors Operating Regulations of Garment 10 Corporation – Joint Stock Company issued on 31 May 2025 together with Resolution No. 585/NQ-ĐHĐCĐ2025.

FOR AND ON BEHALF OF THE
BOARD OF DIRECTOR
CHAIRMAN

TỔNG CÔNG TY MAY 10 CÔNG TY CỔ PHẦN

Le Tien Truong