

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

PREAMBLE

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 a number of corporate governance matters applicable to public companies under 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-ĐHĐCĐ2026 of the 2026 Annual General Meeting of Shareholders dated 06 June 2026,

The Board of Directors hereby promulgates the Internal Regulations on Corporate Governance of Garment 10 Corporation – Joint Stock Company, comprising the following contents:



**INTERNAL REGULATIONS ON CORPORATE GOVERNANCE
GARMENT 10 CORPORATION – JOINT STOCK COMPANY**

(Issued together with Decision No. 547/QĐ-HĐQT dated 08 June 2026)

Article 1. Scope of Regulation and Subjects of Application

1. Scope of Regulation: These Internal Regulations on Corporate Governance of Garment 10 Corporation – Joint Stock Company govern the roles, rights and obligations of the General Meeting of Shareholders, the Board of Directors and the General Director; the procedures for convening and conducting meetings of the General Meeting of Shareholders; the nomination, self-nomination, election, removal and dismissal of members of the Board of Directors, the Board of Supervisors and the General Director; and other matters as prescribed in the Charter of the Corporation and applicable laws and regulations.

2. Subjects of Application: These Regulations shall apply to members of the Board of Directors, members of the Board of Supervisors, the General Director, and other relevant persons.

Article 2. Roles, Rights and Obligations of the General Meeting of Shareholders

1. The General Meeting of Shareholders, comprising all shareholders with voting rights, shall be the highest decision-making body of the Corporation.

2. The General Meeting of Shareholders shall have the following rights and obligations:

2.1. To approve the long-term development orientation of the Corporation for a period of five (05) years or more;

2.2. To decide on the classes of shares and the total number of shares of each class authorized for offering; to decide on the issuance of convertible bonds and bonds with warrants attached; and to determine the annual dividend rate for each class of shares;

2.3. To elect, remove and dismiss members of the Board of Directors and Supervisors;

2.4. To decide on investments or the sale of assets 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;

2.5. To decide on amendments and supplements to the Charter of the Corporation;

2.6. To approve the audited annual financial statements;

2.7. To decide on the repurchase of more than ten percent (10%) of the total issued shares of each class;

- 2.8. To review and deal with violations committed by the Board of Directors or the Board of Supervisors that cause serious damage to the Corporation and its shareholders, where supported by valid evidence;
 - 2.9. To decide on the reorganization of the Corporation, including division, demerger, consolidation, merger, or conversion of the corporate form;
 - 2.10. To decide on the dissolution of the Corporation;
 - 2.11. To determine the budget for, or the total remuneration, bonuses and other benefits payable to, the Board of Directors and the Board of Supervisors;
 - 2.12. To approve the Internal Corporate Governance Regulations and the Operating Regulations of the Board of Directors and the Board of Supervisors;
 - 2.13. To approve the list of independent auditing firms; to appoint the independent auditing firm to audit the Corporation's operations; and to dismiss the independent auditor where deemed necessary;
 - 2.14. To approve contracts and transactions falling within its authority as prescribed in Clause 3, Article 43 of the Charter of the Corporation;
 - 2.15. To exercise other rights and perform other obligations as prescribed by the Law on Enterprises and the Charter of the Corporation.
3. Any matters approved under resolutions of previous General Meetings of Shareholders that have not yet been implemented shall be reported by the Board of Directors to the General Meeting of Shareholders at its nearest Annual General Meeting. Where any change is proposed to a matter falling within the decision-making authority of the General Meeting of Shareholders, the Board of Directors shall submit such change to the General Meeting of Shareholders for approval at its next meeting prior to implementation.

Article 3. Procedures for Convening and Conducting General Meetings of Shareholders and Adopting Resolutions by Voting at General Meetings of Shareholders

1. Authority to Convene the General Meeting of Shareholders
 - 1.1. The Board of Directors shall convene Annual and Extraordinary General Meetings of Shareholders. 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, by means of a written request clearly stating the reasons for and purposes of the meeting and bearing the signatures of the relevant shareholders (such request may be made in multiple documents in order to obtain the signatures of all relevant shareholders);
- d. Upon the request of the Board of Supervisors;
- e. Other cases as prescribed by law and the Charter of the Corporation.

1.2. The Board of Directors shall convene a General Meeting of Shareholders within thirty (30) days from the date on which the circumstance specified in Point b, Clause 1.1 of this Article occurs, or from the date of receipt of a request for convening a meeting as specified in Points c and d, Clause 1.1 of this Article. If the Board of Directors fails to convene the General Meeting of Shareholders in accordance with these provisions, the Chairman of the Board of Directors and the members of the Board of Directors shall compensate the Corporation for any losses incurred.

1.3. If the Board of Directors fails to convene the General Meeting of Shareholders in accordance with Clause 1.2 of this Article, the Board of Supervisors shall, within the following thirty (30) days, convene the General Meeting of Shareholders in place of the Board of Directors. If the Board of Supervisors fails to convene the General Meeting of Shareholders in accordance with these provisions, the Board of Supervisors shall compensate the Corporation for any losses incurred.

1.4. If the Board of Supervisors fails to convene the General Meeting of Shareholders in accordance with Clause 1.3 of this Article, the shareholder or group of shareholders holding five percent (5%) or more of the total ordinary shares who requested the convening of the Extraordinary General Meeting of Shareholders shall have the right to represent the Corporation in convening the General Meeting of Shareholders.

2. Preparation of the List of Shareholders Entitled to Attend the Meeting

2.1. The Board of Directors or the person convening the General Meeting of Shareholders (in cases of extraordinary circumstances as specified in Clause 3, Article 22 of the Charter of the Corporation) shall prepare the list of shareholders entitled to attend the General Meeting of Shareholders through the Vietnam Securities Depository and Clearing Corporation (VSDC). The procedures for determining the record date and preparing the list of shareholders shall be carried out in accordance with the regulations of the Vietnam Securities Depository and Clearing Corporation. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than ten (10) days prior to the date on which the notice of invitation to attend the General Meeting of Shareholders is sent.

2.2. The list of shareholders entitled to attend the General Meeting of Shareholders shall contain the following information:

Full name, contact address, nationality, and legal identification number in respect of individual shareholders;

Name, enterprise registration number or legal identification number, and head office address in respect of organizational shareholders;

The number of shares of each class held by each shareholder; and

The shareholder registration number and registration date of each shareholder.

3. Notification of the Record Date for Determining Shareholders Entitled to Attend the General Meeting of Shareholders

The Corporation shall notify shareholders of the record date for determining shareholders entitled to attend the General Meeting of Shareholders and, at the same time, disclose information regarding the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least twenty (20) days prior to the record date. Such notification and disclosure shall be made to shareholders, the State Securities Commission of Vietnam, the Hanoi Stock Exchange, and the Vietnam Securities Depository and Clearing Corporation (VSDC).

4. Notice of Convocation of the General Meeting of Shareholders

4.1. The notice of invitation to attend the General Meeting of Shareholders shall be sent to all shareholders included in the list of shareholders entitled to attend the meeting no later than twenty-one (21) days prior to the date of the General Meeting of Shareholders (calculated from the date on which the notice is duly sent, prepaid, or deposited in the mail). At the same time, such notice shall be published on the Corporation's website and the website of the Stock Exchange.

The notice of the General Meeting of Shareholders may be delivered by hand or sent by post to the shareholder's registered address or to any address provided by the shareholder for the purpose of receiving information, and shall simultaneously be published on the Corporation's website.

In the case of shareholders who are employees of the Corporation, the notice may be delivered directly to them or announced through the Corporation's internal public-address system at the workplace.

Where a shareholder has notified the Corporation in writing of his/her facsimile number or email address, the notice of meeting may be sent to such facsimile number or email address.

4.2. The notice of invitation shall be accompanied by the following documents:

The meeting agenda; Documents to be used at the meeting; The list and detailed information of candidates in the event of the election of members of the Board of Directors or Supervisors; and Draft resolutions for each matter included in the meeting agenda.

Such documents may be provided to shareholders by being posted on the Corporation's website. In such case, the notice of invitation shall clearly specify the location and method for accessing and downloading the relevant documents.

The Corporation shall provide meeting documents to shareholders upon request.

5. Agenda and Contents of the General Meeting of Shareholders

5.1. The person convening the General Meeting of Shareholders shall prepare the agenda and contents of the meeting.

5.2. A shareholder or a group of shareholders holding five percent (5%) or more of the total ordinary shares shall have the right to propose matters for inclusion in the agenda of the General Meeting of Shareholders. Such proposal must be made in writing and submitted to the Corporation no later than three (03) working days prior to the opening date of the meeting. The proposal must specify the name of the shareholder, the number of shares of each class held by such shareholder, and the matter proposed for inclusion in the meeting agenda.

5.3. Where the person convening the General Meeting of Shareholders rejects a proposal referred to in Clause 5.2 of this Article, he/she must provide a written response stating the reasons for such rejection no later than two (02) working days prior to the opening date of the General Meeting of Shareholders. The person convening the General Meeting of Shareholders may reject a proposal only in any of the following circumstances:

- The proposal is not submitted within the prescribed time limit, or its contents are incomplete or non-compliant with the applicable requirements;
- At the time of submitting the proposal, the shareholder or group of shareholders does not hold at least five percent (5%) of the total ordinary shares;
- The proposed matter does not fall within the decision-making authority of the General Meeting of Shareholders.

5.4. The person convening the General Meeting of Shareholders shall accept and include the proposal referred to in Clause 5.2 of this Article in the proposed agenda and contents of the meeting, except in the cases specified in Clause 5.3 of this Article. Such proposal shall be formally included in the agenda and contents of the meeting if approved by the General Meeting of Shareholders.

6. Authorization of Representatives to Attend the General Meeting of Shareholders:

6.1. A shareholder or an authorized representative of an organizational shareholder may attend the General Meeting of Shareholders in person, authorize one or more individuals or organizations to attend the meeting on his/her/its behalf, or attend the meeting through any of the methods specified in Clause 9, Article 21 of the Charter of the Corporation. Where more than one authorized representative is appointed, the

number of shares and voting rights represented by each authorized representative must be clearly specified.

6.2. The authorization of an individual or organization to attend the General Meeting of Shareholders on behalf of a shareholder as prescribed in Clause 6.1 of this Article must be made in writing. The power of attorney shall be prepared in accordance with the civil laws or in the form prescribed by the Corporation and enclosed with the notice of invitation to attend the meeting. The power of attorney shall clearly state the name of the authorizing shareholder; the name of the authorized individual or organization; the number of shares represented; the authorization matters; the scope and term of authorization; and the signatures of both the authorizing party and the authorized party.

7. Procedures for Registration to Attend the General Meeting of Shareholders

7.1. Attendance at the General Meeting of Shareholders may be registered by submitting a registration form (in the form prescribed by the Corporation) either by hand delivery or by post/facsimile to the address specified by the Corporation in the notice of invitation to attend the meeting.

7.2. The Board of Directors shall determine the specific registration procedures in a manner that facilitates the participation of shareholders to the greatest extent possible and shall notify shareholders thereof in the notice convening the meeting.

7.3. Prior to the opening of the meeting, the registration procedures for shareholders attending the General Meeting of Shareholders shall be completed.

8. Quorum Requirements

8.1. A General Meeting of Shareholders shall be validly convened and conducted when the attending shareholders represent more than fifty percent (50%) of the total voting rights.

8.2. If the first meeting fails to satisfy the quorum requirement prescribed in Clause 8.1 of this Article, a notice convening the second meeting must be sent within thirty (30) days from the date scheduled for the first meeting. The second General Meeting of Shareholders shall be validly convened and conducted when the attending shareholders represent at least thirty-three percent (33%) of the total voting rights.

8.3. If the second meeting fails to satisfy the quorum requirement prescribed in Clause 8.2 of this Article, a notice convening the third meeting must be sent within twenty (20) days from the date scheduled for the second meeting. The third General Meeting of Shareholders shall be validly convened and conducted regardless of the total voting rights represented by the attending shareholders.

9. Method of Adopting Resolutions of the General Meeting of Shareholders:

Resolutions on matters falling within the authority of the General Meeting of

Shareholders shall be adopted by way of direct voting at the meeting.

10. Voting Procedures:

10.1. The General Meeting of Shareholders shall discuss and vote on each matter included in the meeting agenda separately. Voting shall be conducted either by raising voting cards or by casting voting ballots into a ballot box, depending on the matter being submitted for approval. The specific voting procedures shall be set out in, and approved under, the Rules of Procedure of the General Meeting.

10.2. Shareholders or their authorized representatives who arrive after the opening of the meeting shall still be entitled to register and participate in voting immediately upon completion of the registration procedures. In such case, the validity of matters voted on prior to their arrival shall remain unaffected.

11. Vote Counting Procedures

11.1. When voting is conducted at the General Meeting of Shareholders, votes in favor shall be collected first, followed by votes against. The total number of votes in favor and votes against shall then be counted to determine the outcome.

The General Meeting of Shareholders shall elect the persons responsible for vote counting or supervising the vote-counting process upon the proposal of the Chairperson of the meeting. The number of members of the Vote Counting Committee shall be determined by the General Meeting of Shareholders based on the proposal of the Chairperson of the meeting.

11.2. For matters requiring voting by secret ballot (including elections), shareholders shall cast their ballots into a ballot box that has been sealed prior to the commencement of the vote-counting process.

The vote counting shall be conducted by the Vote Counting Committee in a separate room. The Vote Counting Committee shall count and tabulate the votes, prepare minutes of the vote-counting results, and seal all ballots.

12. Announcement of Voting Results

12.1. In the case of open voting at the General Meeting of Shareholders, the total number of votes in favor, votes against, abstentions, and invalid votes for each matter shall be announced by the Chairperson immediately after the voting on such matter has been completed.

12.2. In the case of voting by secret ballot, upon completion of the vote-counting process, the Vote Counting Committee shall prepare the Minutes of Vote-Counting Results and announce the results to the General Meeting of Shareholders.

13. Procedures for Objecting to Resolutions of the General Meeting of Shareholders:
Within ninety (90) days from the date of receipt of the minutes of the General Meeting of Shareholders, a shareholder or a group of shareholders holding five percent (5%)

or more of the total ordinary shares shall have the right to request a Court or an Arbitral Tribunal to review and annul a resolution, or any part thereof, of the General Meeting of Shareholders in any of the following circumstances:

- The procedures for convening the meeting and adopting resolutions of the General Meeting of Shareholders were not carried out in compliance with the Law on Enterprises, the Charter of the Corporation, and the Corporate Governance Regulations of the Corporation, except for the case specified in Clause 2, Article 33 of the Charter of the Corporation;
- The contents of the resolution violate the law or the Charter of the Corporation.

14. Minutes of the General Meeting of Shareholders

14.1. The General Meeting of Shareholders shall be recorded in minutes and may be audio-recorded or recorded and stored in other electronic formats. The minutes shall be prepared in both Vietnamese and English and 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 General Meeting of Shareholders;
- c. Meeting agenda and contents of the meeting;
- d. Full names of the Chairperson and the Secretary of the meeting;
- e. Summary of the proceedings of the meeting and opinions expressed at the General Meeting of Shareholders in relation to each matter included in the agenda;
- f. Number of shareholders attending the meeting and the total voting rights represented by the attending shareholders; an appendix containing the register of attending shareholders and their representatives, together with the number of shares and corresponding voting rights represented by each attendee;
- g. Total voting rights cast in respect of each matter submitted for voting, clearly specifying the voting method, total number of valid votes, invalid votes, votes in favor, votes against, and abstentions, together with the corresponding percentages of the total voting rights represented by attending shareholders;
- h. Matters approved and the corresponding approval percentages;
- i. Signatures of the Chairperson and the Secretary of the meeting.

In the event that the Chairperson or the Secretary refuses to sign the minutes, such minutes shall nevertheless be valid if signed by all other members of the Board of Directors attending the meeting and if they contain all information required under this Clause. The minutes shall clearly state that the Chairperson and/or the Secretary refused to sign the minutes.

The Vietnamese and English versions of the minutes shall have equal legal validity. In the event of any discrepancy between the Vietnamese version and the English version, the Vietnamese version shall prevail.

14.2. The minutes of the General Meeting of Shareholders must be completed and approved before the close of the meeting. The Chairperson and the Secretary of the meeting shall be jointly and severally responsible for the truthfulness and accuracy of the contents of the minutes.

14.3. The minutes of the General Meeting of Shareholders shall constitute conclusive evidence of the matters conducted at the meeting, unless an objection to the contents of the minutes is raised in accordance with the procedures prescribed in Clause 13 of this Article.

14.4. The minutes of the General Meeting of Shareholders, the appendix containing the register of shareholders attending the meeting, the resolutions duly adopted, and all related documents shall be retained and archived at the head office of the Corporation.

15. Disclosure of Resolutions of the General Meeting of Shareholders

Resolutions of the General Meeting of Shareholders shall be notified to shareholders entitled to attend the General Meeting of Shareholders within fifteen (15) days from the date on which such resolutions are adopted, by posting them on the Corporation's website or within such other period as may be prescribed by applicable laws and regulations.

Article 4. Procedures for Adopting Resolutions of the General Meeting of Shareholders by Written Ballot

1. Matters Eligible and Ineligible for Adoption by Written Ballot:

1.1. Matters Ineligible for Adoption by Written Ballot

Resolutions of the General Meeting of Shareholders concerning the following matters shall not be adopted by way of written ballot:

- Amendments to or supplements of the Charter of the Corporation;
- The development orientation of the Corporation;
- The classes of shares and the total number of shares of each class;
- The election, removal, or dismissal of members of the Board of Directors and the Board of Supervisors;
- Decisions on investments or the sale of assets having a value equal to or exceeding thirty-five percent (35%) of the total assets recorded in the most recent financial statements of the Corporation;
- Approval of the annual financial statements;
- Reorganization or dissolution of the Corporation.

1.2. Except for the matters specified in Clause 1.1 of this Article, the Corporation may obtain shareholders' opinions in writing for the purpose of adopting resolutions of the General Meeting of Shareholders.

2. The Board of Directors shall have the authority to obtain shareholders' opinions in writing in the cases specified in Clause 1.2 of this Article. The notification of the record date for determining shareholders entitled to participate in the written voting process and the disclosure of information shall be carried out in accordance with the provisions of Clause 3, Article 3 of these Regulations.

3. The list of shareholders entitled to participate in the written voting process shall be prepared in accordance with the procedures for preparing the list of shareholders entitled to attend a General Meeting of Shareholders as prescribed in Clause 2, Article 3 of these Regulations.

4. The Board of Directors shall prepare the written ballot, the draft resolution of the General Meeting of Shareholders, and explanatory documents relating to the draft resolution, and shall send them to all shareholders entitled to vote no later than ten (10) days prior to the deadline for returning the written ballots.

The written ballots shall be sent by a method ensuring delivery to the shareholders' registered contact addresses and shall simultaneously be posted on the Corporation's website.

5. The Written Ballot Shall Contain the Following Principal Contents

5.1. Name, address of the head office, and enterprise registration number of the Corporation;

5.2. Purpose of obtaining shareholders' opinions in writing;

5.3. Full name, contact address, nationality, and legal identification number in respect of an individual shareholder; name, enterprise registration number or legal identification number, and head office address in respect of an organizational shareholder; or full name, contact address, nationality, and legal identification number of the representative of an organizational shareholder; the number of shares of each class held and the corresponding voting rights of the shareholder;

5.4. Matters submitted for shareholders' approval;

5.5. Voting options, including: "Approve", "Disapprove", and "Abstain";

5.6. Deadline for returning the completed written ballot to the Corporation;

5.7. Full name and signature of the Chairman of the Board of Directors.

6. Shareholders may return completed written ballots to the Corporation by post, facsimile, or electronic mail in accordance with the following provisions:

6.1. Where the written ballot is returned by post, it must bear the signature of the individual shareholder, the authorized representative, or the legal representative of the organizational shareholder. Written ballots returned to the Corporation must be enclosed in sealed envelopes and may not be opened by any person prior to the vote-counting process.

6.2. Where the written ballot is returned by facsimile or electronic mail, the contents thereof must be kept confidential until the vote-counting process takes place.

6.3. Written ballots received by the Corporation after the deadline specified in the ballot, ballots that have been opened in the case of postal submission, or ballots whose contents have been disclosed in the case of facsimile or electronic mail submission shall be deemed invalid. Any written ballot not returned to the Corporation shall be deemed a non-voting ballot.

7. The Board of Directors shall organize the vote-counting process and prepare the vote-counting minutes under the observation and supervision of the Board of Supervisors or a shareholder who does not hold any managerial position within the Corporation.

The vote-counting minutes shall contain the following principal contents:

7.1. Name, address of the head office, and enterprise registration number of the Corporation;

7.2. Purpose of obtaining shareholders' opinions in writing and the matters submitted for approval;

7.3. Number of shareholders participating in the voting process and the total voting rights represented, specifying the number of valid votes and invalid votes, as well as the method of submission of the ballots, together with an appendix containing the list of participating shareholders;

7.4. Total number of votes in favor, votes against, and abstentions in respect of each matter;

7.5. Matters approved and the corresponding approval percentages;

7.6. Full names and signatures of the Chairman of the Board of Directors, the vote-counting supervisor, and the vote counters.

The members of the Board of Directors, the vote counters, and the vote-counting supervisor shall be jointly and severally responsible for the truthfulness and accuracy of the vote-counting minutes, and shall be jointly and severally liable for any losses arising from resolutions adopted on the basis of a dishonest or inaccurate vote-counting process.

8. The vote counting minutes and the resolution shall be made available to shareholders within fifteen (15) days from the completion of the vote-counting

process by posting them on the Corporation's website or within such other period as may be prescribed by applicable laws and regulations.

9. The completed written ballots, the vote counting minutes, the full text of the adopted resolution, and all documents enclosed with the written ballots shall be retained and archived at the head office of the Corporation.

10. A resolution of the General Meeting of Shareholders adopted by way of obtaining shareholders' opinions in writing shall be deemed approved if it is supported by shareholders representing more than fifty percent (50%) of the total voting rights of all shareholders entitled to vote.

A resolution adopted by obtaining shareholders' opinions in writing shall have the same validity and effect as a resolution adopted at a meeting of the General Meeting of Shareholders.

Article 5. Procedures for Convening and Conducting the General Meeting of Shareholders and Adopting Resolutions by Online Meeting

1. The procedures for convening an online General Meeting of Shareholders, preparing the list of shareholders entitled to attend the meeting, and sending the notice of invitation together with the accompanying documents shall be carried out in accordance with Clauses 1, 2, 3 and 4 of Article 3 of these Regulations.

2. Procedures for Registration to Attend an Online General Meeting of Shareholders

2.1. Verification of Shareholder Status.

The Corporation shall send to each shareholder an invitation to attend the online General Meeting together with instructions for verification of shareholder status.

Shareholders shall follow the instructions provided to register their information and verify their shareholder status prior to participating in the online General Meeting.

The Corporation shall provide shareholders with all necessary guidelines and regulations regarding registration for attendance at the online General Meeting, electronic voting procedures, and other relevant information prior to the date of the online General Meeting.

2.2. Upon successful verification of shareholder status, the Corporation shall provide the shareholder with an Access Account to register for attendance at the Online General Meeting of Shareholders and to conduct electronic voting on the System in accordance with the instructions provided by the Corporation as prescribed in Clause 2.1 of this Article.

2.3. The Shareholder Eligibility Verification Committee shall rely on the login information associated with the Access Accounts of shareholders as the basis for determining the number of shareholders attending the Online General Meeting of Shareholders.

2.4. Registration for Attendance at the Online General Meeting of Shareholders (Check-in)

2.4.1. Shareholders shall use their Access Accounts to log in and register for attendance at the Online General Meeting of Shareholders in accordance with the instructions sent by the Corporation to the shareholders' registered email addresses or published on the Corporation's website at www.garcol0.com.vn.

2.4.2. Shareholders who register for attendance after the opening of the Online General Meeting of Shareholders shall still be entitled to attend and vote after completing the registration procedures. The Chairperson shall not suspend the meeting to accommodate the registration of such shareholders, and the validity of matters that have already been voted upon shall not be affected.

2.5. Circumstances in Which a Shareholder Shall Be Deemed Not to Have Attended the Online General Meeting of Shareholders

2.5.1. The shareholder fails to provide the required information and submit a response to the Corporation for the purpose of verifying shareholder status as requested.

2.5.2. The shareholder fails to register for attendance at the Online General Meeting of Shareholders in accordance with Clause 2.4 of this Article.

3. Authorization of Representatives to Attend the Online General Meeting of Shareholders

3.1. Shareholders shall be responsible for maintaining the confidentiality of their Access Accounts and any other identification credentials provided by the Corporation, in order to ensure that only the shareholders themselves are entitled to participate in discussions, provide comments, and conduct electronic voting on the System.

Where a shareholder authorizes another individual or organization to attend the Online General Meeting of Shareholders and conduct electronic voting on his/her/its behalf, both the shareholder and the authorized representative shall be responsible for such authorization and for the voting results generated through the Access Account issued to the shareholder.

3.2. In the event of authorization of a representative to attend the Online General Meeting of Shareholders, the shareholder shall follow the instructions provided by the Corporation for registering the information of the authorized representative.

4. Quorum Requirements for the Online General Meeting of Shareholders

4.1. An Online General Meeting of Shareholders shall be validly convened and conducted when the shareholders registered to attend the Online General Meeting represent more than fifty percent (50%) of the total voting rights.

4.2. If the first meeting fails to satisfy the quorum requirement prescribed in Clause 4.1 of this Article, a notice convening the second meeting must be sent within thirty (30) days from the date scheduled for the first meeting.

The second Online General Meeting of Shareholders shall be validly convened and conducted when the shareholders registered to attend the Online General Meeting represent at least thirty-three percent (33%) of the total voting rights.

4.3. If the second meeting fails to satisfy the quorum requirement prescribed in Clause 4.2 of this Article, a notice convening the third meeting must be sent within twenty (20) days from the date scheduled for the second meeting.

The third Online General Meeting of Shareholders shall be validly convened and conducted regardless of the total voting rights represented by the shareholders registered to attend the meeting.

5. Resolutions of the Online General Meeting of Shareholders shall be adopted through voting conducted via the online voting system.

6. Online Voting Procedures

6.1. Shareholders shall use their Access Accounts to log in to the Corporation's website in accordance with the instructions enclosed with the notice of invitation to attend the meeting in order to cast their votes.

6.2. Shareholders shall cast their votes by selecting one (01) of the following three options for each matter submitted for shareholders' approval on the System: "Approve", "Disapprove", or "Abstain".

The voting results for each matter shall be reported to the General Meeting by the Vote Counting Committee immediately upon completion of the vote-counting process.

6.3. Shareholders entitled to vote are those who have registered to attend the Online General Meeting of Shareholders as of the time the vote is conducted, and the number of such shareholders shall serve as the basis for determining the voting percentages.

Where a shareholder has registered to attend the Online General Meeting of Shareholders but fails to cast a vote, such shareholder shall be deemed to have selected "Abstain" with respect to the relevant matters submitted for shareholders' approval.

6.4. In the course of conducting the meeting, the Chairperson shall announce the deadline for voting on the System to enable shareholders to exercise their voting rights.

In the event that a shareholder encounters technical difficulties in casting votes on the System, he/she may contact the hotline number announced by the Corporation for guidance and assistance in completing the voting process.

From the time the voting function on the System is closed, shareholders shall not be entitled to amend any votes already cast. The voting results recorded on the System under the shareholder's Access Account shall be final and binding, and no complaint, claim, or legal action relating to such voting results shall be accepted.

7. The Vote Counting Committee approved by the General Meeting of Shareholders shall be responsible for verifying the results of the electronic voting process and compiling the voting results.

8. The voting results shall be announced by the Vote Counting Committee immediately at the Online General Meeting of Shareholders.

9. The preparation of the Minutes of the Online General Meeting of Shareholders and the disclosure of resolutions of the General Meeting of Shareholders shall be carried out in accordance with Clauses 14 and 15 of Article 3 of these Regulations.

Article 6. Procedures for Convening and Conducting the General Meeting of Shareholders for Resolutions Adoption (Physical and Online Attendance)

1. Notice of Convocation of the General Meeting of Shareholders

The procedures for convening a General Meeting of Shareholders conducted in a hybrid format (physical and online attendance), preparing the list of shareholders entitled to attend the meeting, and sending the notice of invitation together with the accompanying documents shall be carried out in accordance with Clauses 1, 2, 3 and 4 of Article 3 of these Regulations.

2. Procedures for Registration to Attend the General Meeting of Shareholders

2.1. The Board of Directors shall determine the specific registration procedures in a manner that facilitates the participation of shareholders to the greatest extent possible and shall notify shareholders thereof in the notice convening the meeting.

2.2. Attendance at the General Meeting of Shareholders may be registered by either of the following methods:

- Submitting a registration form for physical attendance (in the form prescribed by the Corporation) either by hand delivery or by post/facsimile to the address specified by the Corporation in the notice of invitation to attend the meeting;
- Following the instructions enclosed with the notice of invitation to register for online participation and to verify shareholder status prior to attending the online session of the General Meeting.

2.3. Prior to the opening of the meeting, the registration procedures for shareholders attending the General Meeting of Shareholders shall be completed.

3. Authorization of Representatives to Attend the General Meeting of Shareholders

- Where a shareholder authorizes a representative to attend the General Meeting of Shareholders in person, such authorization shall be carried out in accordance with Clause 6 of Article 3 of these Regulations.

- Where a shareholder authorizes a representative to participate in the General Meeting of Shareholders online, the shareholder shall be responsible for providing the Access Account and any other identification credentials to the authorized representative.

4. Quorum Requirements

4.1. A General Meeting of Shareholders conducted in a hybrid format (physical and online attendance) shall be validly convened and conducted when the shareholders registered to attend the meeting, whether in person or online, represent more than fifty percent (50%) of the total voting rights.

4.2. If the first meeting fails to satisfy the quorum requirement prescribed in Clause 4.1 of this Article, a notice convening the second meeting must be sent within thirty (30) days from the date scheduled for the first meeting.

The second General Meeting of Shareholders shall be validly convened and conducted when the shareholders registered to attend the meeting represent at least thirty-three percent (33%) of the total voting rights.

4.3. If the second meeting fails to satisfy the quorum requirement prescribed in Clause 4.2 of this Article, a notice convening the third meeting must be sent within twenty (20) days from the date scheduled for the second meeting.

The third General Meeting of Shareholders shall be validly convened and conducted regardless of the total voting rights represented by the shareholders registered to attend the meeting.

5. Method of Adopting Resolutions of the General Meeting of Shareholders

Resolutions of the General Meeting of Shareholders shall be adopted through voting conducted either by direct voting at the meeting (for shareholders registered for physical attendance) or by electronic voting (for shareholders registered for online participation).

6. Voting Procedures

6.1. The General Meeting of Shareholders shall discuss and vote separately on each matter included in the meeting agenda.

Voting shall be conducted by raising voting cards or casting voting ballots into a ballot box, depending on the matter submitted for approval (for shareholders attending the meeting in person), or by using the Access Account to cast votes electronically (for shareholders attending the meeting online).

6.2. Shareholders or their authorized representatives who arrive at the meeting venue or access the Access Account provided by the Corporation after the opening of the meeting shall still be entitled to register and participate in voting immediately upon completion of the registration procedures.

In such case, the validity of matters voted on prior to their registration shall remain unaffected.

6.3. Shareholders entitled to vote are those who have registered to attend the General Meeting of Shareholders as of the time the vote is conducted, and the number of such shareholders shall serve as the basis for determining the voting percentages.

Where a shareholder has registered to attend the General Meeting of Shareholders but fails to cast a vote, such shareholder shall be deemed to have selected “Abstain” with respect to the relevant matters submitted for shareholders’ approval.

6.4. In the course of conducting the meeting, the Chairperson shall announce the voting deadline (both for physical voting and voting on the System) to enable shareholders to exercise their voting rights.

In the event that a shareholder encounters technical difficulties in casting votes on the System, he/she may contact the hotline number announced by the Corporation for guidance and assistance in completing the voting process.

From the time the voting function on the System is closed, shareholders shall not be entitled to amend any votes already cast. The voting results recorded on the System under the shareholder’s Access Account shall be final and binding, and no complaint, claim, or legal action relating to such voting results shall be accepted.

7. Vote Counting Procedures

- For shareholders attending the meeting in person: When direct voting is conducted at the General Meeting of Shareholders, votes in favor shall be collected first, followed by votes against. The total number of votes in favor and votes against shall then be counted to determine the outcome. For matters requiring voting by secret ballot (including elections), shareholders shall cast their ballots into a ballot box that has been sealed prior to the commencement of the vote-counting process.

- For shareholders attending the meeting online: The Vote Counting Committee shall compile and verify the results of electronic voting recorded on the online meeting system.

- The Vote Counting Committee shall conduct the vote-counting process in a separate room. The Vote Counting Committee shall tabulate the votes, prepare the vote-counting minutes, and seal all ballots and related voting records.

8. The voting results shall be announced by the Vote Counting Committee immediately at the General Meeting of Shareholders.

9. The preparation of the Minutes of the General Meeting of Shareholders and the disclosure of resolutions of the General Meeting of Shareholders shall be carried out in accordance with Clauses 14 and 15 of Article 3 of these Regulations.

Article 7. Roles, Rights and Obligations of the Board of Directors; Responsibilities of Members 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 upon and exercise the rights and obligations of the Corporation, except for those rights and obligations falling within the authority of the General Meeting of Shareholders.

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

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

2.2. To recommend the classes of shares and the total number of shares of each class authorized for offering;

2.3. To decide on the sale of newly issued shares within the number of shares of each class authorized for offering and to decide on additional capital mobilization through other forms;

2.4. To decide on the offering price of shares and bonds of the Corporation;

2.5. To decide on the repurchase of shares in accordance with Article 16 of the Charter of the Corporation;

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

2.7. To decide on solutions for market development, marketing, and technology advancement;

2.8. To approve contracts for purchase, sale, borrowing, lending, and other contracts having 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 2.4, Clause 2, Article 23 and Clauses 1 and 3 of Article 43 of the Charter of the Corporation.

2.9. To elect, remove, or dismiss the Chairman of the Board of Directors; to appoint, remove, enter into employment contracts with, and terminate employment contracts of the General Director and other executives; to determine the remuneration, salaries, and other benefits of such executives; 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;

2.10. To supervise and direct the General Director and other executives in the management and operation of the Corporation's day-to-day business activities;

2.11. To decide on the organizational structure and internal management regulations of the Corporation; to establish subsidiaries, branches, and representative offices; and to decide on capital contributions to, or acquisition of shares in, other enterprises;

2.12. 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 obtain shareholders' opinions in writing for the adoption of resolutions by the General Meeting of Shareholders.

2.13. To submit the annual audited financial statements to the General Meeting of Shareholders;

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

2.15. To recommend the reorganization or dissolution of the Corporation and to request the initiation of bankruptcy proceedings for the Corporation;

2.16. To resolve claims of the Corporation against executives and managers of the Corporation and to appoint representatives of the Corporation to deal with matters relating to legal proceedings involving such persons;

2.17. To be accountable to shareholders for the operations and performance of the Corporation;

2.18. To ensure equal treatment of all shareholders and respect the legitimate interests of stakeholders of the Corporation;

2.19. To ensure that the Corporation's operations comply with applicable laws, the Charter of the Corporation, and the Corporation's internal regulations;

2.20. To formulate the Regulations on the Operation of the Board of Directors, submit such Regulations to the General Meeting of Shareholders for approval, and publish them on the Corporation's website;

2.21. To supervise and prevent conflicts of interest involving members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers, including the improper use of the Corporation's assets and the abuse of related-party transactions;

2.22. To formulate the Internal Regulations on Corporate Governance and submit them to the General Meeting of Shareholders for approval.

2.23. To promulgate the Regulations on the Operation of the Board of Directors and the Internal Regulations on Corporate Governance following their approval by the General Meeting of Shareholders;

2.24. To appoint the Person in Charge of Corporate Governance of the Corporation;

2.25. To organize training programs and workshops on corporate governance and other necessary skills for members of the Board of Directors, the General Director, the Person in Charge of Corporate Governance, and other managers of the Corporation;

2.26. To present the report on the activities of the Board of Directors at the Annual General Meeting of Shareholders.

3. 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 condition, business operations of the Corporation, and the operations of its affiliated units.

4. Responsibilities of Members of the Board of Directors

4.1. To perform the rights and obligations assigned to them in accordance with the Law on Enterprises, the Charter of the Corporation, and resolutions of the General Meeting of Shareholders;

4.2. To perform the rights and obligations assigned to them honestly, prudently, and to the best of their ability in order to ensure the maximum lawful interests of the Corporation;

4.3. To act loyally in the interests of the Corporation and its shareholders; not to abuse their position, title, or make use of information, know-how, business opportunities, or other assets of the Corporation for personal gain or for the benefit of any other organization or individual;

4.4. To promptly, fully, and accurately disclose to the Corporation their related interests in accordance with Clause 2, Article 164 of the Law on Enterprises.

Article 8. Nomination, Candidacy, Election, Removal and Dismissal of Members of the Board of Directors

1. Term of Office and Number of Members of the Board of Directors

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

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

2. Structure, Qualifications and Conditions of Members of the Board of Directors

2.1. The structure of the Board of Directors of the Corporation shall ensure that at least two (02) members of the Board of Directors are non-executive directors.

2.2. Qualifications and Conditions of Members of the Board of Directors

- Not falling within the categories of persons prohibited under Clause 2, Article 17 of the Law on Enterprises;
- Possessing professional qualifications and experience in business administration or in the business sectors and industries of the Corporation, and not necessarily being a shareholder of the Corporation;
- A member of the Board of Directors may concurrently serve as a member of the Board of Directors or Members' Council of no more than five (05) other companies.

3. Nomination and Candidacy for Membership of the Board of Directors

3.1. 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.

3.2. A shareholder or a group of shareholders holding:

From ten percent (10%) to less than twenty percent (20%) of the total ordinary shares shall be entitled to nominate one (01) candidate;

From twenty percent (20%) to less than forty percent (40%) of the total ordinary shares shall be entitled to nominate two (02) candidates;

From forty percent (40%) to less than sixty-five percent (65%) of the total ordinary shares shall be entitled to nominate three (03) candidates; and

Sixty-five percent (65%) or more of the total ordinary shares shall be entitled to nominate four (04) candidates for election to the Board of Directors.

4. Method of Election of Members of the Board of Directors

The Corporation shall provide specific regulations and guidance to shareholders regarding the election of members of the Board of Directors by cumulative voting.

Under the cumulative voting method, 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 may allocate all or part of such votes to one or more candidates.

Candidates for election to the Board of Directors shall be ranked according to the number of votes received, from the highest to the lowest. The candidates receiving the highest number of votes shall be elected in descending order until the number of members specified in the Charter of the Corporation has been filled.

Where two (02) or more candidates receive an equal number of votes for the final seat on the Board of Directors, a re-election shall be conducted among those candidates with an equal number of votes, or the successful candidate shall be determined in accordance with the criteria set out in the Election Regulations or the Charter of the Corporation.

5. Cases of Removal, Dismissal and Supplementary Election of Members of the Board of Directors:

5.1. A member of the Board of Directors shall be removed from office by the General Meeting of Shareholders in the following circumstances:

- No longer satisfying the qualifications and conditions prescribed in Article 155 of the Law on Enterprises;
- Submitting a resignation letter which has been accepted.

5.2. A member of the Board of Directors shall be dismissed by the General Meeting of Shareholders if he or she fails to participate in the activities of the Board of Directors for six (06) consecutive months, except in cases of force majeure.

5.3. When deemed necessary, the General Meeting of Shareholders may decide to replace, remove, or dismiss a member of the Board of Directors in circumstances other than those specified in Clauses 5.1 and 5.2 of this Article.

5.4. The Board of Directors shall convene a General Meeting of Shareholders for the supplementary election of members of the Board of Directors in the following circumstances:

5.4.1. 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 General Meeting of Shareholders within sixty (60) days from the date on which the number of members falls below the prescribed level.

5.4.2. Except for the case specified in Clause 5.4.1 of this Article, the General Meeting of Shareholders shall elect a new member to replace any member of the Board of Directors who has been removed or dismissed at the next meeting of the General Meeting of Shareholders.

6. Disclosure of the Election, Removal and Dismissal of Members of the Board of Directors

The election, removal, and dismissal of members of the Board of Directors shall be disclosed on the Corporation's website, the Stock Exchange, and to the State Securities Commission of Vietnam within twenty-four (24) hours from the occurrence of such event, in accordance with the provisions of securities laws and regulations.

7. Method of Introducing Candidates for Membership of the Board of Directors

7.1. Where the number of candidates for election to the Board of Directors nominated by shareholders or self-nominated remains insufficient to fill the required number of positions, the incumbent Board of Directors may nominate additional candidates or organize the nomination of candidates in accordance with a mechanism prescribed by the Corporation. Such nomination mechanism or the procedure by which the incumbent Board of Directors nominates additional candidates for membership of the Board of Directors shall be clearly disclosed and must be approved by the General Meeting of Shareholders prior to the commencement of the nomination process.

7.2. Where candidates for election to the Board of Directors have been identified in advance, information relating to such candidates shall be included in the meeting materials of the General Meeting of Shareholders and disclosed 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 qualifications of the candidates before voting.

Candidates for election to the Board of Directors shall provide a written undertaking confirming the truthfulness, accuracy, and reasonableness of the personal information disclosed and shall undertake to perform the duties of a member of the Board of Directors honestly, loyally, prudently, and in the best interests of the Corporation if elected.

The information disclosed in respect of each candidate for election to the Board of Directors shall include at least the following:

- Full name and date of birth;
- Educational qualifications;
- Employment history and professional experience;
- Companies in which the candidate currently serves as a member of the board of directors or holds other managerial positions;
- An assessment report on the candidate's contributions to the Corporation, where the candidate is currently a member of the Board of Directors of the Corporation;
- Interests related to the Corporation (if any);
- Full name(s) of the shareholder(s) or group of shareholders nominating the candidate (if any);
- Other information as required by the Charter of the Corporation (if any).

8. Election, Removal and Dismissal of the Chairman of the Board of Directors

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

8.2. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors, which shall be held 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 receiving the highest number of votes or the highest voting percentage.

Where more than one member receives the same highest number of votes or the same highest voting percentage, the members of the Board of Directors shall elect, by majority vote, one (01) among them to convene and chair the meeting of the Board of Directors.

Article 9. Remuneration and Other Benefits of Members of the Board of Directors

1. The Corporation may pay remuneration and bonuses to members of the Board of Directors based on the Corporation's business results and performance.

2. Remuneration, bonuses, and other benefits of members of the Board of Directors shall be paid in accordance with the following provisions:

2.1. Members of the Board of Directors shall be entitled to remuneration and bonuses.

The remuneration shall be calculated on the basis of the number of working days required for a member to perform his or her duties and the applicable daily remuneration rate. The Board of Directors shall determine the proposed remuneration for each member on the basis of unanimity.

The aggregate remuneration and bonuses payable to the Board of Directors shall be determined by the General Meeting of Shareholders at its annual meeting.

2.2. Members of the Board of Directors shall be reimbursed for accommodation, meals, travel expenses, and other reasonable expenses incurred in the performance of their assigned duties.

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

Article 10. Procedures for Convening and Conducting Meetings of the Board of Directors

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

2. The Chairman of the Board of Directors shall convene an extraordinary meeting of the Board of Directors and shall not, without reasonable cause, delay the convening

of such meeting upon receipt of a written request from any of the following persons or bodies, specifying the purpose of the meeting and the matters to be discussed:

2.1. The Board of Supervisors or an Independent Member of the Board of Directors;

2.2. The General Director or at least five (05) other managers;

2.3. At least two (02) members of the Board of Directors.

3. Meetings of the Board of Directors referred to in Clause 2 of this Article shall be convened within seven (07) days from the date of receipt of the relevant request.

If the Chairman of the Board of Directors fails or refuses to convene a meeting as requested, the Chairman shall be liable for any losses or damage suffered by the Corporation as a result thereof. In such event, the persons entitled to request the meeting pursuant to Clause 2 of this Article may themselves convene a meeting of the Board of Directors.

4. Notice of Meetings of the Board of Directors

4.1. Notice of a meeting of the Board of Directors shall be given to the members of the Board of Directors at least three (03) days prior to the date of the meeting. Members of the Board of Directors may waive the notice requirement in writing, and such waiver may have retroactive effect.

The notice of meeting shall be made in writing and shall specify the agenda, time and venue of the meeting, and be accompanied by the documents relating to the matters to be discussed and voted upon at the meeting, together with voting forms for the members.

4.2. Notice of a meeting of the Board of Directors may be given by invitation letter, telephone, facsimile, electronic means, or any other method prescribed by the Charter of the Corporation.

5. Right of Members of the Board of Supervisors to Attend Meetings of the Board of Directors

5.1. 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 voting rights.

5.2. 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 to members of the Board of Directors.

6. Conditions for holding Meetings of the Board of Directors

A meeting of the Board of Directors shall be validly convened and conducted when at least three-quarters ($\frac{3}{4}$) of the total number of members of the Board of Directors are present.

If the first meeting does not satisfy the quorum requirement, 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 convened and conducted if more than one-half of the total number of members of the Board of Directors are present.

7. Voting Methods

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

7.1. Authorizing another person to attend the meeting on his or her behalf, provided that such authorization is approved by a majority of the members of the Board of Directors;

7.2. Participating in and voting at the meeting through video conference, online meeting facilities, or other similar forms of communication;

7.3. Sending a voting ballot to the meeting by post, facsimile, or electronic mail.

8. Adoption of Resolutions of the Board of Directors

The Board of Directors shall adopt resolutions and make decisions on the basis of the affirmative votes of a majority of the members of the Board of Directors present at the meeting (more than fifty percent (50%)).

In the event that the votes for and against are equal, the final decision shall be determined in accordance with the opinion of the Chairman of the Board of Directors.

9. Authorization to attend meetings on behalf of members of the Board of Directors

A member of the Board of Directors may authorize another person to attend and vote at a meeting of the Board of Directors on his or her behalf, provided that such authorization is approved by a majority of the members of the Board of Directors.

10. Minutes of Meetings of the Board of Directors

Minutes shall be prepared for all meetings of the Board of Directors. Such meetings may also be audio-recorded or otherwise recorded and retained in electronic form.

The minutes shall be prepared in Vietnamese and may additionally be prepared in a foreign language. The minutes shall include, at a minimum, the following particulars:

10.1. Name, head office address, and enterprise registration number of the Corporation;

10.2. Time and venue of the meeting;

10.3. Purpose, agenda, and contents of the meeting;

10.4. Full names of the members attending the meeting or their authorized representatives, the method of attendance, and the full names of members absent from the meeting together with the reasons for their absence;

10.5. Matters discussed and voted upon at the meeting;

10.6. A summary of the opinions expressed by each attending member in the order in which they were presented during the meeting;

10.7. Voting results, specifying the members voting in favor, against, and abstaining;

10.8. Matters approved and the corresponding voting ratios for approval;

10.9. Full names and signatures of the Chairperson and the recorder of the minutes, except in the case specified in Clause 11 of this Article.

11. Refusal by the Chairperson and/or the Recorder to Sign the Minutes of the Meeting of the Board of Directors

Where the Chairperson and/or the recorder of the minutes refuses to sign the minutes of the meeting, the minutes shall nevertheless be valid, provided that they are signed by all other members of the Board of Directors attending the meeting and approving the minutes, and contain all particulars required under Clauses 10.1, 10.2, 10.3, 10.4, 10.5, 10.6 and 10.7 of this Article. The minutes shall clearly state that the Chairperson and/or the recorder of the minutes refused to sign the minutes.

The persons signing the minutes shall be jointly responsible for the accuracy and truthfulness of the contents of the minutes of the meeting of the Board of Directors.

The Chairperson and/or the recorder of the minutes shall bear personal responsibility for any loss or damage suffered by the Corporation arising from their refusal to sign the minutes, in accordance with the Law on Enterprises, the Charter of the Corporation, and other applicable laws and regulations.

12. Disclosure of Resolutions and Decisions of the Board of Directors

The disclosure of resolutions and decisions of the Board of Directors shall be carried out in accordance with the Charter of the Corporation, the Law on Enterprises, the Law on Securities, and other applicable laws and regulations.

Article 11. Selection, Appointment and Removal of the Person in Charge of Corporate Governance

1. Qualifications of the Person in Charge of Corporate Governance:

1.1. The Person in Charge of Corporate Governance shall possess knowledge of the law and must not concurrently be employed by an approved audit firm that is conducting the audit of the Corporation's financial statements.

1.2. The Person in Charge of Corporate Governance may concurrently serve as the Corporate Secretary.

2. Upon the recommendation of the General Director, the Board of Directors shall consider and decide on the appointment of the Person in Charge of Corporate Governance of the Corporation.

3. The Person in Charge of Corporate Governance shall be removed from office in any of the following circumstances:

- 3.1. No longer satisfying the qualifications and conditions for serving as the Person in Charge of Corporate Governance as prescribed in Clause 1 of this Article;
- 3.2. Failing to satisfactorily perform the assigned duties and responsibilities;
- 3.3. Submitting a resignation letter which has been accepted;
- 3.4. Committing a serious breach or repeated breaches of the obligations of the Person in Charge of Corporate Governance.

4. Disclosure of the Appointment and Removal of the Person in Charge of Corporate Governance

The appointment and removal of the Person in Charge of Corporate Governance shall be disclosed in accordance with the Charter of the Corporation, the Law on Enterprises, the Law on Securities.

5. The Person in Charge of Corporate Governance shall have the following rights and obligations:

- 5.1. To advise the Board of Directors on the organization of meetings of the General Meeting of Shareholders in accordance with applicable regulations and on matters relating to the relationship between the Corporation and its shareholders;
- 5.2. To prepare meetings of the Board of Directors, the Board of Supervisors, and the General Meeting of Shareholders at the request of the Board of Directors or the Board of Supervisors;
- 5.3. To advise on procedures for conducting meetings;
- 5.4. To attend meetings;
- 5.5. To advise on the procedures for preparing resolutions of the Board of Directors in compliance with applicable laws;
- 5.6. To provide financial information, copies of minutes of meetings of the Board of Directors, and other information to members of the Board of Directors and members of the Board of Supervisors;
- 5.7. To monitor and report to the Board of Directors on the Corporation's information disclosure activities;
- 5.8. To maintain the confidentiality of information in accordance with applicable laws and the Charter of the Corporation;
- 5.9. To act as the liaison with stakeholders;
- 5.10. To perform other rights and obligations as prescribed by law and the Charter of the Corporation.

Article 12. Rights and Obligations of the Board of Supervisors; Responsibilities of Members of the Board of Supervisors

1. Rights and Obligations of the Board of Supervisors:

1.1. The Board of Supervisors shall supervise the Board of Directors and the General Director in the management and administration of the Corporation.

1.2. To examine the reasonableness, legality, truthfulness, and prudence of the management and administration of business operations; and the systematic nature, consistency, and appropriateness of accounting, statistical practices, and the preparation of financial statements.

1.3. To review and assess the completeness, legality, and truthfulness of the Corporation's semi-annual and annual business performance reports and financial statements, as well as reports evaluating the management activities of the Board of Directors, and to submit appraisal reports thereon to the Annual General Meeting of Shareholders.

To review contracts and transactions with related parties that fall within the approval authority of the Board of Directors or the General Meeting of Shareholders, and to make recommendations regarding contracts and transactions requiring approval by the Board of Directors or the General Meeting of Shareholders.

1.4. To review, inspect, and assess the effectiveness and efficiency of the Corporation's internal control, internal audit, risk management, and early warning systems.

1.5. To examine the accounting books, accounting records, and other documents of the Corporation, as well as the management and administration of the Corporation's operations, whenever deemed necessary or pursuant to a resolution of the General Meeting of Shareholders, or at the request of a shareholder or group of shareholders holding five percent (5%) or more of the total ordinary shares.

1.6. Upon the request of a shareholder or group of shareholders holding five percent (5%) or more of the total ordinary shares, the Board of Supervisors shall conduct an inspection within seven (07) working days from the date of receipt of such request.

Within fifteen (15) days from the completion of the inspection, the Board of Supervisors shall submit a report on the matters requested to be inspected to the Board of Directors and the requesting shareholder(s) or group of shareholders.

Any inspection conducted by the Board of Supervisors pursuant to this Clause shall not interfere with the normal operations of the Board of Directors or disrupt the management and business activities of the Corporation.

1.7. To recommend to the Board of Directors or the General Meeting of Shareholders measures for amending, supplementing, and improving the Corporation's

organizational structure, management, supervision, and administration of business operations.

1.8. Upon discovering that a member of the Board of Directors or the General Director has breached the responsibilities prescribed in Article 42 of the Charter of the Corporation, the Board of Supervisors shall immediately notify the Board of Directors in writing, request the violating person to cease such violation, and require appropriate remedial measures to be taken.

1.9. To attend and participate in discussions at meetings of the General Meeting of Shareholders, meetings of the Board of Directors, and other meetings of the Corporation.

1.10. To engage independent advisors and utilize the Corporation's internal audit function in carrying out its assigned duties.

1.11. The Board of Supervisors may consult with the Board of Directors before submitting its reports, conclusions, and recommendations to the General Meeting of Shareholders.

1.12. To propose and recommend that the General Meeting of Shareholders approve the list of approved audit firms eligible to audit the Corporation's financial statements; to decide on the appointment of an approved audit firm to examine the Corporation's operations; and to dismiss an approved auditor when deemed necessary.

1.13. To be accountable to the shareholders for its supervisory activities.

1.14. To supervise the financial condition of the Corporation and the compliance with applicable laws by members of the Board of Directors, the General Director, and other managers.

1.15. To ensure effective coordination with the Board of Directors, the General Director, and the shareholders.

1.16. Where the Board of Supervisors discovers any violation of law or of the Charter of the Corporation committed by a member of the Board of Directors, the General Director, or any other executive officer of the Corporation, it shall notify the Board of Directors in writing within forty-eight (48) hours, request the violating person to cease the violation, and require appropriate remedial measures to be taken.

1.17. To formulate the Operating Regulations of the Board of Supervisors and submit them to the General Meeting of Shareholders for approval.

1.18. To report on the activities of the Board of Supervisors at the Annual General Meeting of Shareholders.

1.19. To be provided with information in accordance with Article 179 of the Law on Enterprises 2020.

2. Responsibilities of Members of the Board of Supervisors

2.1. To comply with applicable laws, the Charter of the Corporation, resolutions of the General Meeting of Shareholders, and professional ethics in the performance of their assigned rights and obligations.

2.2. To perform their assigned rights and obligations honestly, prudently, and to the best of their ability in order to safeguard the maximum lawful interests of the Corporation.

2.3. To remain loyal to the interests of the Corporation and its shareholders; not to abuse their position, authority, or use information, know-how, business opportunities, or other assets of the Corporation for personal gain or for the benefit of any other organization or individual.

2.4. To perform such other obligations as prescribed by the Law on Enterprises and the Charter of the Corporation.

2.5. Where a member of the Board of Supervisors breaches any of the provisions set out in Clauses 2.1, 2.2, 2.3, or 2.4 of this Article and thereby causes loss or damage to the Corporation or any other person, such member shall be personally liable or jointly liable for compensation of such loss or damage.

Any income or other benefits obtained by the member of the Board of Supervisors as a result of such breach shall be returned to the Corporation.

2.6. Upon discovering that a member of the Board of Supervisors has committed a breach in the performance of his or her assigned rights and obligations, a written notice shall be submitted to the Board of Supervisors, requesting the violating member to cease the breach and take appropriate remedial measures.

Article 13. Term of Office, Number, Composition and Structure of the Board of Supervisors

1. Term of Office, Number, Composition and Structure of the Board of Supervisors

1.1. The Board of Supervisors of the Corporation shall consist of three (03) members. The term of office of a member of the Board of Supervisors shall not exceed five (05) years and such member may be re-elected for an unlimited number of terms.

1.2. The members of the Board of Supervisors shall elect one of their members as the Head of the Board of Supervisors by majority vote. The rights and obligations of the Head of the Board of Supervisors shall be prescribed in the Charter of the Corporation.

1.3. More than one-half of the members of the Board of Supervisors must reside in Vietnam. The Head of the Board of Supervisors must hold at least a university degree in economics, finance, accounting, auditing, law, business administration, or another discipline related to the Corporation's business activities.

2. Qualifications and Conditions of Members of the Board of Supervisors

2.1. Not being a person falling within the categories specified in Clause 2, Article 17 of the Law on Enterprises 2020;

2.2. Having received education or professional training in economics, finance, accounting, auditing, law, business administration, or another discipline relevant to the business activities of the Corporation;

2.3. Not being a family member of any member of the Board of Directors, the General Director, or any other manager of the Corporation;

2.4. Not being a manager of the Corporation; and not necessarily being a shareholder or employee of the Corporation;

2.5. Not being a family member of any manager of the Corporation or its parent company; any representative of the enterprise's contributed capital; or any representative of state capital in the parent company or the Corporation.

2.6. Not working in the accounting or finance department of the Corporation and not having been a member or employee of an approved audit firm engaged to audit the Corporation's financial statements during the preceding three (03) consecutive years.

3. Nomination and Self-Nomination of Candidates for the Board of Supervisors

3.1. A shareholder or group of shareholders holding ten percent (10%) or more of the total ordinary shares shall have the right to nominate candidates for membership of the Board of Supervisors.

3.2. A shareholder or group of shareholders holding:

From ten percent (10%) to less than thirty percent (30%) of the total ordinary shares shall be entitled to nominate one (01) candidate;

From thirty percent (30%) to less than fifty percent (50%) of the total ordinary shares shall be entitled to nominate two (02) candidates;

Fifty percent (50%) or more of the total ordinary shares shall be entitled to nominate three (03) candidates.

3.3. Where the number of candidates for membership of the Board of Supervisors nominated or self-nominated is insufficient to fill the required number of positions, the incumbent Board of Supervisors shall nominate additional candidates or organize nominations in accordance with the mechanism prescribed in the Charter of the Corporation.

4. Method of Election of Members of the Board of Supervisors

The Corporation shall provide specific regulations and guidance to shareholders regarding the election of members of the Board of Supervisors by cumulative voting.

Under the cumulative voting method, 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 Supervisors to be elected. A shareholder may allocate all or part of such votes to one or more candidates.

Successful candidates for membership of the Board of Supervisors shall be determined in descending order based on the number of votes received, beginning with the candidate receiving the highest number of votes and continuing until all positions prescribed in the Charter of the Corporation have been filled.

Where two (02) or more candidates receive an equal number of votes for the final position on the Board of Supervisors, a re-election shall be conducted among those candidates with an equal number of votes, or the successful candidate shall be selected in accordance with the criteria set out in the Election Regulations or the Charter of the Corporation.

5. Cases of Removal and Dismissal of Members of the Board of Supervisors

5.1. The General Meeting of Shareholders shall remove a member of the Board of Supervisors from office in the following circumstances:

- No longer satisfying the qualifications and conditions for serving as a member of the Board of Supervisors as prescribed in Clause 2 of this Article;
- Submitting a resignation letter which has been accepted.

5.2. The General Meeting of Shareholders shall dismiss a member of the Board of Supervisors in the following circumstances:

- Failing to satisfactorily perform the assigned duties and responsibilities;
- Failing to exercise his or her rights and perform his or her obligations for six (06) consecutive months, except in cases of force majeure;
- Repeatedly breaching, or committing a serious breach of, the obligations of a member of the Board of Supervisors as prescribed by the Law on Enterprises and the Charter of the Corporation;
- Other cases as determined by a resolution of the General Meeting of Shareholders.

6. Disclosure of the Election, Appointment, Removal and Dismissal of Members of the Board of Supervisors

The election, appointment, removal, and dismissal of members of the Board of Supervisors of the Corporation shall be disclosed in accordance with the Charter of the Corporation, the Law on Enterprises, the Law on Securities, and other applicable laws and regulations.

7. Remuneration, Salary and Other Benefits of Members of the Board of Supervisors

7.1. Members of the Board of Supervisors shall be entitled to salaries, remuneration, bonuses and other benefits as determined by the General Meeting of Shareholders. The General Meeting of Shareholders shall determine the total annual salaries,

remuneration, bonuses, other benefits, and operating budget of the Board of Supervisors.

7.2. Members of the Board of Supervisors shall be reimbursed for reasonable expenses incurred for accommodation, travel, and the engagement of independent advisory services. The aggregate amount of such remuneration and expenses shall not exceed the annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

7.3. The salaries and operating expenses of the Board of Supervisors shall be recognized as business expenses of the Corporation in accordance with the laws on corporate income tax and other applicable laws and regulations, and shall be presented as a separate item in the Corporation's annual financial statements.

Article 14. Roles, Responsibilities, Rights and Obligations of the General Director

1. The General Director shall be responsible for the day-to-day management and operation of the Corporation's business activities; shall be subject to the supervision of the Board of Directors; and shall be accountable to the Board of Directors and before the law for the performance of his or her assigned rights and obligations.

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

2.1. To decide on matters relating to the day-to-day business operations of the Corporation that do not fall within the authority of the Board of Directors, including representing the Corporation in entering into contracts for purchase, sale, borrowing, lending, and other contracts and transactions, except for those contracts and transactions falling within the authority of the Board of Directors or the General Meeting of Shareholders as prescribed in Article 167 of the Law on Enterprises and the Charter of the Corporation.

2.2. To organize the implementation of resolutions and decisions of the Board of Directors;

2.3. To organize the implementation of the Corporation's business plans and investment projects;

2.4. To propose organizational structure plans and internal management regulations of the Corporation;

2.5. To propose the number of executive officers to be recruited by the Corporation for appointment or removal by the Board of Directors in accordance with the internal regulations, and to recommend remuneration, salaries, and other benefits for such executive officers for consideration and decision by the Board of Directors.

To appoint, remove, and dismiss managerial positions within the Corporation, except for those positions falling within the authority of the Board of Directors;

2.6. To determine salaries and other benefits for employees of the Corporation, including managers falling within the appointment authority of the General Director;

2.7. To recruit employees;

2.8. To propose plans for dividend distribution or the treatment of business losses;

2.9. To exercise such other rights and perform such other obligations as prescribed by law, the Charter of the Corporation, and resolutions and decisions of the Board of Directors;

2.10. Within the scope of his or her duties and authority, the General Director may authorize other individuals and/or organizations in accordance with applicable laws and shall remain responsible for such authorization.

Article 15. Appointment, Removal, Employment Contract Execution and Termination of the General Director

1. Term of Office, Qualifications and Conditions of the General Director

1.1. The term of office of the General Director shall not exceed five (05) years and he or she may be reappointed for an unlimited number of terms.

1.2. Qualifications and Conditions of the General Director:

- Holding at least a university degree;
- Possessing the capability to manage and operate an enterprise;
- Having experience and business knowledge in the industries and business lines registered by the Corporation;
- Not being a person prohibited from managing an enterprise under the Law on Enterprises;
- Not falling within the category of persons specified in Point b, Clause 5, Article 162 of the Law on Enterprises.

2. Appointment and Execution of an Employment Contract with the General Director

- The Board of Directors may appoint one of its members to serve as General Director or enter into an employment contract with another person to act as General Director.
- The employment contract of the General Director shall specify the salary, remuneration, benefits, and other terms and conditions relating to the appointment and employment of the General Director.

3. Removal, Dismissal and Termination of the Employment Contract of the General Director

3.1. The Board of Directors may dismiss the General Director in the following circumstances:

- Where at least two-thirds (2/3) of the members of the Board of Directors vote in favor of such dismissal (excluding the vote of the General Director if he or she is also a member of the Board of Directors), and appoint a new General Director as replacement. The dismissed General Director shall have the right to object to such dismissal at the next General Meeting of Shareholders.

- Where the General Director abandons his or her position or fails to perform the duties of the office of General Director for six (06) consecutive months, except in cases of force majeure.

3.2. The Board of Directors shall remove the General Director from office upon the occurrence of any of the following circumstances:

- Death, loss of mental capacity, or loss of civil rights;
- Abandonment of office or failure to perform the duties of the General Director for six (06) consecutive months, except in cases of force majeure;
- Submission of a resignation letter which has been accepted;
- No longer satisfying the qualifications and conditions prescribed in Clause 1 of this Article.

3.3. Where the Board of Directors employs another person to serve as General Director under an employment contract, the Board of Directors shall have the right to terminate such employment contract upon the occurrence of any of the circumstances specified in Clauses 3.1 and 3.2 of this Article.

3.4. In the circumstances specified in Clauses 3.1, 3.2 and 3.3 of this Article, the Board of Directors shall carry out the procedures for appointing a new General Director within a maximum period of forty-five (45) days.

4. Disclosure of the Appointment, Removal, Dismissal and Termination of the Employment Contract of the General Director

The election, appointment, removal, dismissal, or termination of the employment contract of the General Director of the Corporation shall be disclosed on the Corporation's website, the Stock Exchange, and the State Securities Commission within twenty-four (24) hours from the occurrence of the relevant event, in accordance with the laws on securities.

5. Salary and Other Benefits of the General Director

5.1. The Corporation shall have the right to pay salary and bonuses to the General Director based on the Corporation's business performance and operating efficiency.

5.2. The General Director shall be entitled to salary and bonuses. The salary and bonuses of the General Director shall be determined by the Board of Directors, recognized as business expenses of the Corporation in accordance with the laws on corporate income tax, presented as a separate item in the Corporation's annual

financial statements, and reported to the General Meeting of Shareholders at its annual meeting.

Article 16. Coordination among the Board of Directors, the Board of Supervisors and the General Director

1. Procedures for Convening Meetings, Issuing Notices of Meetings, Recording Minutes, and Notifying Meeting Results among the Board of Directors, the Board of Supervisors and the General Director

1.1. The Chairman of the Board of Directors or the person convening a meeting of the Board of Directors shall send the notice of meeting and accompanying documents to the members of the Board of Supervisors in the same manner as to 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 voting rights.

1.2. Where deemed necessary, the Chairman of the Board of Directors or the person convening the meeting of the Board of Directors may invite members of the Management Board to attend the meeting of the Board of Directors.

1.3. The procedures for convening meetings, issuing notices of meetings, and recording minutes shall be implemented in accordance with Article 10 of these Regulations.

2. Notification of Resolutions and Decisions of the Board of Directors to the Board of Supervisors

The Chairman of the Board of Directors shall be responsible for sending the minutes of meetings of the Board of Directors or the resolutions and decisions of the Board of Directors to the members of the Board of Supervisors within ten (10) days from the date of conclusion of the meeting.

3. Notification of Resolutions and Decisions of the Board of Directors to the General Director

Resolutions and decisions of the Board of Directors shall, immediately upon issuance, be delivered to the General Director at the same time and by the same method as those provided to members of the Board of Directors.

4. Circumstances in Which the General Director and the Board of Supervisors May Request the Convening of a Meeting of the Board of Directors and Matters Requiring the Opinion of the Board of Directors:

4.1. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors and shall not unreasonably delay such meeting when any of the following persons or bodies submits a written request specifying the purpose of the meeting and the matters to be discussed:

- The General Director or at least five (05) executive officers of the Corporation;
- The Board of Supervisors or an independent member of the Board of Directors.

4.2. The meetings of the Board of Directors referred to in Clause 4.1 of this Article shall be held within seven (07) days from the date of receipt of the request for convening the meeting.

If the Chairman of the Board of Directors refuses to convene the meeting as requested, the Chairman shall be liable for any loss or damage incurred by the Corporation as a result thereof. In such case, the persons or bodies entitled to request the meeting as specified in Clause 4.1 of this Article may themselves convene a meeting of the Board of Directors.

4.3. Matters Requiring the Opinion or Approval of the Board of Directors

- a. Proposals concerning the organizational structure and internal management regulations of the Corporation;
- b. Proposals on dividend distribution or the treatment of business losses;
- c. Proposals regarding the number of executive officers to be recruited by the Corporation for appointment or removal by the Board of Directors in accordance with the internal regulations, together with recommendations on remuneration, salaries, and other benefits for such executive officers for determination by the Board of Directors;
- d. Measures to improve the operations and management of the Corporation;
- e. A detailed business plan for the following financial year, prepared on the basis of meeting budget requirements and the Corporation's five (05)-year financial plan;
- f. The Corporation's long-term, annual, and quarterly budgets (hereinafter referred to as the "Budgets") serving as the basis for the Corporation's long-term, annual, and quarterly management and operations in accordance with its business plans. The annual Budget (including the projected balance sheet, projected income statement, and projected cash flow statement) for each financial year shall be submitted to the Board of Directors for approval and shall include the information required under the Corporation's internal regulations;
- g. Other matters, where deemed necessary in the best interests of the Corporation.

5. Reporting by the General Director to the Board of Directors on the Performance of Assigned Duties and Authorities

5.1. The General Director shall be accountable to the Board of Directors and the General Meeting of Shareholders for the performance of his or her assigned duties and authorities, and shall report to such bodies whenever so requested.

5.2. The General Director shall report at meetings of the Board of Directors on the following matters: matters having a material impact on the Corporation's operating results, shareholders, and the market; the organizational structure and existing systems established for the development of the Corporation's senior management team, and the effectiveness of such structure and systems.

5.3. The General Director shall provide explanations to the Board of Directors regarding any losses or inefficiencies incurred during each reporting period and shall present plans and measures for remediation and improvement.

6. Review of the Implementation of Resolutions and Other Matters Authorized by the Board of Directors to the General Director

The General Director shall be responsible for the implementation of resolutions of the Board of Directors and other matters authorized by the Board of Directors. The General Director shall also be responsible for reporting, upon request of the Board of Directors, on matters that have been implemented or remain unimplemented, as well as the results of such implementation.

7. Matters on Which the General Director Must Report, Provide Information, and the Method of Notification to the Board of Directors and the Board of Supervisors

7.1. The General Director shall report and make recommendations to the Board of Directors on the following matters:

- Proposals concerning the organizational structure and internal management regulations of the Corporation;
- Proposals on dividend distribution or the treatment of business losses;
- Proposals regarding the number of executive officers to be recruited by the Corporation for appointment or removal by the Board of Directors in accordance with the internal regulations, together with recommendations on remuneration, salaries, and other benefits for such executive officers for determination by the Board of Directors;
- Measures to improve the operations and management of the Corporation;
- A detailed business plan for the following financial year, prepared on the basis of meeting budget requirements and the Corporation's five (05)-year financial plan;
- The Corporation's long-term, annual, and quarterly budgets (hereinafter referred to as the "Budgets") serving as the basis for the Corporation's long-term, annual, and quarterly management and operations in accordance with its business plans. The annual Budget (including the projected balance sheet, projected income statement, and projected cash flow statement) for each financial year shall be submitted to the Board of Directors for approval and shall include the information required under the Corporation's internal regulations.

7.2. Method of Notification to the Board of Directors and the Board of Supervisors

- The General Director shall submit matters requiring the opinion or approval of the Board of Directors in written form to the Chairman of the Board of Directors at least five (05) days prior to the scheduled date of a regular meeting of the Board of Directors convened at the request of the Chairman of the Board of Directors.

- Upon the occurrence of any of the matters specified in Clause 7.1 of this Article, or any other event that may materially and adversely affect the operations of the Corporation, the General Director may request the convening of a meeting of the Board of Directors by submitting a written request to the Chairman of the Board of Directors. Such request shall specify the purpose of the meeting and the matters to be discussed. The Chairman of the Board of Directors shall be responsible for distributing the relevant documents to the members of the Board of Directors and the Board of Supervisors in accordance with Clause 6, Article 37 of the Charter of the Corporation.

8. Coordination in Control, Management and Supervision among Members of the Board of Directors, Members of the Board of Supervisors and the General Director in Relation to Their Respective Duties

8.1. Coordination between the Board of Supervisors and the Board of Directors:

The Board of Supervisors shall perform the role of supervision, coordination, consultation, and the provision of complete, timely, and accurate information. In particular:

a. The Board of Supervisors shall regularly inform the Board of Directors of the results of its activities and shall consult with the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders.

b. At meetings of the Board of Supervisors, the Board of Supervisors shall have the right to require members of the Board of Directors, the General Director, and representatives of the approved audit firm to attend and provide explanations on matters requiring clarification.

c. Periodic and ad hoc inspections conducted by the Board of Supervisors shall be concluded by a written report, which shall be submitted to the Board of Directors no later than fifteen (15) days after completion of the inspection, in order to provide additional information and support for the Board of Directors in managing the Corporation.

Depending on the nature and findings of the inspection, the Board of Supervisors shall discuss and seek consensus with the Board of Directors and the General Director before reporting the matter to the General Meeting of Shareholders. If consensus cannot be reached, the differing opinion may be recorded in the minutes, and the Head

of the Board of Supervisors shall report such opinion to the next General Meeting of Shareholders.

d. Where the Board of Supervisors detects any violation of law or of the Charter of the Corporation by members of the Board of Directors, the Board of Supervisors shall notify the Board of Directors in writing within forty-eight (48) hours, request the person committing the violation to cease such violation, and require appropriate remedial measures to be taken.

e. Members of the Board of Supervisors shall be obliged to notify the Board of Directors of any transactions between the Corporation, its subsidiaries, or other companies in which the Corporation holds more than fifty percent (50%) of the charter capital, and such member of the Board of Supervisors or his/her related persons, in accordance with applicable laws.

f. With respect to recommendations relating to the operational and financial condition of the Corporation, the Board of Supervisors shall submit a written recommendation together with supporting documents at least fifteen (15) days prior to the expected date of receiving a response.

g. Recommendations submitted to the Board of Directors must be sent at least five (05) working days in advance, and the Board of Directors shall provide a response within five (05) working days.

h. The Board of Directors shall facilitate the Board of Supervisors in the exercise of its rights and performance of its obligations.

8.2. Coordination between the Board of Supervisors and the General Director:

a. At meetings of the Board of Supervisors, the Board of Supervisors shall have the right to require the General Director (and, where necessary, members of the Board of Directors and representatives of the approved audit firm) to attend and provide explanations on matters requiring clarification or otherwise of concern to the members of the Board of Supervisors.

b. Periodic and ad hoc inspections conducted by the Board of Supervisors shall be concluded by a written report, which shall be submitted to the General Director no later than fifteen (15) days after completion of the inspection, in order to provide additional information and support for the General Director in managing the Corporation.

Depending on the nature and findings of the inspection, the Board of Supervisors shall discuss and seek consensus with the General Director before reporting the matter to the General Meeting of Shareholders. If consensus cannot be reached, the differing opinion may be recorded in the minutes, and the Head of the Board of Supervisors shall report such opinion to the next General Meeting of Shareholders.

c. Members of the Board of Supervisors shall have the right to request that the General Director facilitate access to records and documents relating to the Corporation's business operations at its head office or other locations where such records and documents are maintained.

d. With respect to information and documents relating to the management and operation of the Corporation, business performance reports, financial statements, and other requested information, any request from the Board of Supervisors shall be submitted to the Corporation at least forty-eight (48) working hours prior to the expected time for receiving a response.

The Board of Supervisors shall not use any unpublished information of the Corporation or disclose such information to any third party for the purpose of conducting related transactions.

e. Recommendations of the Board of Supervisors regarding measures for amendment, supplementation, and improvement of the Corporation's management, supervision, and operational structure shall be submitted to the General Director at least five (05) working days prior to the expected date of receiving a response.

f. The General Director shall facilitate the Board of Supervisors in the exercise of its rights and the performance of its obligations.

8.3. Coordination between the General Director and the Board of Directors: The General Director shall be responsible for the day-to-day management and operation of the Corporation and shall ensure that the Corporation operates continuously and efficiently.

a. Where proposals concerning the organizational structure or internal management regulations of the Corporation are to be submitted for approval, the General Director shall submit such proposals to the Board of Directors as early as practicable, but in any event not less than five (05) days prior to the date on which a decision is required.

b. The General Director shall prepare and submit plans for the approval of the Board of Directors regarding matters relating to the recruitment, termination of employment, remuneration, social insurance, welfare, rewards, and disciplinary measures applicable to employees and managerial personnel.

c. The General Director shall prepare and submit plans for the approval of the Board of Directors regarding matters relating to the Corporation's relations with trade unions, in accordance with best management standards, practices and policies, the Charter of the Corporation, the Corporation's internal regulations, and applicable laws.

d. The General Director shall notify the Board of Directors of any transactions between the Corporation, its subsidiaries, or other companies in which the

Corporation holds more than fifty percent (50%) of the charter capital, and the General Director or his/her related persons, in accordance with applicable laws.

e. Any other matters requiring the opinion or approval of the Board of Directors pursuant to Clause 4.3, Section 4 of this Article shall be submitted at least five (05) working days prior to the expected date of receiving a response from the Board of Directors.

Artical 17. Regulations on Annual Evaluation, Rewards and Disciplinary Actions Applicable to Members of the Board of Directors, Members of the Board of Supervisors and Members of the Management Board

1. Performance Evaluation of Members of the Board of Directors, Members of the Board of Supervisors and Members of the Management Board

Each year, the Board of Directors shall convene a meeting to evaluate the performance and fulfillment of assigned duties of each member of the Board of Directors, the Board of Supervisors, and the Management Board, based on their respective functions, responsibilities, and individual performance results.

The results of the evaluation of the Board of Directors, the Board of Supervisors, and the Management Board shall be reported at the Corporation's Annual General Meeting of Shareholders.

2. Rewards for Members of the Board of Directors, Members of the Board of Supervisors and Members of the Management Board

Based on the Corporation's annual business performance and the performance evaluation results of each individual, the Board of Directors shall propose reward and bonus levels for members of the Board of Directors, the Board of Supervisors, and the Management Board for consideration and approval by the Annual General Meeting of Shareholders.

3. Disciplinary Actions

Where a member of the Board of Directors, the Board of Supervisors, or the Management Board commits any violation of law or of the Corporation's regulations in the performance of his or her duties, disciplinary action may be imposed depending on the nature and severity of the violation, ranging from a reminder, warning, or reprimand to removal from office or dismissal.

Where such violation causes damage to the interests of the Corporation, its shareholders, or any other person, the relevant individual shall be liable for compensation in accordance with applicable laws.

Article 18. Information Disclosure Obligations

1. The Corporation shall be obligated to disclose fully, accurately, and in a timely manner periodic and extraordinary information regarding its business operations,

financial condition, and corporate governance to shareholders and the public.

In addition, the Corporation shall fully, accurately, and promptly disclose any other information that may affect the price of its securities or influence the decisions of shareholders and investors.

The content of information to be disclosed and the methods of disclosure shall be implemented in accordance with applicable laws and the Charter of the Corporation.

2. Information disclosure shall be carried out through methods that ensure shareholders and the investing public have fair and simultaneous access to such information.

The language used in information disclosures shall be clear, comprehensible, and shall avoid creating misunderstanding or confusion among shareholders and the investing public.

Article 19. Organization of Information Disclosure

1. The Corporation shall organize and implement information disclosure in accordance with the Corporation's Information Disclosure Regulations and applicable laws.

2. The Corporation shall appoint an officer responsible for information disclosure. The General Director shall have the authority to appoint and dismiss the officer responsible for information disclosure.

The officer responsible for information disclosure may concurrently serve as the Corporate Secretary or hold another managerial position within the Corporation.

3. The officer responsible for information disclosure shall be responsible for disclosing the Corporation's information to the investing public in accordance with applicable laws and the Charter of the Corporation.

The officer responsible for information disclosure shall publicly disclose his or her name and business telephone number for communication with shareholders.

Article 20. Amendment and Supplementation of the Internal Regulations on Corporate Governance

1. Any amendment or supplementation to the Internal Regulations on Corporate Governance shall be reviewed by the Board of Directors and submitted to the General Meeting of Shareholders for approval.

2. In the event that any legal provisions relating to the operations of the Corporation are not addressed in these Internal Regulations, or where newly issued legal provisions differ from the provisions set out herein, such legal provisions shall automatically apply and govern the operations of the Corporation.

Article 21. Implementation Provisions

These Internal Regulations consist of twenty-one (21) Articles and shall take effect as of 08 June 2026.

These Internal Regulations shall replace and supersede the Internal Regulations on Corporate Governance of the Corporation issued on 31 May 2025 pursuant to Resolution No. 585/NQ-DHDCD2025./.

**FOR AND ON BEHALF OF THE
BOARD OF DIRECTORS**

CHAIRMAN



Le Tien Truong