

No: 37/2026/CV-SGT

Ho Chi Minh City, April 16<sup>th</sup>, 2026

**DISCLOSURE OF UNUSUAL INFORMATION**

**To: - HO CHI MINH CITY STOCK EXCHANGE**

1. Name of organization: SAIGON TELECOMMUNICATION & TECHNOLOGIES CORPORATION

Stock code: SGT

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2. Contents of disclosure:

**Updated Company Charter following the 2026 amendments and supplements**

On April 15, 2026, the 2026 Annual General Meeting of Shareholders approved the amendments and supplements to certain contents of the Company Charter under Clause 1, Article 4. The Company's business objectives have been updated to correspond with the changes in business lines as per Proposal No. 03, which was presented at the meeting.

Accordingly, SGT update the overall Charter, which was unanimously approved by the 2025 Annual General Meeting of Shareholders of Saigon Telecommunication and Technologies Corporation pursuant to Resolution No. 03/2025/NQ-DHDCD and Resolution No. 04/2025/NQ-DHDCD dated April 25, 2025; and amended and supplemented by the 2026 Annual General Meeting of Shareholders pursuant to Resolution No. 03/2026/NQ-DHDCD dated April 15, 2026.

3. This information has been disclosed on the website of Saigon Telecommunication & Technologies Corporation [www.saigontel.vn](http://www.saigontel.vn) under the Shareholder Relations section on 16/04/2026.

We hereby affirm that the disclosed information is true and accurate, and we take full legal responsibility for the content of the disclosed information.

***Attached documents:***

- The Charter of Saigon Telecommunication and Technologies Corporation 2026

**Representative of the organization**

CEO - Authorized Individual for Information Disclosure

(Signature, full name, position, company seal)



*Nguyễn Cẩm Phương*

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**

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**CHARTER**  
**SAIGON TELECOMMUNICATION & TECHNOLOGIES CORPORATION**  
**(SAIGONTEL)**

*(As amended and supplemented at the Annual General Meeting of Shareholders in 2026)*

Ho Chi Minh City, April 15<sup>th</sup>, 2026



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## INTRODUCTION

This Charter was unanimously adopted by the Annual General Meeting of Shareholders of Saigon Telecommunication & Technologies Corporation in 2025 pursuant to Resolution No. 03/2025/NQ-ĐHĐCĐ and Resolution No. 04/2025/NQ-ĐHĐCĐ dated April 25, 2025; and was subsequently amended and supplemented as unanimously approved by the Annual General Meeting of Shareholders of Saigon Telecommunication & Technologies Corporation in 2026 pursuant to Resolution No. 03/2026/NQ-ĐHĐCĐ dated April 15, 2026.

### I. DEFINITIONS

#### Article 1. Term Explanation

1. For the purpose of this Charter, the terms below are construed as follows:
  - a. Charter capital means the total face value of shares that have been sold or subscribed upon establishment of the Company as prescribed in Article 6 of this Charter;
  - b. Voting capital means the share capital that bestows upon the holders the right to vote on the issues within the jurisdiction of the General Meeting of Shareholders;
  - c. the Law on Enterprises means the Law on Enterprises No. 59/2020/QH14 ratified by National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
  - d. the Law on Securities means the Law on Securities No. 54/2019/QH14 ratified by National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
  - e. Vietnam mean the Socialist Republic of Vietnam;
  - f. Establishment date means the date the Company was first issued the Certificate of Business Registration (Certificate of Business Registration and equivalent documents);
  - g. Enterprise Executives include the General Director, Deputy General Director, Chief Accountant, and other executives appointed by the Board of Directors;
  - h. Enterprise manager include the company manager, including the Chairman of the Board of Directors, members of the Board of Directors, General Director, and other individuals holding management positions appointed by the General Meeting of Shareholders or the Board of Directors;
  - i. Related person is an individual or organization as stipulated in Clause 46, Article 4 of the Law on Securities and Clause 23, Article 4 of the Enterprise Law;
  - j. Shareholder means an individual or organization owning at least one share of the joint-stock company;
  - k. Founding shareholder means a shareholder that holds at least one ordinary share and is included in the Company's list of founding shareholder;
  - l. Major shareholder is defined in Clause 18 Article 4 of the Law on Securities;
  - m. Term of operation is the operating duration of the Company as stipulated in Article 2 of this Charter and the extension period (if any) approved by the Company's General Meeting of Shareholders;
  - n. Stock exchange include Vietnam Exchange (VNX) and its subsidiary companies..
  - o. Company, as stipulated in this Charter, is Saigon Telecommunication & Technologies Corporation, Abbreviated As Saigontel Corp.
  - p. Law means all legal normative documents stipulated in Article 4 of the Law on Promulgation of Legal Normative Documents No. 80/2015/QH13 passed by the National Assembly of the Socialist Republic of Vietnam on June 22, 2015, effective from July 01, 2016, and amendments and supplements at each point in time.
  - q. Subsidiary is any company in which Saigon Telecommunication & Technologies Corporation owns more than 50% of the charter capital or the total number of issued

common shares; or has the right to directly or indirectly appoint the majority or all members of the Board of Directors, General Director/Director; or has the right to decide on amendments and supplements to the charter of that Company;

r. Authorized representative is a person legally authorized by a shareholder to attend and vote at the General Meeting of Shareholders.

t. Business location means the geographical scope of the Company's production and business activities, including within and outside the territory of Vietnam.

v. The Regulations on Corporate Governance are internal regulations developed by the Board of Directors, submitted to the General Meeting of Shareholders for approval, and issued by the Board of Directors, stipulating the governance and management of the Company in accordance with the laws at each point in time.

2. In these Articles of Association, references to one or more provisions or other documents include amendments, supplements, or replacement documents.

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

4. Any words or terms referred to in the Enterprise Law and the Law on Securities (if not inconsistent with the subject or context) shall have similar meanings as in these Articles of Association.

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

### **Article 2. Name, form, head office, branches, representative offices, business locations, and term of operation of the Company**

1. Company Name

- Company name in Vietnamese: CÔNG TY CỔ PHẦN CÔNG NGHỆ - VIỄN THÔNG SÀI GÒN

- Company Name in foreign language: SAIGON TELECOMMUNICATION & TECHNOLOGIES CORPORATION

- Abbreviated Company Name: SAIGONTEL CORP.

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

3. Registered office of the Company:

- Address of head office: Lot 46, Quang Trung Software Park, Tan Chanh Hiep Ward, District 12, Ho Chi Minh City

- Telephone: (+84-28) 3715 9909

- Fax: (84-28) 5437 1074

- E-mail: info@saigontel.com

- Website: www.saigontel.com

4. The Company may establish branches, representative offices, and business locations within its business area to carry out the Company's operational objectives in accordance with the decisions of the Board of Directors and within the permissible scope of the law.

5. Unless terminated prior to the term specified in Clause 2, Article 55 or extended in accordance with Article 56 of these Articles, the Company's term of operation is indefinite from the date of establishment.

### Article 3. The Company's legal representatives

1. The Company has only one (01) legal representative. Accordingly, the Chairman of the Board of Directors is the legal representative of the Company.
2. The legal representative of the Company is the individual representing the Company in exercising the rights and obligations arising from the Company's transactions, representing the Company as a claimant, plaintiff, defendant, or person with related rights and obligations before Arbitration, Courts, and other rights and obligations as prescribed by law.
3. The responsibilities of the legal representative are performed in accordance with Article 13 of the Enterprise Law and other rights and obligations as prescribed by current law and these Articles of Association.
4. The legal representative of the Company must reside in Vietnam. In the event of departure from Vietnam, the legal representative must authorize in writing another individual residing in Vietnam to exercise the rights and obligations of the legal representative. In this case, the legal representative shall still be responsible for the exercise of the authorized rights and obligations. If the authorization period as specified in this clause expires and the legal representative of the Company has not returned to Vietnam and has not issued another authorization, the authorized person shall continue to exercise the rights and obligations of the legal representative of the Company until the legal representative of the Company returns to work at the Company or until the Board of Directors decides to appoint another person as the legal representative of the Company.

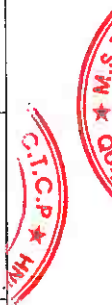
### III. TARGETS, SCOPE OF BUSINESS AND OPERATION OF THE COMPANY

#### Article 4. Targets of the Company

1. The Company's business lines and industries are:

No.	Industry code	Industry name
01	5629	Other food services - Detail: Providing meals under contracts, operation of canteens and self-service eateries (excluding bars, refreshment venues with dancing).
02	5630	Beverage serving services - (excluding bars, refreshment venues with dancing).
03	5829	Other software publishing <i>Detail: software production (excluding publications under the Law on Publishing)</i>
04	6190	Other telecommunications activities - Detail: - Providing value-added services on the network: data and information access services on the network, data processing services, electronic data exchange services (not acting as an agent for internet access at the headquarters) (no network infrastructure) - Internet service agency. (not acting as an agent for internet access services at the headquarters) (no network infrastructure) - Postal and telecommunications service agency (no network infrastructure)
05	6290	Other computer and information technology service activities

		<i>Detail: Technical consultancy in the informatics sector. Design, installation of computer network systems.</i>
06	6310	IT infrastructure, data processing, storage and related activities
07	6390	Web search portal activities and other information services <i>(excluding journalistic activities and news gathering activities) Detail: Establishing a general electronic information page</i>
08	3312	Repair and maintenance of machinery and equipment <i>Detail: repair and maintenance of commercial refrigeration equipment and air purification equipment (excluding mechanical processing, waste recycling, electroplating at the headquarters)</i>
09	3314	Repair and maintenance of electrical equipment <i>(excluding mechanical processing, waste recycling, electroplating at the headquarters)</i>
10	3600	Water collection, treatment and supply - (not operating at the headquarters)
11	4321	Electrical system installation - (excluding mechanical processing, waste recycling, electroplating at the headquarters)
12	4329	Installation of other construction systems - Detail: Installation of materials, transmission equipment, connectors, and protection equipment for the information sector (excluding mechanical processing, waste recycling, electroplating at the headquarters)
13	4651	Wholesale of computers, peripheral devices and software <i>Detail: Trading in computers, trading in software (Excluding "Exercising the right to export, import, and distribute goods in the List of goods for which foreign investors, economic organizations with foreign capital are not permitted to exercise the right to export, import, and distribute: Tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar and beet sugar are excluded from the scope of commitment")</i>
14	4652 (Main)	Wholesale of electronic and telecommunications equipment and components - Detail: Trading in electrical – electronic equipment, trading in materials, transmission equipment, connectors, and protection equipment for the information sector, trading in telephone cards, internet cards. (Excluding "Exercising the right to export, import, and distribute goods in the List of goods for which foreign investors, economic organizations with foreign capital are not permitted to exercise the right to export, import, and distribute: Tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar and beet sugar are excluded from the scope of commitment")



15	8230	Organizing trade promotion and introduction - Detail: organizing trade promotion and introduction; organizing events, fairs, exhibitions, conferences, seminars, festivals (not performing fire, explosion effects; not using explosives, flammables, chemicals as props and tools for performing artistic programs, events, films)
16	8299	Other business support service activities not elsewhere classified - Detail: parking services for automobiles, motorbikes, motorcycles and other motor vehicles (excluding asset recovery services)
17	9510	Repair and maintenance of computers, communication and media equipment <i>Detail: Installation, repair, and maintenance of computers, telecommunications and informatics equipment (excluding mechanical processing, waste recycling, electroplating)</i>
18	6810	Real estate business, land lease right belonging to the owner, user or lessee - Detail: Real estate business (not performing "Investment in construction of cemetery infrastructure to transfer land lease right associated with infrastructure")
19	7310	Advertising
20	7410	Specialized design activities - Detail: fashion design related to textiles, costumes, footwear, jewelry, furniture and other interior decoration, other fashion goods as well as other personal and household goods; interior decoration activities (excluding construction project design).
21	4322	Installation of water supply, drainage, heating and air conditioning systems - (excluding installation of refrigeration equipment (freezing equipment, cold storage, ice machines, air conditioners, water coolers) using R22 refrigerant in the field of aquatic product processing)
22	4330	Construction finishing
23	4610	Agency, brokerage, auctioning of goods - Detail: Goods agency and brokerage (excluding products such as tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and processed oil, rice, cane sugar and beet sugar)
24	8531	Primary vocational training
25	8532	Intermediate vocational training - (not operating at the headquarters)
26	8533	College level vocational training - (not operating at the headquarters)
27	6829	Other real estate activities on a fee or contract basis <i>(excluding auction activities)(excluding financial, accounting, and legal consultancy)</i>

28	7020	Business management consulting and other management consulting activities (excluding financial, accounting, and legal consultancy)
29	7110	Architecture and related technical consultancy activities - Detail: - Planning and architectural design of civil works. Structural design of civil and industrial works. Construction supervision and finishing of civil and industrial works. Appraisal of cost estimates and total cost estimates for construction works. Preparation of investment projects (pre-feasibility and feasibility reports). Preparation of total cost estimates and project cost estimates. Breakdown assessment, plan preparation for handling. Topographical surveying of works. Supervision of installation of electrical systems for civil and industrial works. Supervision of installation of water supply and drainage systems for civil and industrial works. Supervision of construction and finishing of bridges and road works. Water supply design for construction works. Architectural design of works - Bidding consultancy (excluding financial, accounting, and legal consultancy).
30	7710	Leasing of motor vehicles
31	5210	Warehousing and storage of goods
32	5610	Restaurants and mobile food service activities - Detail: Food and beverage service business;
33	3512	Power transmission and distribution (not operating at the headquarters) Detail: Selling electricity to users; Operations of electricity intermediaries or agents that arrange the purchase and sale of electricity through the distribution system operated by others.
34	3700	Drainage and sewage treatment - Detail: Maintenance and cleaning of sewers and pipes; Sewage treatment (including domestic wastewater, industrial wastewater, swimming pool wastewater) using physical, chemical, and biological processes such as dilution, screening, filtering, precipitation; Emptying and cleaning of septic tanks and sewage collection tanks, using sanitary chemicals;
35	3900	Pollution treatment and other waste management activities
36	4101	Construction of residential houses
37	4102	Construction of non-residential buildings
38	4211	Construction of railway works
39	4212	Construction of road works
40	4221	Construction of power projects - (the enterprise does not supply goods or services under State monopoly in commercial activities according to Decree 94/2017/ND-CP on State monopoly goods and services)
41	4222	Construction of water supply and drainage works

42	4229	Construction of other public works
43	4311	Demolition - (excluding ship demolition, and no use of mines or explosives in demolition activities)
44	4312	Site preparation - (no use of mines or explosives)
45	4299	Construction of other civil engineering works Details: - Investment in construction of infrastructure in Industrial Parks. - Investment in construction of Industrial Parks, urban residential areas, and information technology technical zones.
Business line not yet coded		The enterprise must comply with the provisions of law on land, construction, fire prevention and fighting, environmental protection, other relevant legal provisions related to the enterprise's operations, and business conditions for conditional business lines.

2. Objectives of the Company's Operations: The Company is established to conduct production and business activities with the objective of maximizing profits for shareholders, creating stable employment for employees, contributing to the State Budget, and developing the Company based on self-accumulation and reinvestment for increasingly robust and sustainable growth. Through its operations, the Company contributes to bringing high economic efficiency to society, improving working conditions, raising incomes and living standards for employees within the Company, while ensuring the benefits of other related parties, aiming towards sustainable and responsible development.

**Article 5. Scope of business and operation of the Company**

1. The Company is permitted to plan and conduct all business activities in accordance with the Company's business lines as published on the National Enterprise Registration Database and stipulated in this Charter, in compliance with prevailing legal regulations, and implement appropriate measures to achieve the company's objectives.
2. The Company may conduct business activities in industries and sectors not prohibited by law and approved by the General Meeting of Shareholders.
3. In cases where the Company engages in conditional investment and business activities, the Company must satisfy all business conditions as prescribed by investment laws and relevant specialized laws.

**IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS**

**Article 6. Charter Capital, Shares, Founding Shareholders**

1. The Charter capital of the Company is 1,480,035,180,000 VND (In words: One trillion four hundred eighty billion, thirty-five million, one hundred eighty thousand VND). The total Charter capital of the Company is divided into 148,003,518 shares with a par value of 10,000 VND/share.
2. The Company may change its Charter capital upon approval by the General Meeting of Shareholders and in accordance with applicable laws and regulations.

3. The Company's shares as of the date of approval of this Charter include common shares and preferred shares (if any). The rights and obligations of shareholders holding each type of share are stipulated in Article 12 and Article 13 of this Charter.
4. The Company may issue other types of preferred shares upon approval by the General Meeting of Shareholders and in accordance with applicable laws and regulations.
5. The names, addresses, number of shares, and other information regarding the founding shareholders as stipulated by the Enterprise Law are specified in Appendix 01 attached. This Appendix is an integral part of this Charter.
6. Common shares must be offered preferentially to existing shareholders in proportion to their ownership of common shares in the Company, unless otherwise decided by the General Meeting of Shareholders; any unsubscribed shares shall be decided upon by the Company's Board of Directors. The Board of Directors may distribute such shares to shareholders and others on terms no less favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders or as otherwise stipulated by Law on Securities.
7. The Company may purchase shares issued by the Company itself in the manners prescribed in this Charter and prevailing law.
8. The Company may issue other types of securities as prescribed by law.

**Article 7. Share Certificate**

1. The Company's shareholders are issued share certificates corresponding to the number and type of shares they own.
2. Shares are securities that certify the lawful rights and interests of the holder with respect to a portion of the issuer's share capital. Shares must contain all the details as prescribed in Clause 1, Article 121 of the Law on Enterprises.
3. Within two months from the date of submitting a complete application for share transfer as prescribed by the Company or within two months from the date of full payment for the shares as prescribed in the Company's share issuance plan (or another deadline as stipulated in the issuance terms), the shareholder shall be issued a share certificate. The shareholder shall not be liable to the Company for the cost of printing the share certificate.
4. In the event that a share certificate is lost, damaged, or destroyed in any other form, the shareholder shall be issued a replacement share certificate by the Company upon the shareholder's request. The shareholder's request must include the following information:
  - a. Information about the share certificate that has been lost, damaged, or destroyed in any other form;
  - b. A commitment to bear responsibility for any disputes arising from the issuance of the new share certificate.

**Article 8. Other Securities Certificates**

Bond certificates or other securities certificates of the Company are issued with the signature of the legal representative and the Company's seal.

**Article 9. Transfer of shares**

1. All shares are freely transferable unless otherwise stipulated in this Charter and applicable laws. Shares listed on the Stock Exchange shall be transferred in accordance with the provisions of the law on securities and the securities market.
2. Shares that have not been fully paid shall not be transferable and shall not be entitled to related rights such as the right to receive dividends, the right to receive shares issued to

increase charter capital from owner's equity, the right to purchase newly offered shares, and other rights as prescribed by law.

**Article 10. Withdrawal of shares (upon enterprise registration)**

1. In the event that a shareholder fails to fully and timely pay the amount due for the purchase of shares, the Board of Directors shall notify and reserve the right to request such shareholder to pay the remaining amount and bear responsibility corresponding to the total par value of the registered shares for the Company's financial obligations arising from the incomplete payment.
2. The aforementioned payment notice must clearly state the new payment deadline (at least seven days from the date of sending the notice), the place of payment, and explicitly state that in case of non-payment as requested, the unpaid shares will be redeemed.
3. The Board of Directors has the authority to redeem shares that have not been fully and timely paid in the event the requirements in the aforementioned notice are not fulfilled.
4. Redeemed shares shall be considered as shares eligible for offer as prescribed in Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly or authorize the sale and redistribution of these shares under conditions and in a manner deemed appropriate by the Board of Directors.
5. A shareholder holding redeemed shares must relinquish their shareholder status with respect to those shares but shall remain liable, corresponding to the total par value of the registered shares, for the Company's financial obligations arising at the time of redemption as determined by the Board of Directors, from the redemption date until the date of actual payment. The Board of Directors has full authority to decide on the enforcement of payment for the full value of the shares at the time of redemption.
6. Notification of revocation shall be sent to the holder of the revoked shares prior to the time of revocation. The revocation remains in effect even in cases of error or negligence in sending the notification.

**V. ORGANIZATIONAL STRUCTURE, ADMINISTRATION, AND CONTROL**

**Article 11. Organizational Structure, Administration, and Control**

The organizational structure, administration, and control of the Company comprise:

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

**VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS**

**Article 12. Shareholder Rights**

1. Common shareholders possess the following rights:
  - a. To attend and speak at the General Meeting of Shareholders and to exercise voting rights directly or through an authorized representative or by other means as stipulated by the Company Charter and applicable laws. Each common share carries one vote;
  - b. To receive dividends at a rate determined by the General Meeting of Shareholders;
  - c. Preemptive right to purchase new shares proportionate to the ownership ratio of common shares held by each shareholder in the Company;
  - d. To freely transfer their shares to others, except as provided in Clause 3, Article 120 and Clause 1, Article 127 of the Law on Enterprises and other relevant legal provisions;
  - e. To review, inquire into, and extract information regarding their name and contact address from the list of shareholders with voting rights; to request corrections to any inaccuracies in their information;

- f. To review, inquire into, extract, or copy the Company Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;
  - g. Upon dissolution or bankruptcy of the Company, to receive a portion of the remaining assets proportionate to their share ownership in the Company;
  - h. To request the Company to repurchase shares in the cases stipulated in Article 132 of the Law on Enterprises;
  - i. To be treated equitably. Each share of the same class grants the shareholder equal rights, obligations, and benefits. In cases where the Company has preferred shares, the rights and obligations associated with these preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;
  - j. To have full access to periodic and ad-hoc information disclosed by the Company as prescribed by law;
  - k. To have their legitimate rights and interests protected; to propose the suspension or cancellation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors as stipulated by the Law on Enterprises;
  - l. Other rights as stipulated by law and this Charter.
2. A shareholder or group of shareholders holding 05% or more of the total common shares shall have the following rights:
- a. To request the Board of Directors to convene a General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises;
  - b. To review, inquire into, and extract the minutes, resolutions, and decisions of the Board of Directors, semi-annual and annual financial reports, Supervisory Board reports, contracts, transactions requiring Board approval, and other documents, excluding those related to trade secrets and business secrets of the Company;
  - c. To request the Supervisory Board to inspect specific issues related to the management and operation of the Company when deemed necessary. The request must be in writing and include the following information: full name, contact address, nationality, and legal identification number for individual shareholders; name, enterprise code, or legal identification number, and headquarters address for institutional shareholders; number of shares and registration date for each shareholder, total number of shares held by the group of shareholders, and percentage ownership in the Company's total shares; matters to be inspected and the purpose of the inspection;
  - d. Propose matters for inclusion in the agenda of the General Meeting of Shareholders. Proposals must be in writing and submitted to the Company no later than 03 business days before the opening date. The proposal must clearly state the shareholder's name, the number of each type of share held by the shareholder, and the matter proposed for inclusion in the meeting agenda.
  - f. Other rights as prescribed by law and these Articles of Association.
3. A shareholder or a group of shareholders as specified in Clause 2 of this Article has the right to request the convening of a General Meeting of Shareholders in case the Board of Directors seriously violates the rights of shareholders, the obligations of the manager, or makes decisions that exceed the authorized powers.
4. The request to convene the General Meeting of Shareholders as stipulated in Clause 3 of this Article must be in writing and include the following information: full name, contact address, nationality, and legal document number of the individual for individual

shareholders; name, enterprise code, or legal document number of the organization, and head office address for institutional shareholders; the number of shares and the registration time of each shareholder, the total number of shares of the entire group of shareholders, and the percentage of ownership in the total shares of the company; the basis and reasons for requesting the convening of the General Meeting of Shareholders. Attached to the convening request must be documents and evidence of the violations of the Board of Directors, the extent of the violation, or the decision exceeding the authorized power.

5. A shareholder or group of shareholders holding 05% or more of the total number of ordinary shares has the right to nominate persons to the Board of Directors and the Supervisory Board. The nomination of persons to the Board of Directors and the Supervisory Board shall be carried out as follows:
  - a. Ordinary shareholders forming a group to nominate persons to the Board of Directors and the Supervisory Board must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders.
  - b. Based on the number of members of the Board of Directors and the Supervisory Board, a shareholder or group of shareholders as prescribed in this Clause has the right to nominate one or more persons, as decided by the General Meeting of Shareholders, as candidates for the Board of Directors and the Supervisory Board. In the event that the number of candidates nominated by a shareholder or group of shareholders is less than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders.

### **Article 13. Obligations of Shareholders**

Ordinary shareholders have the following obligations:

1. Fully pay the committed number of shares on time.
2. Not withdraw the capital contributed by ordinary shares from the Company in any form, except in cases where the shares are repurchased by the Company or another person. In the event that a shareholder withdraws part or all of the contributed share capital in contravention of the provisions of this Clause, that shareholder and related parties in the Company shall be jointly liable for the debts and other property obligations of the Company to the extent of the value of the shares withdrawn and any damages incurred.
3. Comply with the Company's Charter and the Company's internal management regulations.
4. Comply with the Resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.
5. Maintain the confidentiality of information provided by the Company as prescribed in the Company's Charter and the law; only use the provided information to exercise and protect their legitimate rights and interests; strictly prohibit disseminating or copying and sending the information provided by the Company to other organizations and individuals.
6. Attend the General Meeting of Shareholders and exercise the right to vote/elect through the following forms:
  - a. Attend and vote/elect in person at the meeting;
  - b. Authorize another individual or organization to attend and vote/elect at the meeting;
  - c. Attend and vote/elect via online conference, electronic voting, or other electronic means;

- d. Send a ballot/vote to the meeting via mail, fax, or email;
- 7. Be personally responsible when acting on behalf of the Company in any capacity for performing any of the following acts:
  - a. Violating the law;
  - b. Conducting business and other transactions for personal gain or to serve the interests of another organization or individual;
  - c. Paying debts before their due date in anticipation of financial risks to the Company.
- 8. Fulfill other obligations as stipulated by applicable law.

**Article 14. General Meeting of Shareholders**

- 1. The General Meeting of Shareholders, comprised of all shareholders with voting rights, is the highest decision-making body of the Company. The General Meeting of Shareholders convenes annually and within four (04) months from the fiscal year's end. Unless otherwise stipulated in the Company's Charter, the Board of Directors may decide to extend the annual General Meeting of Shareholders if necessary, but not exceeding 06 months from the fiscal year's end. In addition to the annual meeting, the General Meeting of Shareholders may convene extraordinary meetings. The location of the General Meeting of Shareholders is determined as the place where the chairperson attends the meeting and must be within the territory of Vietnam.
- 2. The Board of Directors convenes the annual General Meeting of Shareholders and selects a suitable location. The annual General Meeting of Shareholders decides on matters as prescribed by law and the Company's Charter, particularly approving the audited annual financial statements. In cases where the Audit Report on the Company's annual financial statements contains material exceptions, adverse or disclaimer audit opinions, the Company must invite a representative of the approved auditing organization that conducted the audit of the Company's financial statements to attend the annual General Meeting of Shareholders, and the aforementioned representative of the approved auditing organization is responsible for attending the Company's annual General Meeting of Shareholders.
- 3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following circumstances:
  - a. The Board of Directors deems it necessary for the benefit of the Company;
  - b. The number of remaining members of the Board of Directors and Supervisory Board is less than the minimum number prescribed by law;
  - c. At the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law; the request to convene the General Meeting of Shareholders must be in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders or the request document prepared in multiple copies and collecting sufficient signatures of the relevant shareholders;
  - d. At the request of the Supervisory Board;
  - e. Other cases as prescribed by law and this Charter.
- 4. Convening an Extraordinary General Meeting of Shareholders
  - a. The Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of remaining members of the Board of Directors and Supervisory Board is as stipulated in point b, clause 3 of this Article or upon receipt of a request as stipulated in points c and d, clause 3 of this Article.

The Board of Directors must announce the circumstance where an independent member of the Board of Directors no longer meets the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect additional or replacement independent members of the Board of Directors within 06 months from the date of receiving notification from the relevant independent member of the Board of Directors;

b. In the event that the Board of Directors fails to convene the General Meeting of Shareholders as stipulated in Clause 4(a) of this Article, within the subsequent 30-day period, the Supervisory Board shall, in lieu of the Board of Directors, convene the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises.

c. In the event that the Supervisory Board fails to convene the General Meeting of Shareholders as stipulated in Clause 4(b) of this Article, the shareholder or group of shareholders defined in Clause 3(c) of this Article shall have the right to request a company representative to convene the General Meeting of Shareholders in accordance with the Law on Enterprises.

In this circumstance, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Enterprise Registration Certificate authority to oversee the order, procedures for convening, conducting the meeting, and issuing decisions of the General Meeting of Shareholders. All expenses for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. These expenses do not include costs incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

d. Procedures for organizing the General Meeting of Shareholders are as stipulated in Clause 5, Article 140 of the Law on Enterprises.

5. The General Meeting of Shareholders shall pass resolutions within its authority by means of voting at the meeting or through written opinions. The General Meeting of Shareholders may be conducted in person, online, or a combination of both.

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

1. The General Meeting of Shareholders has the following rights and obligations:
  - a. To approve the Company's development orientation.
  - b. To decide the types of shares and the total number of shares of each type that may be offered for sale; to decide the annual dividend rate for each type of share.
  - c. To elect, dismiss, and remove members of the Board of Directors and Control Members.
  - d. To decide on investments or sales of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements.
  - đ. To decide on amendments and supplements to the Company's Charter.
  - e. To approve the annual financial statements.
  - g. To decide on the repurchase of more than 10% of the total sold shares of each type.
  - h. To review and address violations committed by members of the Board of Directors and Control Members that cause damage to the Company and its shareholders.
  - k. To decide on the reorganization or dissolution of the Company.
  - l. To decide on the budget or the total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board.

- m. To approve, amend, and supplement the Internal Governance Regulations, the Regulations on the Operation of the Board of Directors, and the Supervisory Board.
  - n. To approve the list of accepted audit firms; to decide on the accepted audit firm to conduct audits of the Company's operations; to dismiss the accepted auditor when deemed necessary.
  - o. Other rights and obligations as prescribed by law.
2. The General Meeting of Shareholders shall discuss and approve the following matters:
- a. The Company's annual business plan.
  - b. The audited annual financial statements.
  - c. The Board of Directors' report on the governance and performance of the Board of Directors and each member of the Board of Directors.
  - d. The Supervisory Board's report on the Company's business results and the performance of the Board of Directors and the General Director.
  - d. Report on the self-assessment of the Supervisory Board and Supervisor's performance;
  - e. Dividend rate for each share of each type;
  - g. Number of members of the Board of Directors and Supervisory Board;
  - h. Election, dismissal, and removal of members of the Board of Directors and Supervisory Board;
  - i. Decision on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and Supervisory Board;
  - k. Approval of the list of approved audit firms; Decision on the approved audit firm to conduct inspections of the company's operations when deemed necessary;
  - l. Amendments and supplements to the Company Charter;
  - m. Type of shares and number of new shares issued for each share type and the transfer of shares of founding members within the first 03 years from the date of establishment;
  - n. Division, separation, consolidation, merger, or conversion of the Company;
  - o. Reorganization and dissolution (liquidation) of the Company and appointment of a liquidator;
  - p. Decision to invest in or sell assets with a value from 35% or more of the total asset value recorded in the Company's most recent Financial Statement;
  - q. Decision to repurchase over 10% of the total sold shares of each type;
  - r. The Company entering into contracts or transactions with entities specified in Clause 1, Article 167 of the Enterprise Law with a value equal to or greater than 35% of the total asset value of the Company recorded in the most recent financial statement;
  - s. Approval of transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain articles of the Law on Securities;
  - t. Approval, amendment, and supplementation of the Internal Governance Regulations and the Operating Regulations of the Board of Directors and Supervisory Board;
  - u. Other matters as prescribed by law and these Articles of Association.
3. All resolutions and matters included in the meeting agenda must be discussed and voted upon at the General Meeting of Shareholders.

**Article 16. Authorizing participation in General Meeting of Shareholders**

1. Shareholders, duly authorized representatives of shareholders that are organizations, may directly attend the meeting or authorize one or more individuals or other organizations to attend the meeting or attend the meeting through one of the forms prescribed in Clause 3,

Article 144 of the Enterprise Law. Shareholders that are organizations may only authorize a maximum of 03 duly authorized representatives to attend the General Meeting of Shareholders.

2. The authorization for individuals or organizations to represent shareholders at the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The authorization document shall be prepared in accordance with the provisions of civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the content of the authorization, the scope of the authorization, the term of the authorization, and the signatures of the authorizing party and the authorized party. Authorized attendees of the General Meeting of Shareholders must submit the authorization document upon registration. In cases of re-authorization, the meeting attendee must also present the original duly authorization document of the shareholder or the duly authorized representative of the shareholder if the shareholder is an organization (if not previously registered with the Company).

3. Voting ballots/Election ballots of authorized meeting attendees within the authorized scope remain valid in the following circumstances:
  - a. The authorizing party has died, has limited civil act capacity, or has lost civil act capacity;
  - b. The authorizer has revoked the authorization appointment.
  - c. The authorizer has rescinded the authorized party's authority.

This provision does not apply in the event the Company receives notification of one of the above events prior to the commencement of the General Meeting of Shareholders or before the reconvening of the meeting.

#### **Article 17. Changes of rights**

1. The change or cancellation of special rights associated with a certain type of preference shares is effective when it is voted for by a number of shareholders that represent at least 65% of the votes. The GMS's resolution that contains adverse changes to the rights and obligations of preference shareholders may only be ratified if it is voted for by a number of participating preference shareholders that hold at least 75% of preference shares of the same type, or approved by a number of preference shareholders that hold at least 75% of preference shares of the same type in case of questionnaire survey.
2. The organization of a meeting of shareholders holding a class of preferred shares to approve the aforementioned change of rights is valid only when there are at least two shareholders (or their duly authorized representatives) holding at least 1/3 of the par value of the issued shares of that class. If the required number of representatives is not present, the meeting shall be reconvened within the next 30 days, and the holders of shares of that class (regardless of the number of persons and the number of shares) present in person or through duly authorized representatives shall be considered as meeting the quorum requirement. At the aforementioned meetings of preferred shareholders, holders of shares of that class present in person or through representatives may request a secret ballot. Each share of the same class has equal voting rights at the aforementioned meetings.
3. The procedures for conducting such separate meetings shall be implemented similarly to the provisions of Articles 19, 20, and 21 of this Charter.

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

**Article 18. Convening, Agenda, and Notice of the General Meeting of Shareholders**

1. The Board of Directors shall convene the annual and extraordinary General Meeting of Shareholders. The Board of Directors convenes extraordinary General Meeting of Shareholders in the cases prescribed in Clause 3, Article 14 of this Charter.
2. The convener of the General Meeting of Shareholders shall perform the following tasks:
  - a. Prepare the list of shareholders eligible to participate and vote/elect at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be compiled no later than [10 days] prior to the date of sending the notice of the General Meeting of Shareholders. The company must announce the compilation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the last registration date.
  - b. Prepare the agenda and content of the meeting.
  - c. Prepare the documents for the meeting.
  - d. Draft the Resolutions of the General Meeting of Shareholders according to the proposed content of the meeting.
  - dd. Determine the time and place of the meeting.
  - e. Notify and send the General Meeting of Shareholders notice to all shareholders entitled to attend the meeting;
  - g. Other tasks serving the general meeting.
3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring delivery to the shareholder's contact address and shall be published on the Company's website and the State Securities Commission, and the Stock Exchange where the Company's shares are listed. The convener of the General Meeting of Shareholders must send the notice of the meeting to all shareholders on the list of shareholders entitled to attend the meeting no later than 21 days before the opening date of the meeting (calculated from the date the notice is validly sent or delivered). The agenda of the General Meeting of Shareholders and the documents related to the issues to be voted on at the meeting shall be sent to the shareholders and/or posted on the Company's website. In the event that the documents are not enclosed with the notice of the General Meeting of Shareholders, the notice of the meeting must specify the link to all meeting documents for shareholders to access, including:
  - a. The meeting agenda and documents used in the meeting;
  - c. The list and details of the candidates in the case of electing members of the Board of Directors or the Supervisory Board;
  - c. Voting/ballot papers;
  - d. Draft resolutions for each issue on the meeting agenda.
4. A shareholder or a group of shareholders as prescribed in Clause 2, Article 12 of this Charter has the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and must be sent to the Company no later than 03 working days before the opening date of the meeting. The proposal must clearly state the shareholder's name, the number of each type of share held by the shareholder, contact address, nationality, and Citizen Identity Card number,



Identity Card number, Passport number, or other legally valid personal identification for individual shareholders; name, enterprise registration code or establishment decision number, and head office address for institutional shareholders; the number and type of shares held by that shareholder; and the issue proposed for inclusion in the meeting agenda.

5. The convener of the General Meeting of Shareholders has the right to refuse the proposal specified in Clause 4 of this Article in any of the following cases:
  - a. The proposal is not submitted in accordance with the provisions of Clause 4 of this Article;
  - b. At the time of the proposal, the shareholder or group of shareholders does not hold at least 05% of the ordinary shares as prescribed in Clause 2, Article 12 of this Charter;
  - c. The proposed issue is not within the competence of the General Meeting of Shareholders;
  - d. Other cases as prescribed by law and this Charter.
6. The convener of the General Meeting of Shareholders must accept and include the proposal specified in Clause 4 of this Article in the draft agenda and content of the meeting, except as prescribed in Clause 5 of this Article; the proposal is officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

**Article 19. Conditions for opening the General Meeting of Shareholders**

1. The General Meeting of Shareholders may be held when the number of shareholders present represents more than 50% of the total voting shares.
2. In the event that the first meeting does not meet the conditions for proceeding as prescribed in Clause 1 of this Article, the notice of the second meeting shall be sent within 30 days from the intended date of the first meeting. The second General Meeting of Shareholders may be held when the number of shareholders present represents at least 33% of the total voting shares.
3. In the event that the second meeting does not meet the quorum as prescribed in Clause 2 of this Article, the notice of the third meeting must be sent within 20 days from the intended date of the second meeting. The third General Meeting of Shareholders shall proceed regardless of the total number of votes of the shareholders present.

**Article 20. Procedures for carrying out and voting at the General Meeting of Shareholders**

1. Before the opening of the meeting, the Company must carry out shareholder registration procedures and must continue registration until all eligible shareholders present have registered in the following order:
  - a. Upon registration, the Company shall issue each shareholder or duly authorized representative with voting rights a voting card/ballot/voting slip, stating the registration number, the shareholder's full name, the duly authorized representative's full name, and the number of votes/ballots of that shareholder. The General Meeting of Shareholders shall discuss and vote on each item on the agenda. Voting shall be conducted by affirmative vote, negative vote, and abstention. The ballot counting results shall be announced by the Chairman/Ballot Counting Committee immediately before the closing of the meeting. The General Meeting shall elect individuals responsible for counting the ballots or supervising the ballot counting as proposed by the Chairman. The number of

- members of the Ballot Counting Committee shall be determined by the General Meeting of Shareholders based on the Chairman's proposal;
- b. Shareholders, duly authorized representatives of institutional shareholders, or proxies arriving after the meeting has commenced shall be entitled to register immediately and subsequently participate and vote/elect at the meeting immediately after registration. The Chairman shall not be obligated to pause the meeting for late-arriving shareholders to register, and the validity of matters already voted/elected upon shall remain unchanged.
2. The election of the Chairman, Secretary, Shareholder/Delegate Eligibility Verification Committee, and Ballot Counting Committee shall be governed as follows:
- a. The Chairman of the Board of Directors shall preside over or authorize another member of the Board of Directors to preside over the General Meeting of Shareholders convened by the Board of Directors. In the absence of the Chairman or if the Chairman is temporarily incapacitated, the remaining members of the Board of Directors shall elect one among themselves to chair the meeting by majority vote. In case a Chairman cannot be elected, the Head of the Supervisory Board shall facilitate the General Meeting of Shareholders to elect a Chairman from among the attendees, and the person with the highest number of votes shall chair the meeting;
- b. Except as provided in point a of this clause, the person signing the convening notice of the General Meeting of Shareholders shall preside over the election of the Chairman of the meeting by the General Meeting of Shareholders, and the person with the highest number of votes shall chair the meeting;
- c. The Chairman shall appoint one or more persons to act as the Secretary of the meeting; Shareholder/Delegate Eligibility Verification Committee serving the meeting;
- d. The General Meeting of Shareholders shall elect one or more persons to the Ballot Counting Committee as proposed by the Chairman of the meeting.
3. The meeting agenda and content must be approved by the General Meeting of Shareholders during the opening session. The agenda must clearly and specifically define the time allocated for each item in the meeting content.
4. The Chairman of the meeting has the authority to implement necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of attendees.
- a. Arrangement of seating at the venue of the General Meeting of Shareholders;
- b. Ensure the safety of all individuals present at the meeting locations;
- c. Facilitate shareholder participation (or continued participation) in the General Meeting of Shareholders. The convener of the General Meeting of Shareholders has full authority to modify the aforementioned measures and implement all necessary measures. Applicable measures may include issuing entry passes or employing other selection methods.
5. The convener or chairperson of the General Meeting of Shareholders has the following rights:
- a. Request all attendees to submit to inspections or other lawful and reasonable security measures;
- b. Request competent authorities to maintain order during the meeting; expel from the General Meeting of Shareholders any individuals who fail to comply with the

- chairperson's directives, deliberately disrupt order, obstruct the normal proceedings of the meeting, or fail to comply with security inspection requirements.
6. The chairperson has the right to postpone the General Meeting of Shareholders, for which the maximum number of registered attendees has been reached, for a period not exceeding three working days from the intended commencement date, and may only postpone the meeting or change the meeting location under the following circumstances:
    - a. The meeting location lacks sufficient and convenient seating for all attendees;
    - b. The communication facilities at the meeting location do not adequately allow participating shareholders to engage in discussions and voting;
    - c. An attendee obstructs or disrupts order, posing a risk to the fair and lawful conduct of the meeting.
  7. In the event that the chairperson postpones or suspends the General Meeting of Shareholders contrary to the provisions of Clause 6 of this Article, the General Meeting of Shareholders shall elect another individual from among the attendees to replace the chairperson and preside over the meeting until its conclusion; all Resolutions passed at such a meeting shall be valid and enforceable.
  8. In the event that the Company employs modern technology to conduct the General Meeting of Shareholders via online meeting, the Company shall be responsible for ensuring shareholder participation and voting through electronic ballots or other electronic means as stipulated in Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of certain articles of the Law on Securities.

**Article 21. Conditions for ratification of resolutions of the General Meeting of Shareholders**

1. A Resolution pertaining to the following content shall be passed if it receives the affirmative vote of shareholders representing at least 65% of the total voting shares of all shareholders present and voting at the meeting, except as provided in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises:
  - a. Class of shares and the total number of shares of each class;
  - b. Changes to the business lines, trades, and sectors;
  - c. Changes to the Company's management organizational structure;
  - d. Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement;
  - dd. Reorganization or dissolution of the Company;
  - e. Extension of the Company's operational duration;
  - g. Other matters stipulated in this Charter.
2. Resolutions are passed when they receive the affirmative vote of shareholders holding more than 50% of the total voting shares of all shareholders present and voting at the meeting, except as provided in Clause 1 of this Article and Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises.
3. The voting for members of the Board of Directors and the Supervisory Board must be conducted through cumulative voting, whereby each shareholder has a total number of votes equal to the total number of shares held multiplied by the number of members to be elected to the Board of Directors or Supervisory Board, and the shareholder has the right to cast all or part of their total votes for one or several candidates. The successful candidates for membership on the Board of Directors or as Supervisory Board members

are determined based on the number of votes received, ranked from highest to lowest, starting with the candidate receiving the highest number of votes until the number of members stipulated in the Company's Charter is reached. In the event that two or more candidates receive the same number of votes for the last position on the Board of Directors or Supervisory Board, a re-election will be conducted among the candidates with equal votes, or a selection will be made according to the criteria stipulated in the election regulations or the Company's Charter.

4. The Resolutions of the General Meeting of Shareholders passed with 100% of the total voting shares are legal and effective even if the order, procedures for convening the meeting and passing such resolutions violate the provisions of the Enterprise Law and the company's Charter.

**Article 22. Authority and procedures for carrying out questionnaire survey for ratification of resolutions of the General Meeting of Shareholders**

Competence and procedures for obtaining shareholders' written opinions to pass Resolutions of the General Meeting of Shareholders shall comply with the following provisions:

1. The Board of Directors is entitled to obtain shareholders' written opinions for the adoption of resolutions of the General Meeting of Shareholders on the following matters:
  - a) Amending and supplementing the contents of the company's Charter;
  - b) Approving, amending and supplementing the Regulations on Corporate Governance; the Regulations on the Operation of the Board of Directors; the Regulations on the Operation of the Supervisory Board;
  - c) The company's development orientation;
  - d) Types of shares and the total number of shares of each type;
  - e) Electing, dismissing, and removing members of the Board of Directors and the Supervisory Board;
  - f) Investment projects or the sale of assets with a value equal to or greater than 35% of the total asset value recorded in the company's most recent financial statements;
  - g) Approving annual financial statements
  - h) Reorganizing and dissolving the company.
  - i) Changing industries, professions, and business fields;
  - j) Changing the company's management organizational structure;
  - k) Other matters when deemed necessary for the benefit of the Company.
2. The Board of Directors must prepare ballot papers, draft resolutions of the General Meeting of Shareholders, explanatory documents for the draft resolutions, and send them to all shareholders with voting rights at least 10 days before the deadline for returning the ballot papers. The requirements and procedures for sending ballot papers and accompanying documents are implemented in accordance with the provisions of Clause 3, Article 18 of this Charter.
3. Ballot papers must contain the following main contents:
  - a) Name, address of the head office, enterprise registration code;
  - b) Purpose of obtaining opinions;
  - c) Full name, contact address, nationality, and legal document number of the individual for individual shareholders; name, enterprise registration code or legal document number of the organization, address of the head office for institutional shareholders or full name, contact address, nationality, and legal document number of the

- individual representing the institutional shareholder; the number of shares of each type and the number of voting shares of the shareholder;
- d) Matters requiring opinions for decision-making;
  - e) Voting options including approval, disapproval, and abstention for each matter requiring opinions;
  - f) Deadline for returning the answered ballot papers to the Company;
  - g) Full name and signature of the Chairman of the Board of Directors.
4. Shareholders may send their answered ballot papers to the Company by mail, fax, or email as follows:
- a) In the case of sending by mail, the answered ballot paper must be signed by the individual shareholder, the duly authorized representative or the legal representative of the institutional shareholder. Ballot papers sent to the Company must be enclosed in a sealed envelope and no one is allowed to open them before counting the votes;
  - b) In the case of sending by fax or email, the ballot papers sent to the Company must be kept confidential until the time of vote counting;
  - c) Ballots submitted to the Company after the deadline specified in the ballot content, or opened in the case of mail and disclosed in the case of fax or email, are invalid. Ballots not returned are considered abstentions.
5. The Board of Directors counts the ballots and prepares the ballot counting minutes in the presence of the Supervisory Board or a shareholder not holding a management position in the Company. The ballot counting minutes must include the following main contents:
- a) Name, head office address, enterprise registration code;
  - b) Purpose and matters requiring a resolution;
  - c) Number of shareholders with the total number of votes/ballots cast, distinguishing between valid and invalid votes/ballots, and the method of submitting votes/ballots, accompanied by an appendix listing the participating shareholders;
  - d) Total number of votes in favor, against, and abstentions for each issue, total number of votes for each candidate (if any);
  - e) Matters approved and the corresponding approval rate;
  - f) Full name and signature of the Chairman of the Board of Directors, the ballot counter, and the ballot counting supervisor.
- Members of the Board of Directors, the ballot counter, and the ballot counting supervisor are jointly responsible for the honesty and accuracy of the ballot counting minutes; and jointly liable for any damages arising from decisions made based on dishonest or inaccurate ballot counting.
6. The ballot counting minutes and Resolution must be sent to shareholders within 15 days from the end of the ballot counting. Sending the ballot counting minutes and Resolution can be replaced by posting them on the Company's website within 24 hours from the end of the ballot counting.
7. Answered ballots, ballot counting minutes, adopted resolutions, and related documents attached to the ballots must be kept at the Company's head office.
8. A Resolution is passed through written shareholder consultation if it is approved by shareholders holding more than 50% of the total voting shares of all shareholders with voting rights, and has the same validity as a Resolution passed at the General Meeting of Shareholders.



**Article 23. Resolution, Minutes of the General Meeting of Shareholders**

1. The General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in another electronic form. The minutes must be written in Vietnamese and may also be written in a foreign language, including the following main contents:
  - a) Name, head office address, enterprise registration code;
  - b) Time and place of the General Meeting of Shareholders;
  - c) Meeting agenda and content;
  - d) Full name of the chairperson and secretary;
  - e) Summary of the meeting proceedings and comments made at the General Meeting of Shareholders on each issue on the agenda;
  - f) Number of shareholders and total votes of shareholders attending the meeting, appendix of the shareholder registration list, and representatives of shareholders attending the meeting with the corresponding number of shares and votes;
  - g) Total number of votes for each voting matter, specifying the voting method, total valid and invalid votes, votes in favor, against, and abstentions; corresponding percentage of the total votes of shareholders attending the meeting;
  - h) Summary of votes for each candidate (if any);
  - i) The approved matters and their corresponding approval rates;
  - j) Full name and signature of the chairman and secretary. In the event the chairman or secretary refuses to sign the minutes of the meeting, these minutes shall be valid if signed by all other Members of the Board of Directors present at the meeting and contain all the content prescribed in this clause. The minutes of the meeting shall clearly state the refusal of the chairman or secretary to sign the minutes.
2. The minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The chairman and secretary of the meeting, or any other person signing the minutes, shall be jointly liable for the truthfulness and accuracy of the content of the minutes.
3. Minutes prepared in both Vietnamese and a foreign language shall have equal legal validity. In the event of any discrepancy in content between the Vietnamese and foreign language versions, the content of the Vietnamese version shall prevail.
4. Resolutions, Minutes of the General Meeting of Shareholders, the appendix listing shareholders registered to attend the meeting, proxies, all documents attached to the Minutes (if any), and relevant documents enclosed with the notice of the meeting must be kept at the Company's headquarters.  
Resolutions, Minutes of the General Meeting of Shareholders, and accompanying documents in the minutes and resolutions must be disclosed in accordance with the laws on information disclosure in the stock market.

**Article 24. Requesting cancellation of a resolution of the General Meeting of Shareholders**

Within 90 days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the minutes of the results of the ballot of the General Meeting of Shareholders, a shareholder or group of shareholders as specified in Clause 2, Article 115 of the Enterprise Law has the right to request the Court or Arbitration to review and cancel the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:

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

## **VII. BOARD OF DIRECTORS**

### **Article 25. Nomination and self-nomination of members of the Board of Directors**

1. In the event that candidates for the Board of Directors have been identified, the Company must publish information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment to the truthfulness and accuracy of the disclosed personal information and commit to performing their duties honestly, prudently, and in the best interests of the Company if elected as a Member of the Board of Directors. The information related to the candidates for the Board of Directors to be published includes:
  - a) Full name, Date of birth;
  - b) Qualification;
  - c) Work experience;
  - d) Other management positions (including the position of Member of the Board of Directors of other companies);
  - e) Interests related to the Company and its related parties;
  - f) Other information (If any) as prescribed in the Company's Charter;The Company must publish information about the companies in which the candidate is currently holding the position of Member of the Board of Directors, other management positions, and interests related to the candidate's company (if any).
2. A shareholder or group of shareholders owning 05% or more of the total common shares has the right to nominate candidates for the Board of Directors in accordance with the Enterprise Law and the Company's Charter. Shareholders holding common shares have the right to combine their voting rights to nominate Board of Directors candidates. A shareholder or a group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30%, a maximum of two (02) candidates; from 30% to less than 40%, a maximum of three (03) candidates; from 40% to less than 50%, a maximum of four (04) candidates; from 50% to less than 60%, a maximum of five (05) candidates; from 60% to less than 70%, a maximum of six (06) candidates; from 70% to 80%, a maximum of seven (07) candidates; and from 80% to 90%, a maximum of eight (08) candidates.
3. In the event that the number of Board of Directors candidates through nomination is still insufficient as prescribed in Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Directors shall introduce additional candidates or organize the nomination process as stipulated in the Company's Charter, Internal Regulations on Corporate Governance, and the Board of Directors' Working Regulations. The incumbent Board of Directors' introduction of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect Members of the Board of Directors, in accordance with the law.
4. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1 and Clause 2, Article 155 of the Enterprise Law and this Charter.

**Article 26. Term of office and composition of the Board of Directors**

1. The number of Members of the Board of Directors shall be at least 05 and at most 11. The specific number of Members of the Board of Directors shall be decided by the General Meeting of Shareholders at each point in time.
2. The term of office of a Member of the Board of Directors shall not exceed 05 years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent Member of the Board of Directors of a company for a maximum of 02 consecutive terms. In the event that all Members of the Board of Directors complete their term of office at the same time, those members shall continue to be Members of the Board of Directors until new members are elected to replace and take over their duties.
3. The composition of the Board of Directors is as follows:
  - a. The structure of the company's Board of Directors must ensure that at least 1/3 of the total number of Board Members are non-executive members. The company limits the maximum number of Board Members concurrently holding executive positions within the company to ensure the independence of the Board of Directors.
  - b. The number of independent Board of Directors Members must comply with the following regulations:
    - There must be at least 01 independent member if the company has from 03 to 05 Board Members;
    - There must be at least 02 independent members if the company has from 06 to 08 Board Members;
    - There must be at least 03 independent members if the company has from 09 to 11 Board Members.
  - c. The rights, obligations, and methods of organization and coordination of activities of independent Board of Directors members will be specifically stipulated in the Board of Directors' Working Regulations.
4. A Member of the Board of Directors is no longer a member of the Board of Directors in the event of being dismissed, removed, or replaced by the General Meeting of Shareholders as stipulated in Article 160 of the Enterprise Law.
5. The appointment of a Member of the Board of Directors must be disclosed in accordance with the laws on information disclosure in the stock market.
6. A Member of the Board of Directors is not required to be a shareholder of the Company.

**Article 27. Rights and obligations of the Board of Directors**

1. The Board of Directors is the managing body of the Company, having full authority on behalf of the Company to make decisions and exercise the rights and obligations of the Company, except for the rights and obligations under the authority of the General Meeting of Shareholders.
2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties:
  - a) Decide on the Company's strategies, medium-term development plans, and annual business plans;
  - b) Propose the types of shares and the total number of shares offered for sale for each type;
  - c) Decide on the sale of unsold shares within the authorized offering limit for each share type; decide on raising additional capital through other methods;

- d) Decide on the selling price of the Company's shares and bonds;
- e) Decide on the repurchase of shares as prescribed in Clause 1 and Clause 2, Article 133 of the Law on Enterprises;
- f) Decide on investment plans and projects within its authority and limits as prescribed by law;
- g) Decide on solutions for market development, marketing, and technology;
- h) Approve contracts for purchase, sale, borrowing, lending, and other transactions with a value of [35%] or more of the total asset value recorded in the Company's most recent financial statements, except for contracts and transactions under the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of the Law on Enterprises;
- i) Elect, dismiss, and remove the Chairman of the Board of Directors; appoint, dismiss, sign contracts, and terminate contracts with the General Director and other key management personnel as stipulated in the Company's Charter; decide on salaries, remuneration, bonuses, and other benefits for these managers; appoint duly authorized representatives to participate in the Members' Council or General Meeting of Shareholders of other companies; and decide on the remuneration and other benefits of these representatives;
- j) Supervise and direct the General Director and other managers in the daily business operations of the Company;
- k) Decide on the organizational structure and internal management regulations of the Company; decide on the establishment of subsidiaries, branches, and representative offices; and decide on capital contributions and share purchases in other enterprises;
- l) Approve the agenda and content of documents for the General Meeting of Shareholders; convene the General Meeting of Shareholders or obtain opinions for the General Meeting of Shareholders to pass resolutions;
- m) Submit the audited annual financial statements to the General Meeting of Shareholders;
- n) Propose the dividend rate to be paid; decide on the time limit and procedures for paying dividends or handling losses incurred during business operations;
- o) Propose the reorganization or dissolution of the Company; request bankruptcy of the Company;
- p) Decide on the issuance of the Board of Directors' Operating Regulations, internal regulations on corporate governance after being approved by the General Meeting of Shareholders; decide on the issuance of the Operating Regulations of the Audit Committee under the Board of Directors (if any), and the Company's information disclosure regulations;
- q) Request the General Director, Deputy General Director, and other managers in the Company to provide information and documents regarding the financial status and business activities of the Company and its units.
- r) The manager is required to provide information and documents promptly, completely, and accurately as requested by the Member of the Board of Directors. The sequence and procedures for requesting and providing information are specified in the Board of Directors' operating regulations.
- s) Other rights and obligations are as prescribed by the Law on Enterprises, the Law on Securities, other relevant legal provisions, and the company's Charter.

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

**Article 28. Remuneration, bonuses, and other benefits of the Members of the Board of Directors.**

1. The company has the right to pay remuneration and bonuses to the Members of the Board of Directors based on business results and performance.
2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days required to complete the tasks of a Member of the Board of Directors and the remuneration rate per day. The Board of Directors shall propose the remuneration level for each member based on the principle of consensus. The total remuneration and bonuses of the Board of Directors are decided by the General Meeting of Shareholders at the annual meeting.
3. The remuneration of each Member of the Board of Directors is included in the company's business expenses in accordance with the provisions of the law on corporate income tax, is presented as a separate item in the company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.
4. Members of the Board of Directors holding executive positions, or Members of the Board of Directors working in sub-committees of the Board of Directors or performing other work outside the normal duties of a Member of the Board of Directors, may be paid additional remuneration in the form of a lump-sum payment, salary, commission, percentage of profit, or in other forms as decided by the Board of Directors.
5. Members of the Board of Directors are entitled to reimbursement for all travel, meal, accommodation, and other reasonable expenses incurred in performing their responsibilities as Members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or sub-committees of the Board of Directors.
6. Members of the Board of Directors may be insured for liability by the company after approval by the General Meeting of Shareholders. This insurance does not cover the liabilities of the Members of the Board of Directors related to violations of law and the company's Charter.

**Article 29. Chairman of the Board of Directors.**

1. The Chairman of the Board of Directors is elected, dismissed, and removed by the Board of Directors from among its members.
2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director.
3. The Chairman of the Board of Directors has the following rights and obligations:
  - a) Develop the Board of Directors' programs and operational plans.
  - b) Prepare programs, content, and documents for meetings; convene, preside over, and chair Board of Directors meetings.
  - c) Organize the adoption of resolutions and decisions of the Board of Directors.
  - d) Supervise the implementation of the Board of Directors' resolutions and decisions.
  - e) Preside over the General Meeting of Shareholders.
  - f) Other rights and obligations as prescribed by the Law on Enterprises and this Charter.

4. In the event the Chairperson of the Board of Directors resigns or is dismissed or removed from office, the Board of Directors must elect a replacement within 10 days from the date of receipt of the resignation or dismissal.
5. In the event the Chairperson of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member to exercise the rights and obligations of the Chairperson of the Board of Directors in accordance with the principles stipulated in this Charter. In the absence of an authorized person or if the Chairperson of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative handling measures at a compulsory detoxification center or compulsory educational institution, absconds from their place of residence, has limited or lost civil act capacity, experiences cognitive difficulties or difficulty controlling their behavior, is prohibited by the Court from holding a position, practicing a profession, or engaging in certain work, the remaining members shall elect one person among them to hold the position of Chairperson of the Board of Directors according to the principle of majority approval from the remaining members until a new decision is made by the Board of Directors.

**Article 30. Meetings of the Board of Directors**

1. The Chairperson of the Board of Directors is elected in the first meeting of the Board of Directors within 07 working days from the date of conclusion of the Board of Directors election. This meeting is convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one member has the highest and equal number of votes or percentage of votes, the members shall elect one person among them, based on the majority principle, to convene the Board of Directors meeting.
2. The Board of Directors must meet at least once every quarter and may hold extraordinary meetings.
3. The Chairperson of the Board of Directors convenes the Board of Directors meeting in the following cases:
  - a) At the request of the Supervisory Board or an independent member of the Board of Directors;
  - b) At the request of the General Director or at least 05 other managers;
  - c) At the request of at least 02 members of the Board of Directors;
  - d) In other cases as stipulated by the Company's Charter.
4. The request stipulated in Clause 3 of this Article must be made in writing, clearly stating the purpose, matters to be discussed, and decisions within the authority of the Board of Directors.
5. The Chairperson of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receipt of the request stipulated in Clause 3 of this Article. In case the Board of Directors meeting is not convened as requested, the Chairperson of the Board of Directors shall be liable for any damages incurred by the Company; the requesting party has the right to replace the Chairperson of the Board of Directors in convening the Board of Directors meeting.
6. The Chairperson of the Board of Directors or the convener of the Board of Directors meeting must send a meeting invitation no later than 05 working days prior to the meeting date. The meeting invitation must clearly specify the time and location of the meeting, the agenda, the matters to be discussed and decided upon. The meeting



invitation must be accompanied by documents to be used at the meeting and the members' voting ballots.

The Board of Directors meeting invitation can be sent by letter, telephone, fax, electronic means, or other methods as stipulated by the Company's Charter and must ensure delivery to the contact address of each Board of Directors member registered with the Company.

7. The Chairperson of the Board of Directors or the convener shall send the meeting invitation and accompanying documents to the Supervisors as they do to the members of the Board of Directors.  
The Supervisor has the right to attend Board of Directors meetings; has the right to discuss but not to vote.
8. The Board of Directors meeting shall be held when at least 3/4 of the total number of members are present. In the event that the meeting convened as prescribed in this clause does not have enough members present as prescribed, a second meeting shall be convened within 07 days from the date of the first meeting. In this case, the meeting shall be held if more than half of the Members of the Board of Directors are present.
9. A Member of the Board of Directors is considered to be present and voting at the meeting in the following cases:
  - a) Attending and voting in person at the meeting;
  - b) Authorizing another person to attend the meeting and vote as prescribed in Clause 11 of this Article;
  - c) Attending and voting via online conference, electronic voting or other electronic means;
  - d) Sending ballots to the meeting via mail, fax, or email;
  - e) Sending ballots by other means as prescribed in this Charter.
10. In the case of sending ballots to the meeting by mail, the ballots must be enclosed in a sealed envelope and must be delivered to the Chairman of the Board of Directors no later than 01 hour before the opening. Ballots shall only be opened in the presence of all attendees.
11. Voting
  - a) Except as prescribed in point b, clause 11, Article 30, each Member of the Board of Directors or authorized person as prescribed in clause 8 of this Article who is personally present at the Board of Directors meeting has one (01) vote;
  - b) A Member of the Board of Directors may not vote on a transaction that benefits that member or a related person of that member as prescribed by the Law on Enterprises and the company's Charter.
  - c) As prescribed in point d, clause 11, Article 30, when an issue arises at the meeting relating to the interests or voting rights of a Member of the Board of Directors and that member does not voluntarily waive the right to vote, the chairperson's ruling shall be final, unless the nature or extent of the Member's interest is not fully disclosed;
  - d) A Member of the Board of Directors who benefits from a contract prescribed in point a and point b, clause 6, Article 43 of this Charter is deemed to have a significant interest in that contract;
  - e) The Supervisor has the right to attend the Board of Directors meetings, has the right to discuss, but not to vote.

12. A Member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is expected to be signed with the Company and knows that they are a beneficiary thereof shall disclose this interest at the first meeting of the Board discussing the signing of this contract or transaction. If the Member of the Board of Directors is not aware of their own or a related person's interest at the time the contract or transaction is signed with the Company, this Member of the Board of Directors must disclose the relevant interests at the first meeting of the Board of Directors held after the member becomes aware that they have or will have an interest in the aforementioned transaction or contract.
13. Members must attend all Board of Directors meetings. Members may authorize another person to attend the meeting and vote if approved by a majority of the Board of Directors.
14. Resolutions and decisions of the Board of Directors shall be passed if approved by a majority of the members present at the meeting (over 50%); in the event of a tie, the final decision rests with the Chairman of the Board of Directors.
15. The Board of Directors has the authority to solicit written opinions from Board members to adopt Board Resolutions when addressing matters within the Board's purview as stipulated in Clause 2, Article 27 of these Articles of Association. Resolutions obtained through written opinions are adopted based on the approval of a majority of voting Board members. This resolution holds the same validity and effect as a resolution adopted in a meeting.
16. Board of Directors meetings can be held via online conference between Board members when all or some members are in different locations, provided that each participating member can:
  - a) Hear every other participating Board member speak during the meeting;
  - b) Speak to all other participating members simultaneously. Discussions among members may occur directly via telephone or other communication means, or a combination thereof. Board members participating in such meetings are considered "present" at the meeting. The location of a meeting held under this provision is the location with the highest concentration of Board members or the location of the meeting's Chairperson.

Decisions adopted during a properly organized and conducted telephone meeting are effective immediately upon the meeting's conclusion but must be confirmed by the signatures of all participating Board members in the meeting minutes.
17. The Chairperson of the Board of Directors is responsible for sending the minutes of the Board meeting to the members, and these minutes serve as authentic proof of the proceedings unless objections to their content are raised within ten (10) days of their dispatch. The minutes of the Board of Directors meeting shall be prepared in Vietnamese and may also be prepared in English. The minutes must bear the signatures of the Chairperson and the minute-taker.

**Article 31. Subcommittees of the Board of Directors**

1. The Board of Directors may establish subordinate subcommittees to oversee development policy, human resources, compensation, internal audit, and risk management. The number of subcommittee members is determined by the Board of Directors, with a minimum of three (3) members including Board members and external members. Independent Board members/non-executive Board members should constitute

- a majority within the subcommittee, and one of these members is appointed as Subcommittee Head by decision of the Board of Directors. Subcommittee operations must adhere to Board of Directors regulations. Subcommittee resolutions are only valid with the majority approval of attending and voting members at a subcommittee meeting.
2. The implementation of decisions made by the Board of Directors or its subordinate subcommittees must comply with current laws and regulations, the Company's Charter, and the internal regulations on corporate governance.

**Article 32. Person in charge of company administration**

1. The Company's Board of Directors must appoint at least one Corporate Governance Officer to support corporate governance activities within the enterprise. The Corporate Governance Officer may concurrently serve as the Company Secretary as stipulated in Clause 5, Article 156 of the Law on Enterprises.
2. The Corporate Governance Officer must not simultaneously work for an approved auditing organization that is conducting audits of the Company's financial statements.
3. The Corporate Governance Officer has the following rights and obligations:
  - a) Advise the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and related matters between the Company and shareholders;
  - b) Prepare meetings of the Board of Directors, the Supervisory Board, and the General Meeting of Shareholders as requested by the Board of Directors or the Supervisory Board;
  - c) Advise on meeting procedures;
  - d) Attend meetings;
  - e) Advise on the procedures for establishing Resolutions/Decisions of the Board of Directors in accordance with applicable laws and regulations;
  - f) Provide financial information, copies of minutes of Board of Directors meetings, and other information to members of the Board of Directors and Supervisors;
  - g) Monitor and report to the Board of Directors on the Company's information disclosure activities;
  - h) Act as a liaison with relevant stakeholders;
  - i) Maintain confidentiality of information in accordance with applicable laws and regulations and the Company's Charter;
  - j) Other rights and obligations as prescribed by law and this Charter.

**VIII. GENERAL DIRECTOR AND OTHER EXECUTIVES**

**Article 33. Organization of the management apparatus**

The Company's management system must ensure that the management apparatus is accountable to the Board of Directors and is subject to the supervision and direction of the Board of Directors in the Company's daily business activities. The Company has a General Director, Deputy General Directors, Chief Accountant, and other management positions appointed by the Board of Directors. The appointment, dismissal, and removal of the aforementioned positions must be approved by resolutions and decisions of the Board of Directors.

**Article 34. The Company's executives**

1. At the suggestion of the General Director and with the approval of the Board of Directors, the Company may recruit other executives with the quantity and standards appropriate to the Company's structure and management regulations as stipulated by the

Board of Directors. Business executives must be responsible for supporting the Company in achieving its stated operational and organizational objectives.

2. The General Director receives salary and bonuses. The salary and bonuses of the General Director are decided by the Board of Directors.
3. Executive salaries are included in the Company's business expenses in accordance with the provisions of the law on corporate income tax, are presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

**Article 35. Designation, dismissal, duties and entitlements of the General Director**

1. The Board of Directors appoints 01 member of the Board of Directors or hires another person as General Director.
2. The General Director is the person who manages the daily business activities of the Company; is subject to the supervision of the Board of Directors; is responsible to the Board of Directors and before the law for the performance of assigned rights and obligations.
3. The term of the General Director shall not exceed 05 years and may be reappointed with an unlimited number of terms. The General Director must meet the standards and conditions prescribed by law and this Charter.
4. The General Director has the following rights and obligations:
  - a) Decide on matters related to the Company's daily business activities that are not within the competence of the Board of Directors;
  - b) Organize the implementation of the Resolutions/Decisions of the Board of Directors;
  - c) Organize the implementation of the Company's business plan and investment plan;
  - d) Propose the organizational structure and internal management regulations of the Company;
  - e) Appoints, dismisses, and removes managerial positions within the Company, excluding positions under the authority of the Board of Directors.
  - f) Determines salaries and other benefits for employees within the Company, including managers appointed by the General Director.
  - g) Recruits employees.
  - h) Proposes dividend payment plans or business loss mitigation strategies.
  - i) Other rights and obligations as stipulated by law, this Charter, and resolutions and decisions of the Board of Directors.
5. The Board of Directors may dismiss the General Director with the approval of the majority of voting members of the Board of Directors present at the meeting and appoint a new General Director as a replacement.
6. The General Director must conduct the daily business operations of the Company in accordance with the law, the Company Charter, the labor contract signed with the Company, and the resolutions and decisions of the Board of Directors. In cases where operations are conducted contrary to the provisions of this clause and cause damage to the Company, the General Director shall be held liable before the law and shall compensate the Company for such damage.

**Article 36. Company Secretary**

When deemed necessary, the Board of Directors decides to appoint one (01) or more individuals as the Company Secretary with a term as determined by the Board of Directors. The Board of Directors may dismiss the Company Secretary when necessary

but not in violation of current labor laws. The Company Secretary shall have the following rights and obligations:

- a) Supports the organization of meetings of the General Meeting of Shareholders and the Board of Directors; records meeting minutes.
- b) Assists Board of Directors members in carrying out their assigned duties and responsibilities.
- c) Supports the Board of Directors in applying and implementing corporate governance principles.
- d) Assists the Company in developing shareholder relations and protecting the lawful rights and interests of shareholders; compliance with information disclosure obligations, information transparency, and administrative procedures.
- e) Other rights and obligations as stipulated in the Company Charter and the Company's internal regulations.

## **IX. Supervisory Board**

### **Article 37. Nomination of Supervisory Board Members**

1. The nomination of Supervisory Board members shall be conducted similarly to the provisions of Clause 1, Article 25 of this Charter. Shareholders holding voting shares have the right to pool their voting rights to nominate Supervisory Board members. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% to 90% may nominate a maximum of eight (08) candidates.
2. In the event that the number of candidates for the Supervisory Board through nomination is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations according to the provisions of the Company Charter, internal regulations on corporate governance, and the operating regulations of the Supervisory Board. The introduction of additional candidates by the incumbent Supervisory Board must be clearly announced before the General Meeting of Shareholders votes to elect Supervisory Board members in accordance with the law.

### **Article 38. Composition of the Board of Supervisors**

1. The number of Supervisors of the Company shall be from 03 to 05 people. The term of office of a Supervisor shall not exceed 05 years and may be re-elected for an unlimited number of terms.
2. Supervisors must meet the standards and conditions prescribed in Article 169 of the Enterprise Law and are not subject to the following cases:
  - a) Working in the accounting and finance department of the Company;
  - b) Being a member or employee of an independent audit company that has audited the company's financial statements for the previous 03 consecutive years.
3. A Supervisor shall be dismissed in the following cases:
  - a) No longer meets the standards and conditions to be a Supervisor as prescribed in Clause 2 of this Article;
  - b) Has a letter of resignation and is approved;

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- c) Other cases as prescribed by law and these Articles of Association.
- 4. A Supervisor shall be removed from office in the following cases:
  - a) Failure to complete assigned tasks and duties;
  - b) Failure to exercise their rights and obligations for 06 consecutive months, except in cases of force majeure;
  - c) Repeated violations, serious violations of the obligations of a Supervisor as prescribed by the Enterprise Law and these Articles of Association;
  - d) Other cases as resolved by the General Meeting of Shareholders.

**Article 39. Head of the Board of Supervisors**

- 1. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among the Supervisors; the election, dismissal, and removal shall be based on the principle of majority. The Board of Supervisors must have more than half of its members residing in Vietnam. The Head of the Board of Supervisors must have a Bachelor's degree or higher in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major related to the business activities of the enterprise.
- 2. Rights and obligations of the Head of the Board of Supervisors:
  - a) Convene meetings of the Board of Supervisors;
  - b) Request the Board of Directors, General Director, and other executives to provide relevant information to report to the Board of Supervisors;
  - c) Prepare and sign the report of the Board of Supervisors after consulting with the Board of Directors to submit to the General Meeting of Shareholders.

**Article 40. Rights and Obligations of the Board of Supervisors**

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

- 1. Propose and recommend to the General Meeting of Shareholders the approval of the list of audit organizations approved to audit the Company's Financial Statements; decide on the audit organization approved to inspect the Company's operations, and dismiss the approved auditor when deemed necessary.
- 2. Be responsible to shareholders for their supervisory activities.
- 3. Supervise the Company's financial situation and compliance with the law in the activities of members of the Board of Directors, General Director, and other managers.
- 4. Ensure coordination of activities with the Board of Directors, General Director, and shareholders.
- 5. In the event of detecting any violation of law or violation of the company's charter by a member of the Board of Directors, General Director, or other executive of the enterprise, the Board of Supervisors must notify the Board of Directors in writing within 48 hours, requesting the violator to cease the violation and provide solutions to remedy the consequences.
- 6. Develop the Regulations on Operation of the Board of Supervisors and submit them to the General Meeting of Shareholders for approval.
- 7. Report to the General Meeting of Shareholders as prescribed in Article 290 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain articles of the Law on Securities.

8. Has the right to access the Company's records and documents kept at the headquarters, branches, and other locations; has the right to visit the workplace of the Company's managers and employees during working hours.
9. Has the right to request the Board of Directors, Member of the Board of Directors, General Director, and other managers to provide complete, accurate, and timely information and documents on the Company's management, administration, and business operations.
10. Other rights and obligations as prescribed by law and this Charter.

**Article 41. Meetings of the Board of Supervisors**

1. The Board of Supervisors must meet at least twice a year, with at least two-thirds of the Supervisors in attendance. Minutes of the Board of Supervisors meetings shall be prepared in detail and clarity. The minute-taker and the Supervisors attending the meeting must sign the minutes. The minutes of the Board of Supervisors' meetings must be kept to determine the responsibilities of each Supervisor.
2. The Board of Supervisors has the right to request Members of the Board of Directors, the General Director, and representatives of the approved audit organization to attend and answer issues that need clarification.

**Article 42. Salaries, remuneration, bonuses, and other benefits of Supervisors**

Salaries, remuneration, bonuses, and other benefits of Supervisors are implemented as follows:

1. Supervisors are paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders decides the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Board of Supervisors.
2. Supervisors are reimbursed for reasonable expenses for meals, accommodation, travel, and the use of independent consulting services. The total amount of this remuneration and expenses does not exceed the total annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.
3. Salaries and operating expenses of the Board of Supervisors are included in the Company's business expenses in accordance with the provisions of the law on corporate income tax, other relevant legal provisions, and must be itemized separately in the Company's annual financial statements.

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

Members of the Board of Directors, Supervisors, General Director, and other executives are responsible for performing their duties, including those as members of subcommittees of the Board of Directors, honestly and prudently in the best interests of the Company.

**Article 43. Responsibility for honesty and avoidance of conflicts of interest**

1. Members of the Board of Directors, Supervisors, General Director, and other managers must disclose relevant interests as prescribed by the Enterprise Law and relevant legal documents.
2. Members of the Board of Directors, Supervisors, General Director, other managers, and their related persons may only use information obtained by virtue of their positions to serve the interests of the Company.

3. Members of the Board of Directors, Supervisors, General Director, and other managers are obligated to notify in writing the Board of Directors and the Board of Supervisors of transactions between the Company, subsidiaries, and other companies in which the Company holds more than 50% of the charter capital with such persons or with their related persons as prescribed by law. For the above transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions in accordance with the provisions of Law on Securities on information disclosure.
4. A Member of the Board of Directors shall not vote on any transaction that benefits said Member or their affiliated persons as stipulated by the Enterprise Law and these Articles of Association.
5. Members of the Board of Directors, Controllers, General Directors, other managers, and their affiliated persons shall not utilize or disclose internal information to others for the purpose of conducting related transactions.
6. Transactions between the Company and one or more Members of the Board of Directors, Controllers, General Directors, other executive officers, and individuals or organizations affiliated with these individuals are not invalid in the following circumstances:
  - a) For transactions with a value less than 35% of the total asset value recorded in the most recent financial statement, the material terms of the contract or transaction, as well as the relationships and interests of the Member of the Board of Directors, Controller, General Director, or other executive officer, have been reported to the Board of Directors and approved by the Board of Directors with a majority vote of the Members of the Board of Directors without any related interests.
  - b) For transactions with a value of 35% or more, or transactions resulting in a cumulative transaction value within 12 months from the date of the first transaction reaching 35% or more of the total asset value recorded in the most recent financial statement, the material terms of this transaction, as well as the relationships and interests of the Member of the Board of Directors, Controller, General Director, or other executive officer, have been disclosed to the shareholders and approved by the General Meeting of Shareholders with the votes of shareholders without related interests.
  - c) Loan agreements, asset sales, and other transactions with a value greater than 10% of the total asset value recorded on the most recent financial statements between the company and a shareholder owning 51% or more of the total voting shares, or an affiliated person of that shareholder, have been disclosed to the shareholders and approved by the General Meeting of Shareholders through the votes of the shareholders without related interests.

**Article 44. Liability for Damages and Indemnification**

1. Any Member of the Board of Directors, Controller, General Director, or other executive officer who breaches their obligations, acts without honesty and due care, or fails to fulfill their duties shall be liable for any damages caused by their breach of conduct.
2. The Company shall indemnify individuals who are, were, or may become a party to claims, lawsuits, or prosecutions (including civil, administrative, and non-litigation matters not initiated by the Company) if such individual was or is a Member of the Board of Directors, Controller, General Director, other executive officer, employee, or duly authorized representative of the Company who has or is performing duties as authorized

by the Company, acting honestly and prudently in the best interests of the Company, in compliance with the law, and without substantiated evidence confirming that said individual has breached their responsibilities.

3. Indemnification costs include judgment expenses, fines, and amounts actually incurred (including legal fees) or deemed reasonable in resolving these matters within the permissible legal framework. The Company may purchase insurance for these individuals to mitigate the aforementioned indemnification liabilities.

## **XI. RIGHT TO INSPECT COMPANY BOOKS AND RECORDS**

### **Article 45. Right to Inspect Books and Records**

1. Common shareholders have the right to inspect books and records, specifically as follows:
  - a) Common shareholders have the right to review, inspect, and extract information regarding names and contact addresses from the list of shareholders with voting rights; to request corrections to their inaccurate information; and to review, inspect, extract, or copy the Company's Articles of Association, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders.
  - b) A shareholder or a group of shareholders holding 05% or more of the total common shares has the right to examine, inspect, and extract minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Supervisory Board, contracts, transactions subject to the approval of the Board of Directors, and other documents, except for those related to trade secrets and business secrets of the Company.
2. In cases where an duly authorized representative of a shareholder or a group of shareholders requests to inspect books and records, such representative must present a power of attorney from the shareholder or group of shareholders they represent, or a notarized copy thereof.
3. Members of the Board of Directors, Supervisors, the General Director, and other executives have the right to inspect the Company's share register, shareholder list, and other books and records of the Company for purposes related to their positions, provided that this information must be kept confidential.
4. The Company must retain this Charter and its amendments, the Certificate of Business Registration, regulations, documents proving ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Supervisory Board, annual financial statements, accounting books, and other documents as prescribed by law at its headquarters or another location, provided that shareholders and the Business Registration Authority are notified of the location where these documents are stored.
5. The company's Charter must be published on the Company's website.

## **XII. EMPLOYEES AND TRADE UNIONS**

### **Article 46. Employees and trade unions**

1. The General Director must develop plans for the Board of Directors to approve matters related to recruitment, termination of employment, salaries, social insurance, benefits, rewards, and disciplinary actions for employees and company executives.
2. The General Director must formulate plans for the Board of Directors' approval regarding the Company's relations with trade union organizations in accordance with best

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management standards, practices, and policies, the practices and policies stipulated in this Charter, the Company's regulations, and current legal provisions.

### **XIII. PROFIT DISTRIBUTION**

#### **Article 47. Profit Distribution**

1. The General Meeting of Shareholders shall decide the dividend payout ratio and the form of annual dividend payment from the Company's retained earnings.
2. The Company shall not pay interest on dividend payments or payments related to a class of shares.
3. The Board of Directors may propose to the General Meeting of Shareholders the payment of all or part of the dividends in shares, and the Board of Directors is the body that implements this decision.
4. In the event that dividends or other amounts related to a class of shares are paid in cash, the Company must pay in Vietnamese Dong. Payment can be made directly or through banks based on the bank account details provided by the shareholder. In the event that the Company has transferred the funds in accordance with the bank details provided by the shareholder, but the shareholder does not receive the money, the Company is not responsible for the amount the Company has transferred to that shareholder. Dividend payments for listed/registered shares on the Stock Exchange can be made through a securities company or the Vietnam Securities Depository.
5. Pursuant to the Enterprise Law and the Law on Securities, the Board of Directors shall pass a resolution and decision to determine a specific record date. Based on that date, those registered as shareholders or holders of other securities are entitled to receive cash or stock dividends, receive notices, or other documents.
6. Other issues related to profit distribution shall be implemented in accordance with the provisions of law.

### **XIV. BANK ACCOUNTS, FISCAL YEAR, AND ACCOUNTING REGIME**

#### **Article 48. Bank Accounts**

1. The Company shall open accounts at Vietnamese banks or at branches of foreign banks permitted to operate in Vietnam.
2. With the prior approval of the competent authority, in necessary cases, the Company may open bank accounts abroad in accordance with the provisions of law.
3. The Company shall conduct all payments and accounting transactions through Vietnamese Dong or foreign currency accounts at the banks where the Company holds accounts.

#### **Article 49. Fiscal Year**

The Company's fiscal year shall commence on January 1st and conclude on December 31st annually. The initial fiscal year shall begin on the date of issuance of the Business Registration Certificate and terminate on December 31st immediately following the issuance date of said certificate.

#### **Article 50. Accounting Regime**

1. The Company's accounting regime shall be the enterprise accounting regime or a specific accounting regime promulgated and approved by a competent authority.
2. The Company shall maintain accounting books in Vietnamese and retain accounting records in accordance with the provisions of accounting law and relevant legislation. These records must be accurate, up-to-date, systematic, and sufficient to substantiate and explain the Company's transactions.

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3. The Company's accounting currency shall be the Vietnamese Dong. In the event that the Company's economic transactions primarily occur in a foreign currency, the Company may select that foreign currency as its accounting currency, bearing responsibility for this selection before the law and notifying the direct tax administration authority.

## **XV. FINANCIAL STATEMENTS, ANNUAL REPORTS, AND INFORMATION DISCLOSURE RESPONSIBILITIES**

### **Article 51. Annual, Semi-annual, and Quarterly Financial Statements**

1. The Company must prepare annual financial statements, and said statements shall be audited in accordance with the provisions of law. The Company shall disclose the audited annual financial statements in compliance with the regulations concerning information disclosure on the securities market and submit them to the competent state authorities.
2. The annual financial statements shall include all reports, appendices, and explanatory notes as prescribed by the law on enterprise accounting. The annual financial statements must accurately and objectively reflect the Company's operational status.
3. The Company must prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in compliance with regulations on information disclosure in the securities market and submit them to the competent state authorities.

### **Article 52. Annual Report**

The Company must prepare and publish an Annual Report according to the provisions of law on securities and the securities market.

## **XVI. COMPANY AUDIT**

### **Article 53. Audit**

1. The General Meeting of Shareholders shall appoint an independent audit firm or approve a list of independent audit firms and authorize the Board of Directors to select one of these entities to conduct the audit of the Company's financial statements for the subsequent fiscal year based on terms and conditions agreed upon with the Board of Directors.
2. The audit report is attached to the Company's annual financial statements.
3. The independent auditor conducting the audit of the Company's financial statements may attend General Meeting of Shareholders meetings and is entitled to receive notices and other information related to General Meeting of Shareholders meetings and to express opinions at the meeting on matters related to the audit of the Company's financial statements.

## **XVII. COMPANY SEAL**

### **Article 54. Company Seal**

1. The seal includes a physical seal made at a seal engraving establishment or a digital signature as prescribed by law on electronic transactions.
2. The Board of Directors decides the types, quantity, form, and content of the seals of the Company, its branches, and representative offices (if any).
3. The Board of Directors and the General Director shall use and manage the seal in accordance with the prevailing laws.

## **XVIII. COMPANY DISSOLUTION**

### **Article 55. Company Dissolution**

1. The Company shall be dissolved in the following circumstances:

- a) Expiration of the operational term stipulated in the Company Charter without a decision for extension;
  - b) Pursuant to a resolution or decision of the General Meeting of Shareholders;
  - c) The Company no longer maintains the minimum number of shareholders as prescribed by the Law on Enterprises for a continuous period of six months without undertaking procedures for conversion of enterprise type;
  - d) Revocation of the Certificate of Business Registration, except as otherwise stipulated by the Law on Tax Administration.
2. The dissolution of the Company prior to the expiration date (including any extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) as regulated.

**Article 56. Extension of Operations**

1. The Board of Directors shall convene a meeting of the General Meeting of Shareholders at least seven months prior to the expiration of the operational term to allow shareholders to vote on the extension of the Company's operations as proposed by the Board of Directors.
2. The operational term shall be extended upon the affirmative vote of shareholders representing at least 65% of the total voting shares of all shareholders present and voting at the General Meeting of Shareholders.

**Article 57. Liquidation**

1. At least six months prior to the expiration of the Company's operational term or after the decision to dissolve the Company, the Board of Directors must establish a Liquidation Committee comprising three members, two of whom are appointed by the General Meeting of Shareholders, and one member appointed by the Board of Directors from an independent auditing company. The Liquidation Committee shall prepare its operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs associated with the liquidation shall be prioritized by the Company for payment before other debts of the Company.
2. The Liquidation Committee is responsible for reporting to the Business Registration Authority the date of its establishment and the commencement date of its operations. From that point forward, the Liquidation Committee represents the Company in all matters pertaining to the Company's liquidation before the Court and administrative agencies.
3. Proceeds from the liquidation shall be disbursed in the following order:
  - a) Liquidation expenses;
  - b) Salary arrears, severance allowances, social insurance, and other benefits of employees according to the collective labor agreement and signed labor contracts;
  - c) Tax liabilities;
  - d) Other debts of the Company;
  - e) The remainder after payment of all debts from items (a) through (d) above shall be distributed to the shareholders. Preference shares shall be paid preferentially.



## **XIX. INTERNAL DISPUTE RESOLUTION**

### **Article 58. Internal Dispute Resolution**

1. In the event of any dispute or complaint related to the Company's operations, the rights and obligations of shareholders as stipulated in the Law on Enterprises, the Company Charter, other legal regulations, or agreements between:
  - a) Shareholder with the Company;
  - b) Shareholder with the Board of Directors, Supervisory Board, General Director, or other executive;The involved parties shall endeavor to resolve the dispute through negotiation and mediation. Except in cases where the dispute pertains to the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and request each party to present information relevant to the dispute within 30 working days from the date the dispute arises. In cases where the dispute pertains to the Board of Directors or the Chairman of the Board of Directors, any party may request the Head of the Supervisory Board to appoint an independent expert to mediate the dispute resolution process.
2. In the event that a mediated resolution is not reached within 06 weeks from the commencement of the mediation process, or if the mediator's decision is not accepted by the parties, a party may submit the dispute for resolution at the competent Arbitration or Court. In the event of dispute resolution through arbitration, the location for dispute resolution shall be Ho Chi Minh City.
3. The parties shall bear their own costs associated with the negotiation and mediation procedures. Payment of court costs shall be executed in accordance with the court's ruling.

## **XX. SUPPLEMENT AND AMENDMENT OF THE CHARTER**

### **Article 59. Company Charter**

1. Amendments and supplements to this Charter must be reviewed and decided upon by the General Meeting of Shareholders.
2. In cases where applicable laws and regulations pertaining to the Company's operations are not addressed in this Charter, or in cases where new applicable laws and regulations differ from the provisions of this Charter, those regulations shall apply to govern the Company's operations.

## **XXI. EFFECTIVE DATE**

### **Article 60. Effective Date**

1. This Charter, comprising 21 sections and 60 articles, was unanimously adopted by the Annual General Meeting of Shareholders of Saigon Telecommunication & Technologies Corporation in 2025 pursuant to Resolution No. 03/2025/NQ-ĐHĐCĐ and Resolution No. 04/2025/NQ-ĐHĐCĐ dated April 25, 2025, at Lot 46, Quang Trung Software Park, Tan Chanh Hiep Ward, District 12, Ho Chi Minh City, and the full text of this Charter was thereby approved in its entirety; and was subsequently amended and supplemented as unanimously approved by the Annual General Meeting of Shareholders of Saigon Telecommunication & Technologies Corporation in 2026 pursuant to Resolution No. 03/2026/NQ-ĐHĐCĐ dated April 15, 2026.  
Accordingly, this Charter shall take effect as of April 15, 2026, and shall replace in full all previous Charters of the Company issued prior to the effective date hereof..

2. The Charter is prepared in 10 copies, each having equal validity, and must be kept at the Company's headquarters.
3. This Charter is the sole and official Charter of the Company.
4. Copies or excerpts of the Company Charter are valid when signed by the Chairman of the Board of Directors or at least 1/2 of the total members of the Board of Directors or the General Director.

SAIGON TELECOMMUNICATION & TECHNOLOGIES CORPORATION  
LEGAL REPRESENTATIVE – CHAIRMAN OF THE BOARD OF DIRECTORS



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**APPENDIX 01 - LIST OF FOUNDING SHAREHOLDERS OF SAIGON TELECOMMUNICATION & TECHNOLOGIES CORPORATION**

*The list attached to the Charter was approved by the Annual General Meeting of Shareholders 2025 in Resolution No.*

*..... on April 25, 2025*

No.	Shareholder Name	Permanent residence address for individuals; Head office address for organizations	Share Type	Number of Shares	Share Value (VND)	Percentage (%)	ID card number (or other legal personal identification number) for individuals; Business registration number for businesses; Establishment decision number for organizations	Note
1	<b>Saigon Investment Corporation</b>	20 Phung Khac Khoan, Dakao Ward, District 1, Ho Chi Minh City, Vietnam	common stock	200,000	20,000,000,000	2.97	0303297857	
2	<b>Saigon Tour Corporation</b>	11 Tu Xuong, Ward 7, District 3, Ho Chi Minh City, Vietnam	common stock	10,000	1,000,000,000	0.15	0302664670	
3	<b>Kinhbac City Development Holding Corporation</b>	Que Vo Industrial Park, Que Vo District, Bac Ninh Province, Vietnam	common stock	100,000	10,000,000,000	1.49	2300233993	
4	<b>Cuu Long Construction Production and Development Joint Stock Company</b>	Lot 28, C Road, Tan Tao Industrial Park, Tan Tao A Ward, Binh Tan District, Ho Chi Minh City, Vietnam	common stock	15,000	1,500,000,000	0.22		



5	<b>Saigon Construction Corporation</b>	Lot 9, C Road, Tan Tao Industrial Park, Tan Tao A Ward, Binh Tan District, Ho Chi Minh City, Vietnam	common stock	110,000	11,000,000,000	1.64	0301824593	
6	<b>Dang Thanh Tam</b>	6/35D Binh Khanh 3, Binh An Ward, District 2, Ho Chi Minh City, Vietnam	common stock	370,000	37,000,000,000	5.5	022756956	
7	<b>Dang Thi Hoang Phuong</b>	140/11 Su Van Hanh Extended, Ward 12, District 10, Ho Chi Minh City, Vietnam	common stock	100,000	10,000,000,000	1.49	022759992	
8	<b>Nguyen Son</b>	655 Lot V, Doan Van Bo, Ward 10, District 4, Ho Chi Minh City, Vietnam	common stock	300,000	30,000,000,000	4.46	022768266	
9	<b>Nguyen Thi Kim Thanh</b>	90 Le Loi, Ben Thanh Ward, District 1, Ho Chi Minh City, Vietnam	common stock	295,000	29,500,000,000	4.38	022413084	