

No.: 178/2026/CBTT-AST

Hanoi, March 26th, 2026

EXTRAORDINARY INFORMATION DISCLOSURE

To: Ho Chi Minh City Stock Exchange

1. Name of organization: TASECO AIR SERVICES JOINT STOCK COMPANY

- **Stock code:** AST

- **Head office address:** 1st Floor, Building N02-T1, Ngoai Giao Xuan, Xuan Tao Street, Xuan Dinh Ward, Hanoi City, Vietnam.

- **Điện thoại:** 024 3587 6678

- **Fax:** 024 3587 6683

2. Content of information disclosure:

Taseco Air Services Joint Stock Company announced its updated Company Charter, which reflects the business lines in accordance with Decision No. 36/2025/QĐ-TTg dated September 29th, 2025, issued by the Prime Minister on the promulgating Vietnam standard industrial classification.

This information has been disclosed on the website of Taseco Aviation Services Joint Stock Company on March 26th, 2026 at the following link: <https://tasecoairs.vn/dieu-le-cong-ty.html>

We hereby certify that the information disclosed above is true and accurate, and we take full responsibility before the law for the contents of the disclosed information.

Attachments:

Company Charter
as amended on
March 26th, 2026

**AUTHORIZED PERSON FOR INFORMATION DISCLOSURE
DEPUTY GENERAL DIRECTOR**



Nguyen Xuan Bang

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PREAMBLE

This Charter was amended on March 26th, 2026.

I. I. DEFINITIONS**Article 1. Definitions**

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

- a. **“Charter capital”** is total par value share has been sold or registered to be purchased at the time of company establishment as stipulated in Article 6 Charter this;
- b. **“Voting capital”** is the capital share, according to that person ownership have voting rights regarding the matter under authority decision of General Meeting of Shareholders;
- c. **“Law on Enterprises”** is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- d. **“Law on Securities”** is the Law on Securities No. 54/2019/QH14 passed by National Assembly of the Socialist Republic of Vietnam on 26 month 11 year 2019;
- e. **“Viet Nam”** is the Socialist Republic of Vietnam;
- f. **“Date of establishment”** is s the date on which the Company is first granted its Enterprise Registration Certificate/Business Registration Certificate;
- g. **“Enterprise executive”** is the General Director, Deputy General Director, Chief Accountant and other managers as prescribed by the Charter of the company;
- h. **“Enterprise directors”** is a person manage company, include Chairman of the Board of Directors, member of Board of Directors, General Director and individual hold position manage other as stipulated in Charter company;
- i. **“Related person”** is an individual, organization be stipulated at Clause 17 Article 4 Law on Enterprises, Clause 46 Article 4 Law on Securities;
- k. **“Shareholder”** is an individual, organization that owns at least one share of Company;
- l. **“Founding Shareholder”** means a shareholder who owns at least one ordinary share and whose name appears on the list of founding shareholders of the joint-stock company;
- m. **“Major shareholder”** is a shareholder be stipulated at clause 18 Article 4 Law on Securities;

n. **“Duration of operation”** is the duration of operation of the Company as stipulated in Article 2 of this Charter and any extension thereof (if any) as approved by the General Meeting of Shareholders of the Company;

o. **“Stock Exchange”** is the Vietnam Stock Exchange and its subsidiaries.

2. In this Charter, references to any provision or document shall include any amendments thereto or replacements thereof.

3. The headings of chapters and articles in this Charter are for convenience only and shall not affect the interpretation of this Charter.

II. NAME, LEGAL FORM, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES, DURATION OF OPERATION AND LEGAL REPRESENTATIVE OF THE COMPANY

Article 2. Name, Legal Form, Head Office, Branches, Representative Offices and Duration of operation of the Company

1. Company Name

a. Company Name in Vietnamese: **CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG KHÔNG TASECO**

b. Company Name in English: **TASECO AIR SERVICES JOINT STOCK COMPANY**

c. Company Name in abbreviation: **TASECO AIRS., JSC or TASECO AIRS**

2. The Company is a joint-stock company with legal entity status in accordance with the applicable laws of Vietnam.

3. Head office register of Company is:

Address: 1st Floor, Building N02-T1, Ngoai Giao Doan, Xuan Tao Street, Xuan Dinh Ward, Hanoi, Vietnam.

- Telephone: 024.3587.6683
- Fax: 024.3576.6678
- E-mail: hotmail@tasecoairs.vn
- Website: www.tasecoairs.vn

4. The Company may establish branches and representative offices in its business areas in order to carry out the Company’s objectives, subject to the decision of the Board of Directors and within the scope permitted by law.

5. Unless terminated prior to the time limit specified in Clause 2, Article 54 of this Charter, the Company’s term of operation shall be indefinite from the date of its

establishment.

Article 3. Legal Representative of the Company

6. The Company shall have only one (01) legal representative. The Chairman of the Board of Directors or the General Director shall act as the legal representative of the Company. During the term of validity of this Charter, the General Director shall serve as the legal representative.

7. The legal representative of the Company shall represent the Company in exercising rights and performing obligations arising from the Company's transactions, represent the Company as plaintiff, defendant, or person with related rights and obligations before arbitration tribunals and courts, and perform other rights and obligations in accordance with law.

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

Article 4. Objectives of the Company

1. The Company's lines of businesses are as follows:

No.	Registered Lines of businesses	Industry Code
1	Restaurants and mobile food and beverage service activities Details: Provision of food and beverage services.	5610 (primary)
2	Beverage service activities	5630
3	Other retail sale in non-specialized stores Details: Retail sale of a variety of goods in general merchandise stores and department stores (excluding supermarkets and shopping malls)	4719
4	Other retail sale of new goods (excluding motor vehicles, motorcycles and their parts and accessories) Details: - Retail of souvenirs, woven products, and handicrafts (excluding antiques); - Retail of paintings, photographs, and other artworks (excluding antiques)	4773
5	Other specialized wholesale not elsewhere classified. Details: Duty-free goods trading.	4679
6	Postal and courier activities	5320

No.	Registered Lines of businesses	Industry Code
	Details: Express courier services by air	
7	Business management consultancy and other management consultancy activities Details: Provision of business management consulting and solutions (excluding legal, financial, tax, auditing, accounting, and securities consultancy)	7020
8	Urban and suburban passenger land transport (except by bus) Details: - Passenger transport under contract; - Tourist passenger transport by automobile	4931
9	Other passenger land transport. Details: - Passenger transport by coach within and between provinces; - Rental of passenger vehicles with drivers for sightseeing, tourism, or other purposes; - Operation of cable cars and funicular railways	4932
10	Freight transport by road Details: Road freight transport by trucks	4933
11	Travel agency activities	7911
12	Tour operator activities Details: Domestic and international tour operator services	7912
13	Hotels and similar accommodation Details: Hotel services.	5510
14	Other business supporting service activities not elsewhere classified Details: Import and export of goods traded by the Company	8299
15	Advertising Details: - Commercial advertising; - Advertising agency services for newspapers, electronic newspapers, magazines, radio, and television both domestically and internationally (excluding prohibited information)	7310

No.	Registered Lines of businesses	Industry Code
16	Wholesale of other household goods	4649

2. Objectives of the Company:

a. Objectives of Company:

- The Company is established to mobilize and utilize capital effectively for production and business activities;
- To improve operational efficiency and achieve the objective of maximizing reasonable profits;
- To create employment opportunities and provide stable income for employees;
- To increase returns for shareholders, contribute to the State budget, and continuously develop the Company in a sustainable and growing manner.

b. If any of the above objectives requires approval from a competent regulatory authority, the Company shall only implement such objective after obtaining the necessary approval from the relevant authority.

Article 5. Scope of Business and Activities

1. The Company is permitted to conduct business activities in the lines of business stipulated in this Charter, which have been duly registered, with any changes thereto having been notified to the business registration authority and publicly disclosed on the National Business Registration Portal.

2. The foreign ownership ratio in the Company shall not exceed 49% of its charter capital.

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS**Article 6. Charter Capital, Shares, Founding Shareholders**

1. The charter capital of the Company is VND 450,000,000,000 (*Four hundred and fifty billion Vietnamese dong*).

The total charter capital of the Company is divided into 45,000,000 (Forty-five million) shares with a par value of VND 10,000 (Ten thousand Vietnamese dong) per share.

2. The Company may change its charter capital upon approval by the General Meeting of Shareholders and in accordance with applicable laws.

3. As of the date of adoption of this Charter, all shares of the Company are ordinary shares. The rights and obligations attached to such shares are specified in Articles 12 and 13 of this Charter.

4. The Company may issue other classes of preference shares upon approval by the General Meeting of Shareholders and in compliance with applicable laws.

5. The names, addresses, number of shares, and other details of the founding shareholders as required under the Law on Enterprises are set out in the Appendix attached hereto. Such Appendix forms an integral part of this Charter.

Ordinary shares shall be offered for subscription first to the existing shareholders in proportion to their respective holdings of ordinary shares in the Company, unless otherwise decided by the General Meeting of Shareholders. Any shares not subscribed for by existing shareholders shall be decided upon by the Board of Directors. The Board of Directors may allocate such shares to other persons under terms and conditions it deems appropriate, provided that such shares shall not be offered on terms more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.

6. The Company may repurchase shares that it has issued in accordance with the methods prescribed in this Charter and applicable laws.

7. The Company may issue other types of securities in accordance with applicable laws.

Article 7. Share Certificates

1. Shareholders of the Company shall be issued share certificates corresponding to the number and class of shares they own.

2. A share certificate is a type of security evidencing the lawful rights and interests of its holder in respect of a portion of the share capital of the issuing company. A share certificate must contain all information prescribed in Clause 1, Article 121 of the Law on Enterprises.

3. In the event of any error in the content or form of share certificates issued by the Company, the lawful rights and interests of the holder shall not be affected..

4. Within fifteen (15) days from the date of receipt of a complete application for transfer of share ownership, in the case where the shares are not yet listed or registered for trading on a Stock Exchange, or within the period specified in the share issuance plan approved by the General Meeting of Shareholders from the date full payment for the shares is made, the shareholder shall be issued a share certificate. The shareholder shall not be required to bear the cost of printing the share certificate

5. In the event that a share certificate is lost, damaged, or otherwise destroyed, the shareholder shall be re-issued a new share certificate upon request. Such request must include:

- a. Information on the lost, damaged, or destroyed share certificate;

b. An undertaking to bear responsibility for any disputes arising from the re-issuance of the new share certificate.

Article 8. Other Securities Certificates

Bond certificates or other securities certificates of the Company (except for offering documents, temporary certificates, and similar documents) shall be issued bearing the signature of the legal representative and the seal of the Company.

Article 9. Transfer of Shares

1. All shares shall be freely transferable except as otherwise provided in this Charter and applicable laws. Shares listed or registered for trading on a Stock Exchange shall be transferred in accordance with the laws on securities and the securities market.

2. Shares that have not been fully paid shall not be transferred and shall not enjoy related rights such as the right to receive dividends, the right to receive bonus shares issued from equity capital, pre-emptive rights to subscribe for newly issued shares, and other rights in accordance with law.

Article 10. Redemption of Shares

1. Where a shareholder fails to fully and timely pay for the subscribed shares, the Board of Directors shall notify and has the right to request such shareholder to pay the outstanding amount and to remain liable in proportion to the total par value of the subscribed shares for the Company's financial obligations arising from such failure.

2. The payment notice must specify a new payment deadline (which shall be at least seven (07) days from the date of dispatch of the notice), the place of payment, and clearly state that if payment is not made as required, the unpaid shares shall be redempt.

3. The Board of Directors shall have the right to forfeit shares that have not been fully and timely paid if the requirements stated in the above notice are not complied with.

4. Redempt shares shall be deemed shares authorized for offering as prescribed in Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly or authorize the sale, redistribution, or otherwise dispose of such shares to the former shareholder or other persons under such terms and conditions as it deems appropriate..

5. A shareholder whose shares have been forfeited shall cease to be a shareholder in respect of those shares but shall remain liable in proportion to the total par value of the subscribed shares for the Company's financial obligations arising at the time of forfeiture, from the date of forfeiture until full payment is made, as determined by the Board of Directors. The Board of Directors shall have full authority to enforce payment of the full value of the shares at the time of forfeiture

6. A notice of forfeiture shall be sent to the holder of the forfeited shares prior to

the forfeiture. The forfeiture shall remain effective notwithstanding any error or negligence in the dispatch of such notice.

V. ORGANIZATIONAL STRUCTURE, MANAGEMENT AND CONTROL

Article 11. Organizational Structure, Management and Control

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

1. General Meeting of Shareholders;
2. Board of Directors;
3. Supervisory Board;
4. The General Executives.

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of Shareholders

1. Ordinary shareholders shall have the following rights:

a. To attend, speak, and vote directly or through an authorized representative on matters within the authority of the General Meeting of Shareholders, or to exercise voting rights remotely by sending ballots to the meeting by post, fax, or email. Each ordinary share shall carry one vote;

b. To receive dividends at the level decided by the General Meeting of Shareholders;

c. To have pre-emptive rights to subscribe for newly issued shares in proportion to their holdings of ordinary shares;

d. To freely transfer fully paid shares in accordance with Article 120, Clause 1 of Article 127 of the Law on Enterprises and other relevant laws;

e. To review, search, and extract information relating to shareholders in the list of voting shareholders and to request correction of any inaccurate information relating to themselves;

f. To access information on the list of shareholders entitled to attend meetings of the General Meeting of Shareholders;

g. To review, search, extract, or copy the Company's Charter, minutes of meetings of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

h. In the event of dissolution or bankruptcy of the Company, to receive a portion of the remaining assets in proportion to their shareholding in the Company;

i. To request the Company to repurchase their shares in the cases prescribed in Article 132 of the Law on Enterprises;

j. To be treated fairly. Each share of the same class shall confer equal rights, obligations, and benefits on its holder. Where the Company has different classes of preference shares, the rights and obligations attached to such shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;

k. To have full access to periodic and ad hoc information disclosed by the Company in accordance with law;

l. To have their lawful rights and interests protected; and to request suspension or annulment of resolutions or decisions of the General Meeting of Shareholders or the Board of Directors in accordance with the Law on Enterprises;

m. To exercise other rights as provided in this Charter and applicable laws.

2. Rights of Shareholders or Groups of Shareholders Holding 5% or More of Ordinary Share:

a. To request the Board of Directors to convene a meeting of the General Meeting of Shareholders in accordance with Clause 3, Article 115 and Article 140 of the Law on Enterprises;

b. To review, examine, and extract minutes, resolutions, and decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts and transactions that must be approved by the Board of Directors, and other documents, except those relating to the Company's trade secrets and business secrets;

c. To request the Board of Supervisors to inspect specific matters relating to the management and operation of the Company when deemed necessary. Such request must be made in writing and must include the following information:

- Name, contact address, nationality, and legal identification number of the shareholder being an individual;
- Name, enterprise code or legal document number, and head office address of the shareholder being an organization;
- Number of shares held and the date of share registration of each shareholder, the total number of shares of the group of shareholders, and the ownership ratio in the total number of shares of the Company;
- The matters to be inspected and the purpose of the inspection

d. To propose matters to be included in the agenda of the General Meeting of Shareholders. Such proposal must be made in writing and sent to the Company at least three (03) working days prior to the opening date of the meeting. The proposal must

clearly state the name of the shareholder, the number and class of shares held, and the matters proposed for inclusion in the meeting agenda;

e. To exercise other rights as provided by law and this Charter..

3. A shareholder or a group of shareholders holding five percent (5%) or more of the total number of ordinary shares shall have the right to nominate candidates to the Board of Directors and the Board of Supervisors. The nomination shall be conducted as follows:

a. Shareholders who combine into a group to nominate candidates to the Board of Directors and the Board of Supervisors must notify the Company of the formation of such group and the list of participating shareholders prior to the opening of the General Meeting of Shareholders;

b. Based on the number of members of the Board of Directors and the Board of Supervisors, shareholders or groups of shareholders specified in this Clause shall have the right to nominate one or more candidates in accordance with the resolution of the General Meeting of Shareholders regarding the number of members to be elected;

Article 13. Obligations of Shareholders

Ordinary shareholders shall have the following obligations:

1. To pay in full and on time the amount of shares subscribed for.

2. Not to withdraw capital contributed in the form of ordinary shares from the Company in any manner, except where such shares are repurchased by the Company or transferred to another person. In the event that a shareholder withdraws part or all of the contributed capital in violation of this provision, such shareholder and any related persons shall be jointly liable for the debts and other property obligations of the Company within the value of the withdrawn shares and for any damages arising therefrom;

3. To comply with the Company's Charter and internal management regulations;

4. To comply with resolutions and decisions of the General Meeting of Shareholders and the Board of Directors;

5. To maintain confidentiality of information provided by the Company in accordance with the Charter and applicable laws; such information may only be used to exercise and protect the shareholder's lawful rights and interests. The disclosure, copying, or forwarding of such information to any organization or individual is strictly prohibited;

6. To attend meetings of the General Meeting of Shareholders and exercise voting rights through one of the following forms:

- a. Attending and voting directly at the meeting;
 - b. Authorizing another individual or organization to attend and vote on his/her/its behalf;
 - c. Attending and voting via online conference, electronic voting, or other electronic means.
 - d. Sending voting ballots to the meeting by mail, fax, or email;;
 - e. Send ballot by means other according to stipulate in Charter company.
7. o bear personal liability when acting in the name of the Company in any form to carry out one of the following acts:
- a. Violating the law;
 - b. Conducting business or other transactions for personal gain or for the benefit of other organizations or individuals;
 - c. Paying debts that are not yet due when the Company is facing potential financial risks.
8. Other obligations as prescribed by this Charter and applicable laws.

Article 14. General Meeting of Shareholders

1. The General Meeting of Shareholders (“GMS”) is the highest decision-making authority of the Company. The Annual General Meeting of Shareholders shall be held once every year and must be convened within four (04) months from the end of the fiscal year. In cases of necessity, the Board of Directors may decide to extend the time limit, but not exceeding six (06) months from the end of the fiscal year. In addition to the annual meeting, extraordinary meetings of the GMS may be convened. The meeting venue shall be the location where the chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors shall convene the Annual General Meeting and determine an appropriate venue. The Annual General Meeting shall decide on matters as prescribed by law and the Company’s Charter, particularly the approval of audited annual financial statements. Where the auditor’s report on the Company’s annual financial statements contains qualified opinions, adverse opinions, or a disclaimer of opinion, the Company must invite a representative of the approved auditing firm to attend the Annual General Meeting, and such representative shall be responsible for attending and presenting relevant explanations

3. The Board of Directors must convene an extraordinary GMS in the following circumstances:

- a. When deemed necessary for the interests of the Company;

b. When the number of members of the Board of Directors, independent directors, or the Board of Supervisors falls below the minimum required by law or decreases by more than one-third (1/3) of the number specified in this Charter;

c. When the number of members of the Board of Directors, independent directors, or the Board of Supervisors falls below the minimum required by law or decreases by more than one-third (1/3) of the number specified in this Charter;

d. Upon request of the Board of Supervisors;

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

4. Procedures for Convening an Extraordinary General Meeting:

a. The Board of Directors must convene the GMS within thirty (30) days from the date when the number of Board members or Supervisors falls below the required level or the Board receives a valid request from shareholders or the Board of Supervisors.

b. If the Board of Directors fails to convene the meeting within the above time limit, the Board of Supervisors shall replace the Board of Directors in convening the meeting within the next thirty (30) days in accordance with Clause 3, Article 140 of the Law on Enterprises;

c. If the Board of Supervisors also fails to convene the meeting, the requesting shareholders or group of shareholders shall have the right to convene the meeting in accordance with the Law on Enterprises. In such case, they may request the business registration authority to supervise the convening, organization, and resolution-passing procedures of the meeting. All reasonable expenses incurred in convening and holding the General Meeting of Shareholders shall be reimbursed by the Company, excluding personal expenses of shareholders attending the meeting such as accommodation and travel costs;

d. The procedures for organizing the General Meeting of Shareholders shall comply with Clause 5, Article 140 of the Law on Enterprises..

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

1. The General Meeting of Shareholders shall have the following rights and duties:

a. To approve the Company's development orientation and strategy;

b. To decide on the classes of shares and the total number of shares of each class authorized to be offered for sale; to decide on the annual dividend rate for each class of shares;

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

d. To decide on investments or the sale of assets with a value equal to or exceeding

thirty-five percent (35%) of the total value of the Company's assets as recorded in the most recent financial statements;

- e. To decide on amendments and supplements to the Company's Charter;
- f. To approve annual financial statements;
- g. To decide on the repurchase of more than ten percent (10%) of the total issued shares of each class;;
- h. To review and handle violations committed by members of the Board of Directors or the Board of Supervisors that cause damage to the Company and its shareholders;
- i. To decide on the reorganization or dissolution of the Company;
- j. To decide on the budget or total remuneration, bonuses, and other benefits of the Board of Directors and the Board of Supervisors;
- k. To approve internal governance regulations and operational regulations of the Board of Directors and the Board of Supervisors;
- l. To approve the list of accredited auditing firms; to appoint, dismiss, or replace the auditing firm where necessary;
- m. Other rights and duties 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. Audited annual financial statements;
- c. Reports of the Board of Directors on corporate governance and its performance and that of each member;
- d. Reports of the Board of Supervisors on business performance and on the performance of the Board of Directors and the General Director;
- e. Self-assessment report of the Board of Supervisors and its members;
- f. Dividend level for each class of shares;
- g. Number of members of the Board of Directors and the Board of Supervisors;
- h. Election, dismissal, and removal of members of the Board of Directors and the Board of Supervisors;
- i. Budget or total remuneration, bonuses, and other benefits of the Board of Directors and the Board of Supervisors;
- j. Approval of accredited auditing firms and appointment of auditors when necessary;
- k. Amendments and supplements to the Charter;
- l. Types and number of newly issued shares and restrictions on transfer of founders'

- shares within the first three years;
- m. Division, separation, merger, consolidation, or conversion of the Company;
- n. Reorganization and dissolution (liquidation) of the Company and appointment of liquidators;
- o. Investment or disposal of assets $\geq 35\%$ of total assets;
- p. Repurchase of more than 10% of issued shares;
- q. Approval of contracts or transactions with related persons as defined in Article 167 of the Law on Enterprises when their value is $\geq 35\%$ of total assets;
- r. Approval of transactions specified in Clause 4 Article 293 of Decree 155/2020/NĐ-CP;
- s. Approval of internal corporate governance regulations and operational charters of the BOD and BOS;
- t. Other matters as prescribed by law and this Charter. Financial report hang year has be audit;

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

Article 16. Authorization to Attend the General Meeting of Shareholders

1. A shareholder or an authorized representative of an institutional shareholder may attend the meeting in person or authorize one or more individuals or organizations to attend and vote on their behalf, or attend via electronic forms as provided in Clause 3 Article 144 of the Law on Enterprises.

2. Authorization must be made in writing and comply with civil law. The authorization document must specify:

- name of the authorizing shareholder;
- name of the authorized person or organization;
- number of shares authorized;
- scope and duration of authorization;
- signatures of both parties.

The proxy must submit the authorization letter upon registration. In case of sub-authorization, the original authorization document must also be presented.

3. Votes cast by a proxy shall remain valid even if::

- a. The authorizing shareholder dies or loses civil capacity;
- b. The authorization is revoked;;
- c. The proxy's authority is terminated;.

Unless the Company receives written notice of such events before the opening of the meeting or before a reconvened meeting..

Article 17. Modification of Rights

1. Any variation or cancellation of special rights attached to preferred shares shall be effective only if approved by shareholders representing at least 65% of total voting rights at the meeting. A resolution that adversely affects rights of a class of preferred shareholders shall only be passed if approved by:

- Shareholders holding at least **75% of that class** attending the meeting; or
- Shareholders holding at least **75% of that class** in a written resolution

2. A meeting of shareholders holding a class of preferred shares is valid only if:

- at least two shareholders are present; and
- they represent at least one-third of the nominal value of that class.

3. Procedures for such class meetings shall follow Articles 19–21 of this Charter.

4. Unless otherwise provided in the terms of issuance, rights attached to preferred shares shall not be deemed varied merely by the issuance of additional shares of the same class.

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

1. The Board of Directors shall convene annual and extraordinary meetings of the General Meeting of Shareholders in accordance with Article 14 of this Charter.

2. Duties of the convenor:

a. Prepare the list of shareholders eligible to attend and vote. The list shall be prepared not more than 10 days before the notice is sent. The Company must disclose the record date at least 20 days in advance;

b. Prepare the meeting agenda and contents;

c. Prepare meeting documents;

d. Draft resolutions;

e. Determine time and venue;

f. Send meeting notice to all shareholders;

g. Perform other tasks necessary for the meeting.

3. The notice of the General Meeting of Shareholders (“GMS”) shall be sent to all shareholders by a reliable method and simultaneously disclosed on the Company’s website, the website of the State Securities Commission of Vietnam, and the Stock Exchange where the Company’s shares are listed or registered for trading. The convenor

of the GMS must send the meeting notice to all shareholders in the list of shareholders entitled to attend the meeting no later than twenty-one (21) days prior to the opening date of the meeting, calculated from the date on which the notice is duly dispatched. The meeting agenda and documents relating to matters to be voted on at the meeting shall be sent to shareholders and/or published on the Company's website. In cases where such documents are not enclosed with the meeting notice, the notice must clearly state the link or electronic address where all meeting documents can be accessed by shareholders, including but not limited to:

- a. the meeting agenda and materials to be used at the meeting;
- b. detailed information on candidates in case of election of members of the Board of Directors or the Board of Supervisors;
- c. voting ballots;
- d. draft resolutions for each matter to be voted on;
- e. the proxy appointment form.

4. Shareholders or groups of shareholders as specified in Clause 3, Article 12 of this Charter shall have the right to propose matters to be included in the agenda of the General Meeting of Shareholder. Such proposal must be made in writing; and be sent to the Company at least three (03) working days prior to the opening date of the General Meeting of Shareholders. The proposal must include Full name, permanent address, nationality, and legal identification number (Citizen Identity Card, ID card, passport, or other lawful personal identification) in the case of individual shareholders; Name, enterprise code or establishment decision number, and head office address in the case of organizational shareholders; Number and class of shares held by the shareholder; and the matters proposed to be included in the meeting agenda

5. The convenor of the General Meeting of Shareholders shall have the right to refuse proposals referred to in Clause 4 of this Article in the following cases:

- a. The proposal is not submitted in accordance with the requirements set out in Clause 4;
- b. At the time of submission, the shareholder or group of shareholders does not hold at least five percent (5%) of the ordinary shares as required under Clause 3 Article 12 of this Charter;
- c. The proposed matter falls outside the authority of the General Meeting of Shareholders;
- d. Other cases as provided by law or this Charter.

6. The convenor of the General Meeting of Shareholders must accept and include

valid proposals in the draft agenda and meeting contents, except for the cases specified in Clause 5 of this Article. A proposal shall be officially included in the agenda and meeting contents if it is approved by the General Meeting of Shareholders.

Article 19. Conditions for Holding a General Meeting of Shareholders

1. General Meeting of Shareholders be conduct when have number shareholder attending the meeting representative for at least 51% share have voting rights.

2. Case meeting lan thu most not sufficient conditions for conducting as stipulated in clause 1 Article this then notice moi meet lan thu two be gui in deadline 30 day, from the date of du dinh meet lan thu most. Meeting General Meeting of Shareholders lan thu two be conduct when have number shareholder attending the meeting representative from 33% total number phieu vote or more.

3. Case meeting lan thu two not sufficient conditions for conducting as stipulated in clause 2 Article this then notice moi meet lan thu three must be gui in deadline (20) day from the date of du dinh meet lan thu two. Meeting General Meeting of Shareholders lan thu three be conduct not secondary under through total number phieu vote of the shareholder attending the meeting.

Article 20. Procedures for Conducting and Voting at the General Meeting of Shareholders

1. Truoc when ktwo mac meeting, Company must implement procedure register shareholder and must implement the register for to when the shareholder have the right to attending the meeting have mat register all according to trinh tu after:

a. Khi conduct register shareholder, Company issue for fromng shareholder or representative according to authorization have voting rights one the vote, on that ghi number register, them and name of shareholder, them and name representative according to authorization and number phieu vote of shareholder that. General Meeting of Shareholders discuss and vote according to fromng matter in content chapter trinh. The vote be conduct by vote agree, not agree and not have opinion. Tai General Meeting, number the agree resolution be thu before, number the not agree resolution be thu after, cuoi cung dem total number phieu agree or not agree to decision. Ket manag kimaym phieu be Chairperson of announce ngay before when be mac meeting. General Meeting beginning the person bear responsibility kimaym phieu or vote counting supervisor according to request of Chairperson of. Number member of threen kimaym phieu by General Meeting of Shareholders decision can cu request of Chairperson of meeting;

b. Shareholder, person representative according to authorization of shareholder is organization or person be authorization to after when meeting has ktwo mac have the right to register ngay and after that have the right to tham gia and vote at general meeting

ngay after when register. Chairperson of not have responsibility dung general meeting to for shareholder to muon register and effective of the content has be vote before that not change.

2. The beginning chu toa, thu ky and threen kimaym phieu be stipulate as after:

a. Chairman BOD ism chu toa or authorization for member BOD other ism chu toa meeting General Meeting of Shareholders by BOD convene. Case Chairman vang mat or tam thoi mat kha nang ism the then the member BOD remaining beginning one person in number them ism chu toa meeting according to nguyen tac majority of. Case not beginning be person ism chu toa, Truong SB operate to General Meeting of Shareholders beginning chu toa meeting in number the person attending the meeting and person have phieu beginning cao most ism chu toa meeting;

b. Except case stipulate at point a clause this, person sign convene meet General Meeting of Shareholders operate to General Meeting of Shareholders beginning chu toa meeting and person have number phieu beginning cao most ism chu toa meeting;

c. Chairperson of cu one or one number person ism thu ky meeting;

d. General Meeting of Shareholders beginning one or one number person through threen kimaym phieu according to request of chu toa meeting.

3. Chapter trinh and content meeting must be General Meeting of Shareholders approve in phien ktwo mac. Chapter trinh must confirm dinh ro and details time for fromng matter in content meeting agenda.

4. Chairperson of general meeting have the right to implement the bien legal necessary and reasonable to operate meeting General Meeting of Shareholders one then have trat tu, dung according to chapter trinh has approved and phan anh be mong muon of majority of person attending the meeting:

a) Bnumber tri cho ngoi at place of meet General Meeting of Shareholders;

b) Guarantee an toan for moi person have mat at the place of meet;

c) Create condition for shareholder attend (or tiep tuc attend) general meeting. Person convene meet General Meeting of Shareholders have toan right change the bien legal stated on and apply all the bien legal necessary. The bien legal apply may is issue giay through cua or use the form lua cthemn other.

5. General Meeting of Shareholders discuss and vote according to fromng matter in content chapter trinh. The vote be conduct by vote agree, not agree and not have opinion. Ket manag kimaym phieu be chu toa announce ngay before when be mac meeting.

6. Shareholder or person be authorization attending the meeting to after when meeting has ktwo mac van be register and have the right to tham gia vote ngay after

when register; in case this, effective of the content has be vote before that not change.

7. Person convene meet or chu toa meeting General Meeting of Shareholders have the right to after day:

a) Request all person attending the meeting chiu the kimaym tra or the bien legal an ninh legal, reasonable other;

b) Request authority have authority duy tri trat tu meeting; truc xuat the person not comply right operate of chu toa, cnumber y gay roi trat tu, ngan alln tien trimayn binh regular of meeting or not comply the request regarding kimaym tra an ninh ra khoi meeting General Meeting of Shareholders.

8. Chairperson of have the right to hoan meeting General Meeting of Shareholders has have sufficient number person register attending the meeting maximum not qua 03 day ism the from the date of meeting du dinh ktwo mac and only be hoan meeting or change place of meet in case after day:

a) Dia point meet not have sufficient cho ngoi convenient for all person attending the meeting;

b) Phuong tien information at place of meet not guarantee for shareholder attending the meeting tham gia, discuss and vote;

c) Co person attending the meeting alln tro, gay roi trat tu, have nguy co ism for meeting not conduct one theh cong by and legal.

9. Case chu toa hoan or tam dung meet General Meeting of Shareholders contrary to stipulate at clause 8 Article this, General Meeting of Shareholders beginning one person other in number the person attending the meeting to replacement chu toa operate meeting for to luc ket thuc; all resolution approved at meeting that deu have effective implement.

10. In case the Company apply cong nghe hien dai to organization General Meeting of Shareholders approve meet truc tuyen, Company have responsibility ensure to shareholder attend, vote by form bo phieu electronic or form electronic other as stipulated in Article 144 Law on Enterprises and clause 3 Article 273 Nghi dinh number 155/ND-CP day 31 month 12 year 2020 of Government stipulating details of implement one number article of Law on Securities.

Article 21. Condition to Resolution of General Meeting of Shareholders approved

1. Resolution regarding content after day approved if be number shareholder representative from 65% total number phieu vote or more of all shareholder attend and vote at meeting agree, except case stipulate at the clause 3, 4 and 6 Article 148 Law on

Enterprises:

- a. Type share and total number share of fromng type;
- b. Change ngành, nghề and lĩnh vực business;
- c. Change structure organization manage Company;
- d. Du an investment or sell assets valid from 35% total asset value or more be recorded in latest financial report of Company.
- e. Organization again, dissolution Company.

2. The resolution approved when be number shareholder ownership on 51% total number phiếu vote of all shareholder attend and vote at meeting agree, except case stipulate at the clause 1 Article this and clause 3, 4 and 6 Article 148 Law on Enterprises.

3. The Resolution General Meeting of Shareholders approved by 100% total number share have voting rights is legal and have effective ngay all when trình tu, procedure convene meet and approve resolution that violate stipulate của Law on Enterprises and Charter Company.

Article 22. Authority and Procedures for Obtaining Written Opinions of Shareholders

Authority and Procedures for Obtaining Written Opinions of Shareholders be implement according to stipulate after day:

1. BOD have the right to collect opinions shareholder by bycument to approve resolution of General Meeting of Shareholders when xét consider necessary vì benefit of Company.

2. BOD must chuan be phiếu collect opinions, du thao resolution General Meeting of Shareholders, the document giải trình du thao resolution and gửi to all shareholder have quyền vote chậm most 10 day before deadline must gửi again phiếu collect opinions. Request and method gửi phiếu collect opinions and document kèm according to be implement as stipulated in clause 3 Article 18 Charter this.

3. Phiếu collect opinions must have the content như sau sau đây:

- a. Name, address head office main, code number enterprise;
- b. Section dich collect opinions;
- c. Hull name, address liên lạc, quốc tịch, number giải to legal ly of individual for shareholder is an individual; name, code number enterprise or number giải to legal ly of organization, address head office main for shareholder is organization or them, name, address liên lạc, quốc tịch, number giải to legal ly of individual for representative of shareholder is organization; number quantity share of fromng type and number phiếu

vote of shareholder;

d. Matter need collect opinions to approve decision;

e. Phuong an vote include agree, not agree and not have opinion for fromng matter collect opinions;

f. Thoi han must gui regarding Company phieu collect opinions has be pay loi;

g. Hull name, chsignature of Chairman BOD.

4. Shareholder may gui phieu collect opinions has pay loi to Company by form gui thu, fax or thu electronic according to stipulate after day:

a. Case gui thu, phieu collect opinions has be pay loi must bearing the signature of shareholder is an individual, of person representative according to authorization or legal representative of shareholder is organization. Phieu collect opinions gui regarding Company must be dung in phong bi dan kin and not ai be right mat before when kimaym phieu;

b. Case gui fax or thu electronic, phieu collect opinions gui regarding Company must be hold bi mat to time kimaym phieu;

c. The phieu collect opinions gui regarding Company after deadline has confirm dinh at content phieu collect opinions or has be mat in case gui thu and be tiet lo in case gui fax, thu electronic is not hop le. Phieu collect opinions not gui regarding be coi is phieu not tham gia vote.

5. BOD kimaym phieu and lap bien ban kimaym phieu under the chung kien of Supervisory Board or of shareholder not nam hold position manage Company. Bien ban kimaym phieu must have the content chu yeu after day:

a. Name, address head office main, code number enterprise;

b. Section dich and the matter need collect opinions to approve decision;

c. Number shareholder with total number phieu vote has tham gia vote, in that classify biet number phieu vote hop le and number vote not hop le and method gui phieu vote, kem according to appendix list shareholder tham gia vote;

d. Total number phieu agree, not agree and not have opinion for fromng matter;

e. The matter has approved;

f. Hull name, signature of Chairman BOD, legal representative of Company, person vote counting supervisor and person kimaym phieu.

The member BOD, person kimaym phieu and person vote counting supervisor must lien doi bear responsibility regarding tinh loyalty, main confirm of bien ban kimaym phieu; lien doi bear responsibility regarding the damage arise from the decision

approved by kimaym phieu not loyalty, not main xac.

6. Bien ban kimaym phieu and resolution must be gui to the shareholder in deadline 15 day, from the date of ket thuc kimaym phieu. The gui bien ban kimaym phieu and resolution may replacement by the dang tai on trang information electronic of Company in deadline 24 gio, from time ket thuc kimaym phieu.

7. Phieu collect opinions has be pay loi, bien ban kimaym phieu, toan van resolution has approved and document have related gui kem according to phieu collect opinions deu must be luu hold at head office main of Company.

8. Resolution approved according to form collect opinions shareholder by bycument must be number shareholder representative at least 51% total number share have voting rights consent and valid as decision approved at meeting General Meeting of Shareholders.

Article 23. Resolution, Minutes of meeting General Meeting of Shareholders

1. Meeting General Meeting of Shareholders must be ghi bien ban and may ghi am or ghi and luu hold in the form of electronic other. Bien ban must lap by tieng Viet, may lap them by tieng foreign and have the content chu yeu after day:

- a. Name, address head office main, code number enterprise;
- b. Time and place of meet General Meeting of Shareholders;
- c. Chapter trinh and content meeting;
- d. Hull name chu toa and thu ky;
- e. Tom tat dien bien meeting and the opinion phat vote at General Meeting of Shareholders regarding fromng matter in content meeting agenda;
- f. Number shareholder and total number phieu vote of the shareholder attending the meeting, appendix list register shareholder, representative shareholder attending the meeting with number share and number phieu beginning corresponding;
- g. Total number phieu vote for fromng matter vote, in that clearly state method vote, total number phieu hop le, not hop le, agree, not agree and not have opinion; ratio corresponding on total number phieu vote of shareholder attending the meeting;
- h. The matter has approved and ratio phieu vote approve corresponding;
- i. Hull name and signature of chu toa and thu ky. Case chu toa, thu ky from choi ky minutes of meeting then bien ban this have effective if be all member other of BOD attend meet ky and have complete content as stipulated in clause this. Minutes of meeting clearly state the chu toa, thu ky from choi ky minutes of meeting.

2. Minutes of meeting General Meeting of Shareholders must ism xong and approve before when ket thuc meeting. Chairperson of and thu ky meeting must lien doi bear

responsibility regarding tinh loyalty, main confirm of content bien ban.

3. Bien ban be lap by tieng Viet and tieng foreign deu have effective legal ly as nhau. Case have the other nhau regarding content between bien ban by tieng Viet and by tieng foreign then content in bien ban by tieng Viet be apply.

4. Resolutions and Minutes of the General Meeting of Shareholders, appendix list shareholder register attending the meeting kem signature of shareholder, bycument authorization attend meet, all the document attached Bien ban (if have) and document have related kem according to notice moi meet must be announce information according to stipulate law regarding announce information on market securities and must be luu hold at head office main of Company.

Article 24. Request annul nghi resolutiont General Meeting of Shareholders

TWithin the deadline 90 day from the date of receive resolution or minutes of meeting General Meeting of Shareholders or bien ban ket manag kimaym phieu collect opinions General Meeting of Shareholders, shareholder or nhGroup of shareholders stipulate at clause 2 Article 115 Law on Enterprises have the right to request Court or Arbitration consider, annul resolution or one part content of resolution resolutiont General Meeting of Shareholders in the following cases:

1. Trinh tu, procedure convene meet and ra decision of General Meeting of Shareholders violate nghiem trong stipulate of Law on Enterprises and Charter company, except case stipulate at clause 3 Article 21 Charter this.

2. Nontent decision violate the law or Charter Company.

VII. BOARD OF DIRECTORS

Article 25. Nomination of Members of the Board of Directors

3. Case has confirm dinh be before candidate, information related to the candidate BOD be dua through document meet General Meeting of Shareholders and announce minimum 10 day before day ktwo mac meet General Meeting of Shareholders on trang information electronic of CCompany Dmay shareholder may tim understand regarding the candidate this before khi bo phieu. Ucandidate BOD must have commitment by bycument regarding tinh loyalty, main confirm and reasonable of the information individual be announce and must commitment implement duty one theh loyalty, trung into, can trong and vi benefit cao most of company if be bau ism member BOD. Thong tin related to candidate BOD be announce minimum include:

- a. Ho name, day, month, year sinh;
- b. Trinh do chuyen mon;

c. Qua trình công tác;

d. The company that candidate đang nam hold position member BOD and the position manage other;

e. The benefit have related to Company (if have);

f. The information other (if have).

g. Company have responsibility announce information regarding the company that nominate vien đang nam hold position member BOD, the position manage other and the benefit have related to company of nominate vien BOD (if have).

4. The shareholder nam hold share have voting rights have the right to gop number voting rights of fromng person again with nhau to nominate the candidate BOD. Shareholder or nhGroup of shareholders nam hold from 5% to under 10% total number share have voting rights be nominate one (01) candidate; from 10% to under 30% be nominate maximum two (02) candidate; from 30% to under 40% be nominate maximum three (03) candidate; from 40% to under 50% be nominate maximum four (04) candidate; from 50% or more be nominate sufficient candidate.

5. Case number quantity nominate vien BOD approve nominate and nominate van does not nominate sufficient necessary as stipulated in clause 5 Article 115 Law on Enterprises, BOD incumbent gioi thieu them nominate vien or organization nominate as stipulated in Charter company, Quy che internal regarding governance company and Quy che activities of BOD. The BOD incumbent gioi thieu them nominate vien must be announce ro rang before when General Meeting of Shareholders vote beginning member BOD according to provisions of law.

6. Member BOD must dap ung the criteria and condition as stipulated in clause 1, clause 2 Article 155 Law on Enterprises.

Article 26. Composition part and term of member Board of Directors

1. Number luong member BOD at least is 05 person and many most is 09 person. Number quantity member BOD term (2022 – 2027) is 07 nguai. Term of member BOD not qua 05 year. One individual only be beginning ism member doc lap BOD of one company not qua 02 term lien tục; case all member BOD cung ket thuc term then the member that tiep tục is member BOD for to when have member new be beginning replacement and tiep managn công the; member BOD may be beginning again with number term not limited. Structure BOD of cCompany Dai chung must ensure minimum 1/3 total number member BOD is member not operate. Company limited maximum member BOD kiêm nhiệm position operate of Company to ensure tinh doc lap of BOD. Total number member doc lap Board of Directors must ensure as stipulated in clause 4

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2. Member BOD not still capacity member BOD in case be General Meeting of Shareholders dismiss, remove, replacement as stipulated in Article 160 Law on Enterprises.

3. The bo appoint the member BOD must dbe announce information according to the provisions of law regarding securities and market securities.

4. Member BOD does not necessarily have to is a shareholder of Company.

5. The beginning member BOD according to nguyen tac beginning don phieu, the remove according to nguyen tac common majority of.

6. Member BOD of Company not Dong thoi is member BOD at qua 05 company other.

Article 27. Rights and Obligations of the Board of Directors

7. BOD is competent authority Company, have toan right nhan danh Company to decision, implement right and obligation of company, except the right and obligation under tham right of GMS.

8. Right and obligation of BOD by applicable law, Charter company and GMS stipulate. Specifically, BOD have the authority and obligation after:

a. Decision chien luoc, ke hoach develop trung han and ke hoach business hang year of Company;

b. Proposal type share and total number share be right offer of fromng type;

c. Decision sell share chua sell within the scope of number share be right offer of fromng type; decision mobilize them capital according to form other;

d. Decision gia sell share and trai phieu of Company;

e. Decision purchase again share as stipulated in clause 1 and clause 2 Article 133 Law on Enterprises;

f. Decision plan investment and du an investment in authority and gioi han according to provisions of law;

g. Decision solution develop market, tiep thi and cong nghe;

h. Approve the transaction, investment, the contract purchase, sell, vay, for vay and contract other valid by or greater than 10% total asset value be recorded in latest financial report of Company. Stipulate this not apply for the contract and the transaction, investment stipulate point d of clause 2 Article 138, clausen 1, clause 3 Article 167 of Law on Enterprises;

i. Elect, dismiss, remove Chairman BOD; appoint, dismiss, ky contract, terminate contract for Tong Girector and person manage important other by Charter company stipulate; decision, salary and interest other of the person manage that; cu person representative according to authorization tham gia Hoi Dong member or GMS at another company other, decision remuneration level and interest other of the person that;

j. Girector sat, only dao Tong Girector and person manage other in operate cong the business hang day cua Company;

k. Decision structure organization, regulations manage internal of company, decision establishment subsidiary, lap branch, representative office and the gop capital, purchase share of enterprise other;

l. Duyet chapter trinh, content document secondaryc vu meet GMS, convene meet GMS or collect opinions to GMS approve resolution resolutiont;

m. Trinh report resolutiont toan finance hang year len GMS;

n. Proposal muc dividend be pay; decision deadline and procedure pay dividend or handle lo arise in qua trinh business;

o. Proposal the organization again, dissolution, request pha san company;

p. Decision threen hanh Quy che activities BOD, Quy che internal regarding governance company after being GMS approve, Quy che regarding announce information cua Company;

q. Right and obligation other as prescribed by the Law on Enterprises, Law on Securities, stipulate other of law and Charter Company.

9. BOD must report GMS regarding activities of minh as stipulated in Article 280 Nghi dinh number 155/2020/ND-CP day 31 month 12 year 2020 of Government stipulating details of implement one number article of Law on Securities.

Article 28. Remuneration, salary and benefit other of member Board of Directors

1. Company have the right to pay remuneration, bonus for member BOD according to ket manag and effective business.

2. Member BOD be huong remuneration cong the and bonus. Remuneration cong the be tinh according to number day cong necessary hoan into duty of member BOD and remuneration level moi day. BOD du tinh remuneration level for fromng member according to nguyen tac most tri. Total remuneration level and bonus of BOD by GMS decision at meeting annual.

3. Remuneration of fromng member BOD be tinh through fee business of Company according to provisions of law regarding tax income enterprise, be may hien into section

separate in financial report hang year of Company and must report GMS at meeting annual.

4. Member BOD nam hold position operate or member BOD ism the at the committee of BOD or implement the cong the other outside scope duty thong regular of one member BOD, may be pay them remuneration under dang one clause amount cong tron goi according to fromng lan, luong, hoa hong, part hundred profit or in the form of other according to decision of BOD.

5. Member BOD have the right to be payment all the fee di again, an, at and the clause fee reasonable other that them has must chi pay when implement responsibility member BOD of minh, include all the fee arise in the to attend the meeting GMS, BOD or the committee of BOD.

6. Member BOD may be Company purchase bao himaym responsibility after when have the consent of GMS. Bao himaym this not include bao himaym for the responsibility of member BOD related to the violate the law and Charter company.

Article 29. Chairman of the Board of Directors

1. BOD must lua cthemn in number the member BOD to beginning ra one Chairman and the Deputy Chairman.

2. Chairman BOD not kiem General Director

3. Chairman of the Board of Directors have right and obligation after day:

a. Lap chapter trinh, ke hoach activities of BOD;

b. Chuan be chapter trinh, content, document secondaryc vu meeting; convene, chu tri and ism chu toa meeting BOD;

c. Organization the approve resolution, decision of BOD;

d. Girector sat qua trinh organization implement the resolution, decision of BOD; point. Chairperson of meeting GMS;

e. Right and obligation other as prescribed by the Law on Enterprises.

4. Case Chairman of the Board of Directors from chuc or be remove according to decision of BOD, BOD must beginning person replacement in deadline ten (10) day.

5. Case Chairman of the Board of Directors vang mat or not may implement be duty of minh then must authorization by bycument for one member other implement right and obligation of Chairman of the Board of Directors. Case not have person be authorization or Chairman of the Board of Directors call, mat tinh, be tam giam, dang chap hanh thousannh phat tu, dang chap hanh bien legal handle hanh main at co sat cai nghien bat buoc, co sat giao duc bat buoc, tron khoi noi cu tru, be limited or mat nang

luc hanh vi dan the, have kho khan in certificate thuc, ism chu hanh vi, be Court prohibited dam nhiem position, prohibited hanh nghe or ism cong the most dinh then the member remaining beginning one person in number the member hold chuc Chairman of the Board of Directors according to nguyen tac majority of member remaining agree for to when have decision new of BOD.

Article 30. Meetings of the Board of Directors

1. Chairman BOD be beginning in meeting first of BOD in deadline 07 day ism the from the date of ket thuc elect BOD that. Meeting this by member have number phieu beginning cao most or ratio phieu beginning cao most convene and chu tri. Case have many more one member have number phieu beginning or ratio phieu beginning cao most and equal then the member beginning according to nguyen tac majority of to cthemn 01 person in number them convene meet Board of Directors.

2. BOD must meet at least moi quarter 01 lan and may meet extraordinary.

3. Chairman BOD convene meet BOD in case after day:

- a. At request of Supervisory Board or member doc lap BOD;
- b. At request of Total Girector ector or at least year (05) person operate other;
- c. At request of it most two (02) member BOD;
- d. The case other (if have).

4. Request stipulate at clause 3 Article this must be made in writing, in that clearly state purpose, matter need discuss and decision under authority of BOD.

5. Chairman BOD must convene meet BOD in deadline 07 day ism the from the date of receive request stipulate at clause 3 Article this. Case not convene meet BOD according to request then Chairman BOD must bear responsibility regarding the damage xay ra for Company; person request have the right to replacement Chairman BOD convene meet BOD.

6. Chairman BOD or person convene meet BOD must sending notice moi meet cham most is 05 day ism the before day meet. Notice moi meet must confirm dinh cu may time and place of meet, chapter trinh, the matter discuss and decision. Notice moi meet must kem according to document use at meeting and phieu vote of member.

Notice moi meet BOD may gui by giay moi, dien thoai, fax, means electronic or method other by Charter company stipulate and guarantee to be address lien lac of fromng member BOD be register at Company.

7. Chairman BOD or person convene sending notice moi meet and the document kem according to to the member SB as for the member BOD.

Member SB have the right to du the meeting BOD; have the right to discuss but not vote.

8. Meeting BOD be conduct when have from 3/4 total number member or more attending the meeting. Case meeting be convene as stipulated in clause this not sufficient number member attending the meeting according to stipulate then be convene lan thu two in deadline 07 day from the date of du dinh meet lan thu most. Case this, meeting be conduct if have more one nua number member BOD attending the meeting.

9. Member BOD be coi is attend and vote at meeting in case after day:

a) Attend and vote directly at meeting;

b) Authorization for person other to attending the meeting and vote as stipulated in clause 11 Article this;

c) Attend and vote approve hoi resolution truc tuyen, bo phieu electronic or form electronic other;

d) Send ballot to meeting approve thu, fax, thu electronic;

d) Send ballot by means other

10. Case gui phieu vote to meeting approve thu, phieu vote must dung in phong bi dan kin and must be transfer to Chairman BOD cham most is 01 gio before when ktwo mac. Phieu vote only be mat before the chung kien of all the person attending the meeting.

11. Member must attend complete the meeting BOD. Member be authorization for person other attending the meeting and vote if be majority of member BOD consent.

12. Resolution, decision of BOD approved if be majority of member attending the meeting agree; case number phieu equal then decision cuoi cung belonging to phia have opinion of Chairman of the Board of Directors.

Article 31. Committees under the Board of Directors

1. BOD may establishment committee truc under to in charge of regarding policies develop, nhan the, luong bonus, audit internal. Number quantity member of committee by BOD decision, but should have at least three (03) person include member of BOD and member external. The member doc lap BOD/member BOD not article hanh should chiem majority of in committee and one in number the member this be appoint ism Truong committee according to decision of BOD. Hoat activities of committee must comply as prescribed by the BOD. Nghi resolution of the committee only have effective when have majority of member attend and vote resolutiont approve at meeting of committee is member BOD.

2. The thuc thi decision of BOD, or of committee truc under BOD, or of person have

capacity member committee BOD must in accordance with the stipulate current law and stipulate at Charter company.

Article 32. Corporate Governance Officer

1. Board of Directors of Company must appoint at least 01 person in charge of governance company to support cong tac governance company at enterprise. Term of Corporate Governance Officer by BOD decision, maximum is year (05) year. Person in charge of governance Company may concurrently serve as Secretary company as stipulated in clause 5 Article 156 Law on Enterprises.

2. Corporate Governance Officer not Dong thoi ism the for organization audit be consent dang implement audit the financial report of Company.

3. Corporate Governance Officer have the right and obligation after:

a. Consulting BOD in the organization meet GMS according to stipulate and the cong the related between Company and shareholder;

b. Chuan be the meeting BOD, SB and GMS according to request of BOD or SB;

c. Consulting regarding procedure of the meeting;

d. Attend the meeting;

e. Consulting procedure lap the resolution of BOD in accordance with provisions of law;

f. Provide the information finance, copy minutes of meeting BOD and the information other for member of BOD and Control vien;

g. Girector sat and report BOD regarding activities announce information cua company;

h. La deginning moi lien lac with the ben have interest related;

i. Bao mat information according to the provisions of law and Charter Company;

j. The right and obligation other according to stipulate law and Charter Company.

4. BOD may remove Corporate Governance Officer when need but not contrary to the stipulate current law regarding labor. BOD may appoint Tro ly Person in charge of governance Company depending on the time.

VIII. GENERAL DIRECTOR AND OTHER EXECUTIVE OFFICERS

Article 33. Organization of Management Apparatus

He thong manage of Company must ensure management apparatus bear responsibility before BOD and chiu the girector sat, only dao of BOD in cong the business goods day of Company. Company have one (01) Total Girector ector, the Deputy Total Girector ector and one Chief Accountant and the position other by BOD appoint. The appoint dismiss, remove the position stated on must approved by

resolution, decision of BOD.

Article 34. Executive Officers of the Company

1. Executive Officers of the Company include TGD, Deputy Total girector, Chief Accountant.

2. Theo request of Total Girector ector and be the consent of BOD, Company be recruit person operate other with number quantity and criteria in accordance with structure and regulations manage of Company by BOD stipulate. Enterprise executive must have responsibility to support Company achieve the objective de ra in activities and organization.

3. TGD be pay luong and bonus. Salary and bonus of TGD by BOD decision.

4. Salary of person operate be tinh through fee business of Company according to provisions of law regarding tax income enterprise, be may hien into section separate in financial report hang year of Company and must report GMS at meeting annual.

Article 35. Appoint, dismiss, duty and authority of Total Girector ector

1. BOD appoint one member BOD or one person other ism Total Girector ector.

2. Total girector is a person operate cong the business hang day of Company; chiu the girector sat of BOD; bear responsibility before BOD and before law regarding the implement right, obligation be giao.

3. Term of Total Girector ector is year (05) year and may be reappoint with number term not limited. The appoint may all effective can cu through the stipulate at contract labor. Total Girector ector not must is a person that law prohibited hold position this and must dap ung the criteria, condition according to provisions of law and Charter Company.

4. Total Girector ector have the right and obligation after:

a. Decision the matter related to cong the business hang day of Company ty that not under authority of BOD;

b. Organization implement the resolution, decision of BOD;

c. Organization implement ke hoach business and plan investment of Company;

d. Proposal plan structure organization, regulations manage internal of Company;

e. Appoint, dismiss, remove the position manage in Company, except the position under authority of BOD;

f. Decision salary and benefit other for worker in Company, including person manage under authority appoint of Total girector;

g. Tuymayn dung labor;

- h. Proposal plan pay dividend or handle lo in business;
- i. Right and obligation other according to provisions of law.

5. BOD may remove Total Girector ector when majority of member BOD attending the meeting have voting rights agree and appoint one Total Girector ector new replacement. Tong Girector be remove have the right to phan for the remove this at GMS gan most.

IX. BAN KIEM SOAT

Article 36. Nominate, nominate member Supervisory Board

1. The nominate, nominate Control vien be implement tuong tu stipulate at clause 1, clause 2 Article 25 Charter this.

2. Case number quantity the candidate Supervisory Board approve nominate and nominate does not nominate sufficient necessary, Supervisory Board incumbent may nominate additional candidates or organization nominate according to mechanism stipulate at Charter company. The Supervisory Board incumbent gioi thieu additional candidates must be announce ro rang before when GMS vote beginning member Supervisory Board according to provisions of law.

Article 37. Composition of the Supervisory Board

1. Number quantity member Supervisory Board of Company is 03 person. Term of Control vien not qua 05 year and may be beginning again with number quantity not limited.

2. Member SB must dap ung the criteria and condition as stipulated in Article 169 Law on Enterprises and not under the case after:

- a. Lam the in bo phan accounting, finance of Company;
- b. La member hay nhan vien of company audit doc lap implement audit the financial report of Company in 03 year lien before that.

3. Member Supervisory Board be dismiss in the case after:

- a. Khong still sufficient criteria and condition ism Control vien as stipulated in Law on Enterprises;
- b. Co don from chuc and be consent;
- c. The case other according to provisions of law, Charter this.

4. Control vien be remove in the case after:

- a. Khong hoan into duty, cong the be classify cong;
- b. Khong implement right and obligation of minh in six (06) month lien tuc, except case bat kha khang;

- c. Violate many law, violate nghiêm trọng obligation of member Supervisory Board as prescribed by the Law on Enterprises and Charter company;
- d. According to decision of GMS;
- e. The case other according to provisions of law, Charter this.

Article 38. Head of the Supervisory Board

10. Trưởng SB do SB bắt đầu trong số thành viên SB; bổ nhiệm, miễn nhiệm, bãi nhiệm theo quyết định đa số thành viên Hội đồng Giám sát. Trưởng SB phải có một số thành viên thường trú tại Việt Nam. Trưởng SB phải có bằng tốt nghiệp đại học hoặc cao hơn trong chuyên ngành kinh tế, tài chính, kế toán, kiểm toán, luật, quản trị kinh doanh hoặc chuyên ngành có liên quan đến hoạt động kinh doanh của doanh nghiệp.

11. Quyền và nghĩa vụ của Trưởng Hội đồng Giám sát:

- a. Triệu tập họp Hội đồng Giám sát;
- b. Yêu cầu Giám đốc, Tổng giám đốc và người khác cung cấp thông tin liên quan đến báo cáo Hội đồng Giám sát;
- c. Lập và ký báo cáo của Hội đồng Giám sát sau khi tham khảo ý kiến của Giám đốc để trình GMS.

Article 39. Rights and Obligations of the Supervisory Board

Hội đồng Giám sát có quyền và nghĩa vụ quy định tại Điều 170 Luật Doanh nghiệp và quy định sau đây:

- 1. Đề xuất, đề nghị GMS phê duyệt danh sách tổ chức kiểm toán được đồng ý thực hiện kiểm toán Báo cáo tài chính của Công ty; quyết định tổ chức kiểm toán được đồng ý thực hiện kiểm toán các hoạt động của Công ty, miễn nhiệm kiểm toán viên được đồng ý khi xét cần thiết;
- 2. Chịu trách nhiệm trước chủ sở hữu về các hoạt động của Giám đốc của mình;
- 3. Giám đốc sát tinh thần tài chính của Công ty, tuân thủ pháp luật trong các hoạt động của Hội đồng Giám sát, Tổng giám đốc, người khác;
- 4. Đảm bảo phối hợp các hoạt động với Hội đồng Giám sát, Tổng giám đốc và chủ sở hữu;
- 5. Trường hợp hiện tại vi phạm pháp luật hoặc vi phạm Điều lệ Công ty của Hội đồng Giám sát, Tổng giám đốc và người khác của doanh nghiệp, Thành viên kiểm soát phải thông báo bằng văn bản cho Hội đồng Giám sát trong vòng 48 giờ, yêu cầu người khác hành vi vi phạm chấm dứt vi phạm và có biện pháp khắc phục hậu quả;
- 6. Xây dựng Quy chế các hoạt động của Hội đồng Giám sát và trình GMS phê duyệt;
- 7. Báo cáo tại GMS như quy định tại Điều 290 Nghị định số 155/2020/NĐ-CP ngày 31/12/2020 của Chính phủ quy định chi tiết và hướng dẫn thi hành một số điều của Luật Chứng khoán;

8. Co right access records, document of Company luu hold at head office main, branch and place of other; have the right to to place of ism the of person manage and nhan vien of Company in gio ism the;

9. Co right request BOD, member BOD, Total girector and person manage other provide complete, main xac, kip thoi information, document regarding cong tac manage, operate and activities business of Company;

10. The right and obligation other according to provisions of law and Charter this.

Article 40. Meetings of the Supervisory Board

12. Supervisory Board may threen hanh the stipulate regarding the meeting of Supervisory Board and method activities of SB. SB must meet minimum two (02) lan one year and meeting be conduct when have from two part three (2/3) number Control vien or more attending the meeting. Minutes of meeting SB be lap details and ro rang. Secretary and the Control vien attend meet must sign through the bien ban meeting. The minutes of meeting of SB must be luu hold for confirm dinh responsibility of fromng Control vien.

13. Supervisory Board have the right to request member BOD, Total girector and representative organization audit be consent attend and pay loi the matter need be ism ro.

Article 41. Salary, Remuneration, Bonuses and Other Benefits of Supervisory Board Members

14. Member Supervisory Board be pay salary, remuneration, bonus and benefit other according to decision of GMS. GMS decision total muc salary, remuneration, bonus, benefit other and budget activities hang year of Supervisory Board.

15. Member Supervisory Board be payment fee an, o, di again, fee use service consulting doc lap with muc reasonable. Total remuneration level and fee this not vuot qua total budget activities hang year of Supervisory Board has be GMS consent, except case GMS have decision other.

16. Salary and fee activities of Supervisory Board be tinh through fee business of Company according to provisions of law regarding tax income enterprise, stipulate other of law have related and must be lap into section separate in financial report hang year of Company ty.

X. TRACH NHIEM CUA THANH VIEN BOD, KIEM SOAT VIEN, TONG GIAM DOC VA EXECUTIVE OFFICERS OTHER

Member BOD, Control vien, Total Girector ector and person operate other have responsibility implement the duty of minh, including the duty with capacity member the committee of BOD, one theh loyalty, can trong vi benefit of Company.

Article 42. Duty of Loyalty and Avoidance of Conflicts of Interest

1. Member BOD, member SB, Total girector and person manage other must cong ktwo the benefit have related as prescribed by the Law on Enterprises and the bycument law related.

2. Member BOD, member SB, Total girector, person manage other and the related person of the member this only be use the information have be nho position of minh to secondaryc vu benefit of Company.

3. Member BOD, member SB, Total girector and person manage other have obligation notice by bycument for BOD, SB regarding the transaction between Company, subsidiary, company other by CCompany Dai chung nam right control on 50% or more charter capital with main subject that or with the related person of subject that according to provisions of law. For the transaction stated on by GMS or BOD consent, Company must implement announce information regarding the resolution this according to provisions of law securities regarding announce information.

4. Member BOD not vote for transaction mang again benefit for member that or related person of member that as prescribed by the Law on Enterprises and Charter company.

5. Member BOD, member SB, Total girector, person manage other and the related person of the subject this not use or tiet lo for person other the information internal to implement the transaction have related.

6. Transaction between Company with one or many member BOD, member SB, Total girector, person operate other and the individual, organization have related to the subject this not be vo hieu in the following cases:

a. For contract valid smaller than three ty five part hundred (35%) total asset value be recorded in latest financial report, the content important of contract or transaction as well as the relationship and benefit of member BOD, member SB, Total Girector, person operate other has be report to BOD and be BOD approve by majority of phieu agree of the member BOD not have benefit related;

b. For transaction valid from 35% or more or transaction leading to a value transactions arising within 12 months from the date of implementing the transaction first valid from 35% or more total asset value be recorded in latest financial report, the content important of transaction this also as relationship and benefit of member BOD, member Supervisory Board, Total girector, person operate other has be announce for

the shareholder and be GMS approve by phieu vote of the shareholder not have loi ich related;

Article 43. Liability for Damages and Compensation

1. Member BOD, member SB, Total girector and person operate other violate obligation, responsibility loyalty and can trong, not hoan into obligation of minh must bear responsibility regarding the damage by hanh vi violate of minh gay ra.

2. Company compensation for the person has, dang or may trat into one ben related in the vu wheif nai, kien, khi tnumber (include the vu the dan the, hanh main and not must is the vu kien by Company is a person khi kien) if person that has or dang is member BOD, Control vien, General Director, person operate other, nhan vien or is representative be Company uy right or person that has or dang ism according to request of Company with capacity member BOD, person operate, nhan vien or representative according to uy right of Company with condition person that has hanh dong loyalty, can trong, man can vi benefit or not mau thuan with benefit of Company, on co sat comply applicable law and not have by chung confirm certificate rang person that has violate responsibility of minh.

3. Chi phi compensation include the fee arise (including phi hire luat su), fee phan resolutiont, the clause amount phat, the clause must payment arise in thuc te or be coi is muc reasonable when resolve the vu the this in areaon kho applicable law for phep. Company may purchase bao himaym for the person that to tranh the responsibility compensation stated on.

XI. RIGHT TO INSPECT COMPANY BOOKS AND RECORDS

Article 44. Right to Inspect Books and Records

1. Shareholder common have the right to tra cuu books and records, cu may as after:

a. Shareholder common have the right to consider, tra cuu and extract information regarding name and address lien lac in list shareholder have voting rights; request amend information not main confirm of minh; consider, tra cuu, extract or sao chup Charter company, minutes of meeting GMS and resolution GMS;

b. Shareholder or nhGroup of shareholders ownership from 05% total number common shares or more have the right to consider, tra cuu, extract so bien ban and resolution, decision of BOD, financial report between year and hang year, report of Supervisory Board, contract, transaction must approve BOD and document other, except document related to trade secret, business secret of Company.

2. Case representative be authorization of shareholder and nhGroup of shareholders request tra cuu books and records then must kem according to giay authorization of shareholder and nhGroup of shareholders that person that representative or copy cong

chung of giay authorization this.

3. Member BOD, member SB, Total girector and person operate other have the right to tra cuu so register shareholder of Company, list shareholder, books and records other of Company vi the purpose related to position of minh with condition the information this must be bao mat

4. Company must luu Charter this and the ban amend supplement Charter, Certificate of Enterprise Registration, the regulations, the document chung minh right ownership assets, resolution GMS and BOD, minutes of meeting GMS and BOD, the report of BOD. the report of Supervisory Board, financial report year, books accounting and the document other according to provisions of law at head office main or one noi other with condition is the shareholder and authority register business be notice regarding place of luu trs the giay to this.

5. Charter this must be announce on trang information electronic of Company ty.

XII. EMPLOYEES AND TRADE UNION

Article 45. Employees and Labor Union

1. Total Girector ector must prepare a plan to BOD approve the matter related to the recruit, for worker terminate, salary, social insurance, welfare, commendation and discipline for worker and enterprise executive.

2. Total Girector ector must prepare a plan to BOD approve the matter related to relationship of Company with the organization labor union according to the standards, practices and policies best management, the practices and policies stipulate at Charter this, the regulations of Company and stipulate current law.

XIII. DISTRIBUTION OF PROFITS

Article 46. Distribution of Profits

1. GMS decision muc chi pay dividend and form chi pay dividend annual from profit be hold again of Company.

2. Company not payment lai for clause amount pay dividend hay clause amount chi pay related to one type stock.

3. BOD may kien resolution GMS approve the payment entire or one part dividend by stock and BOD is authority thuc thi decision this.

4. Case dividend hay the clause amount other related to one type stock be chi pay by amount mat, Company must chi pay by amount Dong Vietnam. The chi pay may implement directly or approve the threenk on co sat the information details regarding bank account shareholder provide. In case the Company has transfer clause according to according to the information details regarding bank account shareholder provide that

shareholder that not receive amount, Company shall not bear responsibility regarding the amount Company transfer for shareholder beneficiary. The payment dividend for the stock has luu ky, register transaction at Stock Exchange may be conduct approve company securities or Center luu ky securities Vietnam.

5. Can cu Law on Enterprises, Law on Securities, BOD approve resolution confirm dinh one day cu may to chot list shareholder. Can cu according to day that, the person register with capacity shareholder or person ownership the securities other be right certificate dividend, lai suat, distribute profits, certificate stock, certificate notice or document other.

6. The matter other related to distribute profits be implement according to provisions of law.

XIV. BANK ACCOUNTS, RESERVE FUNDS, FISCAL YEAR AND ACCOUNTING SYSTEM

Article 47. Threenk account

1. Company mat account at the threenk Vietnam or at the threenk foreign permitted activities at Vietnam.

2. According to the consent before of authority have authority, in case necessary, Company may mat threenk account at foreign according to the provisions of law.

3. Company conduct the clause payment and transaction accounting approve the account amount Vietnam or foreign currency at the threenk that Company mat account according to provisions of law.

Article 48. Fiscal year

Fiscal year of Company bat deginning from day first of month 01 annual and ket thuc through day thu 31 of month 12. Fiscal year first bat deginning from day issue Certificate register byanh nghiep and ket thuc through day thu 31 of month 12 ngay after day issue Certificate of Enterprise Registration that.

Article 49. Accounting System

1. Accounting System Company use is Che do Accounting Vietnam (VAS) or che do accounting other be Bo Finance consent.

2. Company lap books accounting by tieng Viet. Company luu hold records accounting according to type thousannh of the activities business that Company tham gia. Nhung records this must main xac, cap nhat, have he thong and must du to chung minh and giai trinh the transaction of Company.

3. Company use don vi amount te in accounting is Dong Vietnam. In case the Company ty have the economic transactions arise mainly by one type foreign currency

then be choose foreign currency that as the monetary unit in accounting, bear responsible for choosing that before law and notify the competent tax authority directly.

XV. ANNUAL REPORT, INFORMATION DISCLOSURE RESPONSIBILITIES AND PUBLIC ANNOUNCEMENTS

Article 50. Annual, Semi-annual and Quarterly Financial Reports

1. Company must lap financial report year and financial report year must be audit according to provisions of law. Company announce financial report year has be audit according to provisions of law regarding announce information on market securities and submit for authority state have authority.

2. Financial report year must include complete the report, appendix, thuyet minh according to stipulate law regarding accounting enterprise. Financial report year must phan anh one theh loyalty and passenger throughn tinh thousannh activities of Company.

3. Company must lap and announce the financial report sell nien has soat xet and financial report quarter according to stipulate law regarding announce information on market securities and submit for authority state have authority.

Article 51. Annual report

Company must lap and announce Annual report according to the provisions of law regarding securities and market securities.

XVI. COMPANY AUDIT

Article 52. Audit

1. GMS annual only dinh one company audit doc lap or approve list the company audit doc lap and authorization for BOD decision lua cthemn one in number the don vi this conduct the activities audit Company for fiscal year tiep according to dua on the article clause and condition thoa thuan with BOD. Company must chuan be and gui financial report year for company audit doc lap after when ket thuc fiscal year.

2. Report audit be attached financial report year of Company.

3. Audit vien doc lap implement the audit Company permitted attend the meeting GMS and be right certificate the notice and the information other related to GMS that the shareholder be right certificate and be phat vote opinion at general meeting regarding the matter have related to audit financial report of Company.

XVII. COMPANY SEAL

Article 53. Deal of enterprise

1. Seal include seal be ism at co sat khac seal or seal in the form of signature number according to provisions of law regarding transaction electronic.

2. BOD decision approve company seal official of Cong Company and the company seal be engraved as prescribed by the applicable law and Charter company.

3. BOD, Total Girector ector use and manage company seal according to provisions of law current.

XVIII. DISSOLUTION OF THE COMPANY

Article 54. Dissolution of the Company

1. Company may be dissolution in the case after:

- a. Toa an tuyen bnumber Company pha san according to provisions of law current;
- b. According to resolution, decision of GMS;
- c. Bi redemption Certificate of Enterprise Registration, except case Luat Manage tax have stipulate other;
- d. The case other according to provisions of law.

2. The dissolution Company by GMS decision, BOD implement. Decision dissolution, terminate activities must notice hay xin consent of authority have authority according to stipulate.

Article 55. Liquidation

1. Toi tunderstand six (06) month after when have one decision dissolution Company, BOD must establishment Threen liquidation gom three (03) member. Two (02) member by GMS only dinh and one (01) member by BOD only dinh from one company audit doc lap. Threen liquidation chuan be the regulations activities of minh. The member of Threen liquidation may be lua cthemn in number nhan vien of Company or chuyen gia doc lap. Tat all the fee related to liquidation be Company priority payment before the debts other of Company.

2. Threen liquidation have responsibility report for Authority register business regarding date of establishment and day bat deginning activities. From time that, Threen liquidation thay mat Company in all the cong the related to liquidation Company before Court and the authority hanh main.

3. Tien thu be from the liquidation be payment according to thu tu after:

- a. The fee liquidation;
- b. The debts luong, tro issue thoi the, social insurance and the interest other of worker according to thoa uoc labor tap may and contract labor hasignature ket;
- c. No tax;
- d. The debts other of Company;
- e. Part remaining after when has payment all the debts from section (a) to (d) on day

be classify divide for the shareholder. The preferred shares (if have) be priority payment before.

XIX. INTERNAL DISPUTE RESOLUTION

Article 56. Resolution of Internal Disputes

1. Case arise dispute, wheif nai related to activities of Company, right and obligation of the shareholder as stipulated in Law on Enterprises, Charter company, the stipulate law other or agreement between:

- a. Shareholder with Company;
- b. Shareholder with BOD, SB, Total Girector ector hay person operate other;

The ben related cnumber gang resolve dispute that approve thuong quantity and hoa giai. Except case dispute related to BOD hay Chairman of the Board of Directors, Chairman of the Board of Directors chu tri the resolve dispute and request fromng ben trinh bay the yeu tnumber thuc tien related to dispute in vong 15 day ism the from the date of dispute arise. Case dispute related to BOD hay Chairman of the Board of Directors, bat cu ben which also may request Supervisory Board only dinh one chuyen gia doc lap to hanh dong with capacity is arbitration for qua trinh resolve dispute.

2. Case not achieve decision hoa giai in vong six (06) tuan from when bat deginning qua trinh hoa giai or if decision of trung gian hoa giai not the ben chap certificate, bat cu ben which also may dua dispute that ra Arbitration or Toa an.

3. The ben tu chiu fee of minh have related to procedure thuong quantity and hoa giai. The payment the fee of Toa an be implement according to phan resolutiont of Toa an.

XX. AMENDMENT AND SUPPLEMENTATION OF THE CHARTER

Article 57. Amendments to the Charter

1. The supplement, amend Charter this must be GMS consider, decision.
2. TIn case have the provisions of law have related to activities of Company chua be de cap in ban Charter this or in case have the stipulate new of law other with the article clause in Charter this then the provisions of law that duong nhien be apply and article onlynh activities of Company.

XXI. EFFECTIVE DATE

Article 58. Effective Date

1. Ban charter this gom 21 chapter 58 article be GMS Company Cỏ phàn Service Hnot TASECO most tri thong qua day 26 month 03 year 2026 and cung consent effective toan van of Charter this.

2. Charter be lap into ten (10) ban, valid as nhau and be luu hold at head office main of Company.

3. Charter this is the sole and official of Company.

4. The copies or extracts Charter Company shall be valid when csignature of Chairman of the Board of Directors or Legal representative of Company.

**The Legal Representative of the Company
General Director**



Le Anh Quoc