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Dong Nai, April 01, 2026

**DISCLOSURE OF INFORMATION ON THE WEBSITE
OF THE STATE SECURITIES COMMISSION
AND HANOI STOCK EXCHANGE**

To: - State Securities Commission;
- Hanoi Stock Exchange.

- Company name: Dong Nai Water Joint Stock Company (Dowaco)
- Head office address: No. 48, Cach Mang Thang 8 Street, Tran Bien Ward, Dong Nai Province.
- Telephone: (0251)3843 316 Fax: (0251)3847 149
- Website: www.dowaco.vn
- Stock code: DNW
- Information disclosure officer: **Nguyen Cao Ha**
- Position: Member of Board of Directors, Deputy Director of the Company.
- Type of information disclosed:
☐ Periodic ☒ 24h ☐ As requested ☐ Other

Details of the information disclosed:

Information Disclosure of Internal Regulations of Governance of Dong Nai Water Joint Stock Company - Amended, supplemented for the 4th time.

This information is published on the Company's website on..01..4..../2026 at the link <https://dowaco.vn/quan-he-co-dong>.

We hereby commit that the information disclosed above is accurate and take full legal responsibility for its content.

*** Enclosed:**

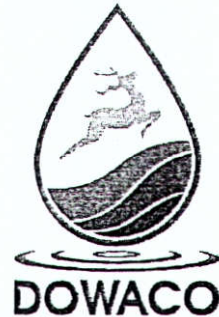
- Internal Regulations of Governance of Dong Nai Water Joint Stock Company- Amended, supplemented for the 4th time



**AUTHORIZED INFORMATION
DISCLOSURE OFFICER**

Nguyen Cao Ha

SONADEZI CORPORATION
DONG NAI WATER JOINT STOCK COMPANY



REGULATIONS
INTERNAL GOVERNANCE OF
DONG NAI WATER JOINT STOCK COMPANY
(4th Amendment and Supplement)

March 31, 2026

REGULATIONS
Internal governance of Dong Nai Water Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;

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

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

Pursuant to the Charter of Dong Nai Water Supply Joint Stock Company;

Pursuant to Resolution No. 01/NQ-DHDCD 2026 dated March 31, 2026 of the General Meeting of Shareholders.

The Board of Directors of Dong Nai Water Joint Stock Company has issued the Company's internal regulations on governance, which include the following contents:

Article 1. Scope of Regulation and Applicable Subjects

1. Scope of application: The internal regulations on corporate governance detail certain aspects regarding the procedures for holding General Meetings of Shareholders; electing members of the Board of Directors and the Supervisory Board; and governance matters not stipulated in the Company's Charter.

2. Scope of Application: This regulation applies to members of the Board of Directors, members of the Supervisory Board, the Management Board, and related individuals and entities.

Article 2. General Meeting of Shareholders

1. The sequence and procedures for holding a General Meeting of Shareholders to adopt resolutions by voting at the meeting include the following contents:

a) Authority to convene the General Meeting of Shareholders as stipulated in Article 13 of the Company's Charter.

b) Announce the closing of the list of shareholders entitled to attend the meeting and compile the list of shareholders entitled to attend the meeting in accordance with point a, clause 2, Article 16 of the Company's Charter.

c) The notice inviting shareholders to the General Meeting shall be issued in accordance with Clause 3, Article 16 of the Company's Charter.

d) Shareholders may propose items to be included in the meeting agenda as stipulated in Clauses 4, 5, and 6 of the Company's Charter. If the person convening the General Meeting of Shareholders refuses a proposal as stipulated in this point, they must respond in writing and state the reasons no later than two working days before the opening of the General Meeting of Shareholders.

d) Authorization of a representative to attend the General Meeting of Shareholders in accordance with Clause 2, Article 15 of the Company's Charter.

e) How to register to attend the General Shareholders' Meeting:

The procedures for registering to attend the General Meeting of Shareholders are clearly stipulated in the Notice of Invitation to the General Meeting of Shareholders, including contacting the Company directly or sending a Registration/Authorization Form (according to the mẫu attached to the Notice of Invitation to the General Meeting of Shareholders) to the Company.

Shareholders register to attend the General Meeting of Shareholders in the manner specified in the notice, including:

- Attend and vote/contest directly at the meeting;
- Authorize another representative to attend and vote/arrange elections at the meeting;
- Send ballots/voting forms to the meeting via mail, fax, or email.

g) Conditions for holding the meeting as stipulated in Article 17 of the Company Charter.

h) The voting procedure, the vote counting procedure, and the notification of vote counting results shall be carried out in accordance with Clauses 2 and 3 of Article 18 of the Company's Charter. In addition, shareholders or their representatives must sign the voting ballot before submitting it to the Vote Counting Committee.

i) Conditions for the resolution to be adopted as stipulated in Clauses 1 and 3 of Article 20 of the Company's Charter.

k) Methods of protesting a resolution of the General Meeting of Shareholders:

Shareholders who voted against the resolution on the reorganization of the Company or the change in the rights and obligations of shareholders as

stipulated in the Company's Articles of Association have the right to request the Company to repurchase their shares. The request must be in writing, clearly stating the shareholder's name and address, the number of shares of each class, the intended selling price, and the reason for requesting the Company to repurchase. The request must be sent to the Company within 10 days from the date the General Meeting of Shareholders adopted the resolution on the matters stipulated in this point.

The company must repurchase the shares at market price as requested by the shareholder as stipulated in this clause, within 90 days from the date of receiving the request. If an agreement on price cannot be reached, the parties may request a professional valuation firm to determine the value. The company will introduce at least three professional valuation firms for the shareholder to choose from, and that choice will be final.

1) Minutes of the General Meeting of Shareholders and Resolutions of the General Meeting of Shareholders shall be prepared and disclosed in accordance with Article 22 of the Company's Charter.

2. The procedures for the General Meeting of Shareholders to adopt resolutions by written ballot shall be carried out in accordance with Article 21 of the Company's Charter.

3. The sequence and procedures for holding a General Meeting of Shareholders to adopt resolutions via online conference (including the sequence and procedures for organizing the meeting and voting), with particular attention to clearly defining the following contents:

a) Notice of convening the online General Shareholders' Meeting:

- The authority to convene a General Meeting of Shareholders is governed by Article 13 of the Company's Charter.

- Announcement regarding the closing of the list of shareholders entitled to attend the General Meeting of Shareholders and the preparation of the list of shareholders entitled to attend the meeting in accordance with point a, clause 2, Article 16 of the Company's Charter.

- The notice inviting shareholders to the General Meeting shall be issued in accordance with Clause 3, Article 16 of the Company's Charter. Voting/election ballots do not need to be sent along with the notice inviting shareholders to the online meeting.

b) How to register to attend the online General Shareholders' Meeting:

The procedure for registering to attend the General Shareholders' Meeting online before the meeting's opening date is clearly stipulated in the Notice of Invitation to the General Shareholders' Meeting, including:

- Eligibility requirements:

- + Having their name on the list of shareholders entitled to attend the General Meeting of Shareholders, as prepared according to the notice of exercise of rights issued by the Company.

- + Authorized representatives who meet the eligibility requirements as stipulated by law and the Company's charter may attend.

- Technical requirements: Shareholders or their representatives need to have an electronic device connected to the internet (e.g., computer, tablet, mobile phone, other electronic device with internet connection...).

- Method of recording the attendance of shareholders or their representatives at the online General Meeting of Shareholders: Shareholders or their representatives are recorded by the electronic voting system as having attended the online General Meeting of Shareholders when they access the system using the access information provided in point c, Clause 3 of this Article and have cast their votes on the online system to confirm their attendance at the online General Meeting of Shareholders .

c) Provide login information and enable electronic voting:

- Information regarding the access link to the electronic voting system, username, password, and other identifying factors (if any) for attending the online General Meeting of Shareholders will be provided in the notice of the General Meeting of Shareholders (or the form of login information notification as stipulated by the Board of Directors). Shareholders or their representatives are responsible for keeping their username, password, and other identifying factors confidential to ensure that only the shareholder or their representative has the right to vote on the electronic voting system and are fully responsible for the information registered.

- When a shareholder or their representative requests login information again, the meeting organizers may notify them through the following methods: in person, email, or telephone. Providing login information via email or telephone will only be done based on shareholder information from the list of shareholders entitled to vote compiled by the Vietnam Securities Depository and Clearing Company, as per the Company's notice of exercise of voting rights.

- Shareholders or their representatives use their login name, password, or other identifying factors (if any) to access the electronic voting system and cast their electronic votes according to the agenda of the online General Meeting of Shareholders.

d) Authorization of a representative to attend the General Shareholders' Meeting online:

- Shareholders exercise their authorization rights as stipulated in Clause 2, Article 15 of the Company's Charter.

- Some regulations to keep in mind when granting authorization online:

Shareholders must provide complete information to authorize online authorization, especially information for the authorized party: phone number, contact address, and email address. This is the basis for assigning login names, access passwords, and other identifying elements (if any) to the authorized party.

Online authorization is only legally valid when the following conditions are met:

- * When shareholders fill in all the information on the online authorization form and complete the online authorization process.

- * The power of attorney must be printed using the online authorization form and include the full signatures, full names, and seal (if it is an organization) of both the authorizing party and the authorized party.

- * The company received the original Power of Attorney before the meeting commenced.

- + Cancellation of online authorization for shareholders: Shareholders must submit a formal written request to the Company to cancel their online authorization before the meeting commences. Please note that the effective date for recording the cancellation of authorization is calculated from the time the Company receives the formal written request to cancel the online authorization.

- + The cancellation of the proxy will be invalid if the proxy has already cast a vote/election on any issue of the agenda for the online General Meeting of Shareholders.

d) Conditions for holding the meeting as stipulated in Article 17 of the Company's Charter.

e) The form of adopting resolutions at the online General Meeting of Shareholders shall be chosen by the Board of Directors from one of the following two options and shall be stipulated in the Rules of Procedure for the online General Meeting of Shareholders:

- This will be done by electronic voting as stipulated in point h, clause 3 of this Article.

- Or other forms as stipulated in the Rules of Procedure for the online General Meeting of Shareholders.

g) Discussion at the online General Shareholders' Meeting:

- Principle:

Discussions may only be conducted within the stipulated time and within the scope of the agenda and program of the Shareholders' General Meeting;

Only shareholders or their representatives are allowed to participate in the discussion;

Shareholders or their representatives wishing to participate in discussions must register their discussion topics in accordance with the specific procedures stipulated in the meeting's Rules of Procedure;

The Secretariat will arrange the discussion topics of shareholders or their representatives in the order of registration and forward them to the Chairperson.

- Responding to questions from shareholders or their representatives:

Based on the opinions of shareholders or their representatives, the Chairperson or a member designated by the Chairperson will address the opinions of shareholders or their representatives;

- + In case of time constraints, questions that are not answered directly at the meeting will be answered by the Company later.

h) Method of electronic voting:

- Voting method:

Shareholders or their representatives choose one of three voting options: approve, disapprove, or abstain, for each item put to a vote at the meeting, as configured on the electronic voting system.

- + Subsequently, the shareholder or their representative must confirm the vote so that the electronic voting system can record the result.

- Voting Method: Based on the Company's Articles of Association, the election of members of the Board of Directors and the Supervisory Board must be conducted using the cumulative voting method ("Cumulative voting" or "Numbered voting"). Accordingly, shareholders or their representatives cast their votes by selecting the "Cumulative voting" box or clearly writing the number of votes in the "Number of votes" box for the corresponding candidates on the ballot installed on the electronic voting system. Afterward, the shareholder or their representative must confirm the election so that the electronic voting system can record the results.

- Other regulations when conducting electronic voting:

- + If a shareholder or their representative fails to complete all voting or election items as per the meeting agenda, the items not voted on or elected will be considered as if the shareholder or their representative did not cast a vote on those items.

- + In the event that items arise outside the agenda items already sent, shareholders or their representatives may vote or elect additional items. If a shareholder or their representative does not vote or elect on the additional items, it will be considered that the shareholder or their representative did not vote or elect on those additional items.

Shareholders or their representatives may change the voting or election results (but cannot cancel the voting or election results); this includes supplementary voting or election results for matters arising outside the meeting

agenda. The online system only records the vote count for the final voting or election results at the time of the electronic voting end of each vote counting round as stipulated in the meeting's Rules of Procedure.

+ In the case where a shareholder or their representative casts a written ballot: An invalid ballot is one in which the total number of votes cast for the candidates exceeds the total number of votes the shareholder or their representative is entitled to cast.

+ The time for electronic voting is specifically stipulated in the meeting's Rules of Procedure. Shareholders or their representatives can access the electronic voting system and cast their votes 24 hours a day, 7 days a week, except in cases of system maintenance or other reasons beyond the Company's control. After the voting period ends, the system will not record any further electronic voting results from shareholders or their representatives.

i) Method of online vote counting: When shareholders or their representatives cast votes/elections, the number of votes cast is recorded in the system according to the principle of votes in favor, votes against, and abstentions.

k) Announcing the vote count results: Based on the vote count minutes recorded as stipulated in point i, clause 3 of this Article, the Vote Counting Committee will check, summarize, and report the vote count results for each item on the meeting agenda to the Chairperson. The vote count results will be announced by the Chairperson/Vote Counting Committee immediately before the closing of the meeting. The results and data will be exported in soft and hard copies and will be stored at the Company.

l) Prepare minutes of the Shareholders' General Meeting:

- In accordance with Article 22 of the Company Charter.

- The location specified in the minutes of the online Shareholders' Meeting is the location where the Chairperson is present. This location must be within the territory of Vietnam.

- The method of adopting the minutes of the General Meeting of Shareholders is specifically stipulated in the Rules of Procedure for the General Meeting of Shareholders.

m) Announce the Shareholders' General Meeting Resolution in accordance with Article 22 of the Company's Charter.

n) In the event of a force majeure event:

- During the online General Meeting of Shareholders and electronic voting, force majeure events may occur at the location where the Chairman presides over the meeting (excluding force majeure events affecting one or more shareholders or their representatives attending) such as: natural disasters, fires, power outages or internet connection failures, technical malfunctions, requests or directives from competent authorities, etc.

- In the event of force majeure events that cannot be resolved to allow the meeting to continue within the 60-minute timeframe, the Chairperson will declare a temporary suspension of the meeting. All items that were voted on before the suspension (if any) will be cancelled. These items will be put to a vote again at the next convened General Meeting of Shareholders.

4. The sequence and procedures for holding a General Meeting of Shareholders to adopt resolutions through a hybrid format (in-person and online) include the following contents:

a) Notice of convening the General Meeting of Shareholders in a hybrid format (in-person and online):

- The authority to convene a General Meeting of Shareholders is governed by Article 13 of the Company's Charter.

- Announcement regarding the closing of the shareholder list entitled to attend the meeting and the preparation of the shareholder list entitled to attend the meeting in accordance with point a, clause 2, Article 16 of the Company's Charter.

- The notice inviting shareholders to the General Meeting shall be issued in accordance with Clause 3, Article 16 of the Company's Charter. Voting/election ballots do not need to be sent with the notice inviting shareholders to the online meeting.

b) How to register to attend the Shareholders' General Meeting using a hybrid format (in-person and online):

- For shareholders or their representatives who register to attend in person: follow point e, clause 1 of this Article.

- For shareholders or their representatives registering to attend online: follow point b, clause 3 of this Article.

c) Provide login information and conduct electronic voting through a hybrid format of in-person and online meetings (applicable to shareholders or their representatives who register to attend online) as per point c, clause 3 of this Article.

d) Authorizing a representative to attend the General Meeting of Shareholders through a hybrid format of in-person and online meetings:

- For shareholders or their representatives who register to attend in person: follow point d, clause 1 of this Article;

- For shareholders or their representatives registering to attend online: follow point d, clause 3 of this Article.

d) Conditions for holding the meeting as stipulated in Article 17 of the Company Charter

e) Method of adopting resolutions by the General Meeting of Shareholders:

- For shareholders or their representatives who register to attend in person: follow point h, clause 1 of this Article;

- For shareholders or their representatives registering to attend online: follow point e, clause 3 of this Article.

g) Discussion at the General Meeting of Shareholders: To be conducted in accordance with point g, clause 3 of this Article.

h) Voting method:

- For shareholders or their representatives who register to attend in person: follow point h, clause 1 of this Article;

- For shareholders or their representatives registering to attend online: follow point h, clause 3 of this Article.

i) Method of vote counting:

- For shareholders or their representatives who register to attend in person: follow point h, clause 1 of this Article;

- For shareholders or their representatives registering to attend online: follow point i, clause 3 of this Article.

k) Announcing the vote count results: Based on the vote count minutes recorded as stipulated in point i, clause 4 of this Article, the Vote Counting Committee will check, summarize, and report to the Chairperson the results of the vote count for each item according to the meeting agenda. The vote count results will be announced by the Chairperson/Vote Counting Committee immediately before the closing of the meeting.

l) Prepare minutes of the Shareholders' General Meeting

- In accordance with Article 22 of the Company Charter

- The location specified in the minutes of the Shareholders' General Meeting is the location where the Chairperson is present. This location must be within the territory of Vietnam.

- The method of adopting the minutes of the General Meeting of Shareholders is specifically stipulated in the Rules of Procedure for the General Meeting of Shareholders.

m) Announce the Shareholders' General Meeting Resolution as stipulated in Article 22 of the Company's Charter.

5. Based on the actual situation, specific conditions, and requirements and tasks of the General Meeting of Shareholders, the Board of Directors shall develop and issue working regulations, regulations on nomination, candidacy, election, and other regulations as appropriate, and submit them to the General Meeting of Shareholders for approval before proceeding with the meeting.

Article 3. Nomination, candidacy, election, dismissal, and removal of members of the Board of Directors

1. Members of the Board of Directors must meet the standards and conditions stipulated in Clause 4, Article 24 of the Company's Charter.

2. The procedures for nominating and electing members of the Board of Directors are governed by Clauses 2 and 3 of Article 24 of the Company's Charter.

3. Method of electing members of the Board of Directors:

a) Before the election, shareholders or their representatives are given ballots containing the registration number, the full name of the shareholder or the full name of the shareholder's representative, the number of votes to be cast, and a list of candidates.

b) The election of Board members must be conducted using cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of voting rights multiplied by the number of Board members to be elected. Shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected Board members are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the required number of members is elected. In the event that two or more candidates receive the same number of votes for the last Board member, a re-election will be held among those candidates.

4. Members of the Board of Directors may be dismissed or removed from office in the cases stipulated in Clause 4, Article 25 of the Company's Charter.

5. The Company shall disclose information regarding the election, dismissal, and removal of members of the Board of Directors on the Company's website and in accordance with the regulations of the law on the securities market.

Article 4. Selection, appointment, and dismissal of persons in charge of company administration.

1. The person in charge of company administration must meet the following standards:

a) Thorough understanding of the Enterprise Law, Securities Law, and other legal regulations related to the Company's business operations;

b) They are not allowed to simultaneously work for the independent auditing firm that is auditing the Company's financial statements;

c) Other criteria as decided by the Board of Directors.

2. The Board of Directors decides on the appointment of the person in charge of the Company's management.

3. Cases of dismissal or removal of the Company's Chief Administrator:

a) No longer meets the eligibility requirements as stipulated in Clause 1 of this Article;

- b) There is a letter of resignation;
- c) Violation of the obligations of the person in charge of company administration as stipulated in Clause 3, Article 30 of the Company Charter;
- d) Failure to complete the task;
- d) In accordance with a resolution of the Board of Directors, the Board of Directors may dismiss the person in charge of company administration when necessary, provided that this is not contrary to current labor laws and regulations.

4. The company shall disclose information regarding the appointment and dismissal of its corporate governance personnel on the company's website and in accordance with the laws and regulations governing the securities market.

Article 5. Nomination, candidacy, election, dismissal, and removal of members of the Supervisory Board

1. Members of the Supervisory Board must meet the standards and conditions stipulated in Clause 4, Article 34 of the Company's Charter.

2. The procedure for nominating and electing members of the Supervisory Board is in accordance with Clauses 2 and 3 of Article 34 of the Company's Charter.

3. Method of electing members of the Supervisory Board:

a) Before the election, shareholders or their representatives are given ballots containing the registration number, the full name of the shareholder or the full name of the shareholder's representative, the number of votes to be cast, and a list of candidates.

b) The election of Supervisory Board members must be conducted using cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of voting rights multiplied by the number of Supervisory Board members to be elected. Shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected Supervisory Board members are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the required number of members is elected. In the event that two or more candidates receive the same number of votes for the last Supervisory Board member, a re-election will be held among those candidates.

4. Members of the Supervisory Board may be dismissed or removed from office in the cases stipulated in Clauses 2 and 3 of Article 35 of the Company's Charter.

5. The Company shall disclose information regarding the election, dismissal, and removal of members of the Supervisory Board on the Company's website and in accordance with the regulations of the law on the securities market.

Article 6. Coordination of activities between the Board of Directors, the Supervisory Board, and the Director

1. The procedures for convening, notifying, recording minutes, and communicating the results of meetings between the Board of Directors, the Supervisory Board, and the Director shall be carried out in accordance with Article 29 of the Company Charter and the following regulations:

a) The Supervisory Board shall receive notices of meeting invitations, ballots for soliciting opinions from Board members, and accompanying documents at the same time and in the same manner as the Board members.

b) If the Director is invited to attend the Board of Directors meeting, they will receive notification and any accompanying documents (if any).

c) Minutes of the Board of Directors meetings and resolutions of the Board of Directors shall be sent to the Supervisory Board and the Director at the same time and in the same manner as to the members of the Board of Directors.

2. Supervisory Board Meeting:

a) The Supervisory Board has the right to request members of the Board of Directors and the Director to attend Supervisory Board meetings and answer questions of concern to the Supervisory Board members. Requests to attend Supervisory Board meetings must be submitted in writing, clearly stating the purpose, the issues to be discussed, and any accompanying documents (if any).

b) Minutes of the Supervisory Board meeting, attended by members of the Board of Directors and the Director, must be sent to all attendees.

3. If the Supervisory Board or the Director requests a meeting of the Board of Directors, a written request must be sent to the Chairman of the Board of Directors, clearly stating the purpose, issues to be discussed, and decisions within the authority of the Board of Directors. The Chairman of the Board of Directors must convene the meeting of the Board of Directors within the time limit stipulated in Clause 5, Article 29 of the Company's Charter.

4. No later than 30 days after the end of the quarter, the Director must prepare a report to be submitted to the Board of Directors and the Supervisory Board on:

a) Results and performance of production and business activities;

b) The performance of assigned duties and responsibilities;

c) Implementation of resolutions of the Board of Directors and matters delegated by the Board of Directors.

5. Coordinate control, management, and supervision activities among members of the Board of Directors, the Auditors, and the Director.

a) The Board of Directors supervises the Director in the daily operation of the Company; the Supervisory Board supervises the Board of Directors and the Director in the management and operation of the Company. Upon discovering

that a member of the Board of Directors or the Director has violated legal regulations, the Company's charter, or resolutions of the Board of Directors, the supervisory body must immediately notify the violator in writing, requiring the violator to cease the violation and take measures to remedy the consequences.

b) If the Board of Directors discovers that a member of the Supervisory Board has violated the exercise of their assigned rights and obligations, the Board of Directors must notify the Supervisory Board in writing; require the person committing the violation to cease the violation and take measures to remedy the consequences.

c) The annual internal audit plan must be submitted to the Supervisory Board for coordination in inspection and control activities.

d) The Board of Directors, when organizing internal inspection and audit teams at the Company and its member units and subsidiaries, must send the inspection decision to the Supervisory Board. The Supervisory Board has the right to appoint representatives to participate in internal inspection and audit teams and must notify the Board of Directors in writing of this participation.

d) The Supervisory Board must notify the Board of Directors and the Director in writing five working days in advance of any inspection activities at the Company.

6. In cases where the Supervisory Board conducts an inspection of the Company's capital representatives in member units and requests the provision of data, documents, information, and explanations of activities at the member companies, it must send a written notice to the Chairman of the Board of Directors 05 working days before the inspection, clearly stating the content to be inspected or controlled.

Article 7. Regulations on annual evaluation, rewards and disciplinary actions for members of the Board of Directors, members of the Supervisory Board, Directors and other executives.

1. Annual review:

Based on their assigned functions and responsibilities, the Board of Directors evaluates the performance of each member of the Board of Directors, the Head of the Supervisory Board, the Director, and other executives.

Based on their assigned functions and responsibilities, the Head of the Supervisory Board organizes the evaluation of the performance of each member of the Supervisory Board.

2. Rewards:

Based on business performance and annual evaluation results, members of the Board of Directors, Supervisory Board, Directors, and other executives are entitled to bonuses according to the Company's bonus regulations.

3. Discipline:

Based on the Enterprise Law, the Company Charter, and the Labor Code, the Board of Directors shall consider and submit to the General Meeting of Shareholders for decision on disciplinary action against members of the Board of Directors if they violate the regulations. The level of disciplinary action ranges from warning, reprimand, reprimand, dismissal, to removal from office.

Based on the Enterprise Law, the Company Charter, and the Labor Code, the Supervisory Board shall consider and submit to the General Meeting of Shareholders for decision on disciplinary action against members of the Supervisory Board if violations occur. The level of disciplinary action ranges from warning, reprimand, caution, dismissal, to removal from office.

Based on the Enterprise Law, the Company Charter, and the Labor Code, the Board of Directors shall consider and decide on disciplinary action against the Director and managers if violations occur. The level of disciplinary action ranges from a warning, reprimand, reprimand, extension of the salary increase period, dismissal, to removal from office.

Article 8. Amendments and Supplements

1. Any amendments or additions to these Regulations must be considered by the Company's Board of Directors and submitted to the General Meeting of Shareholders for approval.

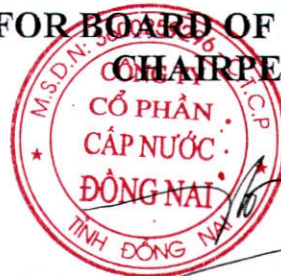
2. In the event that there are legal provisions relating to the Company's governance not addressed in this Regulation, or in the event that new legal provisions and the Company's Articles of Association differ from the provisions in this Regulation, those provisions shall automatically apply and govern the Company's governance.

Article 9. Effective Date

1. This regulation takes effect from the date of issuance. All previous regulations contrary to this regulation are hereby repealed.

2. Members of the Board of Directors, the Management Board, heads and deputy heads of units, and relevant officers and employees are responsible for implementing and executing this. *Thy*

FOR BOARD OF DIRECTORS
CHAIRPERSON



Phạm Thi Hong