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Dong Nai, April 04, 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 Charter of Dong Nai Water Joint Stock Company - Amended and supplemented for the 6th time.

This information is published on the Company's website on...04.../...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:**

- Charter of Dong Nai Water Joint Stock Company - Amended and supplemented for the 6th time

**AUTHORIZED INFORMATION
DISCLOSURE OFFICER**



Nguyen Cao Ha

SONADEZI CORPORATION
DONG NAI WATER JOINT STOCK COMPANY



CHARTER
DONG NAI WATER JOINT STOCK COMPANY
(6th Amendment and Supplement)

March 31, 2026

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CHAPTER I

DEFINITION OF TERMS IN THE BYLAWS

Article 1. Explanation of Terms

1. In these Regulations, the following terms are understood as follows:

a) "Charter capital" is the total par value of shares sold and as stipulated in Article 6 of these Charters.

b) "Enterprise Law" refers to Enterprise Law 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;

c) "Securities Law" refers to Securities Law No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;

d) "Managers" includes the Chairperson of the Board, members of the Board, and the executive.

d) "The person in charge" refers to the Director, Deputy Director, and Chief Accountant.

e) "Family members" include: wife, husband, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father-in-law, mother-in-law, biological child, adopted child, son-in-law, daughter-in-law, biological brother, biological sister, biological sibling, brother-in-law, sister-in-law, wife's biological brother, husband's biological brother, wife's biological sister, husband's biological sister, wife's biological sibling, husband's biological sibling.

g) "Related parties" are individuals or organizations as defined in Clause 46, Article 4 of the Securities Law and Clause 23, Article 4 of the Enterprise Law;

h) "Vietnam" means the Socialist Republic of Vietnam;

i) "Shareholder" is an individual or organization that owns at least one share of the Company;

k) "Ordinary shareholder" is a shareholder who owns common shares;

l) A "major shareholder" is a shareholder who owns 5% or more of the voting shares of the Company;

m) The "parent company" is the Industrial Park Development Corporation (SONADEZI Corporation).

n) "Stock exchange" refers to the Vietnam Stock Exchange and its subsidiaries.

o) "Shareholder contact address" is the address of the shareholder in the Summary List of Securities Holders provided by the Vietnam Securities Depository and Clearing Corporation at the most recent time.

2. In these Statutes, references to one or more other regulations or documents, including amendments or replacements, are prohibited.

3. The headings (chapters, articles of these Statutes) are used for convenience in understanding the content and do not affect the content of these Statutes.

CHAPTER II

NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, TERM OF OPERATION, AND LEGAL REPRESENTATIVE OF THE COMPANY

Article 2. Name, form, head office, branches, representative offices and operating period of the Company

1. Company Name

- Vietnamese name: DONG NAI WATER JOINT STOCK COMPANY
- English name: DONG NAI WATER JOINT STOCK COMPANY
- Abbreviation: DOWACO
- Company logo:



2. The company is a joint-stock company with legal personality in accordance with current Vietnamese law.

3. The company's registered office is:

- Address: 48 Cach Mang Thang Tam Street, Tran Bien Ward, Dong Nai Province

- Phone: (0251) 3843316

- Fax: (0251) 3847149

E-mail: capnuocdongnai@dowaco.vn

Website: www.dowaco.vn

4. The Company may establish branches and representative offices in its business areas to achieve its operational objectives in accordance with the decisions of the Board of Directors and within the limits permitted by law. At the time of adopting these Articles of Association, the Company has the following branches:

a) Revenue Management Branch:

- Address: 48 Cach Mang Thang Tam Street, Tran Bien Ward, Dong Nai Province.

b) Bien Hoa Water Supply Branch

- Address: 48 Cach Mang Thang Tam Street, Tran Bien Ward, Dong Nai Province.

c) Long Binh Water Supply Branch

- Address: 493/15, Group 8, Ward 22, Long Binh Commune, Dong Nai Province

d) Thien Tan Water Supply Branch

- Address: No. 329, Hoang Van Bon Street, Group 2, Block 21, Long Binh Ward, Dong Nai Province.

d) Thanh Phu Water Supply Branch

- Address: 119A, Provincial Road 768, Vam Hamlet, Trang Dai Ward, Dong Nai Province .

e) Xuan Loc Water Supply Branch

- Address: Huynh Van Nghe Street, Gia Ray 7 Hamlet, Xuan Loc Commune, Dong Nai Province.

g) Long Thanh Water Supply Branch

- Address: No. 113, Le Duan Street, Phuoc Hai Hamlet, Long Thanh Commune, Dong Nai Province

5. Except in the case of dissolution pursuant to Article 55 of these Charters, the Company shall operate indefinitely.

Article 3. Legal Representative of the Company

1. The company has one (1) legal representative. The Director is the legal representative of the Company.

2. Rights and obligations of the legal representative:

a) The legal representative acts on behalf of the Company to exercise the rights and obligations arising from the Company's transactions, and represents the Company as a party requesting the resolution of civil matters, plaintiff, defendant, or party with related rights and obligations before arbitration panels and courts.

b) The legal representative shall fulfill the responsibilities under Article 13 of the Enterprise Law and other rights and obligations as prescribed by current law.

CHAPTER III COMPANY'S OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS

Article 4. Industry, occupation and operational objectives

1. The company's business lines are:

No.	Department Name	Industry code
1	Water extraction, treatment, and supply. - Extraction and treatment of water for urban and industrial use, and distribution of clean water.	3600 (Main)
2	Mechanical processing; metal treatment and coating: - Manufacturing specialized mechanical products for the water industry.	2592
3	Other Short-term accommodation services: - Hotel business	5520
4	Wholesale of other building materials and installation equipment. - Trading in supplies, equipment, and accessories specializing in the water industry.	4673
5	Architectural and related engineering consulting activities: - Consulting services for the structural design of civil and industrial buildings. - Design of water supply works; Design of water supply systems for buildings; Construction support services; Other design consulting services; Design of drainage works; - Surveying, supervising construction, and verifying water supply and drainage projects; - Preparing investment projects, appraising investment projects; - Supervising the construction of civil and industrial projects; - Preparing investment projects, appraising investment projects; - Supervising the construction of civil and industrial projects; - Preparing tender documents; Evaluating tender submissions; Appraising technical designs; Finalizing investment project accounts; - Investment project management consulting; - Reviewing tender documents and cost estimates - total cost estimates; - Evaluating the bidding results.	7110
6	Real estate business, land use rights belonging to the owner, user or lessee: - Investing in the construction of urban and industrial park infrastructure. Building and renting housing. Renting office space. Real estate business.	6810
7	Production of non-alcoholic beverages and mineral water: - Production of bottled purified water.	1105
8	Construction of other civil engineering works: - Construction of industrial facilities.	4299
9	Install water supply and drainage systems, heating and air conditioning: - Install water supply and drainage systems.	4322
10	Construction of water supply and drainage systems: - Construction of water supply and drainage systems.	4222
11	Building a house to live in: - Construction of civil engineering works.	4101
12	Technical inspection and analysis - Testing of water meters from 15mm to 100mm (Operation only when all legal requirements are met)	7120
13	Tour operator (Only operates when all legal requirements are met)	7912
14	Other tourism-related activities	7990
15	Rental of machinery, equipment and other tangible goods without operators.	7730

2. The Company's operational objectives are: To mobilize and utilize capital in the most efficient way; to continuously develop resources, improve quality, and enhance competitiveness to meet the ever-increasing demands of customers; to improve working conditions and stabilize the lives of employees, ensure the legitimate interests of shareholders, and fulfill its obligations to the State.

Article 5. Scope of business and operations

The company is permitted to conduct business in the sectors listed in this Charter, has registered and notified changes to its registration with the business registration authority, and has published them on the National Business Registration Portal.

CHAPTER IV CHARTER CAPITAL, SHARES

Article 6. Charter capital and shares

1. The company's charter capital is VND 1,200,000,000,000 (in words: One thousand two hundred billion Vietnamese Dong).

The company's total charter capital is divided into 120,000,000 shares with a par value of VND 10,000 per share.

2. The company may change its charter capital with the approval of the General Meeting of Shareholders and in accordance with the provisions of the law.

3. All shares of the Company on the date of adoption of these Articles of Association are common shares.

4. The company may issue other types of preferred shares after approval by the General Meeting of Shareholders and in accordance with the provisions of the law.

5. Common shares must be offered preferentially to existing shareholders in proportion to their shareholding in the Company, unless otherwise decided by the General Meeting of Shareholders. The number of shares not subscribed by shareholders will be decided by the Company's Board of Directors. The Board of Directors may distribute these shares to other parties under conditions and in a manner deemed appropriate, but may not sell them under more favorable conditions than those offered to existing shareholders unless approved by the General Meeting of Shareholders. Other advantages.

6. The Company may purchase shares issued by itself in the manner prescribed in these Articles of Association and applicable law.

7. The company may issue other types of securities as prescribed by law.

8. The total number of shares owned by all foreign investors is less than 10% of the Company's charter capital.

Article 7. Certificate of Shares

1. Shareholders of the Company are issued share certificates corresponding to the number and type of shares they own.

2. Shares are securities that confirm the legal rights and interests of the owner in a portion of the company's share capital. Shares must contain all the information as prescribed in Clause 1, Article 121 of the Enterprise Law.

3. Within 30 days from the date of submitting a complete application for the transfer of share ownership, or within 2 months from the date of full payment for the shares, or within another period specified in the issuance plan, the shareholder shall be issued a share certificate. The shareholder shall not be required to pay the Company any printing costs for the share certificate.

4. In the event that a share certificate is lost, damaged, or otherwise destroyed, the shareholder shall be reissued the certificate by the Company upon the shareholder's request. The shareholder's request must include the following information:

a) Information about shares that have been lost, damaged, or otherwise destroyed;

b) Commitment to assume responsibility for any disputes arising from the reissuance of new shares.

Article 8. Other securities certificates

Bond certificates or other securities issued by the Company bear the signature of the legal representative and the seal of the Company.

Article 9. Transfer of shares

1. All shares are freely transferable unless otherwise provided by these Articles of Association and the law. The Company's shares are registered for trading on the stock exchange; transfers shall be conducted in accordance with the regulations of the law on securities and the securities market.

2. Unpaid shares are not transferable and do not entitle the holder to related rights such as the right to receive dividends, the right to receive newly issued shares to increase share capital from equity, the right to purchase newly offered shares, and other rights as stipulated by law.

3. In the event that a shareholder is an individual who dies, their heir, according to their will or by law, becomes a shareholder of the Company. If the shares of a deceased individual shareholder have no heirs, or if the heirs refuse to accept the inheritance or are disinherited, then those shares will be handled according to the provisions of civil law.

4. Shareholders have the right to donate a portion or all of their shares to others; or to use shares to repay debts. In this case, the recipient of the donated shares or the person receiving the shares as payment for debt will become a shareholder of the Company after completing the transfer procedures as stipulated in these Articles of Association and relevant laws.

CHAPTER V ORGANIZATIONAL STRUCTURE AND MANAGEMENT

Article 10. Organizational structure of management

The company's organizational and management structure includes:

1. General Shareholders' Meeting;
2. Board of Directors;
3. Supervisory Board;
4. Director.

CHAPTER VI SHAREHOLDERS AND SHAREHOLDER MEETING

Article 11. Rights of Shareholders

1. Ordinary shareholders have the following rights:

a) To attend and speak at the General Meeting of Shareholders and exercise the right to vote directly or through an authorized representative or other forms as prescribed by the Internal Regulations on Corporate Governance, this Charter and the law; Each common share has one voting right;

b) Receive dividends at the rate decided by the General Meeting of Shareholders;

c) Shareholders have priority in purchasing newly offered shares in proportion to their ownership of common shares;

d) To freely transfer their shares to others, except as stipulated in Clause 2, Article 9 of these Charters;

d) Review, search, and retrieve information regarding names and contact addresses in the list of shareholders with voting rights; request correction of inaccurate information;

e) Review, search, extract, or copy the Company Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

g) When the Company is dissolved or goes bankrupt, receive a portion of the remaining assets in proportion to their shareholding in the Company;

h) Requiring the Company to repurchase shares in the cases stipulated in Article 132 of the Enterprise Law;

i) To be treated equally;

k) To have full access to periodic and extraordinary information disclosed by the Company in accordance with the law;

l) To have their legitimate rights and interests protected; to request the suspension or annulment of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the provisions of the Enterprise Law;

m) Other rights as prescribed by law and these Statutes.

2. Shareholders or groups of shareholders holding 5% or more of the total number of common shares have the following rights:

a) Request the Board of Directors to convene a General Meeting of Shareholders in cases where the Board of Directors seriously violates the rights of shareholders, the obligations of managers, or makes decisions exceeding its delegated authority, as stipulated in Clauses 3 and 4 of Article 13 of these Charters.

b) Review, search, and extract minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial reports, reports of the Supervisory Board, contracts, transactions requiring approval from the Board of Directors, and other documents, except for documents related to the Company's trade secrets and business secrets;

c) Request the Supervisory Board to examine specific issues related to the management and operation of the Company when deemed necessary. The request must be in writing and must include the following information: full name, contact address, nationality, and legal document number of the individual shareholder; name, business registration number or legal document number of the organization, and head office address of the organization shareholder; number of shares and registration date of each shareholder, total number of shares of the entire group of shareholders, and ownership percentage in the total shares of the Company; the issue to be examined, and the purpose of the examination;

d) Propose the matter to be included in the agenda of the General Meeting of Shareholders in accordance with Clause 4, Article 16 of these Charters;

đ) Other rights as prescribed by law and these Statutes.

3. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate individuals to the Board of Directors and the Supervisory Board in accordance with the provisions of Clause 2, Article 24 and Clause 2, Article 34 of these Charters. Common shareholders forming a group to nominate individuals to the Board of Directors and the Supervisory Board must notify the shareholders attending the meeting of their group formation before the opening of the General Meeting of Shareholders.

Article 12. Obligations of Shareholders

Common shareholders have the following obligations:

1. Be responsible for the company's debts and other financial obligations to the extent of the capital contributed to the company;

2. Capital contributed in the form of common shares may not be withdrawn from the Company in any form, except in cases where the shares are repurchased by the Company or another party; In the event that a shareholder withdraws part or all of their contributed capital in violation of this provision, that shareholder and any related parties in the Company shall be jointly and severally liable for the Company's debts and other financial obligations to the extent of the value of the withdrawn shares and any resulting damages;

3. Comply with the Company's Charter and regulations; abide by the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors;

4. The Company shall maintain the confidentiality of information provided in accordance with these Charters and the law, and shall only use the provided information to exercise and protect its legitimate rights and interests; it is strictly prohibited to disseminate, copy, or send information provided by the Company to other organizations or individuals;

5. Attend the General Meeting of Shareholders and exercise voting rights through the following methods:

- a) Attend and vote directly at the meeting;
- b) Authorize another person to attend and vote at the meeting;
- c) Attend and vote via online conference, electronic voting, or other electronic means;
- d) Send the ballot to the meeting via mail, fax, or email;

6. I will be held personally liable if, in any form, I commit any of the following acts in the name of the Company:

- a) Violation of the law;
- b) Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;
- c) Pay off debts that are not yet due in anticipation of potential financial risks to the Company.

7. Fulfill other obligations as prescribed by law and these Statutes.

Article 13. General Meeting of Shareholders

1. The General Meeting of Shareholders, comprising all shareholders with voting rights, is the highest decision-making body of the Company. The General Meeting of Shareholders convenes annually, once a year, within four months of the end of the fiscal year. The Board of Directors may decide to extend the annual General Meeting of Shareholders if necessary, but not exceeding six months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The location of the General Meeting of Shareholders is determined by where the chairperson attends the meeting, and it must be within the territory of Vietnam.

2. The Board of Directors shall convene the Annual General Meeting of Shareholders and select a suitable venue. The Annual General Meeting of Shareholders shall decide on matters in accordance with the law and these Articles of Association, in particular approving the audited annual financial statements. If the audited annual financial statements of the Company contain material exceptions, adverse audit opinions, or disclaimers, the Company must invite a representative of the auditing firm that audited the Company's financial statements to attend the Annual General Meeting of Shareholders.

3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases:

- a) The Board of Directors deems it necessary for the benefit of the Company;
- b) The number of remaining members of the Board of Directors and the Supervisory Board is less than the minimum number of members required by law;
- c) Upon the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 11 of these Charters, the request to convene a General Meeting of Shareholders must be in writing, clearly stating the reasons and purpose of the meeting, and bearing the signatures of all relevant shareholders. Alternatively, the request may be made in multiple copies and include the signatures of all relevant shareholders; the request must be accompanied by documents and evidence regarding violations by the Board of Directors, the extent of the violations, or decisions exceeding their authority. The shareholder or group of shareholders shall bear full legal responsibility for the accuracy and truthfulness of the documents and evidence provided to the competent authority when requesting the convening of a General Meeting of Shareholders.
- d) As requested by the Supervisory Board;
- d) Other cases as prescribed by law and these Regulations.

4. Convene an extraordinary general meeting of shareholders:

a) The Board of Directors must convene a General Meeting of Shareholders within 30 days from the date the number of remaining members of the Board of Directors or members of the Supervisory Board is as stipulated in point b, clause 3 of this Article, or upon receiving the request stipulated in points c and d, clause 3 of this Article;

b) If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 4 of this Article, then within the next 30 days, the Supervisory Board must replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in clause 3, Article 140 of the Enterprise Law;

c) If the Supervisory Board fails to convene a General Meeting of Shareholders as prescribed in point b, clause 4 of this Article, the shareholder or group of shareholders specified in point c, clause 3 of this Article has the right to request the Company's representative to convene a General Meeting of

Shareholders in accordance with the Law on Enterprises;

In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders will be reimbursed by the Company. This does not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

d) Procedures for organizing a General Meeting of Shareholders as stipulated in Clause 2, Article 16 of these Charters.

Article 14. Rights and obligations of the General Meeting of Shareholders

following matters:

- a) The company's annual business plan;
- b) Audited annual financial statements;
- c) Reports from the Board of Directors on the governance and performance of the Board of Directors and each member of the Board of Directors;
- d) Report of the Supervisory Board on the company's business results, the performance of the Board of Directors and the Director;
- đ) Self-assessment report on the performance of the Supervisory Board and each member of the Supervisory Board;
- e) The dividend rate per share for each class.

2. In addition to the matters stipulated in Clause 1 of this Article, the annual and extraordinary general meetings of shareholders shall discuss and approve the following issues:

- a) Through the company's development strategy;
- b) Deciding on the types of shares and the total number of shares of each type authorized for offering;
- c) Electing, dismissing, and removing members of the Board of Directors and members of the Supervisory Board;
- d) Decisions to invest in or sell assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement;
- đ) Decisions to amend or supplement the Company's Charter;
- e) Decision to repurchase more than 10% of the total number of shares sold of each class;
- g) Review and handle violations by members of the Board of Directors and members of the Supervisory Board that cause damage to the Company and its

shareholders;

h) Decisions on reorganizing or dissolving the Company;

i) Deciding on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;

k) Approve the internal regulations on corporate governance, the operating regulations of the Board of Directors, and the operating regulations of the Supervisory Board;

l) Approve the list of independent auditing firms to audit the Company's financial statements; decide on the independent auditing firm to conduct an audit of the Company's operations, and dismiss independent auditors when deemed necessary;

m) The signing of contracts and transactions as stipulated in Clause 5, Article 43 of these Regulations;

n) Other rights and obligations as prescribed by law and these Statutes.

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

Article 15. Authorized Representatives

1. Authorized representative of a shareholder that is an organization.

a) Shareholders that are organizations must authorize an individual representative as follows:

- Shareholders owning less than 10% of the total shares are only allowed to authorize one representative.

- Shareholders owning between 10% and less than 20% of the total shares may authorize a maximum of two representatives.

- Shareholders owning between 20% and less than 30% of the total shares may authorize a maximum of 3 representatives.

- Shareholders owning between 30% and less than 40% of the total shares may authorize a maximum of 4 representatives.

- Shareholders owning between 40% and less than 50% of the total shares may authorize a maximum of 5 representatives.

- Shareholders owning between 50% and less than 60% of the total shares may authorize a maximum of 6 representatives.

- Shareholders owning 60% or more of the total shares may authorize a maximum of 7 representatives.

b) If a shareholder is an organization that appoints multiple authorized representatives, the number of shares allocated to each representative must be specifically determined. If the shareholder does not specify the corresponding number of shares for each authorized representative, the shares will be divided

equally among the authorized representatives.

c) The document appointing an authorized representative must be notified to the Company and is only effective for the Company from the date the Company receives the document. The document appointing an authorized representative must include the following main contents:

- Name, business registration number, and registered office address of the shareholder;
- The number of authorized representatives and the corresponding shareholding or capital contribution ratio of each authorized representative;
- Full name, contact address, nationality, and legal document number of each authorized representative;
- The respective terms of authorization for each authorized representative; specifying the commencement date of representation;
- Full name and signature of the legal representative of the shareholder and of the authorized representative.

d) The authorized representative must meet the following standards and conditions:

- Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law;
- Shareholders that are state-owned enterprises, as stipulated in point b, clause 1, Article 88 of the Enterprise Law, are not allowed to appoint a person with family ties to the enterprise's manager or to the person authorized to appoint that manager as their authorized representative at the Company.

2. Authorization to attend the General Meeting of Shareholders

a) Shareholders, or authorized representatives of shareholders that are organizations, may attend meetings in person or authorize one or more other individuals or organizations to attend, or attend through one of the forms stipulated in Clause 3, Article 144 of the Enterprise Law.

b) The authorization for individuals or organizations to represent shareholders at the General Meeting of Shareholders as stipulated in point a, clause 2 of this Article must be in writing. The authorization document shall be prepared in accordance with the provisions of civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the content of the authorization, the scope of the authorization, the duration of the authorization, and the signatures of both the authorizing party and the authorized party.

Authorized representatives attending the General Meeting of Shareholders must present the authorization document when registering to attend. In case of sub-authorization, the representative must also present the original authorization document from the shareholder or the authorized representative of the shareholder (if not previously registered with the Company).

c) The voting ballot of a person authorized to attend the meeting within the scope of their authorization remains valid in the event of any of the following circumstances:

- The person granting the power of attorney has died, has limited legal capacity, or has lost their legal capacity;
- The person who granted the authorization has revoked the designation.
- The grantor has revoked the authority of the grantee.

This clause does not apply if the Company receives notice of any of the above events before the opening of the General Meeting of Shareholders or before the meeting is reconvened.

Article 16. Convening the meeting, meeting agenda, and notice of the General Meeting of Shareholders

1. The Board of Directors shall convene an annual and extraordinary general meeting of shareholders, or an extraordinary general meeting of shareholders shall be convened in accordance with the circumstances stipulated in point b or point c of clause 4, Article 13 of these Charters.

2. The convener of the General Meeting of Shareholders must perform the following tasks:

- a) Prepare a list of shareholders eligible to attend and vote at the General Meeting of Shareholders; The list of shareholders entitled to attend the General Meeting of Shareholders must be prepared no more than 10 days before the date of sending the notice inviting shareholders to the General Meeting of Shareholders; The company must disclose information about the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the final registration date;
- b) Prepare the agenda and content for the Shareholders' General Meeting;
- c) Prepare documents for the Shareholders' General Meeting;
- d) Draft resolution of the General Meeting of Shareholders according to the planned agenda of the meeting;
- d) Determine the time and location for the meeting;
- e) Notify and send notices of the General Meeting of Shareholders to all shareholders entitled to attend the meeting;
- g) Other tasks related to the meeting.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method that ensures it reaches the shareholders' contact addresses, and shall also be published on the Company's website and the website of the State Securities Commission and the Stock Exchange. The convener of the General Meeting must send the notice of the meeting to all shareholders on the list of shareholders entitled to attend the meeting at least 21 days before the

opening date of the meeting (calculated from the date the notice is duly sent or transmitted). The agenda of the General Meeting of Shareholders and documents related to the issues to be voted on at the meeting shall be posted on the Company's website. The notice of the meeting must clearly state the link to all meeting documents so that shareholders can access them, including:

- a) Meeting agenda and materials to be used in the meeting;
- b) A list and detailed information of candidates in the case of electing members of the Board of Directors and members of the Supervisory Board;
- c) Voting slip;
- d) Draft resolutions for each item on the meeting agenda.

4. Shareholders or groups of shareholders as stipulated in Clause 2, Article 11 of these Charters have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be submitted to the Company no later than 5 working days before the opening date of the General Meeting of Shareholders. The proposal must clearly state the name of the shareholder, the number of each type of share held by the shareholder, and the issue proposed for inclusion in the agenda.

5. The person convening the General Meeting of Shareholders has the right to reject the proposal stipulated in Clause 4 of this Article if it falls under one of the following cases:

- a) Petitions sent to other locations are also regulated in Clause 4 of this Article;
- b) At the time of the proposal, the shareholder or group of shareholders does not hold at least 5% of the common shares as stipulated in Clause 2, Article 11 of these Charters;
- c) The proposed issue falls outside the scope of authority of the General Meeting of Shareholders;
- d) Other cases as prescribed by law and these Regulations.

6. The person convening the General Meeting of Shareholders must accept and include the proposal stipulated in Clause 4 of this Article in the proposed agenda and content of the meeting, except as provided in Clause 5 of this Article. The proposal shall be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Article 17. Conditions for holding a General Meeting of Shareholders

1. A General Meeting of Shareholders is convened when the number of shareholders in attendance represents more than 50% of the total voting rights of the Company.

2. If, within 30 minutes of the opening of the meeting, the meeting fails to meet the quorum requirements as stipulated in Clause 1 of this Article, a second notice of meeting shall be sent within 30 days from the date of the first scheduled

meeting. The second meeting of the General Meeting of Shareholders shall be held when the number of shareholders attending represents at least 33% of the total voting rights of the Company.

3. If, within 30 minutes of the scheduled opening time, the second convened meeting fails to meet the quorum requirements as stipulated in Clause 2 of this Article, a third notice of meeting must be sent within 20 days from the date of the second scheduled meeting. In this case, the General Meeting of Shareholders shall proceed regardless of the total number of votes cast by the shareholders present.

Article 18. Procedures for conducting meetings and voting at the General Meeting of Shareholders

1. Before the meeting commences, the Company must conduct the shareholder registration process and continue registration until all shareholders entitled to attend have registered.

2. Upon registering for the meeting, shareholders or their representatives are issued a voting card and a ballot slip containing the registration number, the full name of the shareholder or their representative, and the number of votes cast. The General Meeting of Shareholders discusses and votes on each item on the agenda. Voting is conducted by vote in favor, against, or abstention. When voting at the meeting, shareholders raise their voting card and mark the corresponding box on the ballot slip. After collecting and counting the votes, the total number of votes in favor, against, abstention, or invalid for each item is announced by the chairperson before the end of the meeting.

3. Shareholders or authorized representatives who arrive after the meeting has commenced are still eligible to register and participate in voting immediately after registration: in this case, the validity of any previously voted-on items remains unchanged.

4. The election of the chairperson, secretary, and ballot committee is regulated as follows:

a) The Chairman of the Board of Directors shall preside over or authorize another member of the Board of Directors to preside over the General Meeting of Shareholders convened by the Board of Directors. If the Chairman is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them to preside over the meeting by majority vote. If no one can be elected to preside, the Head of the Supervisory Board shall direct the General Meeting of Shareholders to elect a presiding officer from among those present, and the person with the highest number of votes shall preside over the meeting;

b) Except as provided in point a of Clause 4 of this Article, the person signing the summons for the General Meeting of Shareholders shall preside over the meeting so that the General Meeting of Shareholders can elect the chairman of the meeting, and the person with the highest number of votes shall be the chairman of the meeting;

- c) The chairperson appoints one or more people to act as meeting secretaries;
- d) The General Meeting of Shareholders shall elect one or more members to the vote counting committee upon the recommendation of the meeting chairman.

5. The agenda and content of the meeting must be approved by the General Meeting of Shareholders at the opening session. The agenda must clearly and specifically define the time allocated to each item on the agenda.

6. The person convening or presiding over the General Meeting of Shareholders has the right to take necessary and reasonable measures to organize and conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of attendees, including:

- a) Require all meeting attendees to undergo security checks or other lawful and reasonable security measures;

- b) Request the competent authority to maintain order at the meeting; expel those who do not comply with the chairman's authority, intentionally disrupt order, hinder the normal progress of the meeting, or fail to comply with security checks from the General Meeting of Shareholders;

- c) Arrange seating at the venue for the Shareholders' General Meeting;

- d) Ensure the safety of everyone present at the meeting venues;

- d) Facilitate shareholders' attendance (or continued attendance) of the meeting.

7. The chairperson has the right to postpone a General Meeting of Shareholders that has reached the maximum number of registered attendees for no more than 3 working days from the scheduled opening date, and may only postpone or change the meeting venue in the following cases:

- a) The meeting venue does not have enough convenient seating for all attendees;

- b) The communication facilities at the meeting venue do not ensure that shareholders attending the meeting can participate, discuss, and vote;

- c) Some attendees obstruct or disrupt the meeting, potentially preventing it from being conducted fairly and lawfully.

8. If the chairperson postpones or suspends the General Meeting of Shareholders contrary to the provisions of Clause 7 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the chairperson and conduct the meeting until its conclusion; all resolutions passed at that meeting shall be effective and enforceable.

9. The online General Meeting of Shareholders shall be conducted in accordance with the provisions of the Company's Internal Regulations on Corporate Governance.

Article 19. Forms of adopting resolutions of the General Meeting of Shareholders

1. The General Meeting of Shareholders adopts resolutions within its authority by voting at the meeting or by obtaining opinions in writing.

2. Resolutions of the General Meeting of Shareholders on the following matters must be adopted by voting at the General Meeting of Shareholders:

- a) Through audited annual financial statements;
- b) Company Development Orientation
- c) Electing, dismissing, and removing members of the Board of Directors and the Supervisory Board;
- d) Reorganize or dissolve the Company,

Article 20. Conditions for adopting a resolution of the General Meeting of Shareholders

1. Resolutions of the General Meeting of Shareholders on the following matters shall be adopted if approved by at least 65% of the total votes cast by all shareholders present and voting at the meeting:

- a) The types of shares and the total number of shares of each type offered for sale;
- b) Changes in industry, occupation, and business sector;
- c) Changes in the organizational and management structure;
- d) Investment projects or asset sales with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement;
- đ) Reorganize or dissolve the Company.

2. The voting for the election of members of the Board of Directors and the Supervisory Board shall be conducted in accordance with Clause 3, Article 148 of the Enterprise Law and the internal regulations on corporate governance.

3. Except as provided in Clauses 1 and 2 of this Article, resolutions of the General Meeting of Shareholders on other matters shall be adopted when approved by more than 50% of the total votes of all shareholders present and voting at the meeting.

4. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares are legal and effective even if the procedures for convening the meeting and passing the resolution violate the provisions of the Enterprise Law and these Charters.

Article 21. Authority and procedures for obtaining shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders.

1. The Board of Directors has the right to solicit shareholder opinions in writing to pass resolutions of the General Meeting of Shareholders when deemed

necessary for the benefit of the Company, except as provided in Clause 2, Article 19 of these Charters.

2. The Board of Directors shall prepare the ballot, the draft resolution of the General Meeting of Shareholders, and the explanatory documents for the draft resolution and send them to all shareholders entitled to vote no later than 10 days before the deadline for returning the ballot. The preparation of the list of shareholders to whom the ballot is to be sent shall be in accordance with point a, clause 2, Article 16 of these Charters. The requirements and methods for sending the ballot and accompanying documents shall be in accordance with clause 3, Article 16 of these Charters, except for the time requirement.

3. The feedback form must include the following key information:

- a) Name, registered office address, and company code
- b) Purpose of soliciting opinions;
- c) Full name, contact address, nationality, and legal document number of the individual shareholder; name, business registration number or legal document number of the organization, and head office address of the organization shareholder; or full name, contact address, nationality, and legal document number of the representative of the organization shareholder; number of shares of each class and voting rights of the shareholder.
- d) Issues requiring consultation before approval;
- d) The voting options include "agree," "disagree," and "no opinion" for each issue being considered;
- e) Deadline for returning the answered feedback forms to the Company;
- g) Full name and signature of the Chairman of the Board of Directors.

4. Shareholders may submit their completed opinion ballots to the Company by mail, fax, or email in accordance with the following regulations:

- a) In the case of mailing, the answered opinion ballot must be signed by the individual shareholder, the authorized representative, or the legal representative of the organizational shareholder. Opinion ballots sent to the Company must be enclosed in a sealed envelope, and no one is allowed to open it before the ballots are counted;
- b) In case of sending by fax or email, the opinion poll forms sent to the Company must be kept confidential until the time of vote counting;
- c) Opinion ballots sent to the Company after the deadline specified in the ballot, or that have been opened in the case of mail submissions or disclosed in the case of fax or email submissions, are invalid. Unsubmitted ballots will be considered as non-voting ballots.

5. The Board of Directors shall count the votes and prepare a vote counting report in the presence of the Supervisory Board or shareholders who do not hold management positions in the Company. The vote counting report must include the

following main contents:

- a) Name, registered office address, and registration number of the Company;
- b) The purpose and issues requiring consultation for the resolution to be adopted;
- c) The number of shareholders and the total number of votes cast, distinguishing between valid and invalid votes, and the method of submitting the ballots, along with an appendix listing the shareholders who participated in the vote;
- d) The total number of votes in favor, against, and abstentions for each issue;
- d) Issues that were approved and the corresponding percentage of votes in favor;
- e) Full name and signature of the Chairman of the Board of Directors, the vote counter, and the vote counting supervisor.

Board members, vote counters, and vote supervisors shall be jointly liable for the integrity and accuracy of the vote count record; and jointly liable for any damages arising from decisions made due to dishonest or inaccurate vote counting.

6. The vote counting minutes and resolutions must be published on the Company's website within 24 hours of the completion of the vote counting and the announcement of information in accordance with the law on the securities market.

7. The completed ballots, vote counting records, the full text of the adopted resolution, and any related documents attached to the ballots must all be kept at the Company's head office.

8. Resolutions on the following matters shall be adopted by written shareholder consultation when approved by shareholders holding at least 65% of the total voting rights of all shareholders entitled to vote:

- a) The types of shares and the total number of shares of each type offered for sale;
- b) Changes in occupation and business sector;
- c) Changes in the organizational and management structure;
- d) Investment projects or asset sales with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement;
- d) Reorganize or dissolve the Company;

9. Except for the provisions in Clause 8 of this Article, resolutions on other matters adopted by written shareholder consultation must be approved by shareholders holding more than 50% of the total voting rights of all shareholders entitled to vote.

10. Resolutions adopted by shareholder consultation in writing under this Article shall have the same validity as resolutions adopted at a General Meeting of Shareholders.

Article 22. Resolutions and Minutes of the General Meeting of Shareholders

1. Shareholders' General Meetings must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be written in Vietnamese and contain the following main contents:

- a) Name, registered office address, and registration number of the Company;
- b) Time and location of the General Meeting of Shareholders;
- c) Meeting agenda and content;
- d) Full names of the chairperson and secretary;
- d) Summarize the proceedings and the opinions expressed at the General Shareholders' Meeting on each item on the agenda;
- e) Number of shareholders and total number of voting rights of shareholders attending the meeting, appendix listing registered shareholders, shareholder representatives attending the meeting with corresponding shareholdings and voting rights;
- g) The total number of votes cast for each voting issue, specifying the voting method, the total number of valid, invalid, affirmative, and abstention votes, and the corresponding percentage of the total votes cast by shareholders present at the meeting;
- h) Issues that were approved and the corresponding percentage of votes in favor;
- i) Full name and signature of the chairperson and secretary; In case the chairperson or secretary refuses to sign the meeting minutes, these minutes shall be valid if signed by all other members of the Board of Directors present at the meeting and contain all the content as stipulated in this clause; The meeting minutes shall clearly state the reason why the chairperson or secretary refused to sign the meeting minutes.

2. The minutes of the General Meeting of Shareholders must be completed and approved before the meeting concludes. The chairperson and secretary of the meeting, or any other person signing the minutes, shall be jointly liable for the truthfulness and accuracy of the minutes' contents.

3. Resolutions, minutes of the General Meeting of Shareholders, all documents attached to the minutes (if any), and related documents accompanying the notice of meeting must be published on the Company's website within 24 hours of the meeting's conclusion and disclosed in accordance with the laws on securities markets.

4. Resolutions, minutes of the General Meeting of Shareholders, appendices

listing registered shareholders with their signatures, proxies for attending the meeting, all documents attached to the minutes (if any), and related documents accompanying the meeting invitation notice must be kept at the Company's head office.

Article 23. Request for annulment of a resolution of the General Meeting of Shareholders

Within 90 days from the date of receiving the resolution or minutes of the General Meeting of Shareholders or the minutes of the vote count of the General Meeting of Shareholders, the shareholder or group of shareholders specified in Clause 2, Article 11 of these Charters has the right to request the Court or Arbitration to review and annul the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The procedures for convening meetings and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Enterprise Law and these Charters, except as provided in Clause 4, Article 20 of these Charters.
2. The content of the resolution violates the law or these Statutes.

CHAPTER VII BOARD OF DIRECTORS

Article 24. Nomination and candidacy of Board of Directors members

1. Once candidates for the Board of Directors have been identified, the Company must publish information related to these candidates at least 10 days before the opening of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed, their family relationships as stipulated in Clause 22, Article 4 of the Enterprise Law, and must commit to performing their duties honestly, diligently, and in the best interests of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors that must be published includes:

- a) Full name, date of birth (day, month, year);
- b) Professional qualifications;
- c) Work experience;
- d) Other managerial positions (including positions on the Board of Directors /Board of Members) of another company);
- d) Interests related to the Company and its related parties;
- e) Information about the companies in which the candidate holds positions

as a member of the Board of Directors/Board of Members, other management positions, and any related interests in the candidate's Board of Directors (if any).

2. Shareholders have the right to pool their voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares may nominate 1 candidate; from 20% to less than 30% may nominate a maximum of 2 candidates; from 30% to less than 40% may nominate a maximum of 3 candidates; from 40% to less than 50% may nominate a maximum of 4 candidates; from 50% to less than 60% may nominate a maximum of 5 candidates; from 60% to less than 65% may nominate a maximum of 6 candidates; and from 65% or more may nominate a maximum of 7 candidates.

3. If the number of candidates nominated and elected by the Board of Directors is still insufficient to meet the requirements stipulated in Clause 1, Article 25 of these Charters, the incumbent Board of Directors shall nominate additional candidates. The nomination of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors.

4. Members of the Board of Directors must meet the following standards and conditions:

- a) Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law;
- b) Possess professional qualifications and experience in business administration or in the field, industry, or profession of the Company's business, and are not necessarily shareholders of the Company;
- c) May only concurrently serve as a member of the Board of Directors or the Board of Members of up to five other companies.
- d) Must not be related to:
 - Directors and other managers of the Company;
 - The manager, the person authorized to appoint managers of the parent company.

Article 25. Composition and term of office of the Board of Directors

1. The Board of Directors has 7 members.
2. The term of office for a member of the Board of Directors shall not exceed 5 years and they may be re-elected for an unlimited number of terms. If all members of the Board of Directors complete their terms simultaneously, they shall continue to be members of the Board of Directors until new members are elected to replace them and take over the duties.
3. The composition of the Board of Directors must ensure that there are at least two non-executive members.
4. Dismissal, removal, replacement, and appointment of Board of Directors

members:

a) The General Meeting of Shareholders shall dismiss a member of the Board of Directors if that member does not meet the qualifications and conditions as stipulated in Clause 4, Article 24 of these Charters, or if that member submits a resignation letter and it is accepted;

b) The General Meeting of Shareholders may dismiss a member of the Board of Directors if that member fails to participate in the activities of the Board of Directors for six consecutive months, except in cases of force majeure.

c) When deemed necessary, the General Meeting of Shareholders shall decide to replace, dismiss, or remove members of the Board of Directors, except in the cases stipulated in points a and b of Clause 4 of this Article;

d) The Board of Directors must convene a General Meeting of Shareholders to elect additional members to the Board of Directors when the number of Board members is reduced by more than one-third ($1/3$) of the number of members stipulated in these Charters. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third ($1/3$);

d) Except as provided in point d of this clause, the General Meeting of Shareholders shall elect new members to replace members of the Board of Directors who have been dismissed or removed from office at the most recent meeting.

Article 26. Powers and obligations of the Board of Directors

1. The Board of Directors is the governing body of the Company, having full authority to act on behalf of the Company to decide and exercise the rights and obligations of the Company, except for the rights and obligations of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are stipulated by law, this Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:

a) Deciding on the Company's strategic plan, medium-term development plan, and annual business plan;

b) Propose the types of shares and the total number of shares authorized for sale for each type;

c) Decisions to sell unsold shares within the permitted number of shares for each class; decisions to raise additional capital through other means;

d) Deciding on the selling price of the Company's shares and bonds;

d) Decisions to repurchase shares as stipulated in Clauses 1 and 2 of Article 133 of the Enterprise Law;

e) Deciding on investment options and investment projects within the authority and limits prescribed by law;

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

h) Through purchase, sale, loan, and other contracts and transactions with a value equal to or greater than 10% of the total asset value recorded in the Company's most recent financial statement, excluding contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 14 and clause 5, Article 43 of this Charter;

i) Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts with; deciding on salaries, bonuses, and other benefits for the Director and other executives; appointing representatives for the Company's capital stake in other enterprises; and deciding on bonuses and other benefits for these representatives;

k) Supervising and directing the Director and other managers in the daily operation of the Company's business.

l) Deciding on the organizational structure of the Company, except for the management structure stipulated in Article 10 of these Charters; deciding on the internal management regulations of the Company, except for regulations within the authority of the General Meeting of Shareholders; deciding on the establishment of subsidiaries, branches, and representative offices; deciding on capital contributions and share purchases in other enterprises;

m) Reviewing the agenda and content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders, or soliciting opinions for the General Meeting of Shareholders to pass resolutions;

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

o) Proposing dividend rates; deciding on the timing and procedures for dividend payments or handling losses incurred during business operations;

p) Propose the reorganization or dissolution of the Company; request the Company's bankruptcy;

q) Decision to issue the Regulations on the operation of the Board of Directors and the Internal Regulations on corporate governance after approval by the General Meeting of Shareholders;

r) Organize training and workshops on corporate governance and necessary skills for members of the Board of Directors, Directors, Heads of Corporate Governance, and other managers of the Company.

s) Pay dividends to shareholders in accordance with the law after approval by the Annual General Meeting of Shareholders.

t) Other rights and obligations as prescribed by law and these Statutes.

3. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities in accordance with Article 280 of Government Decree No. 155/2020/ND-CP dated December 31, 2020.

Article 27. Remuneration, salaries, bonuses and other benefits of members of the Board of Directors

1. The company has the right to pay salaries, remuneration, and bonuses to members of the Board of Directors based on business results and performance.

2. Non-executive members of the Board of Directors are entitled to remuneration from the non-executive management remuneration fund as decided by the General Meeting of Shareholders.

3. The full-time Chairman of the Board of Directors is paid a salary. The salary of the full-time Chairman of the Board of Directors is proposed by the Board of Directors and decided by the General Meeting of Shareholders.

4. Members of the Board of Directors are entitled to bonuses in accordance with the Company's Bonus Regulations. The amount of bonuses for the Chairman and each member of the Board of Directors, disbursed provisionally during the year, will be approved by the Board of Directors and submitted to the next Annual General Meeting of Shareholders for approval.

5. The salary of the Chairman of the Board of Directors and the remuneration of each member of the Board of Directors are included in the Company's business expenses in accordance with the law on corporate income tax, are shown as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

6. Members of the Board of Directors holding executive positions, or members of the Board of Directors working in subcommittees of the Board of Directors, or performing other duties outside the normal scope of a member's duties, may receive additional compensation in the form of a lump-sum payment, salary, commission, percentage of profits, or other forms as decided by the Board of Directors.

7. Members of the Board of Directors are entitled to reimbursement for all travel, accommodation, meals, and other reasonable expenses incurred in performing their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders or the Board of Directors or its subcommittees.

Article 28. Chairperson of the Board of Directors

1. The Chairperson of the Board of Directors is elected, dismissed, or removed from office by the Board of Directors from among its members.

2. The Chairperson of the Board of Directors may not also hold the position of Director.

3. The Chairperson of the Board of Directors has the following rights and obligations:

- a) Develop the program and plan of activities for the Board of Directors;
- b) Prepare the agenda, content, and documents for the meeting; convene, preside over, and chair the Board of Directors meeting;
- c) Organizing the adoption of resolutions and decisions by the Board of Directors;
- d) Monitoring the implementation of resolutions and decisions of the Board of Directors;
- d) Presiding over the General Meeting of Shareholders;
- e) Other rights and obligations as stipulated in the Enterprise Law and these Articles of Association.

4. In the event that the Chairperson of the Board of Directors submits a resignation letter or is dismissed or removed from office, the Board of Directors must elect a replacement within ten (10) days from the date of receiving the resignation letter or being dismissed or removed from office.

5. In the absence of the Chairperson of the Board of Directors or inability to perform his/her duties, he/she must authorize another member in writing to exercise the rights and obligations of the Chairperson of the Board of Directors. If there is no authorized person, or if the Chairperson of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative sanctions at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is incapacitated or has lost his/her civil capacity, has difficulties in understanding or controlling his/her behavior, or is prohibited by the Court from holding office, practicing a profession, or engaging in a specific job, then the remaining members shall elect one of them to hold the position of Chairman of the Board of Directors by a majority vote until a new decision is made by the Board of Directors.

Article 29. Meetings of the Board of Directors

1. The first meeting of the Board of Directors' term to elect the Chairperson must be held within 7 working days from the date of the conclusion of the election of the Board of Directors for that term. This meeting shall be convened by the member with the highest number of votes. In the event that more than one member has the same highest number of votes, the members shall vote by majority to select one of them to convene the Board of Directors meeting.

2. The Board of Directors must meet at least once every quarter and may hold extraordinary meetings.

3. The Chairperson of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:

- a) Based on a proposal from the Supervisory Board;

b) Based on a proposal from the Director or at least 05 other managers;

c) There must be a proposal from at least two members of the Board of Directors.

4. Proposals stipulated in Clause 3 of this Article must be in writing, clearly stating the purpose, the issues to be discussed, and the authority of the Board of Directors in making decisions.

5. The Chairperson of the Board of Directors must convene a meeting of the Board of Directors within 7 working days from the date of receiving the request as stipulated in Clause 3 of this Article. If the Chairperson of the Board of Directors fails to convene a meeting as requested, he/she shall be liable for any damages incurred by the Company; the person making the request has the right to replace the Chairperson of the Board of Directors in convening the meeting.

6. The Chairperson of the Board of Directors or the person convening the Board meeting must send a notice of meeting at least 3 working days before the meeting date. The notice of meeting must specify the time and place of the meeting, the agenda, the issues to be discussed and decided. The notice of meeting must be accompanied by the documents to be used at the meeting and the voting ballots of the members. The notice of the Board of Directors meeting may be sent by invitation letter, text message, email, fax, or other electronic means. Ensure that the message reaches the contact address of each Board member registered with the Company.

7. The Chairperson of the Board of Directors or the convener shall send notices of meeting and accompanying documents to the members of the Supervisory Board as to the members of the Board of Directors. Members of the Supervisory Board have the right to attend Board of Directors meetings; they have the right to discuss but not to vote.

8. A Board of Directors meeting shall be held when at least three-quarters (3/4) of the total number of members are present. If the meeting convened in accordance with this clause does not have the required number of members present, a second meeting shall be convened within 7 days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half of the Board of Directors members are present.

9. A member of the Board of Directors shall be deemed to have attended and voted at the meeting in the following circumstances:

a) Attend and vote directly at the meeting;

b) Authorize another person to attend the meeting and vote as prescribed in Clause 11 of this Article;

c) Attend and vote via online conference, electronic voting, or other electronic means;

d) Send the ballot to the meeting via mail, fax, or email.

10. In the case of sending ballots to the meeting by mail, the ballots must be

enclosed in a sealed envelope and delivered to the Chairman of the Board of Directors no later than one hour before the meeting begins. The ballots may only be opened in the presence of all attendees.

11. Members must attend all Board of Directors meetings. Members may authorize another person to attend meetings and vote on their behalf if approved by a majority of the Board of Directors members.

12. The Board of Directors adopts resolutions and decisions by voting at meetings or by written consultation. Each member of the Board of Directors has one vote. Resolutions and decisions of the Board of Directors are adopted if approved by a majority of the members; in case of a tie, the final decision rests with the side whose opinion is supported by the Chairman of the Board of Directors.

Article 30. Person in charge of Company governance

1. The Board of Directors must appoint at least one person in charge of company governance to support the company's governance. The person in charge of company governance may also serve as the company secretary as stipulated in Clause 5, Article 156 of the Enterprise Law.

2. The person in charge of the company's administration may not simultaneously work for the auditing firm that is auditing the company's financial statements.

3. The person in charge of company administration has the following rights and responsibilities:

a) Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and on related matters between the Company and shareholders;

b) Prepare for meetings of the Board of Directors, the Supervisory Board, and the General Meeting of Shareholders as requested by the Board of Directors or the Supervisory Board;

c) Providing advice on meeting procedures;

d) Attend meetings;

d) Advising on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;

e) Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and members of the Supervisory Board;

g) Monitor and report to the Board of Directors on the Company's information disclosure activities;

h) To serve as the point of contact with relevant stakeholders;

i) To maintain confidentiality of information in accordance with the law and these Regulations.

CHAPTER VIII DIRECTORS, OTHER EXECUTIVES

Article 31. Organizational structure of the management apparatus

The company's management system must ensure that the management team is accountable to the Board of Directors and is subject to the supervision and direction of the Board of Directors in the company's daily business operations. The company has a Director and other executives. The appointment, dismissal, and removal of executives must be approved by resolution or decision of the Board of Directors.

Article 32. Company Managers

1. Upon the recommendation of the Director and with the approval of the Board of Directors, the Company may recruit other executives in a number and according to standards consistent with the Company's structure and management regulations as stipulated by the Board of Directors. The Company's executives are responsible for supporting the Company in achieving its operational and organizational objectives.

2. The Director receives a salary and bonuses. The Director's salary and bonuses are determined by the Board of Directors.

3. Executive salaries are included in the Company's business expenses in accordance with the law on corporate income tax, are presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

Article 33. Appointment, dismissal, duties and powers of the Director

1. The Board of Directors appoints one of its members or another person to serve as Director.

2. The Director is responsible for managing the Company's day-to-day business operations; is subject to the supervision of the Board of Directors; and is accountable to the Board of Directors and to the law for the exercise of assigned rights and obligations.

3. The Director's term of office is 5 years and they may be reappointed for an unlimited number of terms.

4. The director must meet the following standards and conditions:

- a) Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law;
- b) Must not be related to:
 - Managers and members of the Supervisory Board of the parent company;
 - Managers and members of the Company's Supervisory Board;
 - The representative of the state capital in the parent company;
 - The representative of the parent company's capital stake in the company.

c) Possess professional qualifications and experience in the company's business management.

5. The director has the following rights and responsibilities:

a) To decide on matters relating to the Company's day-to-day business operations that do not fall within the authority of the Board of Directors;

b) To organize the implementation of resolutions and decisions of the Board of Directors;

c) To organize the implementation of the Company's business plan and investment plan;

d) Propose organizational structure and internal management regulations for the Company;

d) Appointing, dismissing, and removing heads and deputy heads of units directly under the Company, except for positions under the authority of the Board of Directors;

e) Deciding on salaries and other benefits for employees in the Company, including officers appointed by the Director;

g) Recruitment of employees;

h) Propose a plan for paying dividends or handling business losses;

i) Other rights and obligations as prescribed by law, this Charter, and resolutions and decisions of the Board of Directors.

6. The Board of Directors may dismiss the Director when a majority of the Board members with voting rights present at the meeting approve and appoint a new Director to replace him.

CHAPTER IX SUPERVISORY BOARD

Article 34. Nomination and candidacy of members of the Supervisory Board

1. The process of identifying candidates for the Supervisory Board and announcing the information shall be carried out in accordance with the provisions of Clause 1, Article 24 of these Charters.

2. Shareholders have the right to pool their voting rights to nominate candidates for the Supervisory Board. Shareholders or groups of shareholders holding from 10% to less than 25% of the total voting shares may nominate one candidate; from 25% to less than 50% may nominate a maximum of two candidates; and from 50% or more may nominate a maximum of three candidates.

3. If the number of candidates for the Supervisory Board nominated through candidacy is insufficient, the incumbent Supervisory Board may nominate

additional candidates. The incumbent Supervisory Board's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect the members of the Supervisory Board.

4. Members of the Supervisory Board must meet the following standards and conditions:

- a) Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law;
- b) Having received training in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the business activities of the enterprise;
- c) Must not be related to:
 - Members of the Board of Directors, General Manager, and other managers of the parent company;
 - Members of the Board of Directors, Directors, and other managers of the Company;
 - The representative of the state capital in the parent company;
 - The representative of the parent company's capital stake in the company.
- d) Not a manager of the Company; not necessarily a shareholder or employee of the Company;
- đ) Not an employee of the Company's accounting or finance department;
- e) Not a member or employee of the independent auditing firm that audited the Company's financial statements for the three consecutive years preceding the audit.

Article 35. Composition and term of office of the Supervisory Board

1. The Supervisory Board consists of 3 members. The term of office for a Supervisory Board member shall not exceed 5 years and they may be re-elected for an unlimited number of terms.

2. Members of the Supervisory Board shall be dismissed in the following cases:

a) No longer meets the qualifications and conditions to be a member of the Supervisory Board as stipulated in Clause 4, Article 34 of these Charters;

b) A resignation letter was submitted and accepted.

3. Members of the Supervisory Board shall be dismissed in the following cases:

a) Failure to complete assigned tasks or duties;

b) Failing to exercise one's rights and fulfill one's obligations for six consecutive months, except in cases of force majeure;

c) Repeated and serious violations of the obligations of a member of the

Supervisory Board as stipulated in the Enterprise Law and this Charter;

d) Other cases as decided by the General Meeting of Shareholders.

Article 36. Head of the Supervisory Board

1. The Head of the Supervisory Board is elected by the Supervisory Board from among its members; the election, dismissal, and removal are based on a majority vote. More than half of the members of the Supervisory Board must be residents of Vietnam. The Head of the Supervisory Board must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the Company's business operations.

2. Rights and obligations of the Head of the Supervisory Board:

- a) Convene a meeting of the Supervisory Board;
- b) Request the Board of Directors, the Director, and other executives to provide relevant information for reporting to the Supervisory Board;
- c) Prepare and sign the Supervisory Board's report after consulting with the Board of Directors for submission to the General Meeting of Shareholders.

Article 37. Rights and obligations of the Supervisory Board

The Supervisory Board has the following rights and obligations:

1. To supervise the Board of Directors, the Director, and other executives in the management and operation of the company, and to monitor the company's financial situation; to be accountable to shareholders for their supervisory activities;

2. Examine the reasonableness, legality, honesty, and level of prudence in the management and operation of business activities; the systematic, consistent, and appropriate nature of accounting, statistics, and financial reporting;

3. Assess the completeness, legality, and accuracy of the Company's annual and semi-annual business performance reports, financial statements, and management evaluation reports of the Board of Directors, and present the assessment report at the annual General Meeting of Shareholders; Review and make recommendations on contracts and transactions with related parties within the approval authority of the Board of Directors or the General Meeting of Shareholders;

4. Review, examine, and evaluate the effectiveness and efficiency of the Company's internal control system, internal audit, risk management, and early warning system;

5. To examine the Company's accounting books, records, and other documents, as well as the Company's management and operational activities, when deemed necessary or as per the resolution of the General Meeting of Shareholders or at the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 11 of these Charters;

6. Conduct the inspection within 7 working days from the date of receiving the request from the shareholder or group of shareholders as stipulated in Clause 2, Article 11 of these Charters; Within 15 days from the date of completion of the inspection, report to the Board of Directors and the requesting shareholder or group of shareholders on the issues requested for inspection; The inspection stipulated in this clause shall not hinder the normal operation of the Board of Directors, nor disrupt the Company's business operations;

7. Propose to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement, and improve the organizational structure for managing, supervising, and operating the company's business activities;

8. Upon discovering any violation of the law or of these Charter by a member of the Board of Directors, Director, or other executive, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the person committing the violation to cease the violation and take measures to remedy the consequences;

9. Attend and participate in discussions at the General Meeting of Shareholders, the Board of Directors, and other meetings of the Company;

10. Utilize independent consultants and the Company's internal audit department to perform assigned tasks;

11. The Board of Directors may be consulted before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders;

12. Propose and recommend to the General Meeting of Shareholders to approve the list of independent auditing firms to audit the Company's financial statements; decide on the independent auditing firm to conduct an inspection of the Company's operations, and dismiss independent auditors when deemed necessary;

13. Ensure coordination of activities with the Board of Directors, the General Director, and shareholders;

14. Develop and promulgate the operating regulations of the Supervisory Board after approval by the General Meeting of Shareholders;

15. Reporting to the General Meeting of Shareholders as prescribed in Article 290 of Government Decree No. 155/2020/ND-CP dated December 31, 2020;

16. Has the right to access the Company's records and documents kept at the head office, branches, and other locations; has the right to visit the workplaces of the Company's managers and employees during working hours;

17. Has the right to request the Board of Directors, members of the Board of Directors, the Director, and other managers to provide complete, accurate, and timely information and documents regarding the management, operation, and business activities of the Company;

18. Other rights and obligations as prescribed by law and these Statutes.

Article 38. Meetings of the Supervisory Board

1. The Supervisory Board must meet at least twice a year, with at least two-thirds (2/3) of the Supervisory Board members attending. Minutes of the Supervisory Board meetings must be detailed and clear. The person recording the minutes and the Supervisory Board members attending the meeting must sign the minutes. Minutes of the Supervisory Board meetings must be kept to determine the responsibilities of each Supervisory Board member.

2. The Supervisory Board has the right to request members of the Board of Directors, the Director, and representatives of independent auditing firms to attend and answer questions requiring clarification.

Article 39. Salaries, remuneration, bonuses and other benefits of members of the Supervisory Board

1. Non-executive members of the Supervisory Board are entitled to remuneration from the non-executive manager's remuneration fund as decided by the General Meeting of Shareholders. The annual operating budget of the Supervisory Board is decided by the General Meeting of Shareholders.

2. The full-time Head of the Supervisory Board is paid a salary as decided by the General Meeting of Shareholders.

3. Members of the Supervisory Board are entitled to bonuses in accordance with the Company's Bonus Regulations. The amount of bonuses for the Chairman and each member of the Supervisory Board, disbursed provisionally during the year, will be approved by the Board of Directors and submitted to the next Annual General Meeting of Shareholders for approval .

4. Members of the Supervisory Board shall be reimbursed for expenses related to food, accommodation, travel, and the use of independent consulting services within the annual operating budget of the Supervisory Board as approved by the General Meeting of Shareholders.

5. The salaries and operating expenses of the Supervisory Board shall be included in the Company's business expenses in accordance with the law on corporate income tax and other relevant laws, and must be presented as a separate item in the Company's annual financial statements.

CHAPTER X

RESPONSIBILITIES OF BOARD OF DIRECTORS MEMBERS, SUPERVISORY BOARD MEMBERS, DIRECTORS, AND OTHER EXECUTIVES

Article 40. Responsibility for Care

Members of the Board of Directors, members of the Supervisory Board, directors, and other executives are responsible for performing their duties honestly and diligently for the benefit of the Company.

Article 41. Responsibility for honesty and avoidance of conflicts of interest

1. Members of the Board of Directors, members of the Supervisory Board, Directors, and other executives must disclose their related interests in accordance with the Enterprise Law and relevant legal documents.

2. Members of the Board of Directors, members of the Supervisory Board, Directors, other executives, and their related parties may only use information obtained through their positions to serve the interests of the Company.

3. Members of the Board of Directors, members of the Supervisory Board, Directors, and other executives are obligated to notify the Board of Directors and the Supervisory Board in writing of transactions between themselves and their related parties with the Company and its subsidiaries, as required by law. The Company must disclose information, as required by securities law, regarding resolutions of the General Meeting of Shareholders or the Board of Directors approving these transactions.

4. Members of the Board of Directors, members of the Supervisory Board, directors, other managers, and their related parties are prohibited from using or disclosing insider information to others for the purpose of conducting related transactions.

Article 42. Disclosure of related interests

The disclosure of the Company's interests and related parties is carried out in accordance with the following regulations:

1. Members of the Board of Directors, members of the Supervisory Board, Directors, and other managers of the Company must declare to the Company their related interests, including:

a) Name, business registration number, head office address, business sector and activities of the enterprise in which they own capital contributions or shares; percentage and time of ownership of those capital contributions or shares;

b) The name, business registration number, head office address, and business lines of the enterprise in which the related parties jointly or individually own more than 10% of the charter capital.

2. The declarations stipulated in Clause 1 of this Article must be made within 7 working days from the date the relevant benefit arises; any amendments or additions must be notified to the Company within 7 working days from the date of the corresponding amendments or additions.

3. Members of the Board of Directors and Directors, acting in their own name or on behalf of others, to perform any work in any form within the scope of the Company's business must explain the nature and content of such work to the Board of Directors and the Supervisory Board, and may only perform such work with the approval of a majority of the remaining members of the Board of Directors; if they perform such work without declaring it or without the approval

of the Board of Directors, all income derived from such activity shall belong to the Company.

Article 43. Contracts and transactions with related parties

1. The company is not permitted to provide loans or guarantees to all shareholders and their related parties.

2. The Company shall not provide loans or guarantees to all of its managers and their related parties, except as provided for in paragraph 3 of this Article.

3. The Company may provide loans or guarantees to its subsidiaries after obtaining approval from the General Meeting of Shareholders or the Board of Directors as stipulated in Clauses 5 and 6 of this Article.

4. The General Meeting of Shareholders or the Board of Directors approves contracts and transactions between the Company and the following parties:

a) Shareholders, authorized representatives of shareholders owning more than 10% of the total number of common shares of the Company, and their related parties;

b) Members of the Board of Directors, members of the Supervisory Board, Directors, other managers and their related parties;

c) Enterprises where members of the Board of Directors, members of the Supervisory Board, Directors, and other managers of the Company are required to declare their assets as stipulated in Clause 1, Article 42 of these Charters.

5. The following contracts and transactions require the approval of the General Meeting of Shareholders:

a) Contracts and transactions as stipulated in Clauses 3 and 4 of this Article with a value of 35% or more, or transactions resulting in a total transaction value arising within 12 months from the date of the first transaction of 35% or more of the total asset value recorded in the Company's most recent financial statement;

b) Contracts or transactions with a value exceeding 10% of the total asset value recorded in the most recent financial statement between the Company and shareholders owning 51% or more of the total voting shares or related parties of such shareholders;

In cases where a contract or transaction is approved as stipulated in this clause, the Company's representative signing the contract or transaction must notify the Board of Directors and the members of the Supervisory Board of the parties involved in that contract or transaction and send a draft contract or notification of the main contents of the transaction. The Board of Directors shall present the draft contract or transaction or an explanation of the main contents of the contract or transaction at the General Meeting of Shareholders or obtain shareholder opinions in writing. In these cases, shareholders do not have the right to vote on contracts or transactions in which they have an interest.

6. The following contracts and transactions require approval from the Board of Directors:

a) Contracts and transactions referred to in point a, clause 5 of this Article have a value less than 35% of the total asset value recorded in the most recent financial statement;

b) Contracts and transactions referred to in point b, clause 5 of this Article have a value less than or equal to 10% of the total asset value recorded in the most recent financial statement;

In cases where a contract or transaction is approved as stipulated in this clause, the Company's representative signing the contract or transaction must notify the members of the Board of Directors and the members of the Supervisory Board of the parties involved in that contract or transaction and send a draft contract or the main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the date of receiving the notification. Members of the Board of Directors do not have the right to vote on contracts or transactions in which they or their related parties have an interest.

Article 44. Liability for damages and compensation

1. Members of the Board of Directors, members of the Supervisory Board, directors, and other executives who violate their duties and responsibilities of honesty and care, or fail to fulfill their obligations, shall be held liable for any damages caused by their violations.

2. The Company shall compensate persons who have been, are, or may become parties involved in claims, lawsuits, or prosecutions (including civil and administrative cases, and not cases in which the Company is the plaintiff) if that person has been or is a member of the Board of Directors, a member of the Supervisory Board, a Director, other executive, employee, or authorized representative of the Company, or if that person has been or is performing duties under the Company's authorization, acting honestly and diligently in the Company's best interests in compliance with the law, and there is no evidence to confirm that that person has violated their responsibilities.

3. Compensation costs include judgment fees, fines, and actual payments (including attorney fees) incurred in resolving these cases within the legal framework. The company may purchase insurance for these individuals to avoid the aforementioned compensation liabilities.

CHAPTER XI RIGHT TO CONSULT BOOK AND RECORD NUMBERS

Article 45. Right to access books and records

1. Ordinary shareholders have the right to access the books and records in accordance with the provisions of points d and e of clause 1, Article 11 and point b of clause 2, Article 11 of these Charters.

2. In cases where an authorized representative of a shareholder or group of shareholders requests to search the books and records, they must include the authorization letter from the shareholder or group of shareholders they represent, or a notarized copy of such authorization letter.

3. Members of the Board of Directors, members of the Supervisory Board, Directors and other executives have the right to access the Company's shareholder register, shareholder list, books and other records of the Company for purposes related to their positions, provided that such information is kept confidential.

4. The company must keep these Articles of Association and any amendments to them, the Certificate of Business Registration, regulations, documents proving ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Supervisory Board, annual financial statements, accounting books and other documents as prescribed by law at its head office or another location provided that the shareholders and the Business Registration Authority are notified of the location where these documents are stored.

5. These regulations must be published on the Company's website.

CHAPTER XII WORKERS AND UNIONS

Article 46. Workers and trade unions

1. The Director submits to the Board of Directors for approval policies on matters related to recruitment, termination of employment, wages, social insurance, benefits, rewards and disciplinary actions for employees and managers of the Company.

2. The Director shall submit to the Board of Directors for approval the policy on the Company's relationship with trade unions in accordance with the Trade Union Law, the Trade Union Charter, and current legal regulations.

CHAPTER XIII PROFIT DISTRIBUTION

Article 47. Profit Distribution

1. The General Meeting of Shareholders decides on the dividend payout rate and the form of annual dividend payment from the Company's retained earnings.

2. The company does not pay interest on dividend payments or payments related to a particular stock.

3. The Board of Directors may propose to the General Meeting of Shareholders the approval of the payment of all or part of the dividend in shares, and the Board of Directors is the body responsible for implementing this decision.

4. The Board of Directors may decide to pay interim dividends within the limits of the plan approved by the General Meeting of Shareholders if it deems such payment consistent with the Company's profitability.

5. In the event that dividends or other payments related to a type of stock are paid in cash, the Company must pay in Vietnamese Dong. Payment may be made directly or through banks based on the bank account details provided by the shareholder. If the Company has transferred the funds according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company shall not be liable for the amount transferred to that shareholder. Dividend payments for shares may be made through a securities company or the Vietnam Securities Depository and Clearing Company.

6. Pursuant to the Enterprise Law and the Securities Law, the Board of Directors shall pass a resolution specifying a particular date for closing the shareholder list. Based on that date, those registered as shareholders or holders of other securities are entitled to receive dividends in cash or shares, and to receive notices or other documents.

7. After offsetting any losses from previous years (if any), the Company shall allocate funds from after-tax profits, including: Development Investment Fund; Reward and Welfare Fund; Bonus Fund for relevant individuals and units; and Community Social Work Fund.

8. Principles for handling business losses:

In the event of a financial year ending in a loss, the Board of Directors must propose to the General Meeting of Shareholders one of the following two options:

a) Carry forward losses to the following year in accordance with current regulations, and the General Meeting of Shareholders must decide on measures to remedy the situation.

b) If the company continues to incur losses for many years without improvement, the General Meeting of Shareholders will consider and decide on measures to address the situation in accordance with the Bankruptcy Law.

9. Other matters related to profit distribution shall be handled in accordance with the provisions of the law.

CHAPTER XIV

BANK ACCOUNTS, FISCAL YEAR AND ACCOUNTING SYSTEM

Article 48. Bank Accounts

1. The company opens accounts at Vietnamese banks or at foreign banks licensed to operate in Vietnam.

2. With prior approval from the competent authority, the Company may, if necessary, open bank accounts abroad in accordance with the provisions of the law.

Article 49. Fiscal Year

The Company's fiscal year begins on the first day of January each year and ends on December 31st. The first fiscal year begins on the date the Business Registration Certificate is issued and ends on December 31st immediately thereafter.

Article 50. Accounting System

1. The accounting system used by the Company is either the enterprise accounting system or a specific accounting system issued and approved by a competent authority.

2. The company shall maintain accounting records in Vietnamese and keep accounting records in accordance with accounting laws and related legislation. These records must be accurate, up-to-date, systematic, and sufficient to substantiate and explain the company's transactions.

3. The company uses Vietnamese Dong as its accounting currency.

CHAPTER XV FINANCIAL REPORTS, ANNUAL REPORTS AND DISCLOSURE RESPONSIBILITIES

Article 51. Annual, semi-annual and quarterly financial reports

1. The company must prepare annual financial statements in accordance with the law, and these annual financial statements must be audited as stipulated in Article 53 of these Charters. The company shall publish the audited annual financial statements in accordance with the law on securities and submit them to the competent state authority.

2. Annual financial statements must include all reports, appendices, and explanatory notes as required by law on corporate accounting. Annual financial statements must truthfully and objectively reflect the company's operational situation.

3. The company must prepare and publish audited semi-annual financial statements and quarterly financial statements in accordance with the laws on the securities market and submit them to the competent state authority.

Article 52. Annual Report

The company must prepare and publish an Annual Report in accordance with securities laws and regulations.

CHAPTER XVI AUDIT

Article 53. Auditing

1. The General Meeting of Shareholders shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the

Board of Directors to decide on the selection of one of these firms to audit the Company's financial statements.

2. The audit report is attached to the Company's annual financial statements.

3. Independent auditors conducting the audit of the Company's financial statements are entitled to attend Shareholders' General Meetings, receive notices and other information related to the Shareholders' General Meetings, and express their opinions at the meeting on matters related to the audit of the Company's financial statements.

CHAPTER XVII COMPANY SEAL

Article 54. Company Seal

1. The company seal includes a seal made at a seal-making facility or a seal in the form of a digital signature as prescribed by law on electronic transactions.

2. The Board of Directors decides on the type, quantity, and form of the seals for the Company, its branches, and representative offices (if any).

3. The Board of Directors and the Director shall use and manage the seal in accordance with current laws and regulations.

CHAPTER XVIII DISSOLVE THE COMPANY

Article 55. Dissolution of the Company

1. A company may be dissolved in the following circumstances:

a) Dissolution by resolution or decision of the General Meeting of Shareholders;

b) The business registration certificate is revoked, except where the Law on Tax Administration provides otherwise;

c) Other cases as prescribed by law.

2. The dissolution of the Company is decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) as prescribed by law.

3. Procedures for dissolving a company

The dissolution of the Company as stipulated in Clause 1 of this Article shall be carried out as follows:

a) The General Meeting of Shareholders shall pass a resolution or decision

to dissolve the Company. In the case of dissolution due to the revocation of the Business Registration Certificate or a court decision, within 10 days from the date of receiving the decision to revoke the Business Registration Certificate or the legally effective court decision, the Company must convene a General Meeting of Shareholders to pass a resolution to decide on the dissolution.

following main contents:

- Name and registered office address of the Company;
- Reasons for dissolution;
- The timeframe and procedures for contract termination and payment of the Company's debts;
- A plan for handling obligations arising from employment contracts;
- Full name and signature of the Chairman of the Board of Directors.

c) The Board of Directors shall establish a Company Asset Liquidation Committee.

d) Within 7 working days from the date of adoption, the resolution, dissolution decision, and meeting minutes must be sent to the Business Registration Authority, the tax authority, and the employees of the Company. The resolution and dissolution decision must be published on the National Business Registration Portal and publicly displayed at the Company's head office, branches, and representative offices.

If the company still has outstanding financial obligations, it must send the resolution or decision on dissolution and the debt settlement plan to all creditors and other parties with relevant rights, obligations, and interests. The debt settlement plan must include the names and addresses of the creditors; the amount of debt, the deadline, location, and method of payment; and the manner and timeframe for resolving creditor complaints.

đ) The legal representative shall submit the dissolution documents to the Business Registration Authority within 05 working days from the date of full payment of the Company's debts.

Article 56. Liquidation

1. After the decision to dissolve the Company is made, the Board of Directors must establish a Liquidation Committee consisting of 3 members: 2 members appointed by the General Meeting of Shareholders and 1 member appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs related to the liquidation shall be prioritized for payment by the Company before other debts of the Company.

2. The Liquidation Committee is responsible for reporting the date of establishment and the date of commencement of operations to the Business

Registration Authority. From that point onwards, the Liquidation Committee acts on behalf of the Company in all matters related to the liquidation of the Company before the Courts and administrative agencies.

3. The proceeds from the liquidation will be paid out in the following order:

- a) Liquidation costs;
- b) Outstanding wages, severance pay, social insurance, health insurance, unemployment insurance as prescribed by law, and other employee benefits as stipulated in collective bargaining agreements and signed employment contracts;
- c) Tax debt;
- d) Other debts;
- đ) The remaining amount after all debts from points a to d above have been paid shall be distributed to the shareholders. Preferred shares (if any) shall be given priority in payment.

CHAPTER XIX RESOLVING INTERNAL DISPUTES

Article 57. Resolution of internal disputes

1. In the event of any disputes or claims arising related to the Company's operations or to the rights and obligations of shareholders as stipulated in this Charter, the Enterprise Law, or other legal regulations between:

- a) Shareholders and the Company;
- b) Shareholders with the Board of Directors, Supervisory Board, Directors or other executives,

The parties involved shall attempt to resolve the dispute through negotiation and mediation. Except in cases involving the Board of Directors or the Chairman of the Board, the Chairman of the Board shall preside over the dispute resolution process and require each party to present relevant information within 15 working days of the dispute arising. In cases involving the Board of Directors or the Chairman of the Board, either party may request the Head of the Supervisory Board to appoint an independent expert to mediate the dispute resolution process.

2. If a settlement is not reached within six weeks of the start of the mediation process, or if the mediator's decision is not accepted by the parties, either party may bring the dispute to a competent court.

3. Each party shall bear its own costs related to the negotiation and mediation process. Payment of court costs shall be made in accordance with the court's judgment/decision.

CHAPTER XX SUPPLEMENTS AND AMENDMENTS TO THE STATUTES

Article 58. Amendments and Supplements to the Charter

1. Any additions or amendments to these Charters must be considered and decided upon by the General Meeting of Shareholders.
2. In cases where the law provides provisions relating to the Company's operations that are not mentioned in this Charter, or where new legal provisions differ from the content of this Charter, those provisions shall apply to govern the Company's operations.

CHAPTER XXI EFFECTIVE

Article 59. Effectiveness

1. This Charter, comprising 21 Chapters and 59 Articles, was approved by the General Meeting of Shareholders of Dong Nai Water Joint Stock Company in Resolution No. 01/NQ-ĐHĐCĐ 2026 dated March 31, 2026, replacing the Charter dated February 28, 2025.
2. These Charters are drawn up in seven copies of equal value, one copy is registered with the business registration authority, and the remaining six copies are kept at the Company's head office.
3. These Bylaws are the sole and official document of the Company.
4. Copies or extracts of these Articles of Association are valid only when signed by the Chairman of the Board of Directors or the Director.

**LEGAL REPRESENTATIVE
DIRECTOR**



Tran Van Nguyen