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(Issued with the Decision No. 21/QĐ-SGDVN on December 21, 2021 of the
CEO of the Vietnam Stock Exchange on the Information Disclosure Regulation
at the Vietnam Stock Exchange)

1990 1991 1992 1993 1994 1995 1996

Son La, April 03, 2026

To: State Securities Commission
Hanoi Stock Exchange

1. Name of organization: Son La Water Supply Joint Stock Company
- Stock code: NSL
- Address: No. 55 To Hieu Street, Group 5, To Hieu Ward, Son La Province
- Tel.: 1900636761 Fax: 02123854539
- E-mail: sowasucom@gmail.com
2. Contents of disclosure:
Amended and supplemented Charter, 7th revision.
3. This information was published on the company's website on April 03, 2026 at the following link: <https://capnuocsonla.vn/shareholders>
We hereby certify that the information provided is true and correct and we bear the full responsibility to the law

- As above;
- Archived Administration.

Organization representative

Legal representative

GENERAL DIRECTOR



Tran Quyet Chien

CHARTER

ON ORGANIZATION AND OPERATION OF SON LA WATER SUPPLY JOINT STOCK COMPANY (SOWA)

(Approved by the Shareholders' General Meeting Resolution dated April 3, 2026)

CHAPTER I: GENERAL PROVISIONS

Article 1. Legal basis and scope of application

This Charter is the foundational legal document regulating the organizational structure, operational principles, rights and obligations of shareholders, and the authority and responsibilities of the General Meeting of Shareholders, the Board of Directors, the Supervisory Board, and the Executive Board of Son La Water Supply Joint Stock Company (hereinafter referred to as "the Company").

This Charter is issued in accordance with the provisions of: Consolidated Law on Enterprises No. 67/VBHN-VPQH of 2025; Consolidated Law on Securities No. 24/VBHN-VPQH of 2025; Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15; Decree No. 155/2020/ND-CP; Decree No. 245/2025/ND-CP and current implementing guidelines.

In the event that changes in legal regulations result in discrepancies or conflicts with the content of these Charters, the Company shall be responsible for applying the applicable legal provisions and amending the Charters at the nearest General Meeting of Shareholders.

Article 2. Name, legal form and legal status

Official name in Vietnamese: CÔNG TY CỔ PHẦN CẤP NƯỚC SƠN LA.

English name: SON LA WATER SUPPLY JOINT STOCK COMPANY.

Abbreviated name: SOWASUCO (Stock code registered for trading on UPCoM: NSL).

The company is a joint-stock company, a public company with state capital, subject to the laws governing public company governance. It has legal personality from the date of issuance of the Business Registration Certificate. The company has its own seal, the right to open Vietnamese Dong and foreign currency accounts at banks, owns assets, and is solely responsible for its financial obligations with all of its legally owned assets.

Article 3. Head office, branches and representative offices

The company's head office is located at: 183 To Hieu Street, Son La City, Son La Province.

The company has the right to establish branches, representative offices, or subsidiary units to serve its production and business activities, as decided by the Board of Directors and in accordance with the law.

Article 4. Legal Representative of the Company

The company establishes an operating mechanism with 02 (two) legal representatives including: Chairman of the Board of Directors and General Director.

The legal representative exercises the assigned rights and obligations honestly and diligently, for the best interests of the Company and its shareholders.

The legal representative shall be held personally liable before the law and the Company (including civil, administrative, or criminal liability) for violations that cause damage to the Company's assets or loss of state capital as stipulated in the 2025 Enterprise Law.

The division of authority for signing documents and representing clients in litigation between the two legal representatives is carried out in accordance with the Company's Internal Governance Regulations.

CHAPTER II: OBJECTIVES AND BUSINESS SECTOR**Article 5. Objectives of the Company's Operations**

The company operates with the goal of optimally utilizing its production capacity and providing a stable supply of clean water to the region, as well as public services as stipulated by the state; continuously improving business efficiency to maximize after-tax profits for shareholders; ensuring the livelihoods of employees and fulfilling the obligation to preserve and develop the capital of the owners, including the state capital and the capital of the parent shareholder VBIC.

Article 6. Business Sectors and Activities

The main business activities include: Exploitation, treatment and supply of clean water for domestic and industrial use; Construction of specialized water infrastructure projects; Trading of water-related materials and equipment; Technical inspection and analysis (including: Testing and analysis of water quality indicators; Analysis of raw water, treated water, wastewater and environmental samples; Inspection and evaluation of water quality according to current technical regulations and standards).

The company has the right to conduct other business activities as stated in the Business Registration Certificate and not prohibited by law. Changes or additions to business activities are decided by the General Meeting of Shareholders.

CHAPTER III: CHARTER CAPITAL, SHARES AND SHAREHOLDERS

Article 7. Charter capital and ownership structure

The company's charter capital is: VND 124,998,720,000 (One hundred twenty-four billion, nine hundred ninety-eight million, seven hundred twenty thousand dong).

The total charter capital is divided into 12,499,872 shares. The par value of each share is VND 10,000.

Ownership structure at the time of adoption of the Charter:

VBIC Joint Stock Company (Parent Company): Holds 65.669% of the charter capital.

The State (Son La Provincial People's Committee): Holds 20,000% of the charter capital.

Other shareholders: Hold 14.331% of the charter capital.

SOWA is a publicly traded company with state capital; therefore, its governance, voting, and related transactions must strictly comply with the regulations applicable to state-owned enterprises.

Article 8. Changes to charter capital

Any increase or decrease in the company's charter capital must be approved by the General Meeting of Shareholders based on a specific capital issuance or repayment plan, ensuring compliance with the conditions for preserving state capital and the regulations of securities law. The State's ownership percentage must not be reduced without a decision from the owning authority.

Article 9. Shares and forms of recording ownership rights

A stock is a certificate issued by a company, a book entry, or electronic data confirming ownership of one or more shares of the company.

Shares are registered and deposited with the Vietnam Securities Depository and Clearing Corporation (VSDC) in accordance with regulations for public companies. The Board of Directors shall determine the form and procedure for issuing share ownership certificates to shareholders upon request.

Article 10. Transfer of shares

Shares of the Company are freely transferable in accordance with the law, except in cases where transfer is restricted as stipulated in the Enterprise Law, the Securities Law, and these Articles of Association.

The transfer of shares takes effect from the time the information of the transferee is fully updated in the Company's Shareholder Register or the securities depository system as prescribed by law.

Restrictions on insider transfers.

Company insiders and their related parties must comply with the following regulations when conducting transactions involving the Company's shares:

- Transactions must be registered in advance with the securities market regulatory authority and information must be disclosed in accordance with the law;
- Not allowed to trade in the Company's shares during the following period:
- From the date the Company begins preparing quarterly, semi-annual, or annual financial statements until these statements are officially published;
- Possessing undisclosed insider information that could significantly impact the company's stock price;

The minimum lock-up period for shares issued to insiders through stock bonus programs, ESOPs, or other incentive programs is 12 months from the date of issuance, unless otherwise stipulated by law.

Insiders and related parties who violate the provisions of this Article shall be held liable under the law and shall compensate the Company for any losses incurred.

Article 11. Redemption and repurchase of shares

The company has the right to repurchase the issued shares according to:

Decisions of the General Meeting of Shareholders; or Decisions of the Board of Directors within the scope of authority permitted by law.

The total number of shares the Company is entitled to repurchase shall not exceed 30% of the total number of common shares sold by the Company, unless otherwise provided by law.

Share buybacks can only be carried out when all of the following conditions are met:

The company has legitimate funds to pay for the share buyback;

After paying the full value of the repurchased shares, the Company still ensures that it can fully pay all debts and other financial obligations due;

The share buyback does not affect the Company's financial safety and solvency;

Regarding the state's capital stake in the company, the repurchase of shares must comply with regulations on the preservation of state capital and must be reviewed and approved by the representative of the state's capital stake before implementation.

Shares repurchased by the Company become treasury shares and may be:

Cancellation to reduce registered capital; or

Resale by decision of the Board of Directors.

Article 12. Issuance of bonds and other securities

The company is entitled to issue bonds, convertible bonds, and other securities to raise capital for production and business activities based on a plan approved by the Board of Directors or the General Meeting of Shareholders within their authority.

Article 13. Shareholder Register and List of Beneficiaries

The company establishes and maintains a shareholder register from the date it is issued its Certificate of Business Registration.

The company is obligated to collect, update, and store information on the List of Beneficiary Owners (individuals who actually hold controlling or controlling ownership of shares in the Company) in order to ensure transparency of the governance structure and compliance with the 2025 Enterprise Law.

Shareholders are responsible for truthfully declaring and promptly notifying the Company of any changes relating to beneficial ownership.

Article 14. Obligations of Shareholders

Pay for the shares you committed to purchase in full and on time.

Responsible for the Company's debts and other financial obligations to the extent of the capital contributed.

Shareholders are prohibited from withdrawing capital contributed in the form of common shares from the company in any form, except in cases where the shares are repurchased by the company or another party. In case of violation, shareholders and related parties 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.

Strictly adhere to the Company Charter and the Company's internal management regulations.

Comply with the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

The Company is responsible for protecting the information it provides in accordance with its Articles of Association and applicable laws; it shall only use the provided information to exercise and protect its legitimate rights and interests; and it is strictly prohibited to disseminate, copy, or send the information provided by the Company to other organizations or individuals.

Provide truthful, accurate, and timely information on the beneficial owners of the capital contributions/shares registered in your name so that the Company can compile, maintain, and report them in accordance with the law.

Other obligations as prescribed by law.

Article 15. Rights of ordinary shareholders

Attend, speak, and vote at the General Meeting of Shareholders either in person or by proxy.

Shareholders are entitled to receive dividends at a rate determined by the General Meeting of Shareholders, based on after-tax profits.

They have priority in purchasing newly offered shares in proportion to their existing ownership stake.

Information regarding shareholders entitled to attend meetings and receive annual financial reports can be reviewed, searched, and extracted.

Article 16. Dividends and principles of profit distribution

Dividends are the portion of after-tax profits distributed to each share in cash or other assets from the remaining profits of the Company after fulfilling all tax obligations and other financial obligations as prescribed by law.

The company may only pay dividends to shareholders when the following conditions are met: a) It has fulfilled its tax obligations and other financial obligations as prescribed; b) It has fully allocated the company's funds, including the Development Investment Fund, the Reward and Welfare Fund, and has fully offset previous losses as prescribed by law and this Charter; c) Immediately after paying the predetermined dividends, the company still ensures that it can fully pay all debts and other financial obligations due.

The Board of Directors is responsible for developing a dividend payment plan based on actual business performance and investment development plans, and submitting it to the General Meeting of Shareholders for approval.

Article 17. Procedures for dividend payment

The Board of Directors shall compile a list of shareholders entitled to receive dividends, determine the dividend rate per share, and specify the payment schedule and method at least 30 days before each payment.

Notices regarding dividend payments must be sent by registered mail to the registered addresses of all shareholders no later than 15 days before the payment date. The notice must clearly state: Company name; Shareholder's full name and address; Number of shares of each class held by the shareholder; Dividend rate per share and total dividends received by the shareholder; Payment date and method.

Dividends must be paid in full in Vietnamese Dong within a maximum period of 06 months from the date of the conclusion of the annual general meeting of shareholders that approved the dividend payment plan.

Article 18. Rights of a group of shareholders owning 5% or more of the total number of common shares.

Shareholders or groups of shareholders owning 5% (five percent) or more of the total number of common shares have the following management and supervisory rights:

- a) Nominate candidates for the Board of Directors and the Supervisory Board in accordance with cumulative voting regulations;
- b) Review, search, and extract minutes, resolutions, and decisions of the Board of Directors, as well as interim and annual financial reports in accordance with the Vietnamese accounting system's format;
- c) Request the Board of Directors to convene an extraordinary general meeting of shareholders in the event that the Board of Directors seriously violates its managerial duties or makes decisions exceeding its delegated authority; d) Request the Supervisory Board to examine specific issues related to the management and operation of the Company when deemed necessary.

The rights of the shareholder group stipulated in this Article shall be exercised immediately upon reaching the corresponding ownership ratio, without applying the condition of continuous shareholding period as prescribed in the 2025 Enterprise Law.

Shareholders, or groups of shareholders, are fully responsible before the law 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.

CHAPTER IV: SHAREHOLDER MEETING

Article 19. Rights and obligations of the General Meeting of Shareholders The General Meeting of Shareholders is the highest decision-making body of the Company, with the following rights and obligations:

This is based on the company's development orientation, business production strategy, and long-term budget plan.

Decide on the types of shares and the total number of shares of each type authorized for sale; decide on the annual dividend rate for each type of share.

Electing, dismissing, and removing members of the Board of Directors and Supervisory Board.

Decisions to invest in or sell assets whose value represents 35% or more of the total asset value recorded in the Company's most recent financial statement.

Decision to amend and supplement the Company's Articles of Association.

Through annual financial reports and after-tax profit distribution plans.

The decision to reorganize, dissolve the company, or file for bankruptcy will be made in accordance with regulations.

Article 20. Convening a General Meeting of Shareholders

The General Meeting of Shareholders convenes annually. In addition to the annual meeting, the General Meeting of Shareholders may convene extraordinary meetings at the request of the Board of Directors, the Supervisory Board, or shareholders as stipulated in Article 18.

The Board of Directors shall convene the Annual General Meeting of Shareholders within four months from the end of the fiscal year. If necessary, the Board of Directors may decide to extend the time for the Annual General Meeting of Shareholders, but not more than six months from the end of the fiscal year.

Article 21. Agenda and content of the General Meeting of Shareholders

The person convening the General Meeting of Shareholders must prepare the agenda, the content of the meeting, draft resolutions for each issue, and other relevant documents for voting.

Shareholders or groups of shareholders as stipulated in Article 18 have the right to propose matters to be included in the meeting agenda. Proposals must be in writing and submitted to the Company no later than 3 working days before the opening date.

Article 22. Notice of invitation to the General Meeting of Shareholders

The person convening the meeting must send a notice of 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.

The meeting notice must be sent by secure means and publicly posted on the Company's website and the State Securities Commission's website in accordance with regulations for public companies.

Article 23. Right to attend the General Meeting of Shareholders

Shareholders have the right to attend meetings in person, authorize another person in writing to attend on their behalf, or attend meetings online, voting electronically in accordance with the Company's technical governance procedures.

The authorization document for attending the meeting must be prepared according to the Company's prescribed form and must be signed by the person granting the authorization.

Article 24. Conditions for holding a General Meeting of Shareholders

The General Meeting of Shareholders is conducted when the number of shareholders present represents more than **50% (fifty percent)** of the total voting rights.

If the first meeting fails to meet the quorum requirements, a second meeting shall be convened within 30 days and shall proceed when at least 33% (thirty-three percent) of the total voting shares are present.

If the second meeting fails to meet the quorum requirements, a third meeting will be convened within 20 days and will be conducted regardless of the total number of votes cast by the shareholders present.

Article 25. Procedures for meetings and voting at the General Meeting of Shareholders

Shareholders or their authorized representatives attending the meeting are issued voting cards or electronic voting accounts corresponding to the number of shares they own.

Voting is conducted by selecting one of three options: Agree, Disagree, or No Opinion. The voting results are announced by the vote counting committee at the meeting.

Article 26. Adoption of resolutions by the General Meeting of Shareholders

Resolutions on matters such as: types of shares, changes in business lines, company reorganization, mergers, investments or sale of assets $\geq 35\%$ of total assets, and share

issuance must be approved by shareholders representing at least 65% of the total voting shares of shareholders present at the meeting.

Resolutions on other matters are passed when they receive more than 50% of the total votes cast by shareholders present at the meeting.

Article 27. Minutes of the General Meeting of Shareholders

The General Meeting of Shareholders must be recorded in detail in Vietnamese, accurately reflecting all proceedings, discussions, and voting results for each item.

The minutes must be signed by the Chairperson and the Secretary of the meeting. The Company is obligated to publish the minutes and resolutions on the Company's website within 24 hours of the meeting's conclusion.

CHAPTER V: BOARD OF DIRECTORS

Article 28. Organizational Structure and Authority of the Board of Directors

The Board of Directors is the governing body of the Company, having full authority to act on behalf of the Company to decide on all matters relating to the purpose and interests of the Company, except for matters falling under the authority of the General Meeting of Shareholders as stipulated by law.

The Board of Directors consists of 7 members. The term of office for a member of the Board of Directors is no more than 5 years, and members may be re-elected for an unlimited number of terms.

Pre-approval mechanism for state capital: For decisions related to amending or supplementing the Company Charter, development strategy, annual production and business plans and investments, investment projects outside the plan or exceeding the authority of the Board of Directors, changes in capital structure, key personnel (Chairman of the Board of Directors, General Director, Deputy General Director, Chief Accountant) and after-tax profit distribution plan, the representative of state capital must report to and obtain written approval from the State Ownership Representative Agency before voting at the Board of Directors meeting or the General Meeting of Shareholders.

Article 29. Chairman of the Board of Directors

The Board of Directors elects one of its members to serve as Chairman of the Board.

The Chairman of the Board of Directors exercises the rights and obligations stipulated in this Charter, including convening and presiding over meetings of the Board of Directors and the General Meeting of Shareholders.

Legal Responsibility: As the legal representative as stipulated in Article 4, the Chairman of the Board of Directors is personally liable before the law and the Company for any

errors, omissions causing loss of assets or violations of the duty of care in the performance of his/her management duties.

Article 30. Board Meetings

The Board of Directors meets at least once every quarter. Meetings are convened at the request of the Chairman or when at least two members of the Board of Directors, the General Director, or the Supervisory Board request it.

A Board of Directors meeting is considered valid when at least 3/4 (three-quarters) of the total number of Board members present attend, either in person or online.

A resolution of the Board of Directors is adopted if it is approved by a majority (over 50%) of the members present at the meeting. In case of a tie vote, the opinion of the Chairman of the Board of Directors is final.

Article 31. Standards and conditions for members of the Board of Directors

Board members must have full legal capacity and not be subject to any prohibitions on managing businesses as stipulated in the 2025 Enterprise Law.

Applicants must possess a university degree or higher and have practical experience in business administration or in professional fields relevant to the Company's operations.

The structure of the Board of Directors must ensure that at least 1/3 (one-third) of the total number of members are non-executive members (members who do not hold direct management positions in the Company's Executive Board).

For members representing state capital or capital from the parent company (VBIC), additional standards for capital representatives must be met as stipulated by law and the owner's internal regulations.

Article 32. Dismissal, removal and replacement of members of the Board of Directors

The General Meeting of Shareholders shall dismiss members of the Board of Directors in the following cases: a) A written resignation letter is sent to the Company's head office; b) The member no longer meets the qualifications and conditions stipulated in Article 31; c) The member has not participated in the activities of the Board of Directors for 06 (six) consecutive months, except in cases of force majeure.

The General Meeting of Shareholders may dismiss a member of the Board of Directors when that member seriously violates the duties of a manager, causing significant financial losses or damage to the Company's reputation.

Replacement procedure: Within 60 (sixty) days from the date the number of Board of Directors members is reduced by more than 1/3 (one-third) or less than the minimum number of members stipulated, the Board of Directors must convene a General Meeting of Shareholders to elect additional members.

Article 33. Salaries, remuneration and other benefits of the Board of Directors

The company pays remuneration and salaries to members of the Board of Directors based on business performance and the level of achievement of annual after-tax profit targets.

The annual general meeting of shareholders approves the total remuneration for the Board of Directors. The detailed allocation of remuneration to each member is decided by the Board of Directors based on their responsibilities, duties, and actual contributions.

The remuneration of the Board of Directors is included in the business management expenses and must be transparently disclosed in the Company's annual financial statements.

Article 34. Subcommittees of the Board of Directors

The Board of Directors has the authority to establish specialized subcommittees to support the performance of governance functions, including: the Audit Subcommittee, the Human Resources and Compensation Subcommittee, and the Strategy Subcommittee.

The subcommittee's members are appointed by the Board of Directors, with the subcommittee chairman being a member of the Board of Directors.

The operating regulations and authority of each subcommittee must be approved in writing by the Board of Directors and must not contradict the provisions of this Charter.

CHAPTER VI: THE MANAGEMENT BOARD

Article 35. General Director of the Company

The General Director is the highest-ranking person in charge of the Company's day-to-day business operations, is under the direct supervision of the Board of Directors, and is accountable to the Board of Directors and the law for the exercise of assigned rights and duties.

The term of office for the General Director is 05 (five) years. The General Director may be reappointed for an unlimited number of terms based on annual performance evaluations.

Article 36. Rights and obligations of the General Director

Organize and oversee the implementation of resolutions and decisions of the Board of Directors and the General Meeting of Shareholders in accordance with the set roadmap and objectives.

To make decisions on matters related to the daily production and business management of the Company without requiring a decision from the Board of Directors, except in cases falling under the exclusive authority of the Board of Directors.

Develop and submit to the Board of Directors for approval: the business plan, investment plan, annual financial budget, and internal management regulations of the Company.

To recruit, appoint, dismiss, and remove from office management positions within the Company, except for positions under the authority of the Board of Directors.

Article 37. Personal Responsibilities of the General Director

As the legal representative as stipulated in Article 4, the General Director is personally liable before the law and the Company for any damages arising from breaches of the duty of honesty and care or from actions exceeding the scope of his/her executive authority.

The General Director is responsible for compensation, according to the degree of fault and legal regulations, for causing material damage to the Company, or for resulting in the loss of State capital or corporate assets due to subjective errors in the management process.

Article 38. Deputy General Director and Chief Accountant

The Deputy General Directors assist the General Director in managing one or more areas of the Company's operations and are accountable to the General Director and the law for the results of their assigned work.

The Chief Accountant is responsible for organizing and implementing the company's accounting and financial work; controlling the legality of expenditures and being accountable for the accuracy and truthfulness of the financial statements to the General Director, the Board of Directors, and state management agencies.

CHAPTER VII: THE SUPERVISORY BOARD (SUBSIDIARY)**Article 39. Structure and Term of Office of the Supervisory Board**

The Supervisory Board consists of 03 (three) Supervisors elected by the General Meeting of Shareholders. The term of office of the Supervisors is 05 (five) years.

The Supervisory Board must have at least one (1) member who is a permanent Supervisor at the Company. The Head of the Supervisory Board must have professional qualifications in accounting or auditing.

Article 40. Rights and obligations of the Supervisory Board

Oversee the legality of the management and operation of the Board of Directors and the CEO.

Review annual financial statements, business performance reports, and evaluate the effectiveness of the internal control system.

They have the right to request the Board of Directors or the General Director to provide all documents and information related to the Company's operations for supervisory purposes.

Article 41. Standards and Conditions for Auditors. Auditors must have a university degree or higher in economics, finance, or law; they must not be related to members of the Board of Directors, the General Director, related parties of controlling shareholders, or other management personnel in the Company.

Article 42. Dismissal and Removal of Auditors The General Meeting of Shareholders shall carry out the dismissal and removal of Auditors in a similar manner to the procedure for members of the Board of Directors in cases where they no longer have the necessary competence or violate professional ethics.

Article 43. Remuneration of the Supervisory Board The remuneration of the Supervisory Board shall be approved by the General Meeting of Shareholders and shall be paid periodically in accordance with the Company's regulations.

CHAPTER VIII: RESPONSIBILITIES OF MANAGERS AND SUPERVISORS

Article 44. Duty of Honesty and Care Managers and Supervisors have a duty to perform their work in the best interests of the Company; they must not use the Company's business opportunities for personal gain.

Article 45. Transactions with Related Parties and the Parent Company (VBIC)

All contracts and transactions between the Company and its major shareholder (VBIC), its managers, or related parties must be approved by the Board of Directors or the General Meeting of Shareholders in accordance with their authority; related shareholders do not have voting rights.

Market pricing principle: Internal transactions within the VBIC – SOWA – SVBIC ecosystem must be conducted on the basis of objective market prices and must be transparently disclosed within 24 (twenty-four) hours of approval.

CHAPTER IX: FINANCIAL MANAGEMENT, PROFIT AND DISCLOSURE

Article 46. Fiscal Year and Accounting System

The company's fiscal year begins on January 1st and ends on December 31st each year.

The company applies the current Vietnamese Corporate Accounting System and accounting standards issued by the Ministry of Finance.

Article 47. Independent Auditing The Company must hire an independent auditing firm approved by the State Securities Commission to audit the annual financial statements before submitting them to the General Meeting of Shareholders.

Article 48. Allocation of Funds After fulfilling tax obligations and offsetting losses (if any), after-tax profits shall be used to allocate: the Development Investment Fund and the Reward and Welfare Fund as decided by the General Meeting of Shareholders.

Article 49. Principles of Dividend Payment Dividends shall only be paid when the Company has positive after-tax profits and ensures the ability to pay its debts due after the dividend payment.

Article 50. Information Disclosure The Company shall fulfill its obligation to disclose information fully, accurately, and promptly in accordance with the securities laws applicable to public companies.
Periodic information disclosure

The company is responsible for disclosing information periodically, including:

- a) Quarterly financial report;
- b) The semi-annual financial statements have been reviewed;
- c) Audited annual financial statements;
- d) Annual report;
- (d) Corporate governance report.

Disclosing unusual information

The company must disclose unusual information within the timeframe prescribed by law when the following events occur:

- a) Changes in key management personnel;
- b) Decisions to invest in, sell assets, or conduct transactions with a value of 35% or more of total assets;
- c) Changes to the registered capital;
- d) Issuing securities;
- d) Decision on dividend distribution;
- e) Other events that may significantly affect the Company's stock price.

Disclosure of insider trading

Insiders and related parties conducting transactions in the Company's stock must:

- Register for trading in advance;
- Disclose information about transactions in accordance with the law.

Disclosure of related-party transactions

All contracts and transactions between the Company and:

- major shareholder,
- manager,
- related persons,

Information must be disclosed fully and transparently in accordance with the law.

The Board of Directors is responsible for organizing the information disclosure department and appointing the person authorized to disclose information on behalf of the Company.

CHAPTER X: DISPUTE RESOLUTION, DISSOLUTION AND ENFORCEMENT CLAUSES

Article 51. Internal Dispute Resolution. Any dispute between the Company and its shareholders or managers shall first be resolved through negotiation and mediation; if unsuccessful, it shall be brought before the Court or Economic Arbitration.

Article 52. Reorganization and Dissolution of the Company

The division, separation, merger, acquisition, conversion of business type, or dissolution of a company falls under the authority of the General Meeting of Shareholders and is carried out in accordance with the Law on Enterprises and other relevant legal regulations.

Before the General Meeting of Shareholders considers and approves the decisions stipulated in Clause 1 of this Article, the Board of Directors is responsible for:

- a) Develop a plan for reorganizing or dissolving the company;
- b) Fully disclose information to shareholders in accordance with the laws on enterprises and securities;
- c) Conduct consultations and ensure the voting rights of shareholders in accordance with the Articles of Association and the law.

Regarding the state capital portion in the Company, the voting of shareholders who are organizations representing the state capital owner must comply with the legal regulations on the management and investment of state capital in enterprises and the decisions of the agency representing the state capital owner.

After the Shareholders' General Meeting Resolution is duly passed, the reorganization or dissolution of the Company shall be carried out in accordance with the procedures for registration with the business registration authority and other competent state agencies as prescribed by law.

A company is dissolved if it no longer has the minimum number of shareholders required by law (3 shareholders) for a continuous period of 6 months without undergoing the procedure to change its business type.

Article 53. Bankruptcy. The Company's bankruptcy shall be carried out in accordance with the procedures stipulated in the Bankruptcy Law.

Article 54. Company Seal The Board of Directors shall decide on the form, number, and content of the company seal. The management and use of the seal shall comply with the provisions of the law.

Article 55. Amendments and Supplements to the Charter Only the General Meeting of Shareholders has the right to amend or supplement this Charter based on a proposal from the Board of Directors and approved when the voting rate at the meeting is $\geq 65\%$ of the total votes present.

Article 56. Validity of Internal Regulations The governance regulations, financial regulations, and other internal regulations shall not contradict the provisions of this Charter.

Article 57. Copies and Archiving The Charter shall be archived at the head office and copies shall be provided to shareholders upon valid request.

Article 58. Interpretation of Terms The terms in this Charter shall be interpreted in accordance with the provisions of the Enterprise Law and relevant laws.

Article 59. Unregulated Matters For matters not regulated in these Charters, the Company's management bodies shall comply with the provisions of current law.

Article 60. Effective Date. This Charter, comprising 10 Chapters and 60 Articles, shall come into effect on March 4, 2026.

**O/B. GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS**



Nguyen Van Hong

