

DISCLOSURE OF INFORMATION

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

1. Name of company: **GLOBAL PACIFIC SHIPPING JOINT STOCK COMPANY**
- * Stock symbol: PCT
 - * Address of headoffice: Room 2-3, 10th floor, Riverfront Financial Centre, 3A-3B Ton Duc Thang, Saigon Ward, Ho Chi Minh City.
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 - * Person making the information disclosure: Ms. Nguyen Dieu Hoa (Authorized Information Disclosure Officer)
 - * Information disclosure type:
☒ 24 hours ☐ On demand ☐ Irregular ☐ Periodic

3. Content of information disclosure: Provision of updated documents for the 2026 Annual General Meeting of Shareholders.

This information is also published on the Company's website on April 15, 2026 at the following link: www.pct.com.vn.

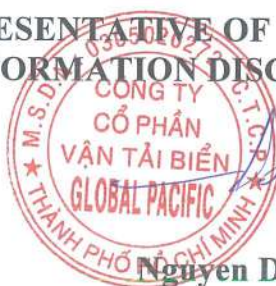
We hereby certify that the information disclosed above is true and accurate, and we take full responsibility before the law for the content of the information disclosed.

Sincerely yours.

Recipients:

- As above;
- Board of Directors, Board of Supervisors (for reporting);
- Archived: DH (1b).

**REPRESENTATIVE OF THE ORGANIZATION
INFORMATION DISCLOSURE OFFICER**



Nguyen Dieu Hoa

**GLOBAL PACIFIC SHIPPING
JOINT STOCK COMPANY**



**MEETING DOCUMENTATION
2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**

Ho Chi Minh City, April 2026

**REPORT OF THE BOARD OF DIRECTORS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

I. OPERATIONAL STATUS OF THE BOARD OF DIRECTORS IN 2025

The Board of Directors (BOD) of Global Pacific Shipping Joint Stock Company hereby presents the BOD's Activity Report for 2025 as follows:

1. Composition of the Board of Directors in 2025:

From January 1, 2025 to October 27, 2025, the BOD consisted of:

1. Mr. Tran Trung Quoc - Chairman;
2. Mr. Le Anh Nam - Independent Member;
3. Ms. Nguyen Thi Thanh Huyen - Member;
4. Mr. Vo Ngoc Phung - Member.

On September 15, 2025, Mr. Vo Ngoc Phung submitted a resignation letter. On October 27, 2025, the General Meeting of Shareholders (GMS) approved the cessation of membership for Mr. Vo Ngoc Phung. Subsequently, at the Extraordinary General Meeting of Shareholders on the same day, the GMS approved the total number of Board members for the 2023-2028 term to be five (05) and elected two (02) additional members. Thus, from October 27, 2025 to December 31, 2025, the BOD comprised:

1. Mr. Tran Trung Quoc - Chairman;
2. Mr. Le Anh Nam - Independent Member;
3. Ms. Nguyen Thi Thanh Huyen - Member;
4. Mr. Dang Nguyen Dang - Member;
5. Mr. Tran Xuan Truong - Member.

2. Performance of Duties and Oversight of the Management Board.

2.1. Oversight Methodology

- The BOD supervises the Management Board in organizing and executing Resolutions passed by the BOD and the 2025 Annual and Extraordinary General Meetings of Shareholders.
- Oversight is primarily conducted through formal Board meetings.
- Periodically or upon request, the BOD reports on its operations and provides clarifications regarding matters raised by the Supervisory Board.
- Based on assigned duties, BOD members maintain regular communication with the Management Board to monitor key issues and operational concerns.

2.2. BOD's evaluation of the Management Board

- Performance Assessment: The Management Board's performance in 2025 is evaluated based on the achievement of the Company's financial targets and operational quality objectives.
- Accountability: Overall responsibility is assessed against Key Performance Indicators (KPIs) defined for each executive position.
- Monitoring Results:
 - + In 2025, the Management Board demonstrated significant effort and fulfilled its assigned mandates:
 - Total Revenue: Reached VND 743,874 million, achieving 92% of the annual plan and representing a 38% year-on-year increase compared to 2024.
 - Profit Before Tax (PBT): Reached VND 69,427 million, achieving 66% of the annual plan.
 - Profit After Tax (PAT): Reached VND 55,346 million, achieving 66% of the annual plan.
 - + Compliance: The Company strictly adhered to prevailing laws and internal governance protocols. The Management Board successfully executed 26 out of 28 Board Resolutions during the year. The remaining two (02) Resolutions - No. 01/2025/NQ-PCT-HĐQT (regarding the investment in four 25,900 DWT oil/chemical tankers) and No. 25/2025/NQ-PCT-HĐQT (regarding the private placement of shares) - are currently in progress.

3. Report on Related Party Transactions:

In 2025, the BOD covenants that all transactions with related parties involving Board members were conducted on an arm's length basis (market-based), ensuring transparency and the best interests of the Company and its shareholders. All related party transactions were reviewed and ratified by the competent authorities and are fully disclosed in the Notes to the 2025 Audited Interim and Annual Financial Statements, available at: <https://www.pct.com.vn/quan-he-co-dong/bao-cai-tai-chinh>.

4. Remuneration, operating expenses, and other benefits for the BOD and individual member:

Pursuant to Resolution No. 01/2025/NQ-PCT-ĐHCHĐ dated March 24, 2025, approving the remuneration scheme for the BOD and the Supervisory Board for 2025, the specific remuneration for each Board member is detailed as follows:

Unit: Vietnamese Dong

No.	Full name	Position	Total remuneration
1	Tran Trung Quoc	Chairman	120,000,000
2	Le Anh Nam	Independent member	96,000,000

3	Nguyen Thi Thanh Huyen	Member	96,000,000
4	Dang Nguyen Dang	Member	17,290,323
5	Tran Xuan Truong	Member	17,290,323
6	Vo Ngoc Phung	Member	78,967,742

Operating expenses and other benefits for the BOD and individual members of the Board: None.

5. Summary of Board of Directors meetings and resolutions/decisions:

No.	Resolution/ Decision Number	Date	Content	Approval rate	Implement ation status
1	01/2025/NQ-PCT-HĐQT	02/01/2025	Ratifying the investment plan for the construction of 04 newbuilding oil/chemical tankers (approx. 25,900 DWT each).	100%	Currently underway
2	02/2025/NQ-PCT-HĐQT	13/01/2025	Refinancing the loan at Bao Viet Commercial Bank and approving the deficit financing option.	100%	Completed
3	03/2025/NQ-PCT-HĐQT	03/02/2025	Approval of related party transactions.	100%	Completed
4	04/2025/NQ-PCT-HĐQT	06/02/2025	Approval of the shareholder entitlement list for the 2025 Annual General Meeting of Shareholders (AGM).	100%	Completed
5	05/2025/NQ-PCT-HĐQT	25/02/2025	Approval of the technical specifications and selection for 04 oil/chemical tankers (approx. 25,900 DWT).	100%	Completed
6	06/2025/NQ-PCT-HĐQT	03/03/2025	Approval of the 2025 Business and Operational Plan.	100%	Completed
7	07/2025/NQ-PCT-HĐQT	03/03/2025	Approval of the convening documents for the 2025 Annual AGM.	100%	Completed
8	08/2025/NQ-PCT-HĐQT	11/03/2025	Approval of the revised documents for the 2025 Annual AGM.	100%	Completed
9	09/2025/NQ-PCT-HĐQT	14/03/2025	Strengthening the company's organizational structure.	100%	Completed
10	10/2025/NQ-PCT-HĐQT	14/03/2025	Cessation of the Deputy Director position for Mr. Hoang Anh Quan.	100%	Completed
11	11/2025/NQ-	18/03/2025	Approval of the revised	100%	Completed

	PCT-HĐQT		documents for the 2025 Annual AGM.		
12	12/2025/NQ-PCT-HĐQT	08/05/2025	Approval of the scope of work and budget for dry-docking, intermediate, and annual surveys of the Goby vessel in 2025.	100%	Completed
13	13/2025/NQ-PCT-HĐQT	13/05/2025	Credit facility application at Military Commercial Joint Stock Bank (MB) – East Ho Chi Minh City Branch.	100%	Completed
14	14/2025/NQ-PCT-HĐQT	14/05/2025	Selection of the independent auditing firm for the 2025 fiscal year.	100%	Completed
15	15/2025/NQ-PCT-HĐQT	15/05/2025	Selection of a credit institution for the issuance of performance guarantees.	100%	Completed
16	16/2025/NQ-PCT-HĐQT	25/06/2025	Approval of related party transactions.	100%	Completed
17	17/2025/NQ-PCT-HĐQT	25/06/2025	Cessation of the Deputy Director position for Ms. Nguyen Thi Hong Thuy.	100%	Completed
18	18/2025/NQ-PCT-HĐQT	05/09/2025	Approval of the shareholder entitlement list for the 2025 Extraordinary General Meeting of Shareholders (EGM).	100%	Completed
19	19/2025/NQ-PCT-HĐQT	06/10/2025	Approval of the convening documents for the 2025 EGM.	100%	Completed
20	20/2025/NQ-PCT-HĐQT	17/10/2025	Approval of the 2025 headcount and payroll budget.	100%	Completed
21	21/2025/NQ-PCT-HĐQT	17/10/2025	Utilization of credit limits for working capital supplements.	100%	Completed
22	22/2025/NQ-PCT-HĐQT	24/10/2025	Approval of the revised documents for the 2025 EGM.	100%	Completed
23	23/2025/NQ-PCT-HĐQT	12/11/2025	Approval of the dry-docking repair plan and budget for the Windsor vessel in 2025.	100%	Completed
24	24/2025/NQ-PCT-HĐQT	19/11/2025	Approval of settlement accounts for dry-docking, intermediate, and annual surveys of the Goby vessel.	100%	Completed
25	25/2025/NQ-PCT-HĐQT	12/12/2025	Approval of the private placement of shares issuance plan.	100%	Currently underway
26	26/2025/NQ-	12/12/2025	Approval of the registration	100%	Completed

	PCT-HĐQT		dossier for the private placement of shares.		
27	27/2025/NQ-PCT-HĐQT	15/12/2025	Further restructuring of the Company's organizational apparatus.	100%	Completed
28	28/2025/NQ-PCT-HĐQT	17/12/2025	Approval of related party transactions.	100%	Completed
29	04/2025/QĐ-PCT-HĐQT	30/05/2025	Re-appointment of the Chief Accountant.	100%	Completed
30	07/2025/QĐ-PCT-HĐQT	31/07/2025	Cessation of the Director position.	100%	Completed
31	08/2025/QĐ-PCT-HĐQT	31/07/2025	Appointment of the Director.	100%	Completed
32	09/2025/QĐ-PCT-HĐQT	31/07/2025	Approval of incentives and bonuses for individuals and departments from the Executive Board's Bonus Fund.	100%	Completed
33	10/2025/QĐ-PCT-HĐQT	29/08/2025	Approval of the dismissal of Mr. Doan Nguyen Son from the position of Deputy Director.	100%	Completed

6. Evaluating the role of independent board members (Presented in a separate report).

II. THE BOD'S STRATEGIC OPERATIONAL PLAN FOR 2026

The BOD assesses that 2026 will continue to be a challenging and unpredictable period. Global merchandise trade growth is projected to slow significantly (to approximately 0.5%) due to rising protectionism and geopolitical fragmentation. The chemical tanker market will face substantial supply-side pressure, with nearly 46% of the global orderbook in this segment expected to be delivered in 2026. Furthermore, environmental regulations, such as the EU Emissions Trading System (EU ETS), will expand, necessitating stricter carbon compliance.

However, ton-mile demand remains strongly supported, increasing by 30-70% on major routes as vessels continue to reroute to avoid instability in the Red Sea region. Against this backdrop, Vietnam remains a bright spot with an optimistic GDP growth outlook of over 6% and sustained strength in attracting Foreign Direct Investment (FDI).

To successfully execute the 2026 targets and key mandates, the BOD will direct, supervise, and closely coordinate with the Management Board to implement the following strategic solutions:

- Strive to achieve and surpass the 2026 revenue and profit targets submitted to the Annual General Meeting of Shareholders for approval.
- Rigorously monitor the investment plan to ensure the operational efficiency and security of collateral assets.

- Maintain momentum in ship management and maritime consulting services by actively expanding the client base.
- Strengthen corporate governance by directing and supervising the implementation of internal regulations, standards, and stringent cost control measures.
- Prioritize talent acquisition, professional training, and human resource development to meet the requirements of new business ventures and future growth trends.
- Uphold and safeguard the legitimate rights of shareholders while ensuring optimal welfare and working conditions for employees.
- Exercise authority over other matters within the Board's mandate to ensure the flexible and effective implementation of the 2026 plan.

Respectfully submitted./.

Recipient:

- As above;
- The SB;
- Archived: VT, BOD.

**ON BEHALF OF THE BOD
CHAIRMAN**

Tran Trung Quoc

Ho Chi Minh City, Mar 26, 2026

REPORT ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025 BY AN INDEPENDENT BOARD MEMBER

To: The General Meeting of Shareholders of Global Pacific Shipping JSC.

- *Pursuant to the Law on Enterprises 2020 and its guiding regulations;*
- *Pursuant to the Law on Securities 2019 and its guiding regulations;*
- *Pursuant to the Charter of Global Pacific Shipping Joint Stock Company;*
- *Pursuant to the actual operations of Global Pacific Shipping Joint Stock Company.*

In 2025, the Board of Directors (BOD) comprised five (05) members, including one (01) independent member. All members actively participated in strategic planning, compliance monitoring, and ensuring best practices in corporate governance. As the independent member of the BOD, I hereby present my assessment as follows:

1. Oversight of Board of Directors meetings:

- During the year, the BOD convened 31 meetings to resolve matters within its jurisdiction. These meetings were conducted in strict adherence to the procedures stipulated in the Company Charter, the Corporate Governance Regulations, and the Internal Regulations on Corporate Governance. Meeting invitations, agendas, and relevant documentation were distributed to all members in a timely and transparent manner.
- All Board of Directors meetings are overseen by the Head of the Supervisory Board and attended by all members of the BOD. Meeting agendas are rigorously discussed and evaluated to formulate strategic directions and optimal solutions for the Company.
- Material matters concerning business and financial strategies, corporate culture, and the development of governance systems are extensively discussed and closely monitored through continuous coordination between the Board of Directors and the Management Board. The Company's operations follow a robust delegation of authority framework, where risks are proactively identified and analyzed to ensure stable, safe operations, full regulatory compliance, and successful achievement of targets approved by the General Meeting of Shareholders.
- All resolutions/decisions issued by the Board of Directors fully comply with the Law, the Company's Charter, the Corporate Governance Regulations, and the Board's Internal Operating Regulations. Minutes of all Board meetings are comprehensively

documented and signed by all attending members in strict adherence to legal requirements.

2. Oversight of the Board of Directors' Activities:

- Overall, the Board of Directors has exercised effective oversight of the Management Board, ensuring that the Company's operations are closely monitored and consistently aligned with its strategic direction. Furthermore, decisions are adjusted proactively to remain responsive to evolving market conditions
- Board members who concurrently hold positions within the Management Board regularly attend both periodic and extraordinary executive meetings. Material corporate decisions are reported to, consulted with, and guided by the Board of Directors to ensure optimal outcomes for the Company's benefit. Through this integrated process, the Board of Directors remains fully informed of operational realities and receives the most up-to-date insights for strategic planning.
- Board members proactively fulfill their roles and responsibilities, actively sharing professional expertise and maintaining continuous information exchange with the Board of Directors to support collective decision-making.
- The Board of Directors prioritizes robust risk management frameworks, aiming to support the Management Team in early-stage problem identification. This proactive approach helps the Company maintain long-term sustainability and operational stability, thereby safeguarding the interests of shareholders and investors.
- The Board of Directors demonstrates high professional diligence and a strong commitment to fulfilling its assigned mandates. Oversight activities are maintained regularly and rigorously, ensuring that the Company's operations are stable, safe, and in full compliance with statutory regulations.

3. Overall assessment of the Board of Directors' performance:

- In accordance with the Board of Directors' operational plan, the activities performed in 2025 were strictly focused on executing the resolutions passed by the General Meeting of Shareholders. All actions remained in full compliance with the Company's Charter, the Corporate Governance Regulations, and international best practices in corporate governance.
- All Board members demonstrated exceptional professional diligence and a clear understanding of their fiduciary responsibilities. They have been consistently proactive in safeguarding the Company's interests and dedicated to fulfilling their respective roles.
- The Board of Directors proposed numerous strategic and timely interventions, effectively supporting the Management Board in navigating operational challenges and ensuring rigorous legal and regulatory compliance.

- Through collaborative efforts with the Management Board, the BOD successfully steered business operations toward the established objectives. The Company fulfilled its statutory obligations to the State budget, delivered sustainable value to shareholders, and ensure stable income for employees, achieving the targets approved by the General Meeting of Shareholders despite the complexities of business expansion.

**INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS**

Le Anh Nam

**REPORT OF THE SUPERVISORY BOARD
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders!

On behalf of the Supervisory Board, I would like to report to the General Meeting the results of the inspection and oversight work in 2025 as follows:

I. OPERATIONAL STATUS OF THE SUPERVISORY BOARD IN 2025

1. Regarding Organization

The Supervisory Board (SB) of Global Pacific Shipping Joint Stock Company consists of 03 members, including 01 Chairperson in charge of overall management and 02 members who perform supervisory duties as assigned. The by the Chairman of the Supervisory Board. The composition of the SB in 2025 was as follows:

STT	Supervisory Board Member	Position	Date of commencement/cessation of membership in the Supervisory Board	Percentage of voting shares
1	Chu Thi Mai Huong	Head of the SB	Appointed: March 24, 2025	0%
2	Nguyen Thi Thu Tam	Member	Appointed: May 31, 2024	0%
3	Vuong Thi Thu Thuy	Member	Appointed: October 27, 2025	0%
4	Nguyen Thi Ngoc Dep	Head of the SB	Resigned: March 24, 2025	0%
5	Nguyen Thi Xuan Thuy	Member	Appointed: March 24, 2025 Resigned: October 27, 2025	0%

2. Remuneration, operating expenses, and other benefits for the Supervisory Board and each Supervisor:

Pursuant to Resolution No. 01/2025/NQ-PCT-ĐHCD dated March 24, 2025, which approved the remuneration scheme for the Board of Directors and the SB for the 2025 fiscal year, the specific remuneration for each member of the SB is detailed as follows:

Unit: Vietnamese Dong

STT	Full name	Position	Total remuneration
1	Chu Thi Mai Huong	Head of the SB	54,517,000

2	Nguyen Thi Thu Tam	TV. BKS	36,000,000
3	Vuong Thi Thu Thuy	TV. BKS	6,483,871
4	Nguyen Thi Ngoc Dep	Head of the SB	49,245,349
5	Nguyen Thi Xuan Thuy	TV. BKS	21,387,903

3. Summary of the Supervisory Board meetings:

a) Summary of the Supervisory Board meetings:

Throughout 2025, the Supervisory Board convened two (02) formal sessions to evaluate the Company's accounting and financial framework, operational results, as well as its corporate governance and executive management performance for both the interim period and the full year.

STT	Supervisory Board Member	Number of meetings attended	Meeting attendance rate	Voting ratio	Reasons for not attending the meeting
1	Chu Thi Mai Huong	02/02	100%	100%	
2	Nguyen Thi Thu Tam	02/02	100%	100%	
3	Vuong Thi Thu Thuy	01/02	100%	100%	Appointed: October 27, 2025
4	Nguyen Thi Ngoc Dep	0/02	0%	0%	Resigned: March 24, 2025
5	Nguyen Thi Xuan Thuy	01/02	100%	100%	Appointed: March 24, 2025 Resigned: October 27, 2025

b) Scope of the Supervisory Board's Oversight Activities:

- Attending Board of Directors meetings; reviewing and evaluating resolutions, decisions, and documents issued by the Board of Directors and the Management Board throughout the Company's governance and operational processes.
- Monitoring the timely disclosure of periodic and extraordinary information, and verifying the accuracy of disclosures provided to shareholders.
- Supervising compliance with the Charter, Resolutions, and Decisions of the General Meeting of Shareholders, as well as statutory regulations and internal policies in the management and operation of business activities by the Board of Directors and the Management Board.
- Evaluating the reasonableness, legality, integrity, and degree of due care in the organization of accounting, statistics, and financial reporting. Reviewing the Company's interim report and the 2025 financial statements, which were reviewed and audited by Deloitte Vietnam Audit Co., Ltd.

II. RESULTS OF THE SUPERVISORY BOARD'S INSPECTION AND OVERSIGHT ACTIVITIES

1. Oversight of Financial Reporting and Operational Performance.

- The Supervisory Board highly values the selection of Deloitte Vietnam Co., Ltd. as the independent auditor for the 2025 financial statements.
- The quarterly, semi-annual (interim), and annual financial reports for 2025 faithfully reflect the Company's operational results and financial position. These reports prepared and presented fairly, in accordance with Vietnamese Accounting Standards and prevailing regulations.
- The Company has fully complied with periodic reporting and disclosure obligations for listed entities, in strict adherence to regulations on information disclosure in the securities market.
- The Company has demonstrated strong performance in financial forecasting and reporting; rigorously managing and controlling the 2025 budget execution; optimizing cash flow, and strategically utilizing preferential interest rate policies at banks to minimize financial costs.

2. Implementation Status of the 2025 Business and Operational Plan:

Throughout 2025, the Company maintained its core operations in maritime transport and ship management. Notably, the Company finalized the investment and commissioned the PCT-Artemis vessel, facilitating the strategic expansion of its fleet and operations. Specific business results are as follows:

Unit: million VND

No.	Key indicators	Plan 2025	To be implemented by 2025	Percentage (%)
1	Total revenue	810,550	743,874	92
2	Profit before tax	105,717	69,427	66
3	Net profit after tax	84,353	55,346	66
4	Statutory obligations to the State budget	21,365	14,380	67

The business results by segment are as follows:

Unit: million VND

No.	Targets	Total	Trading	Transportation & services
I	REVENUE			
1	Net Revenue from Operations	734,588	18,432	716,156
2	Financial Income	9,189		
3	Other income	97		
II	EXPENSE			
1	Cost of Sales & Services	526,863	18,116	508,748

2	Financial Expenses	111,158		
3	General & Administrative Expenses	36,204		
4	Other expenses	222		
III	PROFIT BEFORE TAX	69,427		

3. Asset Investment and Disposal:

In 2025, the Company successfully finalized the investment in the PCT-Atermis vessel, in strict accordance with the plan approved at the 2024 first Extraordinary General Meeting of Shareholders. The asset was recorded with an original cost (historical cost) of VND 635 billion.

4. Oversight of Corporate Governance and Compliance:

Throughout 2025, the Company's operations fully adhered to prevailing laws, statutory regulations, and its Corporate Charter. Furthermore, the Company maintained high standards of transparency by fully complying with disclosure obligations for listed entities on the Hanoi Stock Exchange (HNX).

The Company is advised to continuously review and update its internal management protocols to remain aligned with evolving legal requirements. Additionally, it should prioritize specialized training and internal communications to further reinforce a culture of compliance across all departments.

5. Financial Statement Review:

The Company's financial statements are prepared in accordance with prevailing Vietnamese Accounting Standards and regulations.

The Company applies Circular 200/2014/TT-BTC, which provides guidance on the corporate accounting regime, for the preparation and presentation of financial statements for the fiscal year ending on December 31, 2025;

The financial statements are prepared under the historical cost principle. Key accounting including the recognition of cash and cash equivalents, inventory, and fixed assets (including depreciation), as well as revenue and expense recognition – have been applied by the Company in a consistent and appropriate manner.

The Company's 2025 financial statements were audited by Deloitte Vietnam Audit Co., Ltd. The Independent Auditors' Report expressed the following opinion:

“In our opinion, the financial statements give a true and fair view of the financial position of the Company as at December 31, 2025, and its financial performance and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal, regulations relating to financial reporting.”

The Supervisory Board has reviewed the Company's quarterly and annual financial statements for the period from January 1, 2025, to December 31, 2025. The Supervisory

Board concurs with the audit findings provided by Deloitte Vietnam Co., Ltd. regarding the Company's financial position as of December 31, 2025.

6. Report on Related Party Transactions:

Transactions between the Company and related parties are strictly monitored from the outset, evaluated in compliance with the Corporate Charter and the Company's internal regulations, and approved by the competent authorities. All such transactions are fully disclosed in accordance with statutory requirements (refer to the 2025 Audited Financial Statements). The Supervisory Board has not identified any conflicts of interest regarding these related party transactions.

7. Evaluation of Oversight for the Board of Directors, Management Board, and Other Executives:

The Supervisory Board monitors the Board of Directors' activities by attending meetings, participating in discussions, and reviewing the protocols for formulating Resolutions. Furthermore, it oversees the Management Board performance by evaluating their adherence to Board Resolutions and the defined delegation of authority between the Board of Directors and the Management Board.

Throughout the execution of its duties, the Supervisory Board has maintained effective and seamless collaboration with the members of the Board of Directors, the Management Board, and relevant senior management. The Board has consistently received full cooperation from all parties.

Implementation of Resolutions: All material matters are discussed transparently and democratically within the Board of Directors. Strategic issues are rigorously evaluated to reach a consensus before Resolutions are ratified. The Management Board consistently adheres to and strictly executes all Resolutions issued by the Board of Directors.

8. Evaluation of Coordination between the Supervisory Board, the Board of Directors, the Director, and Shareholders:

Throughout 2025, the Supervisory Board received proactive cooperation and was provided with favorable conditions to execute its oversight mandate. The Board of Directors, the Management Board, and the senior staff ensured the timely provision of comprehensive and accurate information, reports, and documentation regarding the Company's corporate governance, operational performance, and financial position.

III. CONCLUSIONS AND RECOMMENDATIONS

The Company's operations over the past year have fully adhered to the Law on Enterprise, the Company Charter, prevailing statutory regulations, and the resolutions passed by the General Meeting of Shareholders and the Board of Directors.

For the 2026 fiscal year, the Supervisory Board proposes the following strategic recommendations to the Board of Directors and the Management Board:

- Enhance the efficiency of asset utilization and exploitation; conduct regular performance evaluations of investment projects; and optimize working capital and cash flow management.
- Strengthen rigorous monitoring of operational expenditures to drive improved profitability and business performance.
- Continuously refine and elevate the quality of corporate governance and executive management, aiming to enhance enterprise value and maximize shareholder returns.
- Develop and implement robust human resources strategies to attract and retain talent, meeting the evolving demands of the Company's business expansion.
- Prioritize market analysis and forecasting capabilities to proactively identify, mitigate, and control risks within business operations.

IV. SUPERVISORY BOARD'S OPERATIONAL PLAN FOR 2026

Based on the Supervisory Board's performance in 2025 and the Company's business plan for 2026, the Supervisory Board proposes the following operational priorities for 2026:

- Monitoring compliance with statutory regulations, the Company Charter, and the implementation of Resolutions passed by the General Meeting of Shareholders, as well as Resolutions and Decisions of the Board of Directors;
- Reviewing the reasonableness and monitoring the issuance and implementation of the Company's internal management protocols and policies;
- Inspecting and overseeing the execution of the annual business and operational plan;
- Appraising the business performance report, financial statements, and the Board of Directors' management evaluation report for 2026. Conducting in-depth analysis and assessment of the Company's financial position, management practices, capital efficiency, operational productivity, and solvency;
- Reviewing and verifying the procedures for executing material economic contracts;
- Monitoring and supervising the Company's investment activities and capital expenditure;
- Coordinating activities between the Supervisory Board, the Board of Directors, the Management Board, and shareholders in a spirit of collaboration to achieve optimal efficiency and safeguard the legitimate interests of shareholders;
- Reporting to the Annual General Meeting of Shareholders;
- Addressing other matters within the statutory jurisdiction of the Supervisory Board.

The above is the Supervisory Board's activity report for 2025 and the operational plan for 2026. We respectfully submit it to the General Meeting of Shareholders for consideration and approval.

Wishing the Congress great success!

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE BOARD**

Chu Thi Mai Huong

**REPORT ON 2025 BUSINESS PERFORMANCE
AND 2026 OPERATIONAL PLAN**

To: The General Meeting of Shareholders of Global Pacific Shipping JSC

Pursuant to Resolution No. 01/2025/NQ-PCT-ĐHCD dated March 24, 2025, and Resolution No. 02/2025/NQ-PCT-ĐHCD dated October 27, 2025, the Director of Global Pacific Shipping Joint Stock Company hereby summarizes the 2025 operational results and presents the 2026 business plan as follows:

I. 2025 BUSINESS PERFORMANCE RESULTS

1. Business and Operational Context in 2025

In 2025, the Company's operations were impacted by a volatile global macroeconomic environment. According to the International Monetary Fund and the World Bank, tight monetary policy and high interest rates significantly increased financing costs. Simultaneously, the World Trade Organization notes a decline in global trade due to geopolitical conflicts. According to Clarksons Research, the shipping market faced pressure as vessel supply growth outpaced demand, driving down international freight rates and affecting the Company's overall performance. The financial targets for 2025 are as follows:

Unit: Million VND

No.	Indicators	2025 Plan	2024 Actual	2025 Actual	% 2025/ 2024	% Actual/ Plan 2025
1	Total revenue*	810.550	540.057	743.874	138	92
2	Profit before tax	105.717	110.064	69.427	63	66
3	Net profit after tax	84.353	87.787	55.346	63	66
4	Statutory Obligations	21.365	23.614	14.380	61	67

** Total revenue includes: Revenue from core operations, financial income, and other income.*

2025 Performance Summary:

- Total revenue reached VND 743,874 million, achieving 92% of the annual plan and representing a strong 38% increase compared to 2024.

- Profit Before Tax reached VND 69,427 million, achieving 66% of the plan and 63% of the 2024 performance.
- Profit After Tax reached VND 55,346 million, achieving 66% of the plan and 63% of the 2024 performance.

Despite falling short of profit targets, the Company demonstrated significant resilience. The 38% revenue growth highlights the expansion of operational scale, largely driven by the timely commissioning of the PCT -Artemis vessel early in the year. These results underscore the need to enhance management capabilities in a volatile environment, specifically in optimizing working capital and stringent cost control to improve future profit margins.

2. Asset Investment and Disposal

In 2025, the Company successfully finalized the investment in vessel No. 05 - PCT-Artemis, in accordance with the plan approved by the 2024 First Extraordinary General Meeting of Shareholders. The investment project for a product/chemical tanker (19,000–25,000 DWT) commenced in June 2024 and was completed with the purchase of the PCT-Artemis (formerly named Opec Victory).

- Completion and commissioning date: January 2025.
- Original cost: VND 634,870,262,127.

3. Financial management

Financial activities were conducted in strictly compliance with regulations, ensuring optimal cash flow balancing for operational needs. Capital from business activities and asset disposals was utilized efficiently, including strategic placements in time deposits at reputable credit institutions.

4. Corporate Administration and Human Resources

4.1 Human resource management

As of December 31, 2025, the total headcount was 184, comprising 130 crew members and 54 onshore staff.

4.2 Social welfare work, group activities

- Throughout 2025, the Company strictly adhered to payroll and bonus regulations, ensuring the timely and full implementation of statutory insurance (social, health, and unemployment insurance) and other employee benefits in accordance with legal requirements and internal policies.
- The Company's human resource management framework continues to be refined, fostering enhanced organizational control and professional specialization. These improvements are instrumental in meeting the Company's strategic requirements during its restructuring phase.
- The Company's Trade Union maintains proactive collaboration in organizing cultural and sports initiatives aimed at enhancing employee well-being. Key activities include

formal events for female employees on International Women's Day (March 8) and Vietnamese Women's Day (October 20), gift programs for children on International Children's Day (June 1), and compassionate outreach to employees and their families.

5. Overall assessment

- Despite falling short of financial targets due to macroeconomic headwinds and unpredictable shipping market volatility, the Company achieved several noteworthy milestones. Most significantly, the successful investment and commissioning of the PCT-Artemis vessel were fully aligned with the strategic directives of the General Meeting of Shareholders and the Board of Directors.
- Furthermore, the Company continues to strictly adhere to international maritime safety and technical standards, including SIRE, the ISM Code, and ISO 9001:2015. These efforts ensure optimal vessel availability and operational readiness, consistently meeting the rigorous requirements of our major global partners.
- Alongside core business activities, the Company maintained a commendable safety record with zero serious incidents. We also remained dedicated to employee well-being and welfare, fostering a stable and committed workforce to support the Company's sustainable development.

II. 2026 BUSINESS AND OPERATIONAL PLAN

1. Basis for Planning Targets

- Analysts forecast a significant slowdown in global merchandise trade growth (projected at 0.5%) due to rising protectionism and geopolitical fragmentation. The chemical tanker segment is expected to face supply-side pressure, with approximately 46% of the global orderbook scheduled for delivery by 2026.
- Stringent environmental regulations, particularly the expanded scope of the EU Emissions Trading System (EU ETS), will increase compliance costs and pose challenges for shipping operators.
- Conversely, ton-miles demand remains robust, with projected increases of 30-70% on major routes as vessel reroute to avoid high-risk areas, notably the Red Sea and regions impacting the Middle East.
- Vietnam remains a resilient economy with a GDP growth outlook exceeding 6% and strong FDI attraction, providing a solid foundation for transportation, logistics, and trading demand.

2. Key Operational Tasks

2.1. Fleet Management and Operations

- Strengthen the management and operation of the owned fleet while providing specialized ship management services to partners.
- Execute dry-docking and intermediate surveys for the Loyal vessel, ensuring timely completion at optimized costs to maintain the vessel's operational schedule.

2.2. Market development and investment

- Expand market reach for the existing oil/chemical tanker fleet and prepare for upcoming investment projects.
- Conduct rigorous market research to evaluate and develop new investment opportunities.
- Continue the newbuilding project for four (04) oil/chemical tankers (approx. 25,900 DWT each).

2.3. Cost Control and Operational Efficiency

- Enhance corporate governance, focusing on the quality of technical and safety management. Implement thorough cost-saving measures and strictly monitor fuel consumption, maintenance expenses, and cargo loss.
- Refine the organizational structure; improve human resource quality through specialized training and strategic recruitment to meet the Company's expansion needs.

2.4. Dividend policy

- Dividends are planned to be distributed in the form of shares at a rate of 10% of the charter capital at the time of implementation in 2026.

3. 2026 Financial Targets

According to the content presented in the Board of Directors' report on the approval of the 2025 business plan, the main financial indicators are as follows:

Unit: Million VND

Key indicators	2026 Plan
Total revenue	737,804
Profit before tax	80,019
Net profit after tax	64,015
Statutory Obligations	16,004

4. Implementation Solutions

Commercial & Operational Solutions:

- Optimize vessel allocation and fleet deployment; maintain robust coordination mechanisms and develop strategic operational plans to consolidate and secure the oil/chemical transportation market share.
- Closely monitor the Sale and Purchase (S&P) market; actively engage with regional brokers and charterers to gather intelligence on market trends, freight rates, management standards, and cost factors to successfully execute investment projects.
- Continue to nurture and expand relationships with chartering partners, ensuring seamless vessel operations with the ultimate goal of market expansion.
- Strengthen marketing initiatives and broaden strategic networks with customers, port authorities, classification societies, warehouses, agents, and brokerage networks.

Management & Organizational Solutions:

- Enhance maintenance, repair protocols, and the supply chain for materials and equipment to ensure the fleet remains in prime technical condition, thereby minimizing off-hire downtime. Maintain the SIRE status required by Oil Majors for the Company's fleet.
- Focus on refining the organizational structure and enhancing executive management at PCT. Periodically review and perfect internal regulations, economic-technical standards, the Safety Management System (ISM Code), and MLC 2006, while upgrading the Quality Management System (ISO 9001:2015) to drive cost efficiency and operational excellence.
- Strengthen cost-optimization measures and internal controls; rigorously manage accounts receivable to mitigate credit risks and ensure zero bad debts.
- Cultivate a high-performance working environment that empowers employees to reach their full potential. Prioritize talent acquisition, enhance employee well-being, and foster a cohesive, supportive corporate culture.

The above is the Director's Report on 2025 business performance and the strategic orientation for 2026. With the continued trust of our Shareholders and the close guidance of the Board of Directors, the Management Board and all employees are committed to utilizing our collective strengths to successfully achieve the 2026 plan.

Thank you very much./.

Recipient:

- As above;
- Board of Directors, Supervisory Board;
- Archived: VT, DH (1b)

DIRECTOR

Nguyen Thi Thanh Huyen



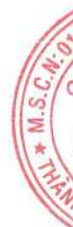
GLOBAL PACIFIC SHIPPING JOINT STOCK COMPANY
(Incorporated in the Socialist Republic of Vietnam)

AUDITED FINANCIAL STATEMENTS

For the year ended 31 December 2025

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STATEMENT OF THE BOARD OF EXECUTIVE OFFICERS

The Board of Executive Officers of Global Pacific Shipping Joint Stock Company (Previously: Vietnam Gas and Chemical Transportation Joint Stock Company) (the “Company”) presents this report together with the Company’s financial statements for the year ended 31 December 2025.

THE BOARDS OF DIRECTORS, EXECUTIVE OFFICERS AND SUPERVISORS

The members of the Boards of Directors, Executive Officers and Supervisors of the Company during the year and to the date of this report are as follows:

Board of Directors

Mr. Tran Trung Quoc	Chairman
Mr. Le Anh Nam	Independent Member
Mr. Dang Nguyen Dang	Member (appointed on 27 October 2025)
Mr. Tran Xuan Truong	Member (appointed on 27 October 2025)
Ms. Nguyen Thi Thanh Huyen	Member
Mr. Vo Ngoc Phung	Member (resigned on 27 October 2025)

Board of Executive Officers

Ms. Nguyen Thi Thanh Huyen	Chief Executive Officer (appointed on 1 August 2025)
Mr. Vo Ngoc Phung	Chief Executive Officer (resigned on 1 August 2025)
Mr. Doan Nguyen Son	Deputy Chief Executive Officer (resigned on 1 September 2025)
Mr. Hoang Anh Quan	Deputy Chief Executive Officer (resigned on 14 March 2025)
Ms. Nguyen Thi Hong Thuy	Deputy Chief Executive Officer (resigned on 1 July 2025)

Board of Supervisors

Ms. Chu Thi Mai Huong	Head of the Board (appointed on 24 March 2025)
Ms. Nguyen Thi Ngoc Dep	Head of the Board (resigned on 24 March 2025)
Ms. Nguyen Thi Thu Tam	Member
Ms. Nguyen Thi Xuan Thuy	Member (appointed on 24 March 2025 and resigned on 27 October 2025)
Ms. Vuong Thi Thu Thuy	Member (appointed on 27 October 2025)

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STATEMENT OF THE BOARD OF EXECUTIVE OFFICERS (Continued)

BOARD OF EXECUTIVE OFFICERS' STATEMENT OF RESPONSIBILITY

The Board of Executive Officers of the Company is responsible for preparing the financial statements, which give a true and fair view of the financial position of the Company as at 31 December 2025, and of its financial performance and cash flows for the year then ended in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting. In preparing these financial statements, the Board of Executive Officers is required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting principles have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business; and
- design and implement an effective internal control system for the purpose of properly preparing and presenting the financial statements so as to minimize errors and frauds.

The Board of Executive Officers is responsible for ensuring that proper accounting records are kept, which disclose, with reasonable accuracy at any time, the financial position of the Company and that the financial statements comply with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting. The Board of Executive Officers is also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of frauds and other irregularities.

The Board of Executive Officers confirms that the Company has complied with the above requirements in preparing these financial statements.

For and on behalf of the Board of Executive Officers,



Nguyen Thi Thanh Huyen
Chief Executive Officer
27 March 2026

INDEPENDENT AUDITORS' REPORT

To: **The Shareholders, the Board of Directors, and the Board of Executive Officers
Global Pacific Shipping Joint Stock Company**

We have audited the accompanying financial statements of Global Pacific Shipping Joint Stock Company (the "Company"), prepared on 27 March 2026 as set out from page 5 to page 34, which comprise the balance sheet as at 31 December 2025, the income statement and cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory information.

The Board of Executive Officers' Responsibility for the Financial Statements

The Board of Executive Officers is responsible for the preparation and fair presentation of these financial statements in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting and for such internal control as the Board of Executive Officers determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the Company's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Executive Officers, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Auditors' Opinion

In our opinion, the financial statements give a true and fair view of the financial position of the Company as at 31 December 2025, and its financial performance and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting.

INDEPENDENT AUDITORS' REPORT (Continued)

Emphasis of matter

We would like to draw user's attention to Note 14 of the Notes to the financial statements, which relates to the change in the useful life of tangible fixed assets. Our opinion is not modified in respect of this matter.



Nguyễn Quang Trung
Audit Partner

Audit Practising Registration Certificate
No. 0733-2023-001-1

**BRANCH OF DELOITTE VIETNAM AUDIT
COMPANY LIMITED**

27 March 2026

Ho Chi Minh City, S.R. Vietnam

Nguyễn Hoàng Quốc Trí
Auditor

Audit Practising Registration Certificate
No. 4773-2024-001-1



GLOBAL PACIFIC SHIPPING JOINT STOCK COMPANY

Room 2-3, 10th Floor, Riverfront Financial Centre

3A-3B Ton Duc Thang Street, Sai Gon Ward

Ho Chi Minh City, Vietnam

FORM B 01-DN

Issued under Circular No. 200/2014/TT-BTC dated

22 December 2014 of the Ministry of Finance

BALANCE SHEET

As at 31 December 2025

Unit: VND

ASSETS	Codes	Notes	Closing balance	Opening balance
A. CURRENT ASSETS	100		146,151,406,425	403,056,652,360
I. Cash and cash equivalents	110		10,938,508,375	23,172,556,710
1. Cash	111	5	10,938,508,375	23,172,556,710
II. Short-term financial investments	120		32,305,680,000	-
1. Held-to-maturity investments	123	6	32,305,680,000	-
III. Short-term receivables	130		60,182,347,834	253,009,326,139
1. Short-term trade receivables	131	7	54,118,667,603	52,304,305,824
2. Short-term advances to suppliers	132	8	21,986,527,458	225,494,324,253
3. Other short-term receivables	136	9	18,644,895,471	9,778,438,760
4. Provision for short-term doubtful debts	137	10	(34,567,742,698)	(34,567,742,698)
IV. Inventories	140		20,694,797,586	11,734,878,250
1. Inventories	141	11	20,694,797,586	11,734,878,250
V. Other short-term assets	150		22,030,072,630	115,139,891,261
1. Short-term prepayments	151	12	2,500,145,723	11,035,304,003
2. Value added tax deductibles	152	13	19,525,673,292	104,104,487,258
3. Taxes and other receivables from the State budget	153	13	4,253,615	100,000
B. NON-CURRENT ASSETS	200		2,899,675,615,801	1,495,682,542,916
I. Long-term receivables	210		931,657,750,000	2,200,000,000
1. Long-term advances to suppliers	212	8	929,457,750,000	-
2. Other long-term receivables	216	9	2,200,000,000	2,200,000,000
II. Fixed assets	220		1,865,702,605,014	1,454,379,201,348
1. Tangible fixed assets	221	14	1,865,702,605,014	1,454,379,201,348
- Cost	222		2,338,792,034,755	1,705,015,090,810
- Accumulated depreciation	223		(473,089,429,741)	(250,635,889,462)
III. Long-term assets in progress	240		36,978,741,095	64,928,238
1. Long-term construction in progress	242	15	36,978,741,095	64,928,238
IV. Other long-term assets	260		65,336,519,692	39,038,413,330
1. Long-term prepayments	261	12	64,515,464,742	38,516,903,366
2. Deferred tax assets	262	16	821,054,950	521,509,964
TOTAL ASSETS (270=100+200)	270		3,045,827,022,226	1,898,739,195,276

The accompanying notes are an integral part of these financial statements

GLOBAL PACIFIC SHIPPING JOINT STOCK COMPANY

Room 2-3, 10th Floor, Riverfront Financial Centre

3A-3B Ton Duc Thang Street, Sai Gon Ward

Ho Chi Minh City, Vietnam

FORM B 01-DN

Issued under Circular No. 200/2014/TT-BTC dated

22 December 2014 of the Ministry of Finance

BALANCE SHEET (Continued)

As at 31 December 2025

Unit: VND

RESOURCES	Codes	Notes	Closing balance	Opening balance
C. LIABILITIES	300		2,334,141,728,205	1,238,388,464,637
I. Current liabilities	310		436,401,026,005	288,723,375,147
1. Short-term trade payables	311	17	64,942,325,428	33,274,850,892
2. Short-term advances from customers	312		136,855,360	54,677,176
3. Taxes and amounts payable to the State budget	313	13	10,095,675,745	20,628,543,978
4. Payables to employees	314		12,974,153,322	11,591,585,791
5. Short-term accrued expenses	315	18	12,039,510,453	4,883,536,729
6. Short-term unearned revenue	318		8,118,055,260	1,615,407,113
7. Other current payables	319	19	2,165,690,237	1,719,954,620
8. Short-term loans	320	20	322,250,878,150	214,262,267,640
9. Bonus and welfare funds	322	21	3,677,882,050	692,551,208
II. Long-term liabilities	330		1,897,740,702,200	949,665,089,490
1. Other long-term payables	337	19	232,462,450,000	-
2. Long-term loans	338	20	1,665,278,252,200	949,665,089,490
D. EQUITY	400		711,685,294,021	660,350,730,639
I. Owner's equity	410	22	711,685,294,021	660,350,730,639
1. Owner's contributed capital	411		500,354,930,000	500,354,930,000
- Ordinary shares carrying voting rights	411a		500,354,930,000	500,354,930,000
2. Share premium	412		(288,400,000)	(288,400,000)
3. Investment and development fund	418		69,839,178,790	69,839,178,790
4. Other reserves	420		1,918,499,046	1,918,499,046
5. Retained earnings	421		139,861,086,185	88,526,522,803
- Retained earnings accumulated to the prior year end	421a		84,515,061,901	740,000,251
- Retained earnings of the current year	421b		55,346,024,284	87,786,522,552
TOTAL RESOURCES (440=300+400)	440		3,045,827,022,226	1,898,739,195,276


Tran Thi Thanh Thao
Preparer


Le Thanh Chi
Chief Accountant


Nguyen Thi Thanh Huyen
Chief Executive Officer
27 March 2026

The accompanying notes are an integral part of these financial statements

GLOBAL PACIFIC SHIPPING JOINT STOCK COMPANY

Room 2-3, 10th Floor, Riverfront Financial Centre

3A-3B Ton Duc Thang Street, Sai Gon Ward

Ho Chi Minh City, Vietnam

FORM B 02-DN

Issued under Circular No. 200/2014/TT-BTC dated

22 December 2014 of the Ministry of Finance

INCOME STATEMENT

For the year ended 31 December 2025

Unit: VND

ITEMS	Codes Notes		Current year	Prior year
1. Gross revenue from goods sold and services rendered	01	25	734,587,710,190	540,056,890,013
2. Net revenue from goods sold and services rendered (10=01)	10		734,587,710,190	540,056,890,013
3. Cost of sales	11	26	526,863,386,922	337,616,869,782
4. Gross profit from goods sold and services rendered (20=10-11)	20		207,724,323,268	202,440,020,231
5. Financial income	21	28	9,189,049,296	5,134,959,455
6. Financial expenses	22	29	111,158,080,746	74,589,960,105
- In which: Interest expense	23		105,857,119,767	72,734,156,475
7. General and administration expenses	26	30	36,204,204,746	23,210,159,578
8. Operating profit (30=20+(21-22)-26)	30		69,551,087,072	109,774,860,003
9. Other income	31		97,399,251	338,349,498
10. Other expenses	32		221,806,572	49,076,825
11. Profit from other activities (40=31-32)	40		(124,407,321)	289,272,673
12. Accounting profit before tax (50=30+40)	50		69,426,679,751	110,064,132,676
13. Current corporate income tax expense	51	31	14,380,200,453	21,442,897,958
14. Deferred corporate tax (income)/ expense	52	16	(299,544,986)	834,712,166
15. Net profit after corporate income tax (60=50-51-52)	60		55,346,024,284	87,786,522,552
16. Basic earnings per share	70	32	1,062	1,684
17. Diluted earnings per share	71	32	965	1,531


Tran Thi Thanh Thao
Preparer

Le Thanh Chi
Chief Accountant

 Nguyen Thi Thanh Huyen
Chief Executive Officer
27 March 2026

The accompanying notes are an integral part of these financial statements

GLOBAL PACIFIC SHIPPING JOINT STOCK COMPANY

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Ho Chi Minh City, Vietnam

FORM B 03-DN

Issued under Circular No. 200/2014/TT-BTC dated

22 December 2014 of the Ministry of Finance

CASH FLOW STATEMENT

For the year ended 31 December 2025

Unit: VND

ITEMS	Codes	Current year	Prior year
I. CASH FLOWS FROM OPERATING ACTIVITIES			
1. Profit before tax	01	69,426,679,751	110,064,132,676
2. Adjustments for:			
Depreciation and amortization of fixed assets	02	223,685,358,461	153,059,821,788
Foreign exchange (gain)/loss arising from translating foreign currency items	04	(120,924,097)	82,255,599
Gain from investing activities	05	(1,005,919,053)	(1,004,068,835)
Interest expense	06	105,857,119,767	72,734,156,475
3. Operating profit before movements in working capital	08	397,842,314,829	334,936,297,703
Changes in receivables	09	70,905,761,026	4,122,256,743
Changes in inventories	10	(8,959,919,336)	(6,527,752,997)
Changes in payables	11	278,077,185,980	43,257,348,799
Changes in prepaid expenses	12	(17,463,403,096)	(40,999,129,694)
Interest paid	14	(104,452,583,646)	(71,798,323,708)
Corporate income tax paid	15	(24,727,422,666)	(4,674,282,742)
Other cash outflows	17	(1,026,130,060)	(2,575,006,620)
Net cash generated by operating activities	20	590,195,803,031	255,741,407,484
II. CASH FLOWS FROM INVESTING ACTIVITIES			
1. Acquisition of fixed assets	21	(1,393,895,024,984)	(780,591,029,856)
2. Cash outflow for time deposits	23	(32,305,680,000)	-
3. Interest earned	27	156,527,683	1,053,145,660
Net cash used in investing activities	30	(1,426,044,177,301)	(779,537,884,196)
III. CASH FLOWS FROM FINANCING ACTIVITIES			
1. Proceeds from borrowings	33	1,795,972,352,258	669,110,000,000
2. Repayment of borrowings	34	(972,370,579,038)	(154,526,571,432)
Net cash generated by financing activities	40	823,601,773,220	514,583,428,568
Net (decrease)/increase in cash (50=20+30+40)	50	(12,246,601,050)	(9,213,048,144)
Cash and cash equivalents at the beginning of the year	60	23,172,556,710	32,387,160,779
Effects of changes in foreign exchange rates	61	12,552,715	(1,555,925)
Cash and cash equivalents at the end of the year (70=50+60+61)	70	10,938,508,375	23,172,556,710


Tran Thi Thanh Thao
Preparer


Le Thanh Chi
Chief Accountant


Nguyen Thi Thanh Huyen
Chief Executive Officer
27 March 2026

The accompanying notes are an integral part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

These notes are an integral part of and should be read in conjunction with the accompanying financial statements

1. GENERAL INFORMATION**Structure of ownership**

Global Pacific Shipping Joint Stock Company (referred to as “the Company”), operates under Business Registration Certificate No. 0305020272, first registered on 4 June 2007 issued by the Department of Planning and Investment of Ho Chi Minh City (now the Department of Finance of Ho Chi Minh City). According to the 20th amended Business Registration Certificate dated 16 November 2018, the Company changed its name to Vietnam Gas and Chemical Transportation Joint Stock Company. According to the 27th amended Business Registration Certificate dated 25 March 2024, the Company changed its name to Global Pacific Shipping Joint Stock Company. Currently, the Company is operating with Business Registration Certificate No. 0305020272, according to the 31st amended on 11 November 2025, issued by the Department of Finance of Ho Chi Minh City.

The company was officially listed on the Hanoi Stock Exchange on 12 September 2011, with the stock code PCT.

The number of employees as at 31 December 2025 was 184 (as at 31 December 2024: 183).

Operating industry and principal activities

The Company's main activities are leasing ships, consulting on ship management and buying and selling liquefied petroleum gas goods.

Normal production and business cycle

The Company's normal production and business cycle is carried out for a time period of 12 months or less.

Disclosure of information comparability in the financial statements

Comparative figures for the financial statements are the figures of the audited financial statements for the year ended 31 December 2024.

2. ACCOUNTING CONVENTION AND FINANCIAL YEAR**Accounting convention**

The accompanying financial statements, expressed in Vietnam Dong (VND), are prepared under the historical cost convention and in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting.

The accompanying financial statements are not intended to present the financial position, results of operations and cash flows in accordance with accounting principles and practices generally accepted in countries and jurisdictions other than Vietnam.

Financial year

The Company's financial year begins on 01 January and ends on 31 December.

3. NEW ACCOUNTING GUIDANCE IN ISSUE

On 27 October 2025, the Ministry of Finance issued Circular No. 99/2025/TT-BTC ("Circular 99") guiding the application of accounting regime for enterprises. Circular 99 is effective from 1 January 2026 and apply for financial years beginning on or after 1 January 2026. This Circular will supersede the following regulations:

- Circular No. 200/2014/TT-BTC dated 22 December 2014 of the Ministry of Finance ("Circular 200") providing guidance on the corporate accounting regime (except for contents relating to accounting guidance for the equitization of State-owned enterprises);
- Circular No. 75/2015/TT-BTC dated 18 May 2015 of the Ministry of Finance on amendments to Article 128 of Circular 200;
- Circular No. 53/2016/TT-BTC dated 21 March 2016 of the Ministry of Finance amending and adding some articles of Circular 200; and
- Circular No. 195/2012/TT-BTC dated 15 November 2012 of the Ministry of Finance providing accounting guidance for investors.

The Board of Executive Officers is considering the extent of impact of the adoption of Circular 99 on the Company's financial statements for future accounting periods, beginning on or after 1 January 2026.

4. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies, which have been adopted by the Company in the preparation of these financial statements, are as follows:

Estimates

The preparation of financial statements in conformity with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting requires the Board of Executive Officers to make estimates and assumptions that affect the reported amounts of assets, liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting year. Although these accounting estimates are based on the Board of Executive Officers' best knowledge, actual results may differ from those estimates.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand, demand deposits and short-term, highly liquid investments (not exceeding 3 months) that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Financial investments

Held-to-maturity investments

Held-to-maturity investments comprise investments that the Company has the positive intent or ability to hold to maturity, including term deposits (commercial bills), bonds, preference shares which the issuer shall redeem at a certain date in the future, loans held to maturity to earn periodic interest and other held-to-maturity investments.

Held-to-maturity investments are recognised on a trade date basis and are initially measured at acquisition price plus directly attributable transaction costs. Post-acquisition interest income from held-to-maturity investments is recognised in the income statement on accrual basis. Pre-acquisition interest is deducted from the cost of such investments at the acquisition date.

Held-to-maturity investments are measured at cost less provision for impairment of held-to-maturity investments.

Provision for impairment of held-to-maturity investments is made in accordance with prevailing accounting regulations.

Receivables

Receivables represent the amounts recoverable from customers or other debtors and are stated at book value less provision for doubtful debts.

Provision for doubtful debts is made for receivables that are overdue for six months or more or when the debtor is in dissolution, in bankruptcy, or is experiencing similar difficulties and so may be unable to repay the debt.

Inventories

Inventories are stated at the lower of cost and net realisable value. Cost comprises direct materials and where applicable, direct labour costs and those overheads that have been incurred in bringing the inventories to their present location and condition. The Company applies perpetual method to account for inventories. Cost is calculated using the weighted average method. Net realisable value represents the estimated selling price less all estimated costs to completion and costs to be incurred in marketing, selling and distribution.

The evaluation of necessary provision for inventory obsolescence follows current prevailing accounting regulations which allow provisions to be made for obsolete, damaged, or sub-standard inventories and for those which have costs higher than net realisable values as at the balance sheet date.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. The costs of purchased tangible fixed assets comprise their purchase prices and any directly attributable costs of bringing the assets to their working condition and location for their intended use.

Tangible fixed assets are depreciated using the straight-line method over their estimated useful lives as follows:

	Years
Machinery and equipment	03 - 05
Transport vehicles	06 - 11
Office equipment	03 - 08

During the year, the Company's Board of Executive Officers revised the useful life of the Company's transportation is the vessel Windsor, from 7 years to 11 years, effective from 01 January 2025. The Board of Executive Officers believes that this change is appropriate based on the actual usage, technical condition, and operating plan of the asset. Details of this change in useful life are in Note 14.

Intangible fixed assets and amortization

Intangible fixed assets are computer software, stated at cost less accumulated amortization. Intangible fixed assets are depreciated using the straight-line method over their estimated useful lives from 2 to 5 years.

Leasing

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessee.

The Company as lessor

Rental income from operating leases is recognized on a straight-line basis over the term of the relevant lease. Initial direct costs incurred in negotiating and arranging an operating lease are charged to the income statement when incurred or charged to the income statement on a straight-line basis over the lease term.

The Company as lessee

Leases where substantially all the rewards and risks of ownership of assets remain with the leasing company are accounted for as operating leases. Rentals payable under operating leases are charged to the income statement on a straight-line basis over the term of the relevant lease. Benefits received and receivable as an incentive to enter into an operating lease are also spread on a straight-line basis over the lease term.

Construction in progress

Properties in the course of purchasing fixed assets for the purpose of production, lease, administration, or other purposes are carried at cost includes costs that are necessary to form the assets including construction, equipment and other related costs in accordance with the Company's accounting policy. These costs will be transferred to the original cost of fixed assets at the estimated amount (if there is no finalized settlement) when the assets are ready for their intended use.

Construction in progress includes periodic ship repair costs and reflects the settlement of periodic ship repair costs. These costs will be transferred to prepaid expenses and allocated from the time of repair completion to the time of the next periodic ship repair.

Prepayments

Prepayments are expenses which have already been paid but relate to results of operations of multiple accounting periods.

These expenses include ship insurance fee, ship registration fees, overhauling expenses, assets rentals, office rentals, and other types of prepayments which are expected to provide future economic benefits to the Corporation in future. These expenditures have been capitalized as prepayments and are allocated to the consolidated income statement using the straight-line method in accordance with the current prevailing accounting regulations.

Vessels are required to be dry-docked periodically, it comprises costs of repair and maintenance of the vessel in accordance with technical requirements to restore operating condition and capability of the vessel. Major repair and periodical maintenance costs are recognised when incurred and allocated to the income statement using the straight-line method over the period through the next dry-docking.

Payable provisions

Payable provisions are recognized when the Company has a present obligation as a result of a past event, and it is probable that the Company will be required to settle that obligation. Provisions are measured at the Board of Executive Officers' best estimate of the expenditure required to settle the obligation as at the balance sheet date.

Unearned Revenue

Unearned revenue is the amounts received in advance relating to results of operations of for multiple accounting periods for transportation services that have been yet provided or delivered. The Company recognizes unearned revenue in proportion to its obligations that the Company will have to perform in the future. When the revenue recognition conditions are satisfied, unearned revenue will be recognized in the income statement for the year corresponding to the portion that meets the revenue recognition conditions.

Revenue recognition

Revenue from the sale of goods is recognized when all five (5) following conditions are satisfied:

- (a) The Corporation has transferred to the buyer the significant risks and rewards of ownership of the goods;
- (b) The Corporation retains neither continuing managerial involvement to the degree usually associated with ownership nor effective control over the goods sold;
- (c) The amount of revenue can be measured reliably;
- (d) It is probable that the economic benefits associated with the transaction will flow to the Corporation; and
- (e) The costs incurred or to be incurred in respect of the transaction can be measured reliably.

Revenue of a transaction involving the rendering of services is recognized when the outcome of such transactions can be measured reliably. Where a transaction involving the rendering of services is attributable to several years, revenue is recognized in each year by reference to the percentage of completion of the transaction at the balance sheet date of that year. The outcome of a transaction can be measured reliably when all four (4) following conditions are satisfied:

- (a) the amount of revenue can be measured reliably;
- (b) it is probable that the economic benefits associated with the transaction will flow to the Company;
- (c) the percentage of completion of the transaction at the balance sheet date can be measured reliably; and
- (d) the costs incurred for the transaction and the costs to complete the transaction can be measured reliably.

Interest income is recognized on an accrual basis, based on the outstanding balance of deposits and interest rates.

Foreign currencies

Transactions arising in foreign currencies are translated at exchange rates ruling at the transaction date. The balances of monetary items denominated in foreign currencies as at the balance sheet date are retranslated at the exchange rates of commercial bank where the Company usually transacts on the same date. Exchange differences arising from the translation of these accounts are recognized in the income statement.

Borrowing costs

Borrowing costs are recognized in the income statement in the year when incurred unless they are capitalized in accordance with Vietnamese Accounting Standard No. 16 "Borrowing costs". Accordingly, borrowing costs directly attributable to the acquisition, construction or production of qualifying assets, which are assets that necessarily take a substantial period of time to get ready for their intended use or sale, are added to the cost of those assets, until such time as the assets are substantially ready for their intended use or sale. Investment income earned on the temporary investment of specific borrowings pending their expenditure on qualifying assets is deducted from the cost of those assets. For specific borrowings for the purpose of construction of fixed assets and investment properties, borrowing costs are capitalized even when the construction period is under 12 months.

Taxation

Income tax expense represents the sum of the tax currently payable and deferred tax.

The tax currently payable is based on taxable profit for the year. Taxable profit differs from profit before tax as reported in the income statement because it excludes items of income or expense that are taxable or deductible in other years (including loss carried forward, if any) and it further excludes items that are never taxable or deductible.

Deferred tax is recognized on significant differences between carrying amounts of assets and liabilities in the financial statements and the corresponding tax bases used in the computation of taxable profit and is accounted for using balance sheet liability method. Deferred tax liabilities are generally recognized for all temporary differences and deferred tax assets are recognized to the extent that it is probable that taxable profit will be available against which deductible temporary differences can be utilized.

Deferred tax is calculated at the tax rates that are expected to apply in the year when the liability is settled or the asset realized. Deferred tax is charged or credited to profit or loss, except when it relates to items charged or credited directly to equity, in which case the deferred tax is also dealt with in equity.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to set off current tax assets against current tax liabilities and when they relate to income taxes levied by the same tax authority and the Company intends to settle its current tax assets and liabilities on a net basis.

The determination of the tax currently payable is based on the current interpretation of tax regulations. However, these regulations are subject to periodic variation and their ultimate determination depends on the results of the tax authorities' examinations.

Other taxes are paid in accordance with the prevailing tax laws in Vietnam.

Profit distribution and fund allocation

Profit distribution and fund allocation for development investment, reward, welfare and other funds, if any, will be implemented according to the Resolution of the Company's General Meeting of Shareholders.

Related parties

Parties are considered to be related to the Company if one party has the ability, directly or indirectly, to control the other or exercise significant influence over the other in making financial and operating decisions, or when the Company and the other party are subject to common control or common significant influence. Related parties may be entities or individuals, including their close family members.

5. CASH AND CASH EQUIVALENTS

	<u>Closing balance</u> VND	<u>Opening balance</u> VND
Cash on hand	34,938,651	279,105,188
Bank demand deposits	10,903,569,724	22,893,451,522
	<u>10,938,508,375</u>	<u>23,172,556,710</u>

6. HELP-TO-MATURITY INVESTMENTS

The short-term held-to-maturity investment represents 1-year term deposits maturing in May 2026 at Tien Phong Commercial Joint Stock Bank, Military Commercial Joint Stock Bank and Woori Bank Vietnam Limited with an interest rate ranging from 4.3% to 4.9% per annum.

As at 31 December 2025, the Company pledged certain held-to-maturity investments at Woori Bank Vietnam Limited as collateral for a credit facility with the same bank, amounting to VND 4,000,000,000.

7. SHORT-TERM TRADE RECEIVABLES

	<u>Closing balance</u> VND	<u>Opening balance</u> VND
a. Third parties		
Maersk Tankers A/S	21,175,738,310	25,090,116,102
Lucky Ocean Shipping Company Limited	15,017,952,005	15,017,952,005
Others	17,820,461,158	12,196,237,717
b. Related parties (Note 34)	104,516,130	-
	<u>54,118,667,603</u>	<u>52,304,305,824</u>

8. SHORT-TERM ADVANCES TO SUPPLIERS

	<u>Closing balance</u> VND	<u>Opening balance</u> VND
a. Current		
Asia Pacific Shipping Company Limited (*)	-	207,485,300,000
HMP Agricultural Product Company Limited	13,381,028,500	13,381,028,500
Others	8,605,498,958	4,627,995,753
	<u>21,986,527,458</u>	<u>225,494,324,253</u>
b. Non-current		
Wuhu Shipyard Co., Ltd. (*)	929,457,750,000	-

(*) During the year, the Company had made an advance payment to the supplier totaling USD 35,560,000 (equivalent to VND 929,457,750,000) for the construction of four oil/chemical tankers with 25,900 DWT/tanker. The Company has received a bank guarantee from Industrial Bank Co., Ltd. Wuhu Branch for the transaction contract with Wuhu Shipyard Co., Ltd.

9. OTHER RECEIVABLES

	Closing balance VND	Opening balance VND
a. Current		
Other receivables from insurance companies (*)	4,803,494,192	6,187,916,234
Advances to employees	5,623,987,640	1,670,994,567
Short-term deposit (**)	6,808,095,760	317,696,760
Others	1,409,317,879	1,601,831,199
	18,644,895,471	9,778,438,760
b. Non-current		
Long-term deposit	2,200,000,000	2,200,000,000

(*) These are insurance claims receivables for repair costs related to ship incidents. As of the reporting date, the Company is still in the process of completing procedures and documents to recover these claims from insurance companies.

(**) This is a deposit made by the shipowner to the commercial operator according to the Pool agreement with the customer Maersk Tankers A/S.

10. BAD-DEBTS

	Opening balance and ending balance		
	Cost VND	Recoverable amount VND	Provision VND
Trade receivables			
Lucky Ocean Shipping Company Limited	15.017.952.005	532.961.224	14.484.990.781
Nam Viet Gas Trading and Service Co., Ltd.	3.621.148.541	-	3.621.148.541
Other trade receivables	3.137.576.627	66.057.751	3.071.518.876
Advances To Suppliers			
H.M.P Seafood Co., Ltd	13.381.028.500	-	13.381.028.500
Other receivables	9.056.000	-	9.056.000
	35.166.761.673	599.018.975	34.567.742.698

11. INVENTORIES

	Closing balance VND	Opening balance VND
Raw materials	15,855,694,273	7,711,616,840
Tool and supplies	4,833,987,573	4,023,261,410
Merchandise	5,115,740	-
	20,694,797,586	11,734,878,250

12. PREPAYMENTS

	Closing balance VND	Opening balance VND
a. Short-term		
Office Rental fees	-	8,507,065,933
Insurance	2,168,935,903	1,745,703,744
Nautical publications, electronic navigational chart	331,209,820	782,534,326
	2,500,145,723	11,035,304,003
b. Long-term		
Fees for registration, ship inspection and periodic repairs	50,094,290,599	34,079,470,299
Financial advisory fee	3,089,899,994	3,651,699,999
Contract guarantee fee	5,082,744,337	-
Tools and supplies	601,440,000	785,733,068
Others	5,647,089,812	-
	64,515,464,742	38,516,903,366

13. TAXES AND OTHER RECEIVABLES FROM/AMOUNTS PAYABLE TO THE STATE BUDGET

Receivables	Opening balance VND	Receivable during the year VND	Received/ Deductible during the year VND	Closing balance VND
Deductible value-added tax (*)	104,104,487,258	4,462,000,504	89,040,814,470	19,525,673,292
Others	100,000	4,153,615	-	4,253,615
	104,104,587,258	4,466,154,119	89,040,814,470	19,529,926,907

(*) This is input value-added tax arising from the purchase of assets and business operating expenses, which will be refunded or offset against future output value-added tax liabilities.

During the period, the Company submitted the application and received a tax refund amounting to VND 89,040,814,470.

Payables	Opening balance VND	Payable during the year VND	Paid during the year VND	Closing balance VND
Import VAT	-	293,141,467	293,141,467	-
Export and Import Tax	-	200,488,002	200,488,002	-
Corporate Income Tax	20,442,897,958	14,380,200,453	24,727,422,666	10,095,675,745
Personal Income Tax	185,646,020	1,088,512,477	1,274,158,497	-
Other taxes	-	309,074,114	309,074,114	-
	20,628,543,978	16,271,416,513	26,804,284,746	10,095,675,745

14. INCREASES, DECREASES IN TANGIBLE FIXED ASSETS

	Machinery and equipment VND	Transportation vehicles VND	Office equipment VND	Total VND
COST				
Opening balance	623,873,636	1,703,552,931,823	838,285,351	1,705,015,090,810
Additions	-	634,967,762,127	41,000,000	635,008,762,127
Disposal	-	(1,231,818,182)	-	(1,231,818,182)
Closing balance	623,873,636	2,337,288,875,768	879,285,351	2,338,792,034,755
ACCUMULATED DEPRECIATION				
Opening balance	413,573,799	249,721,643,379	500,672,284	250,635,889,462
Charge for the year	-	223,493,299,875	192,058,586	223,685,358,461
Disposal	-	(1,231,818,182)	-	(1,231,818,182)
Closing balance	413,573,799	249,721,643,379	500,672,284	250,635,889,462
NET BOOK VALUE				
Opening balance	210,299,837	1,453,831,288,444	337,613,067	1,454,379,201,348
Closing balance	210,299,837	1,865,305,750,696	186,554,481	1,865,702,605,014

As presented in Note 20, the Company has mortgaged the following assets:

- As at 31 December 2025, the Goby ship has a carrying amount of VND 243,242,578,696 (as at 31 December 2024: VND 274,294,822,792) to secure a long-term loan at Military Commercial Joint Stock Bank – Dong Ho Chi Minh Branch under mortgage contract dated 13 January 2025.
- As at 31 December 2025, the Orion ship has a carrying amount of VND 305,800,842,611 (as at 31 December 2024: VND 343,897,933,523) to secure a long-term loan at Military Commercial Joint Stock Bank – Dong Ho Chi Minh Branch under mortgage contract dated 13 January 2025
- As at 31 December 2025, the Loyal ship has a carrying amount of VND 252,878,198,227 (as at 31 December 2024: VND 298,169,815,819) to secure a long-term loan at Military Commercial Joint Stock Bank – Dong Ho Chi Minh Branch under mortgage contract dated 13 January 2025
- As at 31 December 2025, the Windsor ship has a carrying amount of VND 482,585,854,545 (as at 31 December 2024: VND 533,184,633,525) to secure a long-term loan at Orient Commercial Joint Stock Bank – Tan Binh Branch under Ship Mortgage Contract dated 31 July 2024.
- As at 31 December 2025, the Artemis ship has a carrying amount of VND 577,309,932,886 was pledged as collateral for a long-term loan at Military Commercial Joint Stock Bank – Dong Ho Chi Minh Branch, under the mortgage contract dated 13 January 2025.
- As at 31 December 2025, the Toyota vehicle has a carrying amount of VND 1,824,387,481 (as at 31 December 2024: VND 2,385,737,485) to secure a long-term loan at Toyota Vietnam Finance Company Limited under Contract.

The total original cost and the carrying amount of the above mentioned transportation assets as at 31 December 2025 were VND 2,333,230,103,042 and VND 1,863,641,794,446, respectively (as at 31 December 2024: VND 1,698,359,840,915 and VND 1,451,932,943,144, respectively).

The cost of tangible fixed assets as at 31 December 2025 comprises fully depreciated fixed assets which are still in use with the total amount of VND 2,880,861,576 (as at 31 December 2024: VND 2,846,507,031).

During the year, the Company's Board of Executive Officers changed the useful life of the Company's transportation asset, the vessel Windsor, from 7 years to 11 years, effective from 01 January 2025. The Board of Executive Officers assesses and believes that the change in the asset's useful life is appropriate, reflecting its actual usage, technical condition, and the operational plan for the vessel. Had the previous useful life been applied, cost of goods sold and services rendered during the period would have increased by VND 30,957,423,192, and profit before tax for the year would have decreased by the same amount.

15. LONG-TERM CONSTRUCTION IN PROGRESS

The construction in progress cost as of 31 December 2025 represents expenses incurred in connection with the new building of 04 oil/chemical tankers, with 25,900 DWT/tanker.

16. DEFERRED TAX ASSETS

The following are the deferred income tax assets recognized by the Company and the movements during the year:

	Loan interest expenses VND	Foreign exchange difference VND	Accrued expenses VND	Total VND
Prior year's opening balance	1,327,112,804	-	29,109,326	1,356,222,130
Charge for the year	(1,327,112,804)	-	492,400,638	(834,712,166)
Current year's opening balance	-	-	521,509,964	521,509,964
Charge for the year	-	(30,516,743)	330,061,729	299,544,986
Current year's closing balance	-	(30,516,743)	851,571,693	821,054,950

The corporate income tax rate used for determining deferred income tax assets is 20%.

17. SHORT-TERM TRADE PAYABLES

	Closing balance VND	Opening balance VND
a. Third parties		
Hung Phat Maritime Trading and Service JSC	6,713,050,526	7,428,656,400
Alliance Maritime JSC	6,381,615,857	2,443,063,309
Minh Dung Trading JSC	4,440,693,338	1,962,458,089
Others	46,897,365,249	21,440,673,094
b. Related parties (Note 34)	509,600,458	-
	64,942,325,428	33,274,850,892

18. ACCRUED EXPENSES

	Closing balance VND	Opening balance VND
Accrued expenses related to vessel repairs and operations	7,210,274,491	1,834,844,988
Interest expense	3,511,277,600	2,106,741,479
Other	1,317,958,362	941,950,262
	12,039,510,453	4,883,536,729

19. OTHER CURRENT PAYABLES

	<u>Closing balance</u>	<u>Opening balance</u>
	VND	VND
a. Current		
Union funds	182,990,470	69,502,527
Deposits	937,058,585	937,058,585
Others	1,045,641,182	713,393,508
	<u>2,165,690,237</u>	<u>1,719,954,620</u>
b. Non-current		
Deposits (*)		
(Note 34)	<u>232,462,450,000</u>	<u>-</u>

(*) This is a deposit from Nhat Viet Transportation Joint Stock Company, a related party, for the lease of 02 newly built oil/chemical tankers, each with a deadweight tonnage (DWT) of approximately 25,900. As of the date of this financial statements, these vessels are still under construction. The Company has obtained a guarantee from Tien Phong Commercial Joint Stock Bank to secure this payable.



GLOBAL PACIFIC SHIPPING JOINT STOCK COMPANY
NOTES TO THE FINANCIAL STATEMENTS (Continued)

FORM B 09-DN

20. LOANS

	Opening balance	In the year			Closing balance
	VND Amount	Reclassification	VND Payment	VND Amount	
Short-term loans	-	-	-	11,712,152,258	
Current portion of long-term loans	214,262,267,640	549,306,059,207	(453,029,600,955)	310,538,725,892	
Long-term loans	949,665,089,490	(549,306,059,207)	(519,340,978,083)	1,665,278,252,200	
	1,163,927,357,130	-	(972,370,579,038)	1,987,529,130,350	

In which:

	Closing balance	Opening balance
	VND	VND
a. Short-term loan		
Woori Bank Vietnam Limited - Sai Gon Branch (i)	11,712,152,258	-
b. Current portion of long-term loans		
Toyota Financial Services Vietnam Co., Ltd. (ii)	422,571,432	422,571,432
Military Commercial Joint Stock Bank - Dong Ho Chi Minh Branch (iii)	250,380,458,252	-
Orient Commercial Joint Stock Bank (iv)	59,735,696,208	59,735,696,208
Bao Viet Joint Stock Commercial Bank - South Saigon Branch (v)	-	154,104,000,000
	310,538,725,892	214,262,267,640
c. Long-term loans		
Toyota Financial Services Vietnam Co., Ltd. (ii)	528,214,266	950,785,698
Military Commercial Joint Stock Bank - Dong Ho Chi Minh Branch (iii)	1,295,112,408,433	-
Orient Commercial Joint Stock Bank (iv)	273,788,607,584	333,524,303,792
Bao Viet Joint Stock Commercial Bank - South Saigon Branch (v)	-	339,340,000,000
Mr. Luong Duc Tuan (vi)	95,849,021,917	165,850,000,000
Ms. Luong Dieu Linh	-	110,000,000,000
	1,665,278,252,200	949,665,089,490

- (i) Short-term loan from Woori Bank Vietnam Limited - Saigon Branch under Credit Agreement No. VN125009886/WBVN201 dated 09 December 2025, for working capital purposes, with a credit limit of VND 30 billion and an availability period up to 07 December 2026, bearing interest at rates ranging from 5.5% to 5.8% per annum. The loan is secured by the Company's held-to-maturity investments at the same bank (Note 5) and is guaranteed by Mr. Dang Nguyen Dang, a major shareholder. The loan principal is repayable at maturity.
- (ii) Loan from Toyota Financial Services Vietnam Company Limited under Credit Agreement No. 1000576636 dated 17 March 2021 for the purchase of transportation vehicles with an interest rate of 6.99% per annum, adjusted every 3 months according to the lender's notice. The loan term is 84 months. This loan is secured by mortgaging the transportation vehicles owned by the Company, including the Toyota vehicle (see Notes 14).
- (iii) Loans from Military Commercial Joint Stock Bank – Dong Ho Chi Minh Branch under the following credit contracts:
 - Credit contract No. 274242.25.151.1108803 dated 13 January 2025, was signed to finance and reimburse the cost of acquiring transport vessels, with an interest rate of 8.2% per annum (applicable for the first 03 months from the initial disbursement date), adjusted every 03 months thereafter. The loan principal is to be repaid according to the debt repayment schedule. The loan is secured by the mortgages of the vessels Goby, Orion, and Loyal (see Note 14).
 - Credit contract No. 271098.24.151.1108803.TD dated 02 January 2025, was signed for the acquisition of transport vessels, with an interest rate of 8.2% per annum (applicable for the first 03 months from the initial disbursement date), adjusted every 03 months. The loan term is 84 months from the initial disbursement date. The loan is to be repaid on the 10th of each month, with the first payment due on 10 February 2025. The loan is secured by the mortgage of the vessel Artemis (see Note 14).
 - Credit contract No. 301281.25.151.1108803.TD dated 14 May 2025, was signed for the acquisition of transport vessels, with an interest rate of 8.2% per annum (applicable for the first 03 months from the initial disbursement date), adjusted every 03 months. The loan term is 180 months from the initial disbursement date. The loan principal is to be repaid on a monthly repayment schedule. The loan is secured by the mortgages of 04 oil/chemical tankers under construction, each with a deadweight tonnage (DWT) of 25,900.
- (iv) Loan from Orient Commercial Joint Stock Bank – Tan Binh Branch, under Credit Contract No. 0076/2024/HĐTD-OCB-DN dated 27 June 2024, for the purchase of transportation vehicles, with a fixed interest rate of 8% per annum for the first 12 months, adjusted every 6 months thereafter as notified by the lender. The loan term is 84 months starting from 17 July 2024. Repayment is made monthly, with the first installment on 25 January 2025. The loan is secured by vessel Windsor (see Notes 14).
- (v) Loans from Bao Viet Commercial Joint Stock Bank – Nam Sai Gon Branch under credit contracts for the acquisition of transport vehicles. During the year, the Company has made early repayments of these loans.
- (vi) Loan Loans from Mr. Luong Duc Tuan include Loan Agreement No. 109/2024/PCT-LDT dated 19 September 2024, for the purpose of supplementing working capital, with an interest rate of 9.4% per annum and a term of 60 months from the disbursement date. Under the agreement, 20% of the loan principal is repayable within 60 days from the disbursement date, while the remaining 80% is repayable at maturity or otherwise as mutually agreed. During 2025, the Company received a notice from Mr. Luong Duc Tuan stating that no interest would be charged on this loan until further agreement. Loan Agreement No. 111/2024/PCT-LDT dated 24 December 2024 was also entered into for working capital purposes, with an interest rate of 9.4% per annum for the first year, and thereafter subject to adjustment every six months. The loan term is 60 months from 24 December 2024. During 2025, the Company partially repaid the principal under this agreement. The remaining balance will be settled at maturity or otherwise as agreed.

Long-term loans are repayable as follows:

	Closing balance VND	Opening balance VND
On demand or withing one year	322,250,878,150	214,262,267,640
In the second year	307,041,981,898	949,665,089,490
In the third year to fifth year inclusive	549,580,722,434	-
After 5 years	808,655,547,868	-
	1,987,529,130,350	1,163,927,357,130
Deduct: amount payable within 12 months	(322,250,878,150)	(214,262,267,640)
Amount due for settlement after 12 months	1,665,278,252,200	949,665,089,490

21. WELFARE AND BONUS FUND

	Opening balance VND	Increase due to appropriation from profit VND	Disbursement during the year VND	Closing balance VND
Bonus fund	264,616,764	1,700,000,000	68,000,000	1,896,616,764
Welfare fund	427,934,444	1,811,460,902	458,130,060	1,781,265,286
Bonus fund for the Executive Officers	-	500,000,000	500,000,000	-
Total	692,551,208	4,011,460,902	1,026,130,060	3,677,882,050

22. OWNER'S EQUITY

	Number of shares	Closing balance VND	Number of shares	Opening balance VND
Authorized	50,035,493	500,354,930,000	50,035,493	500,354,930,000
Issued and fully contributed	50,035,493	500,354,930,000	50,035,493	500,354,930,000

The Company only issued one ordinary share which was not entitled to a fixed dividend with a par value of VND 10,000/share. Shareholders owning ordinary shares are entitled to receive dividends when they are announced and have the right to vote at the rate of each voting right per share held at the shareholders' meetings of the Company. All shares have the same right to inherit the Company's net assets.

The details of owned shared of the shareholders as at the balance sheet date had been fully made as follows:

	Closing balance			Opening balance		
	VND	% voting rights	% ownership	VND	% voting rights	% ownership
Mr. Do Anh Viet	-	0.00	0.00	132,960,000,000	26,57	26,57
Ms. Tran Thi Thu Ha	111.552.800.000	22.29	22.29	111,552,800,000	22,29	22,29
Mr. Tran Vong Phuc	110.730.520.000	22.13	22.13	110,730,520,000	22,13	22,13
Mr. Cao Duc Son	117.882.800.000	23.56	23.56	92,862,800,000	18,56	18,56
Mr. Dang Nguyen Dang	107.940.000.000	21.57	21.57	-	-	-
Others	52.248.810.000	10.44	10.44	52,248,810,000	10,44	10,44
	500.354.930.000	100.00	100.00	500,354,930,000	100,00	100,00

	Owner's contributed capital	Share premium	Owner's contributed capital	Investment and development fund	Retained earnings	Total
	VND	VND	VND	VND	VND	VND
Prior year's opening balance	500,354,930,000	(223,600,000)	839,178,790	1,918,499,046	72,880,683,447	575,769,691,283
Capital raised from issuance of shares	-	-	-	-	87,786,522,552	87,786,522,552
Profit for the year	-	-	69,000,000,000	-	(69,000,000,000)	-
Transfer to bonus and welfare funds	-	-	-	-	(2,640,683,196)	(2,640,683,196)
Bonus of Board of executive management	-	-	-	-	(500,000,000)	(500,000,000)
Others	-	(64,800,000)	-	-	-	(64,800,000)
Prior year's closing balance	500,354,930,000	(288,400,000)	69,839,178,790	1,918,499,046	88,526,522,803	660,350,730,639
Profit for the year	-	-	-	-	55,346,024,284	55,346,024,284
Transfer to bonus and welfare funds (*)	-	-	-	-	(3,511,460,902)	(3,511,460,902)
Bonus of Board of Executive management (*)	-	-	-	-	(500,000,000)	(500,000,000)
Current year's closing balance	500,354,930,000	(288,400,000)	69,839,178,790	1,918,499,046	139,861,086,185	711,685,294,021

During the year, the General Meeting of Shareholders of the Corporation approved a plan to distribute dividends in the form of shares, derived from after-tax retained earnings, at a rate of 10% of the charter capital, equivalent to VND 50,035,493,000. As at 27 October 2025, according to Resolution No. 02/2025/NQ-PCT-ĐHCHĐ of the Extraordinary General Meeting of Shareholders, the Company decided to defer the share dividend distribution until the end of the second quarter of 2026.

According to Resolution No. 02/2025/NQ-PCT-ĐHCĐ dated 27 October 2025 of the Extraordinary General Meeting of Shareholders, the Company decided to terminate the previously approved plan to issue additional shares to existing shareholders and replace it with a private placement plan of 30,000,000 shares, equivalent to a total par value of VND 300,000,000. Accordingly, the Company submitted the registration dossier for the private share placement under Registration No. 80/2025/PCT-GĐK dated 23 December 2025. On 16 January 2026, the Company received a notification from the State Securities Commission confirming receipt of the registration dossier and requesting the Company to disclose information and implement the offering in accordance with Article 48 of Decree No. 155/2020/ND-CP dated 31 December 2020. The Company is currently in the process of implementing the share issuance, including sending notifications and requests for capital contribution to the committed investors under the capital increase plan.

23. OFF BALANCE SHEET ITEMS

Foreign currencies:

	<u>Closing balance</u>	<u>Opening balance</u>
United States Dollar ("USD")	178,961	672,099.36
Euro ("EUR")	796.76	160.96

Bad debts written off:

	<u>Closing balance</u> VND	<u>Opening balance</u> VND
Long Tan Company Limited	643,278,863	643,278,863
Advance for taxi drivers of Group 1	406,826,607	406,826,607
Advance for purchasing fuel for taxi drivers	584,972,173	584,972,173
Other subjects	1,270,557,482	1,270,557,482
	<u>2,905,635,125</u>	<u>2,905,635,125</u>

The foregoing receivables have been written off due to irrecoverableness under the Decision No. 253/QĐ-PCT dated 28 December 2021 of the Company's Chief Executive Officer.

24. BUSINESS AND GEOGRAPHICAL SEGMENTS

Business segments

For management purposes, the Company's structure is currently organized into three business divisions: transportation services, ship management consulting services, trading and other services. The Company prepared the segment income statement based on these three business segments. The main operation of these business is as follows:

- Transportation services.
- Ship management consulting services.
- Trading and other services.

The information of the Company's business activities is as follows:

Balance sheet

31/12/2025	<u>Trading and other services</u> VND	<u>Transportation services</u> VND	<u>Ship management consulting services</u> VND	<u>Total</u> VND
Assets				
Segment assets	10,612,489,639	2,813,817,011,200	7,703,720,664	2,832,133,221,503
Unallocated assets				213,693,800,723
Total assets				<u>3,045,827,022,226</u>
Liabilities				
Segment liabilities		- 2,125,760,319,737	-	2,125,760,319,737
Unallocated liabilities				208,381,408,468
Total liabilities				<u>2,334,141,728,205</u>

31/12/2024	Trading and other services	Transportation services	Ship management consulting services	Total
	VND	VND	VND	VND
Assets				
Segment assets	10,456,714,185	1,476,373,818,520	1,327,508,641	1,488,158,041,346
Unallocated assets				410,581,153,930
Total assets				1,898,739,195,276
Liabilities				
Segment liabilities	-	903,400,313,639	-	903,400,313,639
Unallocated liabilities				334,988,150,998
Total liabilities				1,238,388,464,637

Income statement

For the year ended 31/12/2025	Trading and other services	Transportation services	Ship management consulting services	Total
	VND	VND	VND	VND
Net revenue from goods sold and service rendered	18,432,011,035	696,148,187,634	20,007,511,521	734,587,710,190
Cost of sales	(18,115,612,814)	(496,595,337,657)	(12,152,436,451)	(526,863,386,922)
Gross profit from goods sold and services rendered	316,398,221	199,552,849,977	7,855,075,070	207,724,323,268
Unallocated general and administration expenses				(36,204,204,746)
Profit from operating activities				171,520,118,522
Financial income				9,189,049,296
Financial expenses				(111,158,080,746)
Unallocated general and administration expenses				(124,407,321)
Profit from operating activities				69,426,679,751
Current corporate income tax expense				(14,380,200,453)
Deferred corporate tax expense				299,544,986
Profit for the year				55,346,024,284
Other information				
Depreciation and amortization				223,685,358,461

For the year ended 31/12/2024	Trading and other services	Transportation services	Ship management consulting services	Total
	VND	VND	VND	VND
Net revenue from goods sold and service rendered	8,996,005,250	498,200,884,763	32,860,000,000	540,056,890,013
Cost of sales	(8,836,210,699)	(310,874,181,342)	(17,906,477,741)	(337,616,869,782)
Gross profit from goods sold and services rendered	159,794,551	187,326,703,421	14,953,522,259	202,440,020,231
Unallocated general and administration expenses				(23,210,159,578)
Profit from operating activities				179,229,860,653
Financial income				5,134,959,455
Financial expenses				(74,589,960,105)
Unallocated general and administration expenses				289,272,673
Profit from operating activities				110,064,132,676
Current corporate income tax expense				(21,442,897,958)
Deferred corporate tax expense				(834,712,166)
Profit for the year				87,786,522,552
Other information				
Depreciation and amortization				153,059,821,788

Report by geographical segment

Geographically, revenue from ship management consulting services, trading and other services was entirely generated in Vietnam (as detailed in Notes 25 and 26), while transportation service revenue was generated internationally.

A breakdown of revenue and cost of goods sold by geographic region is as follows:

	Current year VND	Prior year VND
Revenue by geographical segment		
Foreign revenue	696,148,187,634	506,759,253,648
Domestic revenue	38,439,522,556	33,297,636,365
	734,587,710,190	540,056,890,013
	Current year VND	Prior year VND
Cost of sales by geographical segment		
Foreign cost of sales	496,595,337,657	319,517,457,365
Domestic cost of sales	30,268,049,265	18,099,412,417
	526,863,386,922	337,616,869,782

Given the nature of our shipping business where ships can operate on both domestic and international routes, the Board of Directors has determined that it is impracticable to separately identify assets and liabilities attributable to domestic and international operations. Consequently, the Board of Directors believes that the consolidated presentation of assets and liabilities aligns with Vietnam Accounting Standard 28 "Segment Report" and is appropriate for the Company's current business circumstances.

25. NET REVENUE FROM GOODS SOLD AND SERVICES RENDERED

	Current year VND	Prior year VND
Sales of transportation services	696,148,187,634	498,200,884,763
Sales of ship management consulting services	20,007,511,521	32,860,000,000
Sales of trading and other services	18,432,011,035	8,996,005,250
	734,587,710,190	540,056,890,013

26. COST OF SALES

	Current year VND	Prior year VND
Cost of transportation services	496,595,337,657	310,874,181,342
Cost of ship management consulting services	12,152,436,451	17,906,477,741
Cost of trading and other services	18,115,612,814	8,836,210,699
	526,863,386,922	337,616,869,782

27. COST BY NATURE

	Current year VND	Prior year VND
Raw materials and consumables	40,259,588,766	24,140,104,501
Labor	91,365,653,661	77,943,356,838
Depreciation and amortization	223,685,358,461	153,059,821,788
Out-sourced services	207,743,990,780	105,383,246,233
Other monetary expenses	13,000,000	300,500,000
	563,067,591,668	360,827,029,360

28. FINANCIAL INCOME

	Current year VND	Prior year VND
Bank and loan interest	1,005,919,053	35,423,308
Foreign exchange gain	8,183,128,435	4,081,813,795
Other	1,808	1,017,722,352
	9,189,049,296	5,134,959,455

29. FINANCIAL EXPENSES

	Current year VND	Prior year VND
Interest expense	105,857,119,767	72,734,156,475
Foreign exchange loss	2,599,237,884	1,451,307,628
Other	2,701,723,095	404,496,002
	111,158,080,746	74,589,960,105

During the year, the Company capitalized interest expense amounting to VND 35,744,809,007 to long-term construction in progress relating to the construction of four oil/chemical tankers (Note 15).

30. GENERAL AND ADMINISTRATION EXPENSES

	Current year VND	Prior year VND
Raw materials and consumables	12,453,068	149,150,425
Labor cost	12,487,454,877	4,626,439,298
Depreciation and amortization	982,646,090	717,152,863
Out-sourced services	22,708,650,711	17,416,916,992
Other expenses	13,000,000	300,500,000
	36,204,204,746	23,210,159,578

31. CORPORATE INCOME TAX EXPENSE

The current corporate income tax expense for the year was computed as follows:

	Current year VND	Prior year VND
Profit before tax	69,426,679,751	110,064,132,676
Adjustments for taxable income		
<i>Add back: non-deductible expenses</i>	5,047,899,682	3,973,674,683
<i>Deduct: taxable revenue</i>	2,905,680,165	6,823,317,575
Taxable income	71,568,899,268	107,214,489,784
Tax rate	20%	20%
Corporate income tax expense based on taxable income in the current year	14,313,779,854	21,442,897,958
Adjust corporate income tax expense of previous years into current income tax expense	66,420,599	-
Total current corporate income tax expense	14,380,200,453	21,442,897,958

The Company is obliged to pay corporate income tax at the rate of 20%.

32. BASIC EARNINGS PER SHARE/DILLUTED EARNINGS PER SHARE

The calculation of the basic earnings per share attributable to the ordinary equity holders of the Company is based on the following data:

	Current year VND	Prior year (Restated) VND
Accounting profit after corporate income tax	55,346,024,284	87,786,522,552
Estimated bonus and welfare fund (*)	(2,213,840,971)	(3,511,460,902)
Earnings for the purpose of calculating basic earnings per share	53,132,183,313	84,275,061,650
Average ordinary shares in circulation for the year	50,035,493	50,035,493
Basic earnings per share	1,062	1,684

(*) Basic earnings per share for the year ended 31 December 2025 is calculated basing on profit for the year then ended and estimated the amount of bonus and welfare funds of 4% of profit after tax of the Company. The calculation of basic earnings per share by this method is only for comparability of figures in the two years because the Company has not had any plan for appropriation of bonus and welfare funds for the year ending 31 December 2025.

The Company has restated basic earnings per share for the year ended 31 December 2024 due to the impact of actual amount of bonus and welfare fund as approved at the Company's General Meeting of Shareholders.

	Previously reported VND	Changes VND	Restated figures VND
Undistributed profits after-tax	87,786,522,552	-	87,786,522,552
Exclude bonus and welfare funds	(6,145,056,579)	2,633,595,677	(3,511,460,902)
Profit to calculate basic earnings per share	81,641,465,973	2,633,595,677	84,275,061,650
Average common shares outstanding during the year (shares)	50,035,493	-	50,035,493
Basic earnings per share (VND/share)	1,632	53	1,684

Diluted earnings per share

As presented in Note 22, the Company's 2025 General Meeting of Shareholders approved a stock dividend from the 2024 profits at a rate of 10%. Accordingly, the calculation of diluted earnings per share attributable to common shareholders of the Company is based on the following data:

Profit:

	Current year VND	Prior year (Restated) VND
Profit used to calculate diluted earnings per share	53,132,183,313	84,275,061,650

Number of shares

	Current year	Prior year
Weighted average number of common shares used to calculate basic earnings per share	50,035,493	50,035,493
Effect of potential common shares	5,003,549	5,003,549
Weighted average number of common shares used to calculate diluted earnings per share	55,039,042	55,039,042

The calculation of diluted earnings per share is based on the following data:

	Current year	Prior year (Restated)
Profit used to calculate diluted earnings per share	53,132,183,313	84,275,061,650
Weighted average number of common shares used to calculate diluted earnings per share	55,039,042	55,039,042
Diluted earnings per share	965	1,531

33. COMMITMENTS

Operating lease commitments

The Company as lessee

	<u>Current year</u> VND	<u>Prior year</u> VND
Minimum lease payments under operating leases recognized in income statement for the year	9,773,730,433	8,086,487,332

At the balance sheet date, the Company had outstanding commitments under non-cancellable operating leases, which fall due as follows:

	<u>Closing balance</u> VND	<u>Opening balance</u> VND
Within one year	8,409,170,000	6,681,572,543
In the second to fifth year inclusive	19,616,394,000	29,773,058,000
	<u>28,025,564,000</u>	<u>36,454,630,543</u>

Operating lease represent total payment for office lease and other operating leases. The office lease is renewed for a term from 01 February 2024 to 14 November 2028.

The Company as lessor

	<u>Current year</u> VND	<u>Prior year</u> VND
Minimum lease incomes under operating leases recognized in income statement for the year	696,865,187,634	498,638,521,128

At the balance sheet date, the Company had not yet been collected commitments under non-cancellable operating leases, which fall due as follows:

	<u>Closing balance</u> VND	<u>Opening balance</u> VND
Within one year	702,657,081,079	509,260,210,005
In the second to fifth year inclusive	900,915,355,177	1,308,364,200,000
	<u>1,603,572,436,256</u>	<u>1,817,624,410,005</u>

The operating lease commitment represents the amount the Company expects to receive from Seastar Maritime Co. Ltd and Maersk Tankers A/S for the chartering of the vessels Loyal, Goby, Orion, Windsor, and Artemis. This estimate is based on the most recently updated charter rates available at the time of reporting and is subject to change depending on market conditions.

During the year, the Company entered into bareboat charter agreements with Nhat Viet Transportation Joint Stock Company, a related party, for the lease of 02 newly built oil/chemical tankers, with a lease term of 10 years starting from the date of vessel delivery.

Commitment to investing in high-value assets

Based on Resolution No. 03/2024/NQ-PCT-ĐHCD dated 3 December 2024, the General Meeting of Shareholders approved the investment plan to build 4 new oil/chemical tankers with a carrying capacity of approximately 25,900 DWT, with an investment value not exceeding USD 48,155,800 per vessel. As of 24 March 2025, the Company's General Meeting of Shareholders passed Resolution No. 01/2025/NQ-PCT-ĐHCD approving an adjustment to the total investment amount, not exceeding USD 47,987,800 per vessel.

According to Resolution No. 05/2025/NQ-PCT-HĐQT dated 25 February 2025, the Board of Directors approved the acquisition of 4 newbuilding contracts from Asia Pacific Marine Transport Co., Ltd., with a construction price of USD 44,825,000 per vessel, for the purpose of implementing the investment plan for the construction of the four vessels mentioned above. On 26 February 2025, the Company signed the transfer contracts with Asia Pacific Marine Transport Co., Ltd. and Wuhu Shipyard Co., Ltd.

During the year, the Company made an advance payment to Wuhu Shipyard Co., Ltd. totaling USD 35,560,000 (see Note 8) for the execution of the contract.

34. RELATED PARTY TRANSACTIONS AND BALANCES

Related parties

Mr. Do Anh Viet

Ms. Tran Thi Thu Ha

Mr. Tran Vong Phuc

Mr. Cao Duc Son

Mr. Dang Nguyen Dang

Nhat Viet Transportation Corporation

KPI Seaman Resource Corporation

Ocean Express Shipping Co., Ltd.

Related parties

The shareholder owns 26.57% of the capital contribution as of 13 May 2025.

Shareholder holding 22.29% of contributed capital

Shareholder holding 22.13% of contributed capital

Shareholder holding 23.56% of contributed capital

Shareholder holding 21.57% of contributed capital from 13 May 2025

Company with same management personnel

Company with same management personnel

Company with same management personnel

During the year, the Company had significant transactions with related parties:

	Current year	Prior year
	VND	VND
Sales		
Nhat Viet Transportation Corporation	390,000,000	-
Ocean Express Shipping Co., Ltd.	96,774,194	-
	486,774,194	-
Purchases		
Ocean Express Shipping Co., Ltd.	240,802,080	-
KPI Seaman Resource Corporation	1,531,810,703	-
	1,772,612,783	-
Deposit received		
Nhat Viet Transportation Corporation	232,462,450,000	-

Significant related party balances as at the balance sheet date were as follows:

	<u>Closing balance</u>	<u>Opening balance</u>
	VND	VND
Payables to suppliers		
Ocean Express Shipping Co., Ltd.	104,516,130	-
Other long-term payables		
KPI Seaman Resource Corporation	382,353,428	-
Ocean Express Shipping Co., Ltd.	127,247,030	-
	<u>509,600,458</u>	<u>-</u>

Remuneration paid to the Company's Board of Directors, Board of Executive Officers and Board of Supervisors during the year was as follows:

	<u>Current year</u>	<u>Prior year</u>
	VND	VND
Board of Directors		
Mr. Tran Trung Quoc	132,031,312	70,000,000
Mr. Le Anh Nam	108,031,312	56,000,000
Ms. Nguyen Thi Thanh Huyen	116,481,269	71,000,000
Mr. Vo Ngoc Phung	78,967,742	56,000,000
Mr. Dang Nguyen Dang	17,290,323	-
Mr. Tran Xuan Truong	17,290,323	-
Ms. Nguyen Thi Ngoc Dep	-	273,445,840
Mr. Pham Xuan Quang	-	56,000,000
Mr. Hoang Anh Quan	-	15,000,000
Ms. Le Thi Mai	-	15,000,000
Mr. Nguyen Son Lam	-	15,000,000
Mr. Le Hoang Phuong	-	6,000,000
	<u>470,092,281</u>	<u>633,445,840</u>

Board of Executive Officers		
Ms. Nguyen Thi Thanh Huyen	361,215,600	-
Mr. Vo Ngoc Phung	520,423,669	680,987,280
Ms. Nguyen Thi Hong Thuy	384,703,908	359,311,477
Mr. Doan Nguyen Son	563,082,538	708,737,000
Mr. Hoang Anh Quan	151,366,248	179,844,000
Ms. Le Thanh Chi	683,198,990	482,254,495
Ms. Le Thi Mai	-	82,585,759
Mr. Nguyen Son Lam	-	220,744,563
Mr. Nguyen Van Kieu	-	111,103,545
Mr. Pham Xuan Quang	-	276,535,914
	<u>2,663,990,953</u>	<u>3,102,104,033</u>

Board of Supervisors		
Ms. Chu Thi Mai Huong	66,548,312	21,000,000
Ms. Nguyen Thi Ngoc Dep	69,726,615	221,306,880
Ms. Nguyen Thi Thu Tam	48,031,313	21,000,000
Ms. Nguyen Thi Xuan Thuy	21,387,903	-
Ms. Vuong Thi Thu Thuy	6,483,871	-
Ms. Dang Thi Dung	8,505,871	10,000,000
Ms. Dao Ngoc Mai	8,505,871	7,500,000
Ms. Vu Thi Thanh Thanh	8,505,871	7,500,000
	<u>237,695,627</u>	<u>288,306,880</u>

35. SUPPLEMENTAL DISCLOSURES OF CASH FLOW INFORMATION

Cash outflows for interest expenses in the year excludes the amount of VND 3,511,277,600 (as of 31 December 2024: VND 2,106,741,479), representing the interest expenses incurred during the year that has not yet been paid. Therefore, a corresponding amount has been adjusted on the change in account payables.

Cash outflows for the acquisition and construction of fixed assets during the year include an amount of VND 929.457.750.000 (2024: VND 207.485.300,000), representing advances to suppliers by the Company for additions in fixed assets and construction in progress in future. Consequently, a corresponding amount has been adjusted on the change in accounts receivable.

Interest income from loans, dividends, and profit distributions does not include the amount of VND 849,391,370 (as at 31 December 2024: nil), which is the accrued interest on deposits not yet received. Therefore, a corresponding amount has been adjusted under changes in accounts receivable.

36. SUBSEQUENT EVENTS

On 16 January 2026, the Company received a notification from the State Securities Commission regarding the receipt of the registration dossier for the private share placement and requesting the Company to disclose information and implement the offering in accordance with Article 48 of Decree No. 155/2020/ND-CP. As at the date of the financial statements, the Company is in the process of implementing the share issuance, including sending notifications and requests for capital contribution to shareholders under the capital increase plan. Meanwhile, shareholders who register to purchase shares are making this capital contribution.



Tran Thi Thanh Thao
Preparer



Le Thanh Chi
Chief Accountant



Nguyen Thi Thanh Huyen
Chief Executive Officer
27 March 2026





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SUBMISSION

**For approval of the 2025 Business Performance Results
and the 2025 Audited Financial Statements**

To: The General Meeting of Shareholders of Global Pacific Shipping JSC

1. 2025 Business Performance Results:

Pursuant to the audited financial statements for the fiscal year 2025, the business performance of Global Pacific Shipping Joint Stock Company is summarized as follows:

Unit: Million VND

No.	Indicator	2025 Plan	2025 Actual	% Actual/Plan
1	Total revenue and other income	810,550	743,874	92
2	Profit before tax	105,717	69,427	66
3	Net profit after tax	84,353	55,346	66
4	Statutory Obligations	21,365	14,380	67

2. The Board of Directors respectfully submits the following matters to the General Meeting of Shareholders for consideration and approval:

- The Audited Financial Statements for the fiscal year ended December 31, 2025 (as attached);
- The 2025 Business Performance Results as presented above, based on the audited financial data.

Respectfully submitted.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Tran Trung Quoc

**SUBMISSION
For 2025 Profit Distribution and Appropriation of Funds**

To: The General Meeting of Shareholders of Global Pacific Shipping JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and related documents;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company;
- Pursuant to the 2025 Audited Financial Statements of Global Pacific Shipping Joint Stock Company, audited by the Branch of Deloitte Vietnam Audit Company Limited.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the appropriation of funds from 2025 undistributed after-tax profits, as detailed below:

Unit: Vietnamese Dong

No.	Content	Amount	Note
1	Total undistributed after-tax profit	139,861,086,185	
1.1	Retained earnings carried forward from previous years	84,515,061,901	
1.2	Net profit realized in 2025	55,346,024,284	(1)
2	Profit Distribution & Fund Appropriation	53,302,794,214	
2.1	Appropriation for bonus and welfare fund	2,767,301,214	5%*(1)
2.2	Bonus fund for the Management Board	500,000,000	
2.3	Stock Dividend Distribution*	50,035,493,000	
3	Remaining Undistributed Profit	86,558,291,971	

(*) The stock dividend payout rate is 10% of the charter capital, pursuant to Resolution No. 01/2025/NQ-PCT-ĐHCD dated March 24, 2025. The distribution will be executed following the completion of the private placement plan as per Resolution No. 02/2025/NQ-PCT-ĐHCD dated October 27, 2025.

The Board of Directors respectfully requests the General Meeting to approve this submission and authorize the Board of Directors to oversee the implementation of the aforementioned contents.

Respectfully submitted.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Tran Trung Quoc

**SUBMISSION
For approval of the 2026 Business and Operational Plan**

To: The General Meeting of Shareholders of Global Pacific Shipping JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and related documents;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company.

Based on current market dynamics and the Company's operational capabilities, the Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders (GMS) for consideration and approval the 2026 Financial Plan of Global Pacific Shipping Joint Stock Company, with key targets as follows:

1. 2026 Financial Plan Targets:

Unit: million VND

No.	Indicator	2026 Plan
1	Total revenue	737,804
2	Profit before tax	80,019
3	Net profit after tax	64,015
4	Statutory Obligations	16,004

2. The General Meeting of Shareholders hereby approves and authorizes the Board of Directors to adjust the 2026 Business Plan (where necessary) to ensure alignment with the Company's actual operational performance during the year.

Respectfully submitted.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Tran Trung Quoc

SUBMISSION

**For the approval of 2025 Remuneration and the 2026 Remuneration Plan
for the Board of Directors and the Supervisory Board**

To: The General Meeting of Shareholders of Global Pacific Shipping JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and related documents;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the Report on Remuneration for 2025 and the Remuneration Plan for members of the Board of Directors and the Supervisory Board, as follows:

1. Report on 2025 Remuneration:

- For full-time members: Salaries and bonuses were paid in according with the Company's Salary and Bonus Regulations.
- For non-executive members:
 - The remuneration levels for 2025, approved in Resolution No. 01/2025/NQ-PCT-DHCD dated March 24, 2025, were:
 - + Chairman of the Board : VND 10,000,000/person/month.
 - + Board Member : VND 8,000,000/person/month.
 - + Head of the Supervisory Board : VND 5,000,000/person/month.
 - + Supervisory Board Member : VND 3,000,000/person/month.
 - Total remuneration paid to non-executive members in 2025 was VND 543,937,161 (Five hundred forty-three million, nine hundred thirty-seven thousand, one hundred sixty-one Vietnamese dong).

2. Proposed Remuneration Plan for 2026:

- For full-time members: Salaries and bonuses will be paid in according with the Company's Salary and Bonus Regulations.
- For non-executive members:
 - The proposed monthly remuneration rates for 2026 are:
 - + Chairman of the Board : VND 10,000,000/person/month.
 - + Board Member : VND 8,000,000/person/month.

- + Head of the Supervisory Board : VND 5,000,000/person/month.
- + Supervisory Board Member : VND 3,000,000/person/month.
- The total projected remuneration for non-executive members in 2026 is VND 636,000,000 (Six hundred and thirty-six million Vietnamese dong).

Respectfully submitted.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

Tran Trung Quoc

No.: 01/2026/TTr-PCT-BKS

Ho Chi Minh City, Mar 26, 2026

**SUBMISSION
For the selection of an Independent Auditing Company
For the 2026 Fiscal Year**

To: The General Meeting of Shareholders of Global Pacific Shipping JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and related documents;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company.

Regarding the selection of the Company's independent auditor for 2026, the Supervisory Board has evaluated several reputable firms from the list of auditing organizations approved by the State Securities Commission (SSC). The Supervisory Board respectfully submits the following proposal to the General Meeting of Shareholders (GMS) for consideration and approval.

The GMS is requested to approve the following shortlist of independent auditing firms to provide audit and review services for the Company's 2026 financial statements:

1. Deloitte Vietnam Audit Company Limited.
2. Ernst & Young Vietnam Company Limited.
3. KPMG Limited Company.

The GMS is requested to authorize the Board of Directors to select one (01) of the three aforementioned firms to perform the audit of the annual financial statements and the review of the interim financial statements for the 2026 fiscal year, in accordance with prevailing statutory regulations.

Respectfully submitted.

Recipient:

- As above;
- Board of Directors;
- Archived: VT, SB (1b).

HEAD OF THE SUPERVISORY BOARD

Chu Thi Mai Huong

**SUBMISSION
For the change of the head office address**

To: The General Meeting of Shareholders of Global Pacific Shipping JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and related documents;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company;
- Pursuant to the company's actual operational requirements.

To optimize administrative and operating costs in the coming period, the Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders (GMS) for consideration and approval the change of the Company's head office address, as follows:

1. Change of head office address:
 - Current registered head office address: Room 2-3, 10th floor, Riverfront Financial Centre, 3A-3B Ton Duc Thang Street, Saigon Ward, Ho Chi Minh City, Vietnam.
 - The proposed new head office address: Service Area No. 04, 6th Floor, R2 Tower, The Everrich Building, 968 3/2 Street, Phu Tho Ward, Ho Chi Minh City, Vietnam.
2. Amendment to the Company's Charter:

Current content	Revised content
Article 2. Name, form, head office, branches, representative offices and operating period of the Company ...	Article 2. Name, form, head office, branches, representative offices and operating period of the Company ...
2. The company's registered office is: - Head office address: Room 2-3, 10th floor, Riverfront Financial Centre, 3A-3B Ton Duc Thang Street, Saigon Ward, Ho Chi Minh City, Vietnam.	2. The company's registered office is: - Head office address: Service Area No. 04, 6th Floor, R2 Tower, The Everrich Building, 968 3/2 Street, Phu Tho Ward, Ho Chi Minh City, Vietnam.

3. The GMS authorizes the Director – the legal representative – to execute all necessary procedures regarding to the change of the registered office address, including updating the Enterprise Registration Certificate and performing other relevant tasks arising from this change in accordance with the law.

Respectfully submitted.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Tran Trung Quoc

No.: 06/2026/TTr-PCT-HĐQT

Ho Chi Minh City, Mar 26, 2026

**SUBMISSION
For amendments to the company's Charter**

To: The General Meeting of Shareholders of Global Pacific Shipping JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and related documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019 and related documents;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities and related documents;
- Pursuant to Government Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law and related documents;
- Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding some provisions on corporate governance applicable to public companies under Decree 155/2020/ND-CP guiding the Securities Law;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company.

In the context of significant changes in corporate governance regulations, updating the Charter demonstrates a commitment to compliance and lays the groundwork for maintaining transparency and protecting the legitimate rights of stakeholders. The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and additions to the Company's Charter, ensuring compatibility with current legal frameworks.

Respectfully submitted.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Tran Trung Quoc

GLOBAL PACIFIC SHIPPING JOINT STOCK COMPANY

CHARTER

(Revised and effective from .../.../2026)

Ho Chi Minh City, [date] [month] 2026

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INTRODUCTION

This Charter was adopted by Resolution of the Annual General Meeting of Shareholders held on June 25, 2021, amended for the second time by Resolution of the Extraordinary General Meeting of Shareholders 2022 held on October 25, 2022, and Resolution of the Board of Directors dated September 7, 2023, amended for the third time by Resolution of the Annual General Meeting of Shareholders 2024 dated February 29, 2024, and Resolution of the Board of Directors dated March 27, 2024, amended for the fourth time by Resolution of the Annual General Meeting of Shareholders 2026 dated April 16, 2026, of Global Pacific Shipping Joint Stock Company.

I. DEFINITION OF TERMS IN THE STATUTES

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 or subscribed for upon the company's establishment and as stipulated in Article 6 of these Charters;
 - b. *"Capital with voting rights"* is equity capital, whereby the owner has the right to vote on matters within the authority of the General Meeting of Shareholders;
 - c. *"Enterprise Law"* refers to the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and any amendments or supplements thereto (if any).
 - d. *"Securities Law"* refers to the Securities Law No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and any amendments or supplements thereto (if any).
 - e. *"Vietnam"* is the Socialist Republic of Vietnam.
 - f. *"Founding date"* is the date the company was registered with the business registration authority. Issuance of the Certificate of Business Registration (Business Registration Certificate and equivalent documents) for the first time;
 - g. *"Business executives"* are the Director, Deputy Director, Chief Accountant, and other executives are appointed by the Board of Directors upon the recommendation of the Director, in accordance with the Company's organizational structure and internal management regulations;
 - h. *"Business Manager"* includes the Chairman of the Board of Directors, members of the Board of Directors, Directors or General Directors, and individuals holding other managerial positions as stipulated in the Company's Charter and applicable laws;
 - i. *"The person involved"* are individuals and organizations as stipulated in Clause 23, Article 4 of the Enterprise Law and Clause 46, Article 4 of the Securities Law;
 - j. *"Shareholders"* mean individual or organization that owns at least one share of the Company;
 - k. *"Major shareholder"* is a shareholder as defined in Clause 18, Article 4 of the Securities Law;

- l. *"The owner benefits"* mean an individual who has de facto ownership of the company's charter capital or has controlling power over the company;
 - m. *"Operating period"* refers to the Company's operating period as stipulated in Article 2 of these Charters and any extension period (if any) approved by the Company's General Meeting of Shareholders;
 - n. *"Stock Exchange"* refers to the Vietnam Stock Exchange and its subsidiaries.
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.

II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, TERM OF OPERATION OF THE COMPANY AND THE COMPANY'S LEGAL REPRESENTATIVE

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

1. Company Name

- Company name written in Vietnamese: GLOBAL PACIFIC MARITIME TRANSPORT JOINT STOCK COMPANY

- Company name in English: GLOBAL PACIFIC SHIPPING JOINT STOCK COMPANY

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

2. The company's registered office is:

- Head office address: Service Area No. 04, 6th Floor, Tower R2, The Everrich Building, 968 3/2 Street, Phu Tho Ward, Ho Chi Minh City, Vietnam.

- Phone: (028) 62582 330/6 2582 331

- Fax: (028) 62582 334

- Email: info.pct@tanker.com.vn

- Website: www.pct.com.vn

3. The company may establish branches and representative offices in its business area to pursue its operational objectives in accordance with the decisions of the Board of Directors and within the limits permitted by law.

4. Unless the Company terminates its operations prematurely in accordance with Clause 2 of Article 52 or extends its operations as stipulated in Article 53 of these Charters, its operating period begins from the date of establishment and is indefinite.

Article 3. Legal Representative of the Company

1. The company has one legal representative, who is the Director.

2. The legal representative of the Company is an individual who represents the Company in exercising the rights and obligations arising from the Company's transactions, representing the Company as a party requesting the resolution of civil matters, plaintiff,

defendant, or party with related rights and obligations before Arbitration, Courts, and other rights and obligations as prescribed by law.

3. The legal representative of the Company has the following responsibilities:

- a. To exercise assigned rights and obligations honestly, carefully, and to the best of their ability in order to ensure the legitimate interests of the business;
- b. To be loyal to the interests of the Company; not to abuse one's position, title, or use the Company's information, know-how, business opportunities, or other assets for personal gain or to serve the interests of other organizations or individuals;
- c. Provide timely, complete, and accurate information to the Company regarding businesses that you or your related parties own or have shares or capital contributions in, as required by law.

4. The legal representative of the Company shall be held personally liable, in accordance with the law, for damages to the Company resulting from a breach of the responsibilities stipulated in Clause 3 of this Article.

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

Article 4. Objectives of the Company's Operations

1. The company's business lines are:

- Other specialized wholesale not elsewhere classified;
- Wholesale of metals and metal ores;
- Other human resources provision;
- Wholesale of solid, liquid, and gaseous fuels and related products;
- Urban and suburban passenger land transport;
- Freight transport by road;
- Inland waterway freight transport;
- Coastal and ocean freight transport;
- Real estate activities with own or leased land use rights;
- Hotels and similar accommodation;
- Other short-term accommodation;
- Restaurants and mobile food service activities;
- Repair and maintenance of motor vehicles and other motor vehicles;
- Leasing of machinery, equipment, and other tangible goods without operators;
- Manufacture of motor vehicles and other motor vehicles;
- Power generation from non-renewable sources;
- Power generation from renewable sources;
- Transmission and distribution of electric power;
- Wholesale of agricultural and forestry raw materials and live animals;
- Wholesale of other machinery, equipment, and spare parts;
- Wholesale of food products;

- Wholesale of construction materials and other installation equipment;
- Advertising;
- Specialized design activities;
- Other mining and quarrying not elsewhere classified;
- Building of ships and floating structures;
- Manufacture of other transport equipment not elsewhere classified;
- Repair and maintenance of other equipment;
- Installation of industrial machinery and equipment;
- Wholesale of motor vehicle parts and accessories;
- Retail sale of motor vehicle parts and accessories;
- Agencies, brokers, and auctioneers of goods;
- Other passenger land transport;
- Service activities directly supporting water transport;
- Other support activities related to transport;
- Technical testing and analysis;
- Other remaining professional, scientific, and technical activities not elsewhere classified;
- Leasing of motor vehicles;
- Other educational support activities;
- Retail sale of motor vehicles and other motor vehicles;
- Agencies, brokers, and auctioneers of goods;
- Cargo handling;
- Business and other management consultancy activities.

2. The company's operational objectives are:

Continuously developing production and business activities in the registered fields and industries to ensure the preservation and development of capital and maximize profits for the Company and its shareholders; providing professional ship management services and ensuring customer satisfaction; and guaranteeing stable employment and benefits for employees.

Article 5. Scope of Business and Activities of the Company

1. The company is permitted to conduct business activities in the sectors specified in this Charter and published on the National Business Registration Portal.
2. The company may conduct business in industries and professions that are not prohibited by law and are approved by the General Meeting of Shareholders.

IV. CHARTER CAPITAL, SHARES, SHAREHOLDERS

Article 6. Charter capital, shares, and shareholders

1. The company's charter capital is VND 500,354,930,000 (*In words: Five hundred billion three hundred fifty-four million nine hundred thirty thousand dong*).

The total charter capital of the Company is divided into 50,035,493 (*In words: Fifty million thirty-five thousand four hundred and ninety-three*) shares with a par value of 10,000 (*ten thousand*) VND/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. The Company's shares on the date of adoption of these Articles of Association are common shares. The rights and obligations of shareholders are stipulated in Articles 10 and 11 of these Articles of Association.
4. The company may issue other types of preferred shares after obtaining the approval of the General Meeting of Shareholders and in accordance with the provisions of the law.
5. In the event that the Company issues additional common shares, the common shares offered must be preferentially offered to existing shareholders in proportion to their respective common shareholdings in the Company, unless otherwise decided by the General Meeting of Shareholders. The number of common shares not subscribed for by shareholders will be decided by the Company's Board of Directors. The Board of Directors may distribute these shares to other shareholders and parties under conditions and methods less favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders or as stipulated by securities law.
6. The Company may repurchase shares issued by itself in the manner prescribed in these Articles of Association and applicable law.
7. The company may issue bonds and other securities upon approval by the General Meeting of Shareholders and in accordance with the law. Bond certificates or other securities certificates issued by the Company bear the signature of the legal representative and the seal of the Company.

Article 7. Stock Certificate

For shareholders who have not deposited their securities with the Company, 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:

1. Information regarding the stock has been lost, damaged, or otherwise destroyed;
2. We commit to taking responsibility for any disputes arising from the reissuance of new shares.

Article 8. Transfer of shares

1. All shares are freely transferable unless otherwise provided by these Articles of Association and the law. Shares listed and registered for trading on the Stock Exchange are transferable in accordance with the provisions 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.

V. ORGANIZATIONAL STRUCTURE, GOVERNANCE AND CONTROL

Article 9. Organizational structure, governance and control

The Company's organizational structure for management, administration, and control includes:

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

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 10. Rights of Shareholders

1. Common shareholders have the following rights:
 - a. Shareholders are entitled to attend and speak at General Meetings of Shareholders and exercise their voting rights directly or through authorized representatives, or through online conferences, electronic voting, or other electronic forms in accordance with the company's charter and applicable laws. Each common share has one voting right.
 - b. Receive dividends at the rate determined by the General Meeting of Shareholders;
 - c. Shareholders have the right to purchase newly offered shares in proportion to their ownership of common shares in the Company.
 - d. You are free to transfer your shares to others, except in cases where transfer is restricted by law and the Company's Articles of Association;
 - e. Review, search, and retrieve information regarding names and contact addresses in the list of shareholders with voting rights, and request correction of inaccurate information.
 - f. Review, search, extract, or copy the Company's Articles of Association, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;
 - g. When the company is dissolved or goes bankrupt, shareholders are entitled to receive a portion of the remaining assets in proportion to their shareholding in the company after the company has paid all debts and other obligations, and after preferred shareholders (if any) have been granted a share.
 - h. Requiring the company to repurchase shares in the cases stipulated in Article 132 of the Enterprise Law;
 - i. Equal treatment is guaranteed. Each share of the same class confers equal rights, obligations, and benefits on the shareholder. In cases where the Company has preferred shares, the rights and obligations associated with those preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to the shareholders.
 - j. To have full access to regular and extraordinary information disclosed by the Company in accordance with the law;

- k. To protect their legitimate rights and interests; 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;
- l. 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. The Board of Directors may request the convening of a General Meeting of Shareholders in the following cases: (i) the Board of Directors seriously violates the rights of shareholders, the obligations of managers, or makes decisions exceeding its delegated authority; or (ii) when the Board of Directors violates the Company's Charter or acts contrary to the resolutions of the General Meeting of Shareholders. The request to convene a General Meeting of Shareholders must be in writing and must include the contents stipulated in the internal regulations on corporate governance. The request must be accompanied by documents and evidence regarding the violations of the Board of Directors, the extent of the violations, or decisions exceeding its authority. 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.
- 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. The Supervisory Board is required 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 individual shareholders; name, business registration number or legal document number, and registered office address of corporate shareholders; number of shares and registration date of each shareholder, total number of shares of the entire shareholder group, and ownership percentage in the total shares of the Company; the issue to be examined and the purpose of the examination;
- d. Proposals for inclusion in the General Meeting of Shareholders' agenda must be in writing and sent to the Company no later than three (03) working days before the opening date. The proposal must clearly state the name of the shareholder, the number of each type of share held by the shareholder, and the proposed issue to be included in the meeting agenda;
- e. Other rights are provided for by law and in 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. The nomination process for the Board of Directors and the Supervisory Board is as follows:

- a. Ordinary shareholders forming a group to nominate people to the Board of Directors and the Supervisory Board must notify the shareholders attending the meeting of the group meeting at least five (05) working days before the opening of the General Meeting of Shareholders.
- b. The nomination of individuals to the Board of Directors and the Supervisory Board shall be carried out in accordance with Articles 23 and 34 of this Charter and the Internal Regulations on Corporate Governance.

Article 11. Obligations of Shareholders

Shareholders have the following obligations:

1. Pay for the shares you committed to purchase in full and on time.
2. Shareholders are not permitted to withdraw contributed capital 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. If 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 Articles of Association and internal management regulations.
4. Comply with the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.
5. 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.
6. Attend the General Shareholders' Meeting and exercise your voting rights through the following methods:
 - a. Attend and vote directly at the meeting;
 - b. Authorize other individuals or organizations to attend and vote at the meeting;
 - c. Attend and vote via online conference, electronic voting, or other electronic means;
 - d. Send the voting ballot to the meeting via mail, fax, or email.
7. Individuals shall be held personally liable for any of the following acts committed 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 order to mitigate financial risks to the Company.
- 8. Fulfill other obligations as required by applicable law.

Article 12. 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 meets annually once (01) a year and within four (04) months from the end of the financial year. The Board of Directors decides to extend the annual General Meeting of Shareholders if necessary, but not more than six (06) months from the end of the financial 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 chair attends the meeting and must be in the territory of Vietnam.
2. The Board of Directors convenes the Annual General Meeting of Shareholders and selects a suitable venue. The Annual General Meeting of Shareholders decides on matters as prescribed by law and the Company's Articles of Association, particularly approving the audited annual financial statements. If the audited annual financial statements contain material exceptions, adverse audit opinions, or disclaimers, the Company must invite a representative from the approved auditing firm that audited the Company's financial statements to attend the Annual General Meeting of Shareholders. This representative from the approved auditing firm is obligated 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. The number of Board of Directors members has been reduced by more than one-third compared to the number stipulated in the Company's Articles of Association;
 - d. At the request of a shareholder or group of shareholders owning 5% or more of the total number of common shares;
 - e. As requested by the Supervisory Board;
 - f. Other cases as prescribed by law and these Regulations.
4. Convening an extraordinary general meeting of shareholders.
 - a. The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date of occurrence of the case specified in point b, Clause 3 of this Article or upon receipt of a request to convene a meeting as prescribed in point d, Clause 3 of this Article, or within sixty (60) days from the date of occurrence of the case specified in point c, Clause 3 of this Article;

b. In the event that 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 thirty (30) days, the Supervisory Board shall 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 d, clause 3 of this Article has the right to represent the Company in convening a General Meeting of Shareholders as prescribed in the Enterprise Law.

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. The procedure for organizing a General Meeting of Shareholders is regulated by Clause 5, Article 140 of the Enterprise Law.

Article 13. Rights and obligations of the General Meeting of Shareholders

1. The General Meeting of Shareholders has the following rights and obligations:

- 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 sale; determining the annual dividend rate for each type of share;
- 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 worth 35% or more of the total asset value recorded in the Company's most recent financial statement;
- e. Decision to amend and supplement the Company's Charter;
- f. Through annual financial reports;
- g. The decision is to repurchase more than 10% of the total shares sold of each class;
- h. 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;
- i. Decision to reorganize or dissolve the Company;
- j. 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 Governance Regulations; the Regulations on the Operation of the Board of Directors and the Supervisory Board;

- l. Approve the list of approved auditing firms; decide which auditing firms are approved to conduct audits of the Company's operations, and dismiss approved auditors when deemed necessary;
- m. Other rights and obligations as prescribed by law.
2. The General Shareholders' Meeting discussed and approved the following matters:
 - a. The company's annual business plan;
 - b. The annual financial statements have been audited;
 - c. The Board of Directors' report on the governance and performance of the Board of Directors and each individual 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;
 - e. Self-assessment report on the performance of the Supervisory Board and its members;
 - f. Dividend rates per share for each class;
 - g. Number of members of the Board of Directors and the Supervisory Board;
 - h. Electing, dismissing, and removing members of the Board of Directors and members of the Supervisory Board;
 - i. Deciding on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;
 - j. Approve the list of approved auditing firms; decide which auditing firms are approved to conduct audits of the company's operations when deemed necessary;
 - k. Supplementing and amending the Company's Articles of Association;
 - l. The type of shares and the number of new shares issued for each type of share and the transfer of shares by founding members within the first three (03) years from the date of establishment;
 - m. Dividing, separating, merging, consolidating, or transforming the Company;
 - n. Reorganize and dissolve (liquidate) the company and appoint a liquidator;
 - o. Decisions to invest in or sell assets worth 35% or more of the total asset value recorded in the Company's most recent financial statement;
 - p. The decision is to repurchase more than 10% of the total shares sold of each class;
 - q. The company enters into contracts and transactions with entities specified in Clause 1, Article 167 of the Enterprise Law with a value equal to or greater than 35% of the total value of the company's assets as recorded in the most recent financial statement;
 - r. Approving transactions as stipulated in Clause 4, Article 293 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Securities Law; amended by Clause 84, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.
 - s. Approve the internal regulations on corporate governance, the regulations on the operation of the Board of Directors, and the regulations on the operation of the Supervisory Board;

- t. Other matters as prescribed by law and these Statutes.
3. All resolutions and matters on the agenda must be discussed and voted on at the General Meeting of Shareholders.

Article 14. Authorization to attend the General Meeting of Shareholders

1. Shareholders, or authorized representatives of shareholders that are organizations, may attend the meeting in person or authorize one or more other individuals or organizations to attend, or attend the meeting through one of the forms stipulated in Clause 3, Article 144 of the Enterprise Law.
2. The authorization for individuals or organizations to represent shareholders at the General Meeting of Shareholders as stipulated in Clause 1 of this Article must be in writing. The authorization document shall be prepared in accordance with the provisions of civil law.

Authorized representatives attending the General Meeting of Shareholders must submit 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).

3. The vote of an authorized representative attending the meeting within the scope of their authorization remains valid in the event that any of the following situations occur:
 - a. The grantor has died, is restricted in their legal capacity, or has lost their legal capacity;
 - b. The principal has revoked the designation of authorization;
 - c. 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 15. Changes to Rights

1. Changes or cancellations of special rights associated with a class of preferred shares take effect when approved by shareholders representing 65% or more of the total voting rights of all shareholders present at the meeting. A resolution of the General Meeting of Shareholders concerning adverse changes to the rights and obligations of preferred shareholders shall only be adopted if approved by preferred shareholders of the same class present at the meeting who own 75% or more of the total preferred shares of that class, or approved by preferred shareholders of the same class who own 75% or more of the total preferred shares of that class in the case of a resolution adopted by written ballot.
2. The holding of a meeting of shareholders holding a class of preferred shares to approve the aforementioned change of rights is only valid when there are at least two (02) shareholders (or their authorized representatives) and holding at least 1/3 of the par value of the issued shares of that class. If there are not enough representatives as stated above, the meeting shall be held again within the next thirty (30) days and those holding shares of that class (regardless of the number of people and shares) present in person or through

authorized representatives shall be considered to have met the required number of representatives. At the meetings of shareholders holding the aforementioned preferred shares, those holding shares of that class present in person or through their representatives may request a secret ballot. Each share of the same class has equal voting rights at the aforementioned meetings.

3. The procedures for conducting such separate meetings shall be carried out in accordance with the provisions of Articles 17, 18 and 19 of these Regulations.

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

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

1. The Board of Directors convenes an annual or extraordinary general meeting of shareholders. The Board of Directors may also convene an extraordinary general meeting of shareholders in the cases stipulated in Clause 3, Article 12 of these Charters.

2. The person convening 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 shall be prepared no more than ten (10) days before the date of sending the notice of invitation 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 twenty (20) days before the last registration date;

b. Prepare the program and content for the congress;

c. Prepare documents for the conference;

d. Draft resolution of the General Shareholders' Meeting based on the agenda of the meeting;

e. Determine the time and location for holding the congress;

f. Notify and send notices of the General Meeting of Shareholders to all shareholders entitled to attend the meeting;

g. Other tasks related to the congress.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method that ensures delivery to the shareholders' contact addresses, and shall also be published on the Company's website and the State Securities Commission, and the Stock Exchange where the Company's shares are listed or registered for trading. The convenor of the General Meeting of Shareholders must send the notice of meeting to all shareholders on the List of those entitled to attend the meeting no later than twenty-one (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 sent to shareholders and/or posted on the Company's website. In case the documents are not sent with the notice of the General Meeting of Shareholders, the notice of 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. List and detailed information of candidates in case of election of members of the Board of Directors or Supervisory Board;
 - c. Voting slip;
 - d. Draft resolutions for each item on the meeting agenda.
4. Shareholders or groups of shareholders owning 05% or more of the total number of common shares 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 sent to the Company no later than three (03) working days before the opening date of the meeting. Proposals must clearly state the name of the shareholder, the number of each type of shares held by the shareholder, and the proposed issue to be included 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. The petition was submitted after the deadline stipulated 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 10 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. The General Meeting of Shareholders is conducted when the number of shareholders present represents more than 50% of the total voting rights. If the required quorum is not met within thirty (30) minutes from the scheduled opening time of the meeting, the convener shall cancel the meeting.
2. If the first meeting does not meet the quorum requirements as stipulated in Clause 1 of this Article, a notice of the second meeting shall be sent within thirty (30) days from the date of the first planned meeting. The second General Meeting of Shareholders shall be held when the number of shareholders attending the meeting represents 33% or more of the total voting rights.

3. If the second meeting does not meet the quorum requirements as stipulated in Clause 2 of this Article, the notice of the third meeting must be sent within twenty (20) days from the date of the planned second meeting. The third General Meeting of Shareholders shall be held regardless of the total number of votes of 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 carry out the shareholder registration procedure. The procedure for registering shareholders to attend the meeting is specified in detail in the Company's internal regulations on corporate governance.

2. The election of the chairperson, secretary, and vote counting committee is regulated as follows:

a. The Chairman of the Board of Directors presides over or authorizes 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 this clause, the signatory convening 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.

3. 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.

4. The chairperson of the meeting has the right to take necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of attendees.

a. Arrange seating at the Shareholders' General Meeting venue;

b. Ensure the safety of everyone present at the meeting venues;

c. Facilitating shareholder attendance (or continued attendance) at the general meeting. The person convening the General Meeting of Shareholders has the full right to change the above-mentioned measures and apply all necessary measures. These measures may include issuing entry passes or using other selection methods.

5. The General Meeting of Shareholders will discuss and vote on each item on the agenda. Voting will be conducted by vote of approval, disapproval, and abstention. The results of the vote count will be announced by the chairperson immediately before the meeting adjourns.
6. Shareholders or their authorized representatives who arrive after the meeting has commenced may still register and have the right to vote immediately after registration; in this case, the validity of any previously voted-on items remains unchanged.
7. The person convening or presiding over the General Meeting of Shareholders has the following rights:
 - 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 Shareholders' General Meeting.
8. 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 three (03) working days from the date the meeting is scheduled to commence and may only postpone or change the meeting place 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.
9. If the chairperson postpones or suspends the General Meeting of Shareholders in violation of the provisions of Clause 8 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 adopted at that meeting shall be effective and enforceable.
10. In cases where the Company applies modern technology to organize the General Meeting of Shareholders through online meetings, the Company is responsible for ensuring that shareholders can attend and vote by electronic ballot or other electronic means as prescribed in Article 144 of the Enterprise Law and Clause 3, Article 273 of Government Decree No. 155/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law.
11. Every year, the Company holds a General Meeting of Shareholders at least once (01). The annual General Meeting of Shareholders is not held in the form of taking shareholder opinions in writing.

Article 19. Conditions for the adoption of a Resolution of the General Meeting of Shareholders

1. Resolutions on the following matters shall be adopted if approved by shareholders representing 65% or more of the total voting rights of all shareholders attending and voting at the meeting, except as provided in Clauses 3, 4 and 6 of Article 148 of the Enterprise Law:

- a. Types of shares and the total number of shares of each type;
- b. Changes in industry, occupation, and business sector;
- c. Changes to the company's organizational and management structure;
- d. An investment project or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement, unless the Company's Articles of Association stipulate a different percentage or value;
- e. Reorganize or dissolve the company.

2. Resolutions are passed when the number of shareholders holding more than 50% of the total voting rights of all shareholders present and voting at the meeting. approved, except as provided in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Enterprise Law.

3. Resolutions passed by 100% of the total voting shares at the General Meeting of Shareholders are legal and effective even if the procedures for convening the meeting and passing the resolution violate the provisions of the Enterprise Law and the company's charter.

Article 20. Authority and procedures for obtaining shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders.

The authority and procedures for obtaining shareholder opinions in writing to approve resolutions of the General Meeting of Shareholders are carried out according to the following regulations:

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 in the following cases:

- a. Company development strategy;
- b. Electing, dismissing, and removing members of the Board of Directors and the Supervisory Board;
- c. Decisions to invest in or sell assets worth 35% or more of the total asset value recorded in the company's most recent financial statement, unless the company's charter stipulates a different percentage or value;
- d. Through annual financial reports;
- e. Reorganize or dissolve the company.

2. The Board of Directors must prepare ballots, draft resolutions of the General Meeting of Shareholders, explanatory documents for the draft resolutions and send them to all

shareholders with voting rights no later than ten (10) days before the deadline for returning the ballots. The requirements and methods for sending ballots and accompanying documents shall be implemented in accordance with the provisions of Clause 3, Article 16 of this Charter.

3. The main contents of the opinion poll form, the method of submitting the opinion poll form to the Company, the conditions for ensuring the validity of the opinion poll form, and the minutes of the opinion poll counting are specifically stipulated in the Company's internal regulations on corporate governance.

4. The Board of Directors counts the votes and prepares the vote count report in the presence of the Supervisory Board or shareholders who do not hold management positions in the Company. Members of the Board of Directors, the vote counters, and the vote supervisors are jointly responsible for the honesty and accuracy of the vote count report; and jointly responsible for any damages arising from decisions made due to dishonest or inaccurate vote counting.

5. The vote count minutes and resolution must be posted on the Company's website within twenty-four (24) hours from the time the vote count ends.

6. The completed survey forms, vote counting records, adopted resolutions, and related documents accompanying the survey forms must all be kept at the Company's head office.

7. A resolution is adopted by written shareholder consultation if it is approved by shareholders holding more than 50% of the total voting shares of all shareholders entitled to vote, and it has the same value as a resolution adopted at the General Meeting of Shareholders.

Article 21. Resolutions and Minutes of the General Meeting of Shareholders

1. Shareholders' General Meetings must be recorded in minutes and may also be audio or video recorded and stored in other electronic forms. Detailed regulations regarding the minutes of Shareholders' General Meetings are implemented according to the Company's Internal Regulations on Corporate Governance.

2. 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 disclosed in accordance with the law on information disclosure in the securities market and must be kept at the Company's head office.

3. Resolutions of the General Meeting of Shareholders take effect from the date of their adoption or from the effective date specified in the Resolution.

4. In the event that a shareholder or group of shareholders requests the Court to annul a resolution or part thereof of the General Meeting of Shareholders as stipulated in Article 22 of these Charters, that resolution shall remain in effect until a Court decision annuls the resolution or part thereof takes effect, except in cases where interim injunctive measures are applied by a competent authority.

5. The minutes of the General Meeting of Shareholders must be published on the Company's website within twenty-four (24) hours from the date of the closing of the Meeting.

Article 22. Request for annulment of a Shareholders' General Meeting Resolution

Within ninety (90) days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the minutes of the results of the vote count of the General Meeting of Shareholders, a shareholder or group of shareholders owning 05% or more of the total number of common shares 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 by the General Meeting of Shareholders seriously violate the provisions of the Enterprise Law and the Company's Charter, except as stipulated in Clause 3, Article 19 of these Charters.
2. The content of the resolution violates the law or these Statutes.

In the event that a resolution of the General Meeting of Shareholders is annulled by a court decision, the person who convened the annulled General Meeting of Shareholders may consider reorganizing the General Meeting of Shareholders within sixty (60) days in accordance with the procedures stipulated in the Enterprise Law and this Charter.

VII. BOARD OF DIRECTORS

Article 23. Nomination and candidacy of Board of Directors members

1. If the candidates for the Board of Directors have been identified, the Company must publish information related to the candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed 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 shall be published in accordance with the provisions of the Company's internal regulations on corporate governance.

2. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Articles of Association.

3. If the number of candidates for the Board of Directors, through nominations and candidacies, is still insufficient, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the Company's Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The incumbent Board of Directors' nomination of additional candidates must

be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors as required by law.

4. Members of the Board of Directors must meet the standards and conditions stipulated in Clauses 1 and 2 of Article 155 of the Enterprise Law and the company's charter.

Article 24. Composition and term of office of the Board of Directors members

1. Number of Board of Directors members There are at least three (03) people and at most eleven (11) people. The specific number of Board of Directors members will be decided by the General Meeting of Shareholders.

2. The term of office of a Board of Directors member shall not exceed five (05) years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Company's Board of Directors for no more than two (02) consecutive terms. In the event that all members of the Board of Directors complete their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

3. The structure of the Board of Directors is as follows:

a. The number of non-executive members of the Company's Board of Directors must be as follows:

- (i) There must be at least one (01) non-executive member in case the company has three (03) to five (05) members of the Board of Directors;
- (ii) There must be at least two (02) non-executive members in case the company has six (06) to eight (08) members of the Board of Directors;
- (iii) There must be at least three (03) non-executive members in the case of a company with nine (09) to eleven (11) members of the Board of Directors.

b. The company minimizes the number of Board members holding executive positions within the company to ensure the independence of the Board.

c. The total number of independent members of the Board of Directors must meet the following criteria:

- (i) There must be at least one (01) independent member in case the company has three (03) to five (05) members of the Board of Directors;
- (ii) There must be at least two (02) independent members in the case where the company has 06 to 08 members of the Board of Directors;
- (iii) There must be at least three (03) independent members in the case of a company with nine (09) to eleven (11) members of the Board of Directors.

4. A member of the Board of Directors loses their status as a member of the Board of Directors if they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Enterprise Law.

5. The appointment of Board members must be disclosed in accordance with the law on information disclosure in the securities market.

6. Members of the Board of Directors do not necessarily have to be shareholders of the Company.

7. A member of the Board of Directors may only simultaneously be a member of the Board of Directors or Board of Members in a maximum of five (05) other companies.

Article 25. 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 those rights falling under the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Articles of Association, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:

- a. The company's strategic decisions, medium-term development plans, and annual business plans;
- 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;
- e. The decision to repurchase shares is governed by Clauses 1 and 2 of Article 133 of the Enterprise Law;
- f. Decisions on investment options and investment projects are made within the authority and limits prescribed by law;
- g. Deciding on solutions for market development, marketing, and technology;
- h. Through purchase, sale, loan, lending contracts and other contracts and transactions with a value of 35% or more 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 138, clauses 1 and 3, Article 167 of the Enterprise Law;
- i. Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts with the Director and other key managers as stipulated in the Company's Charter; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives to participate in the Board of Members or General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of those representatives;
- j. Supervise and direct the Director and other managers in the daily operation of the Company's business;

- k. Deciding on the organizational structure and internal management regulations of the Company, deciding on the establishment of subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises;
 - l. 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;
 - m. The audited annual financial statements are presented to the General Meeting of Shareholders;
 - n. Proposing the dividend rate to be paid; deciding on the timeframe and procedures for paying dividends or handling losses incurred during business operations;
 - o. Proposing the reorganization or dissolution of the Company; requesting the Company's bankruptcy;
 - p. Decisions to issue the Regulations on the operation of the Board of Directors, the Internal Regulations on corporate governance after approval by the General Meeting of Shareholders; and the Regulations on the disclosure of company information;
 - q. Dividend payments to shareholders shall be made in accordance with the law after being approved by the Annual General Meeting of Shareholders;
 - r. Other rights and obligations as stipulated by the Enterprise Law, the Securities Law, other legal regulations, and the company's charter.
3. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities as prescribed in Article 280 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities. Amended by Clause 82, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.

Article 26. Remuneration, bonuses and other benefits of members of the Board of Directors

- 1. The company has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and performance.
- 2. Members of the Board of Directors are entitled to remuneration and bonuses. Remuneration is calculated based on the number of working days required to complete the tasks of the Board member and the daily rate. The Board of Directors determines the remuneration for each member by mutual agreement. The total amount of remuneration and bonuses for the Board of Directors is decided by the General Meeting of Shareholders at its annual meeting.
- 3. The remuneration of each member of the Board of Directors is included in the Company's business expenses in accordance with the law on corporate income tax, is presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

4. Members of the Board of Directors holding executive positions, or members of the Board of Directors working in 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.

5. 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, the Board of Directors, or subcommittees of the Board of Directors.

6. Members of the Board of Directors may be insured by the Company for liability insurance after approval by the General Meeting of Shareholders. This insurance does not cover the liability of Board members related to violations of the law and the Company's Articles of Association.

Article 27. Chairman of the Board of Directors

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

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

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

a. Develop the program and activity plan for the Board of Directors;

b. Prepare the agenda, content, and documents for the meeting; convene, chair, and preside over the Board of Directors meeting;

c. Organizing the adoption of resolutions and decisions by the Board of Directors;

d. Monitoring the implementation process of resolutions and decisions of the Board of Directors;

e. Presiding over the General Meeting of Shareholders;

f. Other rights and obligations as stipulated in the Enterprise Law and the Company's Articles of Association.

4. In the event that the Chairman 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 Chairman 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 Chairman of the Board of Directors. If there is no authorized person, or if the Chairman 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 28. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the date of the end of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one (01) member has the highest number of votes or the same percentage of votes, the members shall vote by majority to choose one (01) person among them to convene the meeting of the Board of Directors.

2. The Board of Directors must meet at least once every quarter (01) and may hold extraordinary meetings.

3. The Chairman of the Board of Directors convenes a meeting of the Board of Directors in the following cases:

a. A proposal may be made by the Supervisory Board or an independent member of the Board of Directors;

b. There is a proposal from the Director or at least five (05) other managers;

c. There is a proposal from at least two (02) members of the Board of Directors;

The proposals stipulated in Clause 3 of this Article must be in writing, clearly stating the purpose, the issues to be discussed, and the decisions falling within the authority of the Board of Directors.

4. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receiving the proposal specified in Clause 3 of this Article. If the meeting is not convened as requested, the Chairman of the Board of Directors shall be responsible for any damages incurred by the Company; the person making the request has the right to replace the Chairman of the Board of Directors in convening the meeting of the Board of Directors.

5. The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send a notice of meeting at least three (03) 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 ballot of the members.

Notices inviting the Board of Directors to a meeting may be sent by invitation, telephone, fax, electronic means, or other methods depending on the time, but must Ensure that the message reaches the contact address of each Board member registered with the Company.

6. The Chairman of the Board of Directors or the convener sends the notice of meeting and accompanying documents to the Supervisors as they would to the members of the Board of Directors.
7. Auditors have the right to attend Board of Directors meetings; they have the right to participate in discussions but not to vote.
8. The 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 seven (07) days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half (1/2) of the members of the Board of Directors are present.
9. A member of the Board of Directors is deemed to have attended and voted at the meeting in the following circumstances:
 - a. Attend and vote in person at the meeting;
 - b. Authorize another person to attend the meeting and vote as stipulated in Clause 11 of this Article;
 - c. Participate and vote via online conference, electronic voting, or other electronic means;
 - d. Submit your ballot to the meeting via mail, fax, or email.
10. If ballots are sent to the meeting by mail, they 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. 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. Resolutions and decisions of the Board of Directors are adopted if approved by a majority of the members present; 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 29. Subcommittees of the Board of Directors

1. The Board of Directors may establish a subcommittee to be responsible for development policy, human resources, compensation, internal audit, and risk management. The number of members of the subcommittee shall be decided by the Board of Directors and shall be at least three (03) people, including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors shall constitute a majority in the subcommittee, and one of these members shall be appointed as the Head of the subcommittee by decision of the Board of Directors. The activities of the subcommittee must comply with the regulations of the Board of Directors. Resolutions of the subcommittee shall only be effective when a majority of members attend and vote to approve them at the subcommittee meeting.

2. The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, must comply with applicable laws and regulations and the provisions of the company's charter and internal regulations on corporate governance.

Article 30. Person in charge of corporate governance

1. The Company's Board of Directors must appoint at least one (01) person in charge of corporate governance to support corporate governance work at the enterprise. The person in charge of corporate governance may also serve as the Company Secretary as prescribed in Clause 5, Article 156 of the Enterprise Law.

2. The person in charge of corporate governance may not simultaneously work for an approved 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;

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

f. Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and 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. Confidentiality of information in accordance with legal regulations and the Company's Articles of Association.

k. Other rights and obligations as prescribed by law and the Company's Articles of Association.

VIII. DIRECTORS AND 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, Deputy Directors, Chief Accountant, and other management positions appointed by the Board of Directors. The appointment, dismissal, and removal of the aforementioned positions must be approved by resolution or decision of the Board of Directors.

Article 32. Business Managers

1. Business executives have a responsibility to support the company in achieving its operational and organizational goals.
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 corporate income tax regulations, are presented as a separate item in the Company's annual financial statements, and must be reported to the General Shareholders' Meeting at the annual meeting.

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

1. The Board of Directors appoints one (01) member of the Board of Directors or hires another person to be the Director.
2. The Director is responsible for managing the Company's day-to-day business operations, is supervised by 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 shall not exceed five (05) years and may be reappointed for an unlimited number of terms. The Director must meet the standards and conditions prescribed by law and the Company's Charter.
4. The director has the following rights and responsibilities:
 - a. To make decisions 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 implement the resolutions and decisions of the Board of Directors;
 - c. To organize and implement the company's business plan and investment strategy;
 - d. Proposing a plan for the company's organizational structure and internal management regulations;
 - e. Appointing, dismissing, and removing management positions within the Company, except for those positions under the authority of the Board of Directors;
 - f. Decisions regarding salaries and other benefits for employees in the Company, including managers, fall under the Director's appointing authority.
 - g. Recruitment of workers;
 - h. Proposing a plan for paying dividends or handling business losses;
 - i. Other rights and obligations as prescribed by law, the Company's Articles of Association, and resolutions and decisions of the Board of Directors.
5. The Director is accountable to the Board of Directors and the General Meeting of Shareholders for the performance of assigned duties and responsibilities and must report to these levels when requested.
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.

IX. SUPERVISORY BOARD

Article 34. Candidacy and Nomination of Supervisors

1. The nomination and candidacy of Supervisors shall be conducted in accordance with the provisions of Clauses 1 and 2 of Article 23 of these Regulations.
2. If the number of candidates for the Supervisory Board nominated through candidacy is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the company's charter, internal regulations on corporate governance, and the Supervisory Board's operating regulations. The incumbent Supervisory Board's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect the Supervisory Board members in accordance with the law.

Article 35. Inspectors

1. The Company has three (03) Supervisors. The term of office of a Supervisor shall not exceed five (05) years and may be re-elected for an unlimited number of terms.
2. The inspector must meet the following standards and conditions:
 - a. Not subject to the legal restrictions on establishing and managing businesses in Vietnam;
 - b. Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the business operations of the enterprise;
 - c. Not a family member of a member of the Board of Directors, Director, or Deputy Director;
 - d. Not necessarily a company manager; not necessarily a shareholder or employee of the Company.
3. The inspector does not fall under the following categories:
 - a. Working in the accounting and finance department of the company;
 - b. Being a member or employee of an independent auditing firm that audited the company's financial statements for the three (03) consecutive years prior to that.
4. The supervisor is dismissed in the following circumstances:
 - a. No longer meets the qualifications and conditions to be an Inspector as prescribed in Clause 2 of this Article;
 - b. A resignation letter was submitted and accepted;
 - c. Other cases as prescribed by law.
5. Supervisors are dismissed in the following circumstances:
 - a. Failure to complete assigned tasks or duties;
 - b. Failure to exercise one's rights and obligations for six (06) consecutive months, except in cases of force majeure;
 - b. Repeated and serious violations of the duties of the Auditor as stipulated in the Enterprise Law and the company's charter;
 - c. 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 Supervisors; 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 business operations of the enterprise.

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

- a. Convene a meeting of the Supervisory Board;
- b. Request the Board of Directors, Directors, and other executives to provide relevant information for reporting to the Supervisory Board;
- b. 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 rights and obligations as stipulated in Article 170 of the Enterprise Law and the following rights and obligations:

1. Propose and recommend that the General Meeting of Shareholders approve the list of auditing firms approved to audit the Company's financial statements; decide on the auditing firm approved to conduct the Company's operational inspection, and dismiss approved auditors when deemed necessary.
2. Accountable to shareholders for their supervisory activities.
3. Monitoring the company's financial situation and ensuring compliance with the law in the operations of board members, directors, and other managers.
4. Ensure coordinated operations with the Board of Directors, the CEO, and shareholders.
5. In case of detecting violations of the law or violations of the company's charter by members of the Board of Directors, Directors and other business executives, the Supervisory Board must notify the Board of Directors in writing within forty-eight (48) hours, requesting the person committing the violation to cease the violation and take measures to remedy the consequences;
6. Develop the operating regulations for the Supervisory Board and submit them to the General Meeting of Shareholders for approval.
7. Reporting to the General Meeting of Shareholders as stipulated in Article 290 of Government Decree 155/2020/ND-CP dated December 31, 2020, detailing a number of provisions of the Securities Law.
8. They have the right to access the company's records and documents kept at the head office, branches, and other locations; and the right to visit the workplaces of the company's managers and employees during working hours.
9. They have the right to request the Board of Directors, members of the Board of Directors, Directors, and other managers to provide complete, accurate, and timely

information and documents regarding the management, operation, and business activities of the Company.

10. 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 two (02) times a year, with at least two-thirds (2/3) of the Supervisors attending. Minutes of the Supervisory Board meetings must be detailed and clear. The person recording the minutes and the Supervisors attending the meeting must sign the minutes. Minutes of the Supervisory Board meetings must be kept to determine the responsibilities of each Supervisor.

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

Article 39. Salary, remuneration, bonuses and other benefits of the Auditor

1. The Supervisory Board is paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders decides on the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Supervisory Board.

2. The Supervisory Board is reimbursed for reasonable expenses for meals, accommodation, travel, and independent consulting services. The total amount of these remuneration and expenses shall not exceed the total annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless the General Meeting of Shareholders decides otherwise.

3. Salaries and operating expenses of the Supervisory Board are 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..

X. RESPONSIBILITIES OF BOARD MEMBERS, AUDITORS, DIRECTORS, AND OTHER EXECUTIVES

Members of the Board of Directors, Supervisors, Directors, and other executives are responsible for performing their duties, including those as members of subcommittees of the Board of Directors, in good faith and with due diligence for the benefit of the Company.

Article 40. Responsibility for honesty and avoiding conflicts of interest

1. Board members, supervisors, directors, and other managers must disclose their related interests as required by the Enterprise Law and relevant legal documents.

2. Members of the Board of Directors, Supervisors, Directors, other managers, and their related parties may only use information obtained in their capacity as part of their roles to serve the interests of the Company.

3. Members of the Board of Directors, Supervisors, Directors, and other managers are obligated to notify the Board of Directors and the Supervisory Board in writing of

transactions between the Company, its subsidiaries, and other companies in which the Company holds a controlling stake of 50% or more of the charter capital, and those entities themselves or their related parties, as stipulated by law. For such transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information regarding these resolutions in accordance with the securities law on information disclosure.

4. Board members are not permitted to vote on transactions that benefit that member or their related parties, as stipulated by the Enterprise Law and the Company's Articles of Association.

5. Members of the Board of Directors, Supervisors, Directors, other managers, and related parties of these entities are prohibited from using or disclosing insider information to others for the purpose of conducting related transactions.

6. The director must not be a related person of the business manager, the company's and parent company's auditor, the representative of state capital, or the representative of the enterprise's capital in the company and parent company as stipulated in point d, clause 46, Article 4 of the Securities Law.

7. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, Directors, other executives, and individuals or organizations related to these entities shall not be invalidated in the following cases:

a. For transactions with a value less than or equal to 35% of the total asset value recorded in the most recent financial statement, the significant contents of the contract or transaction, as well as the relationships and interests of the Board members, Supervisors, Directors, and other executives, have been reported to the Board of Directors and approved by a majority vote of the Board members who have no vested interest;

b. For transactions of greater than 35% or transactions resulting in a transaction value arising within twelve (12) months from the date of the first transaction of a value of 35% or more of the total asset value recorded in the most recent financial statement, the significant contents of this transaction as well as the relationship and interests of the Board of Directors, Supervisors, Directors, and other executives have been disclosed to the shareholders and approved by the General Meeting of Shareholders by a vote of shareholders without an interest.

Article 41. Liability for damages and compensation

1. Board members, supervisors, directors, and other executives who breach their duties and responsibilities of integrity and care, or fail to fulfill their obligations, shall be liable for damages caused by their misconduct.

2. The Company shall compensate persons who have been, are, or may become parties involved in claims, lawsuits, or prosecutions (including civil, administrative, and non-civil cases initiated by the Company) if such persons have been or are members of the Board of Directors, Supervisory Board, Directors, other executives, employees, or authorized

representatives of the Company who have been or are performing duties under the Company's authorization, provided that such persons have acted in good faith and due diligence in the interests of the Company in compliance with the law and there is no evidence to confirm that such persons have violated their responsibilities.

3. Compensation costs include incidental expenses (including attorney fees), judgment costs, fines, and payments actually incurred or deemed reasonable in resolving these cases within the framework of the law. The company may purchase insurance for these individuals to avoid the aforementioned compensation liabilities.

XI. RIGHT TO EXAMINE COMPANY RECORDS AND ACCOUNTING

Article 42. Right to access books and records

1. Ordinary shareholders have the right to access the books and records, specifically as follows:

a. Ordinary shareholders have the right to review, search, and extract information about their name and contact address in the list of shareholders with voting rights; request correction of inaccurate information about themselves; review, search, extract, or copy the company's charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

b. Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the right, directly or through an authorized representative, to submit a written request. The authorized representative of a shareholder may review, examine, and extract minutes and resolutions, decisions of the Board of Directors, interim and annual financial statements, reports of the Supervisory Board, contracts, transactions requiring approval from the Board of Directors, and other documents, except those relating to the Company's trade secrets and business secrets. Requests for inspection by an authorized representative of a shareholder must be accompanied by a letter of authorization from the shareholder they represent or a notarized copy of such authorization.

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

3. 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.

4. The company's charter must be published on the company's website.

XII. WORKERS AND TRADE UNIONS

Article 43. Workers and trade unions

1. The director must develop a plan for the Board of Directors to approve matters related to recruitment, employee termination, salaries, social insurance, benefits, rewards, and disciplinary actions for employees and business executives.
2. The Director shall plan for the Board of Directors to approve matters relating to the Company's relationship with trade unions in accordance with best management standards, practices and policies, the practices and policies set forth in this Charter, the Company's regulations and applicable laws.

XIII. PROFIT DISTRIBUTION

Article 44. 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. In the event that dividends or other payments related to a stock are paid in cash, the Company must make the payment 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 is not liable for the amount transferred to that shareholder. Dividend payments for listed/registered shares on the stock exchange may be made through a securities company or the Vietnam Securities Depository Center.
5. Based on the Enterprise Law and the Securities Law, the Board of Directors passes a resolution or decision to determine a specific 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.
6. Other matters related to profit distribution are handled in accordance with the law.

XIV. BANK ACCOUNTS, FISCAL YEAR AND ACCOUNTING SYSTEM

Article 45. Bank Accounts

1. The company opens accounts at Vietnamese banks or at branches of foreign banks licensed to operate in Vietnam.
2. With prior approval from the competent authority, the Company may, if necessary, open bank accounts overseas in accordance with the law.
3. The company conducts all payments and accounting transactions through Vietnamese Dong or foreign currency accounts at the banks where the company has opened accounts.

Article 46. Fiscal Year

The Company's fiscal year begins on January 1st of each year and ends on December 31st of each year. The first fiscal year begins on the date of issuance of the Business Registration Certificate and ends on December 31st of the year of issuance of that Business Registration Certificate.

Article 47. Accounting System

1. The accounting system used by the Company is the Vietnamese Accounting System (VAS), the enterprise accounting system, or a specific accounting system approved by the Ministry of Finance.
2. The company maintains accounting records in Vietnamese and keeps 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 the Vietnamese Dong as its accounting currency. If the company's economic transactions are primarily conducted in a foreign currency, it may choose that foreign currency as its accounting currency, is legally responsible for that choice, and must notify the relevant tax authority.

XV. FINANCIAL REPORTS, ANNUAL REPORTS AND INFORMATION DISCLOSURE RESPONSIBILITIES**Article 48. Annual, semi-annual and quarterly financial reports**

1. The company must prepare annual financial statements, and these statements must be audited in accordance with the law. The company must publish the audited annual financial statements in accordance with the law on information disclosure in the securities market 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 legal regulations on information disclosure in the securities market and submit them to the competent State authority.

Article 49. Annual Report

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

XVI. COMPANY AUDIT**Article 50. 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 for the following fiscal year based on the terms and conditions agreed upon with the Board of

Directors. The independent auditing firm performing the audit for the Company must be one approved by the State Securities Commission.

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

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

XVII. SIGN OF THE COMPANY

Article 51. Company Seal

1. The seal includes seals made at seal engraving establishments or seals in the form of digital signatures as prescribed by law on electronic transactions.

2. The Board of Directors decides on the type, quantity, form, and content of the seals of 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.

XVIII. DISSOLUTION OF THE COMPANY

Article 52. Dissolution of the Company

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

a. The company's operating period, as stated in its charter, has expired without a decision to extend it.

b. According to resolutions and decisions of the General Meeting of Shareholders;

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

d. The competent court of Vietnam declares the company bankrupt in accordance with current law;

e. Other cases as prescribed by law.

2. The premature dissolution of the Company (including any extended term) 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.

Article 53. Extension of operation

1. The Board of Directors shall convene a General Meeting of Shareholders at least seven (07) months before the end of the operating term so that shareholders can vote on the extension of the Company's operating term as proposed by the Board of Directors.

2. The operating period is extended when the number of shareholders representing 65% or more of the total voting rights of all shareholders attending and voting at the meeting is reached. The shareholders' general meeting approved.

Article 54. Liquidation

1. At least six (06) months before the Company ceases operations or after the decision to dissolve the Company is made, the Board of Directors shall establish a Liquidation Committee of three (03) members, of which two (02) members shall be appointed by the General Meeting of Shareholders and one (01) member shall be 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 liquidation shall be paid 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 Company's liquidation before the Courts and administrative agencies.
3. The proceeds from the liquidation will be paid out in the following order:
 - a. Liquidation costs;
 - b. Wage arrears, severance pay, social insurance, and other employee benefits as stipulated in collective bargaining agreements and signed employment contracts;
 - c. Tax debt;
 - d. Other liabilities of the Company;
 - e. The remaining amount after all debts from items (a) to (d) above have been paid is distributed to the shareholders. Preferred shares are given priority in payment.

XIX. RESOLVING INTERNAL DISPUTES

Article 55. Resolution of Internal Disputes

In the event of disputes or claims arising concerning the Company's operations, the rights and obligations of shareholders as stipulated in the Enterprise Law, the Company Charter, other legal regulations, or agreements between (i) Shareholders and the Company; (ii) Shareholders and the Board of Directors, Supervisory Board, Director, or other executives, the following procedures shall apply:

1. Any disputes arising from or relating to these Articles of Association, the Company's operations, the rights and obligations of shareholders, Company managers, or between these entities shall first be resolved through negotiation and conciliation. Except in cases involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and request each party to present information related to the dispute within fifteen (15) working days from the date the dispute arises. In the case of a dispute involving the Board of Directors or the Chairman of the Board of Directors, either party may request the Company's Trade Union Executive Committee to appoint an independent expert to act as a conciliator in the dispute resolution process.

2. In the event that the parties fail to reach a conciliation agreement within six (06) weeks from the date one party sends a written request for conciliation to the other party, or the conciliation result is not accepted by the parties, either party has the right to submit the dispute to the Vietnam International Arbitration Center (VIAC) for resolution in accordance with the arbitration rules of this Center.

3. Shareholders, managers, and the Company are deemed to have accepted this arbitration agreement by engaging with the Company. This arbitration agreement is legally binding on the parties.

4. Dispute resolution in court is only permitted in cases where the law so provides or when the arbitration agreement is invalid.

5. The parties shall bear their own costs related to negotiation and mediation. Arbitration fees shall be determined by the Arbitration Panel in accordance with the law.

XX. SUPPLEMENTS AND AMENDMENTS TO THE STATUTES

Article 56. Company Charter

1. Amendments and additions to these Charters must be considered and decided by the General Meeting of Shareholders.

2. In the event that there are legal provisions relating to the Company's operations not addressed in these Charters, or in the event that new legal provisions differ from the provisions in these Charters, those provisions shall automatically apply to govern the Company's operations.

XXI. EFFECTIVE DATE

Article 57. Effective Date

1. This charter consists of thirty-eight (38) pages, twenty-one (21) chapters, and fifty-seven (57) articles, which were approved and accepted by the General Meeting of Shareholders of Global Pacific Shipping Joint Stock Company at Room 2-3, 10th floor, Riverfront Financial Centre, 3A-3B Ton Duc Thang Street, Saigon Ward, Ho Chi Minh City, at Room 2-3, 10th floor, Riverfront Financial Centre, 3A-3B Ton Duc Thang Street, Saigon Ward, Ho Chi Minh City.

2. The regulations are made in five (05) copies, all of which are of equal value.

3. These bylaws are the sole and official document of the Company.

4. Copies or extracts of the Company's charter are valid only when signed by the Company's legal representative.

**LEGAL REPRESENTATIVE
DIRECTOR**

Nguyen Thi Thanh Huyen

APPENDIX TO THE STATUTES

Amendments and revisions to the Charter are adopted by decision of General Shareholders' Meeting

This is the latest update/ amendment	Time	Old content	Content after additions and revisions
First time	12/12/2022	<p>Article 6. Charter capital, shares, and shareholders</p> <p>1. The company's charter capital is VND 230,000,000,000 (In words: Two hundred and thirty billion Vietnamese Dong). The total charter capital of the Company is divided into 23,000,000 (twenty-three million) shares with a par value of VND 10,000 per share.</p>	<p>Article 6. Charter capital, shares, and shareholders</p> <p>1. The company's charter capital is VND 275,998,960,000 (In words: Two hundred seventy-five billion nine hundred ninety-eight million nine hundred sixty thousand dong). The total charter capital of the Company is divided into 27,599,896 (twenty-seven million five hundred ninety-nine thousand eight hundred ninety-six) shares with a par value of VND 10,000 per share.</p>
Second time	20/09/2023	<p>Article 6. Charter capital, shares, and shareholders</p> <p>1. The company's charter capital is VND 275,998,960,000 (In words: Two hundred seventy-five billion nine hundred ninety-eight million nine hundred sixty thousand dong). The total charter capital of the Company is divided into 27,599,896 (twenty-seven million five hundred ninety-nine thousand eight hundred ninety-six) shares with a par value of VND 10,000 per share.</p>	<p>Article 6. Charter capital, shares, and shareholders</p> <p>1. The company's charter capital is VND 500,354,930,000 (In words: Five hundred billion three hundred fifty-four million nine hundred thirty thousand dong). The company's total charter capital is divided into 50,035,493 (fifty million thirty-five thousand four hundred and ninety-three) shares with a par value of VND 10,000 per share.</p>

This is the latest update/ amendment	Time	Old content	Content after additions and revisions
Third time	29/02/2024	<p>Article 2: Name, form, head office, branches, representative offices and operating period of the Company</p> <p>1. Company name Company name in Vietnamese: Vietnam Gas and Chemical Transport Joint Stock Company. The company name in English is: Viet Nam Gas and Chemicals Transportation Corporation.</p> <p>2. The company's registered office is Headquarters: Service Area No. 04, 6th Floor, R2 Tower, The Everrich Building, 968 3/2 Street, Ward 15, District 11, Ho Chi Minh City, Vietnam</p> <p>Article 58: Effective date</p> <p>1. This Charter consists of thirty-eight (38) pages, twenty-one (21) chapters, and fifty-eight (58) articles, which were approved by the 2nd Extraordinary General Meeting of Shareholders of Vietnam Gas and Chemical Transport Joint Stock Company on October 25, 2022, held on October 25, 2022, and the Board of Directors on September 7, 2023, at Service Area No. 04, 6th Floor, Tower R2, The Everrich Building, 968 3/2 Street, Ward 15, District 11, Ho Chi Minh City, and the full text of this Charter was accepted and approved by the Board of Directors.</p>	<p>Article 2: Name, form, head office, branches, representative offices and operating period of the Company</p> <p>1. Company name Company name in Vietnamese: GLOBAL PACIFIC SEA TRANSPORT JOINT STOCK COMPANY Business name in English: GLOBAL PACIFIC SHIPPING JOINT STOCK COMPANY</p> <p>2. The company's registered office is Floor 10, Tower 1 of The Nexus (Office - Commercial - Service - Hotel Complex) project, 3A-3B Ton Duc Thang Street, Ben Nghe Ward, District 1, Ho Chi Minh City</p> <p>Article 58: Effective date</p> <p>1. This charter consists of thirty-nine (39) pages, twenty-one (21) chapters, and fifty-eight (58) articles, which were approved and accepted by the Annual General Meeting of Shareholders on February 29, 2024, held on March 27, 2024, of Global Pacific Shipping Joint Stock Company at the 10th floor, Tower 1 of the Office - Commercial - Service - Hotel complex project (The Nexus), 3A-3B Ton Duc Thang Street, Ben Nghe Ward, District 1, Ho Chi Minh City, at the full text of this charter.</p>

This is the latest update/ amendment	Time	Old content	Content after additions and revisions
Fourth time	16/04/2026	As attached.	As attached.

APPENDIX: AMENDMENTS TO THE CHARTER (4TH EDITION)

No.	Current content	Content after additions and revisions	Reason
1	<p>Article 1. Explanation of Terms</p> <p>...</p> <p>c. "The Law on Enterprises" refers to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;</p>	<p>Additional:</p> <p>Article 1. Explanation of Terms</p> <p>...</p> <p>c. "Law on Enterprises" refers to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and any amendments or supplements to the text (if any);</p>	To ensure that new regulations are applied (naturally, without the need for continuous amendments to the Charter).
2	<p>Article 1. Explanation of Terms</p> <p>...</p> <p>d. "The Law on Securities" refers to Law on Securities No. 54/2019/QH14 on Securities, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;</p>	<p>Additional:</p> <p>Article 1. Explanation of Terms</p> <p>...</p> <p>d. "The Law on Securities" refers to the Law on Securities No. 54/2019/QH14 on Securities, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 and any amendments or supplements to the text (if any);</p>	To ensure that new regulations (which are naturally applied without the need for continuous amendments to the Charter).
3	<p>Article 1. Explanation of Terms</p> <p>...</p> <p>f. "Establishment date" is the date on which the Company is first granted its Business Registration Certificate (Business Registration Certificate and other equivalent documents);</p>	<p>Additional:</p> <p>Article 1. Explanation of Terms</p> <p>...</p> <p>f. "Establishment date" is the date on which the Company was founded business registration agency issuance of the Certificate of Business Registration (Business Registration Certificate and equivalent documents) for the first time;</p>	To clarify the authority responsible for issuing the Business Registration Certificate.

No.	Current content	Content after additions and revisions	Reason
4	Article 1. Explanation of Terms ... g. "Business executives" refers to the Director, Deputy Director, Chief Accountant, and other executives as stipulated in the Company's Charter;	Additional: Article 1. Explanation of Terms ... g. "Business executives" include the Director, Deputy Director, Chief Accountant, and other executives appointed by the Board of Directors upon the recommendation of the Director, in accordance with the organizational structure and internal management regulations of the Company;	Specify the method of determination to suit the company's actual management structure.
5	Article 1. Explanation of Terms ... h. "Business managers" are individuals who manage a company, including the Chairman of the Board of Directors, members of the Board of Directors, Directors, and individuals holding other managerial positions as stipulated in the Company's Charter;	Additional: Article 1. Explanation of Terms ... h. "Business managers" include the Chairman of the Board, members of the Board, and Directors or General Director and individuals holding other managerial positions as stipulated in the Company's Charter;	
6	Article 1. Explanation of Terms ... k. A "founding shareholder" is a shareholder who owns at least one common share and signs the list of founding shareholders of the Company;	Modify: Article 1. Explanation of Terms ... k. A "founding shareholder" is a shareholder who owns at least one common share and signs the list of founding shareholders of the Company;	This concept has been abolished because the entire content of the new Charter no longer contains any provisions referring to it.

No.	Current content	Content after additions and revisions	Reason
7		Additional: Article 1. Explanation of Terms ... 1. “Beneficial owner” is an individual who has de facto ownership of the company's charter capital or has controlling power over the company;	In order to comply with the amended and supplemented Law on Enterprise of 2025.
8	Article 3. Legal Representative of the Company The company has one legal representative, who is the Director.	Additional: Article 3. Legal Representative of the Company 1. The company has one legal representative, who is the Director. 2. The legal representative of the Company is an individual who represents the Company in exercising the rights and obligations arising from the Company's transactions, representing the Company as a party requesting the resolution of civil matters, plaintiff, defendant, or party with related rights and obligations before Arbitration, Courts, and other rights and obligations as prescribed by law. 3. The legal representative of the Company has the following responsibilities: a. To exercise assigned rights and obligations honestly, carefully, and to the best of one's ability in order to ensure the legitimate interests of the enterprise; b. To be loyal to the interests of the Company; not to abuse one's position, title, or use the Company's information, know-how, business opportunities, or other assets for personal gain	In order to comply with Articles 12 and 13 of the 2020 Law on Enterprise, and Clause 4, Article 1 of the amending and supplementing 2025 Law on Enterprise.

No.	Current content	Content after additions and revisions	Reason
		<p>or to serve the interests of other organizations or individuals;</p> <p>c. Provide timely, complete, and accurate information to the Company regarding businesses that you or your related parties own or have shares or capital contributions in, as required by law.</p> <p>4. The legal representative of the Company shall be held personally liable, in accordance with the law, for damages to the Company resulting from a breach of the responsibilities stipulated in Clause 3 of this Article.</p>	
	<p>Article 4. Business Objectives of the Company</p> <p>1. The business lines of the Company are as follows:</p> <ul style="list-style-type: none"> - Other specialized wholesale not elsewhere classified; - Wholesale of metals and metal ores; - Labor supply and management services; - Wholesale of solid, liquid, and gaseous fuels and related products; - Urban and suburban passenger land transport; - Freight transport by road; - Inland waterway freight transport; - Coastal and ocean freight transport; 	<p>Amendment:</p> <p>Article 4. Business Objectives of the Company</p> <p>1. The business lines of the Company are as follows:</p> <ul style="list-style-type: none"> - Other specialized wholesale not elsewhere classified; - Wholesale of metals and metal ores; - Other human resources provision; - Wholesale of solid, liquid, and gaseous fuels and related products; - Urban and suburban passenger land transport; - Freight transport by road; - Inland waterway freight transport; - Coastal and ocean freight transport; - Real estate activities with own or leased land use rights; 	<p>In accordance with the Submission on the adjustment of business lines.</p>

No.	Current content	Content after additions and revisions	Reason
	<ul style="list-style-type: none"> - Real estate activities with own or leased land use rights; - Short-term accommodation activities; - Restaurants and mobile food service activities; - Maintenance and repair of motor vehicles and other motor vehicles; - Leasing of machinery, equipment, and other tangible goods without operators; - Manufacture of motor vehicles and other motor vehicles; - Power generation; - Transmission and distribution of electric power; - Wholesale of agricultural and forestry raw materials and live animals; - Wholesale of other machinery, equipment, and spare parts; - Wholesale of food products; - Wholesale of construction materials and other installation equipment; - Advertising; - Specialized design activities; - Other mining and quarrying not elsewhere classified; 	<ul style="list-style-type: none"> - Hotels and similar accommodation; - Other short-term accommodation; - Restaurants and mobile food service activities; - Repair and maintenance of motor vehicles and other motor vehicles; - Leasing of machinery, equipment, and other tangible goods without operators; - Manufacture of motor vehicles and other motor vehicles; - Power generation from non-renewable sources; - Power generation from renewable sources; - Transmission and distribution of electric power; - Wholesale of agricultural and forestry raw materials and live animals; - Wholesale of other machinery, equipment, and spare parts; - Wholesale of food products; - Wholesale of construction materials and other installation equipment; - Advertising; - Specialized design activities; - Other mining and quarrying not elsewhere classified; - Building of ships and floating structures; 	

No.	Current content	Content after additions and revisions	Reason
	<ul style="list-style-type: none"> - Building of ships and floating structures; - Manufacture of other transport equipment not elsewhere classified; - Repair of other equipment; - Installation of industrial machinery and equipment; - Sale of motor vehicle parts and accessories; - Agencies, brokers, and auctioneers of goods; - Other passenger land transport; - Service activities directly supporting water transport; - Other support activities related to transport; - Technical testing and analysis; - Other professional, scientific, and technical activities not elsewhere classified; - Leasing of motor vehicles; - Educational support services; - Retail sale of small automobiles (9 seats or fewer); - Sale of automobiles and other motor vehicles; - Cargo handling; - Management consultancy activities. 	<ul style="list-style-type: none"> - Manufacture of other transport equipment not elsewhere classified; - Repair and maintenance of other equipment; - Installation of industrial machinery and equipment; - Wholesale of motor vehicle parts and accessories; - Retail sale of motor vehicle parts and accessories; - Agencies, brokers, and auctioneers of goods; - Other passenger land transport; - Service activities directly supporting water transport; - Other support activities related to transport; - Technical testing and analysis; - Other remaining professional, scientific, and technical activities not elsewhere classified; - Leasing of motor vehicles; - Other educational support activities; - Retail sale of motor vehicles and other motor vehicles; - Agencies, brokers, and auctioneers of goods; - Cargo handling; - Business and other management consultancy activities. 	

No.	Current content	Content after additions and revisions	Reason
9	<p>Article 5. Scope of Business and Activities of the Company</p> <p>1. The company is permitted to conduct business activities in the sectors specified in this Charter and published on the National Business Registration Portal.</p> <p>...</p>	<p>Modify:</p> <p>Article 5. Scope of Business and Activities of the Company</p> <p>1. The company is permitted to conduct business in the sectors specified in this Charter and published in the relevant publications national portal for business registration.</p> <p>...</p>	<p>According to Clause 8, Article 4 of the 2020 Law on Enterprise.</p>
10	<p>Article 6. Charter capital, shares, and shareholders</p> <p>...</p> <p>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 for by shareholders will be decided by the Company's Board of Directors. The Board of Directors may distribute these shares to shareholders and other parties under conditions no more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.</p>	<p>Modify:</p> <p>Article 6. Charter capital, shares, and shareholders</p> <p>...</p> <p>5. In the event that the Company issues additional new common shares, then common stock offered for sale The shares must be offered preferentially to existing shareholders in proportion to their shareholding in common stock each shareholder in the Company, unless the General Meeting of Shareholders decides otherwise. Number of shares common Shareholders who do not subscribe to all the shares will be subject to the decision of the Company's Board of Directors. The Board of Directors may distribute those shares to others the shareholders and subjects different from the condition and how no more favorable than the terms offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders or securities law provides otherwise.</p>	<p>Clarify the target group and method for distributing shares that are not fully subscribed by existing shareholders.</p>

No.	Current content	Content after additions and revisions	Reason
11	<p>Article 6. Charter capital, shares, and shareholders</p> <p>...</p> <p>7. The company may issue other types of securities as prescribed by law.</p>	<p>Modify:</p> <p>Article 6. Charter capital, shares, and shareholders</p> <p>...</p> <p>7. The company may issue bonds and other securities when approved by the General Meeting of Shareholders and in accordance with the provisions of the law. The Company's bond certificates or other securities certificates are issued bearing the signature of the legal representative and the Company's seal.</p>	<p>Combine Article 8 (Current Charter) into Clause 7 (Amended Charter). Add the issuance of bonds as stipulated in Clause 3, Article 111 of the 2020 Law on Enterprise.</p>
12	<p>Article 7. Certificate of Shares</p> <p>1. Shareholders of the Company are issued share certificates corresponding to the number and type of shares they own.</p> <p>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 stipulated in Clause 1, Article 121 of the Law on Enterprise.</p> <p>3. Within 30 days from the date of submitting a complete application for transfer of share ownership as prescribed by the Company or within two (02) months (or other period as prescribed in the issuance terms) from the date of full payment of the share purchase price as prescribed in the Company's share issuance plan, the shareholder shall be issued a share certificate. The shareholder shall not pay the Company the cost of printing the share certificate.</p>	<p>Modify:</p> <p>Article 7. Stock Certificate</p> <p>1. Shareholders of the Company are issued share certificates corresponding to the number and type of shares they own.</p> <p>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 stipulated in Clause 1, Article 121 of the Law on Enterprise.</p> <p>3. Within 30 days from the date of submitting a complete application for transfer of share ownership as prescribed by the Company or within two (02) months (or other period as prescribed in the issuance terms) from the date of full payment of the share purchase price as prescribed in the Company's share issuance plan, the shareholder shall be issued a share certificate.</p>	<p>The regulations regarding the new issuance procedure are omitted because the Company is a listed company (trading through the depository system), retaining only the regulation for reissuing shares to shareholders who have not deposited their shares.</p>

No.	Current content	Content after additions and revisions	Reason
		The shareholder shall not pay the Company the cost of printing the share certificate.	
13	<p>Article 7. Stock Certificate</p> <p>...</p> <p>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:</p> <p>a. Information regarding the stock has been lost, damaged, or otherwise destroyed;</p> <p>b. We commit to taking responsibility for any disputes arising from the reissuance of new shares.</p>	<p>Modify:</p> <p>Article 7. Certificate of Shares</p> <p>...</p> <p>For shareholders whose securities have not been deposited with the Company, 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:</p> <p>1. Information regarding the stock has been lost, damaged, or otherwise destroyed;</p> <p>2. We commit to taking responsibility for any disputes arising from the reissuance of new shares.</p>	<p>The regulations regarding the new issuance procedure are omitted because the Company is a listed company (trading through the depository system), retaining only the regulation for reissuing shares to shareholders who have not deposited their shares.</p>
14	<p>Article 8. Other securities certificates</p> <p>The Company's bond certificates or other securities certificates are issued bearing the signature of the legal representative and the Company's seal.</p>	<p>Modify:</p> <p>Article 8. Other securities certificates</p> <p>The Company's bond certificates or other securities certificates are issued bearing the signature of the legal representative and the Company's seal.</p>	<p>The content regarding the issuance and signing/stamping on bond certificates or other securities has been included incorporated into Clause 7 of Article 6 of the amended and supplemented Charter.</p>

No.	Current content	Content after additions and revisions	Reason
15	<p>Article 9. Transfer of shares</p> <p>1. All shares are freely transferable unless otherwise provided by these Charter and the law. Shares listed and registered for trading on the stock exchange are transferable in accordance with the provisions of the law on securities and the securities market.</p> <p>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.</p>	<p>Modify:</p> <p>Article 9. Transfer of shares</p> <p>3. All shares are freely transferable unless otherwise provided by these Charter and the law. Shares listed and registered for trading on the stock exchange are transferable in accordance with the provisions of the law on securities and the securities market.</p> <p>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.</p>	<p>It is no longer suitable for the company's current situation.</p>
16	<p>Article 10. Rights of Shareholders</p> <p>...</p> <p>1. Common shareholders have the following rights:</p> <p>a. Shareholders are entitled to attend and speak at General Meetings of Shareholders and exercise their voting rights directly or through authorized representatives or in other forms as prescribed by the Company's Charter and the law. Each common share has one voting right;</p>	<p>Modify:</p> <p>Article 10. Rights of Shareholders</p> <p>...</p> <p>1. Common shareholders have the following rights:</p> <p>a. Attend and speak at General Meetings of Shareholders and exercise voting rights directly or through authorized representatives or exercise the right to vote through online conferencing, electronic voting, or other electronic means according to the company's charter. and comply with current laws and regulations. Each common share has one voting right;</p>	<p>Adding online meetings and electronic voting as permitted under point c, Clause 3, Article 144 of the 2020 Law on Enterprise.</p>

No.	Current content	Content after additions and revisions	Reason
17	<p>Article 10. Rights of Shareholders</p> <p>...</p> <p>1. Common shareholders have the following rights:</p> <p>...</p> <p>c. Priority will be given to purchasing new shares in proportion to each shareholder's existing shareholding in the Company;</p>	<p>Modify:</p> <p>Article 10. Rights of Shareholders</p> <p>...</p> <p>1. Common shareholders have the following rights:</p> <p>...</p> <p>c. Priority is given to purchasing new shares for sale corresponding to the proportion of common stock each shareholder owns in the Company;</p>	Clarify this right of common shareholders.
18	<p>Article 10. Rights of Shareholders</p> <p>...</p> <p>1. Common shareholders have the following rights:</p> <p>...</p> <p>d. Freely transfer one's shares to others, except as stipulated in Clause 3 of Article 120, Clause 1 of Article 127 of the Law on Enterprise and other relevant legal provisions;</p>	<p>Modify:</p> <p>Article 10. Rights of Shareholders</p> <p>...</p> <p>1. Common shareholders have the following rights:</p> <p>...</p> <p>d. Free to transfer one's shares to others except in cases where transfer is restricted by law and the Company's Charter;</p>	Clearly state the regulations being referenced.
19	<p>Article 10. Rights of Shareholders</p> <p>...</p> <p>1. Common shareholders have the following rights:</p> <p>...</p> <p>g. When the company is dissolved or goes bankrupt, the recipient is entitled to a portion of the remaining assets in proportion to their shareholding in the company.</p> <p>...</p>	<p>Modify:</p> <p>Article 10. Rights of Shareholders</p> <p>...</p> <p>1. Common shareholders have the following rights:</p> <p>...</p> <p>g. When the company is dissolved or goes bankrupt, the recipient is entitled to a share of the remaining assets in proportion to their shareholding in the company.after the Company has paid all its debts and other obligations, and after the preferred shareholders (if any);</p>	According to the regulations on the procedures for dissolving a business in Clause 6, Article 208 of the 2020 Law on Enterprise.

No.	Current content	Content after additions and revisions	Reason
20	<p>Article 10. Rights of Shareholders ...</p> <p>2. Shareholders or groups of shareholders holding 5% or more of the total number of common shares have the following rights:</p> <p>a. Request the Board of Directors to convene a General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprise;</p>	<p>Modify:</p> <p>Article 10. Rights of Shareholders ...</p> <p>2. Shareholders or groups of shareholders holding 5% or more of the total number of common shares have the following rights:</p> <p>a. Request the Board of Directors to convene a General Meeting of Shareholders in the following cases: (i) the Board of Directors seriously violates the rights of shareholders, the duties of managers, or makes decisions exceeding its delegated authority; or (ii) when the Board of Directors violates the Company's Charter or acts contrary to the Resolutions of the General Meeting of Shareholders.</p> <p>The request to convene a General Meeting of Shareholders must be in writing and must include the contents stipulated in the Internal Regulations on Corporate Governance. 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. 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.</p>	<p>Clearly state the regulations being referenced and as stipulated in Clause 18, Article 1 of the amended and supplemented Law on Enterprise of 2025.</p>

No.	Current content	Content after additions and revisions	Reason
21	<p>Article 10. Rights of Shareholders ...</p> <p>3. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate people to the Board of Directors and the Supervisory Board. The nomination of people to the Board of Directors and the Supervisory Board must be announced to the shareholders attending the meeting five (05) working days before the opening of the General Meeting of Shareholders. The nomination of people to the Board of Directors and the Supervisory Board shall be carried out in accordance with Articles 25 and 35 of this Charter.</p>	<p>Modify: Article 10. Rights of Shareholders ...</p> <p>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. The nomination of individuals to the Board of Directors and the Supervisory Board is governed by this procedure proceed as follows:</p> <p>a. Common shareholders form groups to nominate candidates for the Board of Directors and the Supervisory Board. The meeting must be announced to shareholders at least five (05) working days before the opening of the General Meeting of Shareholders.</p> <p>b. The nomination of individuals to the Board of Directors and the Supervisory Board shall be carried out in accordance with Articles 23 and 34 of these Charters and the Internal Regulations on Corporate Governance.</p>	<p>Clarify the meaning of the nomination process and refer to the Company's internal regulations.</p>
22	<p>Article 14. General Meeting of Shareholders ...</p> <p>3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases:</p> <p>a. The Board of Directors deems it necessary for the benefit of the Company;</p> <p>b. The number of remaining members of the Board of Directors and the Supervisory Board is</p>	<p>Modify: Article 12. General Meeting of Shareholders ...</p> <p>3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases:</p> <p>a. The Board of Directors deems it necessary for the benefit of the Company;</p>	<p>According to the provisions of Clause 2, Article 115, and Point a, Clause 4, Article 160 of the 2020 Law on Enterprise.</p>

No.	Current content	Content after additions and revisions	Reason
	<p>less than the minimum number of members required by law;</p> <p>c. As requested by a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprise, the request to convene a General Meeting of Shareholders must be in writing, clearly stating the reasons and purpose of the meeting, with sufficient signatures of the relevant shareholders, or the request must be made in multiple copies and include sufficient signatures of the relevant shareholders;</p> <p>d. As requested by the Supervisory Board;</p> <p>e. Other cases as prescribed by law and these Regulations.</p>	<p>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;</p> <p>c. The number of Board of Directors members has been reduced by more than one-third compared to the number stipulated in the Company's Charter;</p> <p>d. At the request of a shareholder or group of shareholders owning 5% or more of the total number of common shares;</p> <p>e. As requested by the Supervisory Board;</p> <p>Other cases as prescribed by law and these Regulations.</p>	
23	<p>Article 14. General Meeting of Shareholders</p> <p>...</p> <p>4. Convening an extraordinary general meeting of shareholders.</p> <p>a. The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the number of remaining members of the Board of Directors, independent members of the Board of Directors or members of the Supervisory Board is as prescribed in point b, Clause 3 of this Article or receives the request prescribed in points c and d, Clause 3 of this Article;</p>	<p>Modify:</p> <p>Article 14. General Meeting of Shareholders</p> <p>...</p> <p>4. Convening an extraordinary general meeting of shareholders.</p> <p>a. The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from date of occurrence of the event specified in Point b, Clause 3 of this Article or receive a request to convene a meeting as prescribed in Point d, Clause 3 of this Article or within sixty (60) days from the date of occurrence of the case prescribed in Point c, Clause 3 of this Article;</p>	<p>According to the provisions of Clause 2, Article 140 and Point a, Clause 4, Article 160 of the 2020 Law on Enterprise.</p>

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24	<p>Article 15. Rights and obligations of the General Meeting of Shareholders</p> <p>...</p> <p>2. The General Meeting of Shareholders discussed and approved the following matters:</p> <p>...</p> <p>r. Approving transactions as stipulated in Clause 4, Article 293 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Securities Law;</p>	<p>Additional:</p> <p>Article 13. Rights and obligations of the General Meeting of Shareholders</p> <p>...</p> <p>2. The General Meeting of Shareholders discussed and approved the following matters:</p> <p>...</p> <p>r. Approving transactions as stipulated in Clause 4, Article 293 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Securities Law; amended by Clause 84, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025;</p>	<p>According to Clause 84, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.</p>
25	<p>Article 16. Authorization to attend the General Meeting of Shareholders</p> <p>...</p> <p>2. The authorization of individuals or organizations to represent shareholders at the General Meeting of Shareholders as stipulated in Clause 1 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.</p>	<p>Modify</p> <p>Article 14. Authorization to attend the General Meeting of Shareholders</p> <p>...</p> <p>2. The authorization of individuals or organizations to represent shareholders at the General Meeting of Shareholders as stipulated in Clause 1 of this Article must be in writing. The authorization document shall be prepared in accordance with the provisions of civil law.</p>	<p>This content has already been adapted to the provisions of civil law, so repetition in the Charter is unnecessary.</p>

No.	Current content	Content after additions and revisions	Reason
26	<p>Article 16. Authorization to attend the General Meeting of Shareholders</p> <p>...</p> <p>3. The voting ballot of a person authorized to attend the meeting within the scope of their authorization remains valid in the following cases, except in the following case:</p> <p>a. The grantor has died, is restricted in their legal capacity, or has lost their legal capacity;</p> <p>b. The principal has revoked the designation of authorization;</p> <p>c. The authorized person has revoked the authority of the person who granted the authorization.</p> <p>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.</p> <p>4If there is more than one authorized representative, the number of shares and votes authorized for each representative must be specifically determined. If the Company's shareholders do not specifically determine the number of shares and votes authorized for each representative, the number of shares and votes authorized will be divided equally among the number of authorized representatives.</p>	<p>Article 14. Authorization to attend the General Meeting of Shareholders</p> <p>...</p> <p>3. The voting ballot of an authorized representative attending the meeting within the scope of their authorization remains valid in the event of any of the following circumstances:</p> <p>a. The grantor has died, is restricted in their legal capacity, or has lost their legal capacity;</p> <p>b. The principal has revoked the designation of authorization;</p> <p>c. Authorized person who delegated the power has been revoked.</p> <p>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.</p>	Correct typos.

No.	Current content	Content after additions and revisions	Reason
27	<p>Article 16. Authorization to attend the General Meeting of Shareholders</p> <p>...</p> <p>4If there is more than one authorized representative, the number of shares and votes authorized for each representative must be specifically determined. If the Company's shareholders do not specifically determine the number of shares and votes authorized for each representative, the number of shares and votes authorized will be divided equally among the number of authorized representatives.</p>	<p>Modify:</p> <p>Article 14. Authorization to attend the General Meeting of Shareholders</p> <p>...</p> <p>4. If there is more than one authorized representative, the number of shares and votes authorized for each representative must be specifically determined. If the Company's shareholders do not specifically determine the number of shares and votes authorized for each representative, the number of shares and votes authorized will be divided equally among the number of authorized representatives.</p>	<p>This content has already been adapted to the provisions of civil law, so repetition in the Charter is unnecessary.</p>
28	<p>Article 18. Convening the meeting, meeting agenda, and notice of invitation to the General Meeting of Shareholders.</p> <p>...</p> <p>4. Shareholders or groups of shareholders as stipulated in Clause 2, Article 12 of this Charter 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 sent to the Company no later than three (03) working days before the opening date of the meeting. Proposals must clearly state the name of the shareholder, the number of each type of shares held by the shareholder, and the proposed issue to be included in the agenda.</p> <p>...</p>	<p>Modify:</p> <p>Article 16. Convening the meeting, meeting agenda, and notice of invitation to the General Meeting of Shareholders.</p> <p>...</p> <p>4. Shareholders or groups of shareholders owns 5% or more of the total number of common shares have the right to propose issues to be included in the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Company no later than three (03) working days before the opening of the meeting. Proposals must clearly state the name of the shareholder, the number of each type of shares held by the shareholder, and the proposed issue to be included in the meeting agenda.</p> <p>...</p>	<p>Specifically, this clarifies the content derived from Clause 2, Article 12 of the Charter.</p>

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29	<p>Article 19. Conditions for holding a General Meeting of Shareholders</p> <p>1. A General Meeting of Shareholders is convened when the number of shareholders present represents more than 50% of the total voting rights.</p> <p>...</p>	<p>Modify:</p> <p>Article 17. Conditions for holding a General Meeting of Shareholders</p> <p>1. A general meeting of shareholders is considered valid when the number of shareholders present represents more than 50% of the total voting rights. If the required quorum is not reached within thirty (30) minutes of the scheduled opening time of the meeting, the convener cancels the meeting.</p> <p>...</p>	<p>Detailed regulations for practical application.</p>
30	<p>Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders</p> <p>1. Before the meeting commences, the Company must conduct shareholder registration and continue the registration process until all shareholders entitled to attend the meeting have registered, following this procedure:</p> <p>a. When registering shareholders, the Company issues each shareholder or authorized representative a voting card, which includes the registration number, the shareholder's full name, the authorized representative's full name, and the shareholder's voting number. The General Meeting of Shareholders discusses and votes on each item on the agenda. Voting is conducted by vote in favor, against, or abstention. At the meeting, the voting cards for the resolution are collected first, followed by those for the</p>	<p>Article 18. Procedures for conducting meetings and voting at the General Meeting of Shareholders</p> <p>1. Before the meeting commences, the Company must complete the shareholder registration procedure. The procedure for registering shareholders to attend the meeting is specified in detail in the Company's Internal Regulations on Corporate Governance.</p>	<p>This is stipulated in the Company's internal regulations.</p>

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	<p>resolution. Finally, the total number of votes in favor or against is counted to make a decision. The results of the vote count are announced by the Chairman immediately before the meeting adjourns. The General Meeting elects a person responsible for counting or supervising the vote count as proposed by the Chairman. The number of members of the vote counting committee is decided by the General Meeting of Shareholders based on the Chairman's proposal.</p> <p>b. Shareholders, authorized representatives of shareholders (if organizational), or authorized persons arriving after the meeting has commenced have the right to register immediately and subsequently have the right to participate and vote at the meeting immediately after registration. The chairperson is not obligated to stop the meeting to allow late-arriving shareholders to register, and the validity of any previously voted-on items remains unchanged.</p> <p>...</p>		
31	<p>Article 21. Conditions for the adoption of a Resolution of the General Meeting of Shareholders</p> <p>1. Resolutions on the following matters shall be adopted if approved by shareholders representing 65% or more of the total voting rights of all shareholders present at the meeting, except as provided in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprise:</p>	<p>Modify:</p> <p>Article 19. Conditions for the adoption of a Resolution of the General Meeting of Shareholders</p> <p>1. Resolutions on the following matters shall be adopted if they are approved by shareholders representing 65% or more of the total voting rights of all shareholders attend and vote at the</p>	

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	...	meeting approved, except as provided in Clauses 3, 4 and 6 of Article 148 of the Law on Enterprise: ...	
32	<p>Article 21. Conditions for the adoption of a Resolution of the General Meeting of Shareholders</p> <p>...</p> <p>2. Resolutions are adopted when approved by shareholders holding more than 50% of the total voting rights of all shareholders present at the meeting, except as provided in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Law on Enterprise.</p>	<p>Article 19. Conditions for the adoption of a Resolution of the General Meeting of Shareholders</p> <p>...</p> <p>2. Resolutions are passed when the number of shareholders holding more than 50% of the total voting rights of all shareholders is reached attend and vote at the approval meeting except as provided in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Law on Enterprise.</p>	According to Clause 5, Article 7 of the Law amending and supplementing a number of articles of the Law on Enterprise 2022.
33	<p>Article 22. Authority and procedures for obtaining shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders.</p> <p>...</p> <p>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 147 of the Law on Enterprise.</p>	<p>Modify:</p> <p>Article 20. Authority and procedures for obtaining shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders.</p> <p>...</p> <p>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 in the following case:</p> <p>a. Company development strategy;</p> <p>b. Electing, dismissing, and removing members of the Board of Directors and the Supervisory Board;</p>	The regulations detail the circumstances under which shareholder opinions cannot be obtained in writing.

No.	Current content	Content after additions and revisions	Reason
		c. Decisions to invest in or sell assets worth 35% or more of the total asset value recorded in the company's most recent financial statement, unless the company's charter stipulates a different percentage or value; d. Through annual financial reports; e. Reorganize or dissolve the company.	
34	Article 22. Authority and procedures for obtaining shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders. ... 3. The feedback form must include the following key information: a. Name, registered office address, and business registration number; 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 a decision can be made;	Modify: Article 20. Authority and procedures for obtaining shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders. ... 3. The main contents of the opinion poll form, the method of submitting the opinion poll form to the Company, the conditions for ensuring the validity of the opinion poll form, and the minutes of the opinion poll counting are specifically stipulated in the Internal Regulations on Corporate Governance.	This is stipulated in the Company's internal regulations.

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	<p>e. The voting options include "agree," "disagree," and "no opinion" for each issue being considered;</p> <p>f. Deadline for returning the answered feedback forms to the Company;</p> <p>g. Full name and signature of the Chairman of the Board of Directors.</p> <p>4. Shareholders may submit their completed opinion ballots to the Company by mail, fax, or email in accordance with the following regulations:</p> <p>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;</p> <p>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;</p> <p>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.</p>		

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35	<p>Article 22. Authority and procedures for obtaining shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders.</p> <p>...</p> <p>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:</p> <p>a. Name, registered office address, and business registration number;</p> <p>b. The purpose and issues requiring consultation for the resolution's adoption;</p> <p>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;</p> <p>d. The total number of votes in favor, against, and abstentions for each issue;</p> <p>e. The issue has been approved and the corresponding percentage of votes in favor;</p> <p>f. Full name and signature of the Chairman of the Board of Directors, the vote counter, and the vote counting supervisor.</p> <p>Board members, vote counters, and vote supervisors shall be jointly liable for the integrity and accuracy of the vote count record; and jointly</p>	<p>Modify:</p> <p>Article 20. Authority and procedures for obtaining shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders.</p> <p>...</p> <p>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 record must include the following key information:</p> <p>a. Name, registered office address, and business registration number;</p> <p>b. The purpose and issues requiring consultation for the resolution's adoption;</p> <p>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;</p> <p>d. The total number of votes in favor, against, and abstentions for each issue;</p> <p>e. The issue has been approved and the corresponding percentage of votes in favor;</p> <p>f. Full name and signature of the Chairman of the Board of Directors, the vote counter, and the vote counting supervisor.</p> <p>Board members, vote counters, and vote supervisors shall be jointly liable for the integrity</p>	<p>Omitted due to regulations already in place within the Company's internal rules.</p>

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	liable for any damages arising from decisions made due to dishonest or inaccurate vote counting.	and accuracy of the vote count record; and jointly liable for any damages arising from decisions made due to dishonest or inaccurate vote counting.	
36	<p>Article 22. Authority and procedures for obtaining shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders.</p> <p>...</p> <p>6. The vote count minutes and resolution must be sent to shareholders within fifteen (15) days from the date of the end of the vote count. Sending the vote count minutes and resolution may be replaced by posting them on the Company's website within twenty-four (24) hours from the time of the end of the vote count.</p> <p>...</p>	<p>Modify:</p> <p>Article 20. Authority and procedures for obtaining shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders.</p> <p>...</p> <p>5. The vote count minutes and resolution must be posted on the Company's website within twenty-four (24) hours from the time the vote count ends.</p> <p>...</p>	
37	<p>Article 23. Resolutions and Minutes of the General Meeting of Shareholders</p> <p>1. Shareholders' General Meetings must be recorded in minutes and may also be audio or video recorded and stored in other electronic forms. The minutes must be written in Vietnamese, and may also be written in English, and must include the following main contents:</p> <p>a. Name, registered office address, and business registration number;</p> <p>b. Time and location of the General Shareholders' Meeting;</p>	<p>Modify:</p> <p>Article 21. Resolutions and Minutes of the General Meeting of Shareholders</p> <p>1. Shareholders' general meetings must be recorded in minutes and may also be audio or video recorded and stored in other electronic forms. The detailed regulations regarding the minutes of the General Shareholders' Meeting are implemented in accordance with the Company's Internal Regulations on Corporate Governance.</p>	As stipulated in the Company's internal regulations.

No.	Current content	Content after additions and revisions	Reason
	<p>c. Meeting agenda and content;</p> <p>d. Full names of the chairperson and secretary;</p> <p>e. Summarize the proceedings and the opinions expressed at the General Shareholders' Meeting on each item on the agenda;</p> <p>f. The number of shareholders and the total number of voting shares of the shareholders attending the meeting, an appendix listing the registered shareholders, and the shareholder representatives attending the meeting with their corresponding shareholdings and voting rights;</p> <p>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;</p> <p>h. Issues that were approved and the corresponding percentage of votes in favor;</p> <p>i. Full name and signature of the chairperson and secretary. If 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 minutes.</p> <p>2. The minutes of the General Meeting of Shareholders must be completed and approved</p>		

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	<p>before the meeting concludes. The chairperson and secretary of the meeting, or any other person signing the minutes, shall be jointly responsible for the truthfulness and accuracy of the minutes' contents.</p> <p>3. Minutes drawn up in both Vietnamese and foreign languages have equal legal validity. In case of discrepancies in content between the Vietnamese and foreign-language minutes, the content in the Vietnamese minutes shall prevail.</p>		
38	<p>Article 23. Resolutions and Minutes of the General Meeting of Shareholders</p> <p>...</p> <p>7. The minutes of the General Meeting of Shareholders must be published on the Company's website within one (01) working day from the date of the closing of the General Meeting.</p>	<p>Modify:</p> <p>Article 21. Resolutions and Minutes of the General Meeting of Shareholders</p> <p>...</p> <p>2. The minutes of the General Meeting of Shareholders must be published on the Company's website within twenty-four (24) hours from the date of the closing of the Meeting.</p>	<p>According to Article 10 of Circular 96/2020/TT-BTC.</p>
39	<p>Article 24. Request for annulment of a Shareholders' General Meeting Resolution</p> <p>Within ninety (90) days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the minutes of the results of the vote count of the General Meeting of Shareholders, the shareholder or group of shareholders specified in Clause 2, Article 115 of the Law on Enterprise has the right to request the Court or Arbitration to review and annul the</p>	<p>Modify:</p> <p>Article 22. Request for annulment of a Shareholders' General Meeting Resolution</p> <p>Within ninety (90) days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the minutes of the results of the vote count of the General Meeting of Shareholders, the shareholder or group of shareholders owns 5% or more of the total number of common shares have the right to</p>	<p>Specifically, this refers to the content of Clause 2, Article 115 of the Law on Enterprise.</p>

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	<p>resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:</p> <p>....</p>	<p>request a court or arbitration panel to review and annul a resolution or part thereof of a General Meeting of Shareholders in the following cases:</p> <p>...</p>	
40	<p>Article 25. Nomination and candidacy of Board of Directors members</p> <p>1. In the event that candidates for the Board of Directors have been identified, the Company must publish information related to the candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the published personal information 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 is published includes:</p> <ul style="list-style-type: none"> a. Full name, date of birth (day, month, year); b. Professional qualifications; c. Work experience; d. Other managerial positions (including board positions in other companies); e. Interests related to the Company and its related parties; 	<p>Modify:</p> <p>Article 23. Nomination and candidacy of Board of Directors members</p> <p>1. If the candidates for the Board of Directors have been identified, the Company must publish information related to the candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information published 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 is published as stipulated in the Company's Internal Regulations on Governance.</p>	<p>This is stipulated in the Company's internal regulations.</p>

No.	Current content	Content after additions and revisions	Reason
	f. The company is responsible for disclosing information about the companies in which the candidate holds positions as a member of the Board of Directors, other management positions, and any related interests of the candidate in those companies (if any).		
41	<p>Article 25. Nomination and candidacy of Board of Directors members</p> <p>...</p> <p>2. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter.</p> <p>3. If the number of candidates for the Board of Directors, through nomination and candidacy, is still insufficient as stipulated in Clause 5, Article 115 of the Law on Enterprise, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the Company Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The incumbent Board of Directors' nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.</p> <p>4. Members of the Board of Directors must meet the standards and conditions stipulated in Clauses</p>	<p>Modify:</p> <p>Article 23. Nomination and candidacy of Board of Directors members</p> <p>...</p> <p>2. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter.</p> <p>i. If the number of candidates for the Board of Directors, through nominations and candidacies, is still insufficient, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the Company's Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The incumbent Board of Directors' nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors as required by law.</p>	<p>Renumber the items to conform to the regulations.</p>

No.	Current content	Content after additions and revisions	Reason
	1 and 2 of Article 155 of the Law on Enterprise and the company's charter.	ii. Members of the Board of Directors must meet the standards and conditions stipulated in Clauses 1 and 2 of Article 155 of the Law on Enterprise and the company's charter.	
42	<p>Article 26. Composition and term of office of the Board of Directors members</p> <p>...</p> <p>3. The structure of the Board of Directors is as follows:</p> <p>The structure of the Board of Directors must ensure that at least one-third of the total number of Board members are non-executive members. The company minimizes the number of Board members who also hold executive positions within the company to ensure the independence of the Board of Directors.</p> <p>The total number of independent members of the Board of Directors must ensure that there is at least one independent member.</p> <p>...</p>	<p>Modify:</p> <p>Article 24. Composition and term of office of the Board of Directors members</p> <p>...</p> <p>3. The structure of the Board of Directors is as follows:</p> <p>a. The number of non-executive members of the Company's Board of Directors must be as follows:</p> <ul style="list-style-type: none"> (i) There must be at least one (01) non-executive member in case the company has three (03) to five (05) members of the Board of Directors; (ii) There must be at least two (02) non-executive members in case the company has six (06) to eight (08) members of the Board of Directors; (iii) There must be at least three (03) non-executive members in the case of a company with nine (09) to eleven (11) members of the Board of Directors. <p>b. The company minimizes the number of Board members holding executive positions within the company to ensure the independence of the Board.</p>	<p>According to the provisions of Clause 4, Article 276 of Decree 155/2020/ND-CP and Clause 79, Article 1 of Decree 245/2025/ND-CP.</p>

No.	Current content	Content after additions and revisions	Reason
		<p>c. The total number of independent members of the Board of Directors must meet the following requirements:</p> <ul style="list-style-type: none"> (i) There must be at least one (01) independent member in case the company has three (03) to five (05) members of the Board of Directors; (ii) There must be at least two (02) independent members in case the company has six (06) to eight (08) members of the Board of Directors; (iii) There must be at least three (03) independent members in the case of a company with nine (09) to eleven (11) members of the Board of Directors. 	
43	Article 26. Composition and term of office of the Board of Directors members	<p>Modify:</p> <p>Article 24. Composition and term of office of the Board of Directors members</p> <p>...</p> <p>7. A member of the Board of Directors may only simultaneously be a member of the Board of Directors or Board of Members in a maximum of five (05) other companies.</p>	As stipulated in Clause 78, Article 1 of Decree 245/2025/ND-CP.
44	<p>Article 27. Powers and obligations of the Board of Directors</p> <p>...</p> <p>2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Charter, and the General Meeting of Shareholders.</p>	<p>Additional:</p> <p>Article 25. Powers and obligations of the Board of Directors</p> <p>...</p> <p>2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Charter, and the General Meeting of Shareholders.</p>	According to the provisions of Point b, Clause 81, Article 1 of Decree 245/2025/ND-CP.

No.	Current content	Content after additions and revisions	Reason
	Specifically, the Board of Directors has the following rights and obligations:	Specifically, the Board of Directors has the following rights and obligations: ... q. Pay dividends to shareholders in accordance with the law after approval by the Annual General Meeting of Shareholders;	
45	Article 27. Powers and obligations of the Board of Directors ... 3. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities as prescribed in Article 280 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities.	Additional: Article 25. Powers and obligations of the Board of Directors ... 3. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' operations as prescribed in Article 280 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities, as amended by Clause 82, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.	
46	Article 30. Meetings of the Board of Directors ... 6. The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send a notice of meeting at least three (03) 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	Modify: Article 28. Meetings of the Board of Directors ... 5. The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send a notice of meeting at least three (03) 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	

No.	Current content	Content after additions and revisions	Reason
	<p>accompanied by the documents to be used at the meeting and the voting ballot of the members. Notices inviting members to the Board of Directors meeting may be sent by invitation, telephone, fax, electronic means, or other methods as stipulated in the company's charter, and must be ensured to reach the contact address of each member of the Board of Directors registered with the Company.</p> <p>...</p>	<p>accompanied by the documents to be used at the meeting and the voting ballot of the members. Notices inviting the Board of Directors to a meeting may be sent by invitation, telephone, fax, electronic means, or other methods. It depends on the time, but it must be ensure that the message reaches the contact address of each Board member registered with the Company.</p> <p>...</p>	
47		<p>Additional:</p> <p>Article 29. Subcommittees of the Board of Directors</p> <p>1. The Board of Directors may establish a subcommittee to be responsible for development policy, human resources, compensation, internal audit, and risk management. The number of members of the subcommittee shall be decided by the Board of Directors and shall be at least three (03) people, including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors shall constitute a majority in the subcommittee, and one of these members shall be appointed as the Head of the subcommittee by decision of the Board of Directors. The activities of the subcommittee must comply with the regulations of the Board of Directors. Resolutions of the subcommittee shall only be effective when a majority of members</p>	<p>According to the model regulations stipulated in Circular 116/2020/TT-BTC.</p>

No.	Current content	Content after additions and revisions	Reason
		<p>attend and vote to approve them at the subcommittee meeting.</p> <p>2. The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, must comply with applicable laws and regulations and the provisions of the company's charter and internal regulations on corporate governance.</p>	
48	<p>Article 33. Business Managers</p> <p>1. The company's management includes the Director, Deputy Director, Chief Accountant, and other executives as stipulated in the Company's Charter.</p> <p>2. 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 with qualifications appropriate to the Company's structure and management regulations as stipulated by the Board of Directors. These executives are responsible for supporting the Company in achieving its operational and organizational objectives.</p> <p>3. The Director receives a salary and bonuses. The Director's salary and bonuses are determined by the Board of Directors.</p> <p>4. 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</p>	<p>Modify:</p> <p>Article 32. Business Managers</p> <p>1. Business executives have a responsibility to support the company in achieving its operational and organizational goals.</p> <p>2. The director receives a salary and bonuses. The director's salary and bonuses are determined by the Board of Directors.</p> <p>3. Executive salaries are included in the Company's business expenses in accordance with corporate income tax regulations, are presented as a separate item in the Company's annual financial statements, and must be reported to the General Shareholders' Meeting at the annual meeting.</p>	<p>Clause 1 of Article 33 (Current Charter) has been stipulated in point g, clause 1, Article 1 of the Charter (amended and supplemented).</p>

No.	Current content	Content after additions and revisions	Reason
	statements, and must be reported to the General Meeting of Shareholders at the annual meeting.		
49	<p>Article 36. Members of the Supervisory Board ...</p> <p>2. Members of the Supervisory Board must meet the standards and conditions stipulated in Article 169 of the Law on Enterprise and must not fall under the following cases:</p> <p>a) Working in the accounting and finance department of the Company;</p> <p>b) Being a member or employee of an independent auditing firm that audited the company's financial statements for the three (03) consecutive years prior to that.</p>	<p>Modify:</p> <p>Article 35. Inspectors ...</p> <p>2. The inspector must meet the following standards and conditions:</p> <p>a. Not subject to the legal restrictions on establishing and managing businesses in Vietnam;</p> <p>b. Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the business operations of the enterprise;</p> <p>c. Not a family member of a member of the Board of Directors, Director, or Deputy Director;</p> <p>d. Not necessarily a company manager; not necessarily a shareholder or employee of the Company.</p> <p>1. The inspector does not fall under the following categories:</p> <p>a. Working in the accounting and finance department of the company;</p> <p>b. Being a member or employee of an independent auditing firm that audited the</p>	<p>Specifically, this clarifies the content referenced from Article 169 of the 2020 Law on Enterprise.</p>

No.	Current content	Content after additions and revisions	Reason
		company's financial statements for the three (03) consecutive years prior to that.	
50	Article 41. Responsibility for honesty and avoiding conflicts of interest ...	Additional: Article 40. Responsibility for honesty and avoiding conflicts of interest ... 6. The director must not be a related person of the business manager, the supervisor of the parent company, the representative of state capital, or the representative of enterprise capital in the company and the parent company as stipulated in point d, clause 46, Article 4 of the Securities Law.	As stipulated in Clause 83, Article 1 of Decree 245/2025/ND-CP.
51	Article 42. Liability for damages and compensation ... 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 who has been or is performing duties under the Company's authorization, acting honestly and diligently in the	Modify: Article 41. Liability for damages and compensation ... 2. The Company shall compensate individuals who have been, are, or may become involved in claims, lawsuits, or prosecutions (including civil and administrative cases, and not cases in which the Company is the plaintiff) if such individuals have been or are members of the Board of Directors, Supervisory Board, Directors, other executives, employees, or authorized representatives of the Company who have been or are performing duties under the Company's	

No.	Current content	Content after additions and revisions	Reason
	Company's interest in compliance with the law, and there is no evidence to confirm that that person has violated their responsibilities.	authorization provided that person has acting honestly and prudently in the best interests of the Company, in compliance with the law, and without evidence confirming that the person has violated their responsibilities.	
52	<p>Article 43. Right to access books and records</p> <p>1. Ordinary shareholders have the right to access the books and records, specifically as follows:</p> <p>...</p> <p>b. Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the right to review, examine, and extract minutes and resolutions of the Board of Directors, interim and annual financial statements, 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.</p>	<p>Modify:</p> <p>Article 42. Right to access books and records</p> <p>1. Ordinary shareholders have the right to access the books and records, specifically as follows:</p> <p>...</p> <p>b. Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the right directly or through an authorized representative, send a written request to review, search, and extract minutes and resolutions, decisions of the Board of Directors, interim and annual financial statements, reports of the Supervisory Board, contracts, transactions requiring approval from the Board of Directors, and other documents, except for documents relating to the Company's trade secrets and business secrets. A request for inspection by an authorized representative of a shareholder must be accompanied by a letter of authorization from the shareholder that the representative is acting on, or a notarized copy of such authorization.</p> <p>...</p>	

No.	Current content	Content after additions and revisions	Reason
53	<p>Article 48. Accounting System</p> <p>1. The accounting system used by the Company is the Vietnamese Accounting System (VAS), the enterprise accounting system, or other specific accounting systems issued by competent authorities and approved by the Ministry of Finance.</p> <p>...</p>	<p>Modify:</p> <p>Article 47. Accounting System</p> <p>1. The accounting system used by the Company is the Vietnamese Accounting System (VAS), the enterprise accounting system, or A specific accounting regime approved by the Ministry of Finance.</p> <p>...</p>	
54	<p>Article 51. Auditing</p> <p>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 for the following fiscal year based on the terms and conditions agreed upon with the Board of Directors.</p> <p>...</p>	<p>Modify:</p> <p>Article 50. Auditing</p> <p>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 for the following fiscal year based on the terms and conditions agreed upon with the Board of Directors. The independent auditing firm performing the audit for the Company must be one approved by the State Securities Commission.</p> <p>...</p>	According to the regulations in Decree 84/2016/ND-CP.
55	<p>Article 53. Dissolution of the Company</p> <p>1. A company may be dissolved in the following circumstances:</p> <p>...</p>	<p>Additional:</p> <p>Article 52. Dissolution of the Company</p> <p>1. A company may be dissolved in the following circumstances:</p> <p>...</p> <p>d. A competent court of Vietnam declares the Company bankrupt in accordance with current law;</p>	As stipulated in Article 8 of the 2014 Bankruptcy Law.

No.	Current content	Content after additions and revisions	Reason
56	<p>Article 56. Resolution of internal disputes</p> <p>1. In the event of disputes or complaints arising from the Company's operations, the rights and obligations of shareholders as stipulated in the Law on Enterprise, the Company Charter, other legal regulations, or agreements between:</p> <p>a. Shareholders and the Company;</p> <p>b. Shareholders, along with the Board of Directors, Supervisory Board, Directors, or other executives;</p> <p>The parties concerned shall attempt to resolve the dispute through negotiation and conciliation. Except in cases where the dispute involves the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and request each party to present information related to the dispute within fifteen (15) working days from the date the dispute arises. In cases where the dispute involves the Board of Directors or the Chairman of the Board of Directors, either party may request the Company's Trade Union Executive Committee to appoint an independent expert to mediate the dispute resolution process.</p> <p>2. If no conciliation agreement is reached within six (06) weeks from the start of the conciliation process or if the conciliation decision is not accepted by the parties, either party may submit the dispute to Arbitration or Court.</p>	<p>Modify:</p> <p>Article 55. Resolution of internal disputes</p> <p>In the event of disputes or claims arising concerning the Company's operations, the rights and obligations of shareholders as stipulated in the Law on Enterprise, the Company Charter, other legal regulations, or agreements between (i) Shareholders and the Company; (ii) Shareholders and the Board of Directors, Supervisory Board, Director, or other executives, the following procedures shall apply:</p> <p>1. Any disputes arising from or relating to these Charter, the Company's operations, the rights and obligations of shareholders, Company managers, or between these entities shall first be resolved through negotiation and mediation. Except in cases involving disputes concerning the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution process and request each party to present information related to the dispute within fifteen (15) working days from the date the dispute arises. In cases involving disputes concerning the Board of Directors or the Chairman of the Board of Directors, either party may request the Company's Trade Union Executive Committee to appoint an independent expert to mediate the dispute resolution process.</p>	<p>The regulations specify the dispute resolution mechanism and the selection of arbitrators.</p>

No.	Current content	Content after additions and revisions	Reason
	<p>3. The parties shall bear their own costs related to the negotiation and mediation process. Payment of court costs shall be made according to the court's judgment.</p>	<p>2. If the parties fail to reach a conciliation agreement within six (06) weeks from the date one party sends a written request for conciliation to the other party, or if the conciliation result is not accepted by the parties, either party has the right to bring the dispute to court.The case will be resolved at the Vietnam International Arbitration Center (VIAC) in accordance with the Center's Arbitration Rules.</p> <p>3. Shareholders, managers, and the Company are deemed to have accepted this arbitration clause upon entering into the Company. This arbitration agreement is legally binding on the parties.</p> <p>4. Dispute resolution in court is only permitted in cases where the law so provides or when the arbitration agreement is invalid.</p> <p>5. The parties shall bear their own costs related to negotiation and mediation. Arbitration fees shall be determined by the Arbitration Panel in accordance with the law.</p>	
57		<p>Modify: Article 57. Effective Date</p> <p>1. This charter consists of thirty-eight (38) pages, twenty-one (21) chapters, and fifty-seven (57) articles, which were approved and accepted by the General Meeting of Shareholders of Global Pacific Shipping Joint Stock Company at Room 2-3, 10th floor, Riverfront Financial Centre, 3A-3B</p>	

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		<p>Ton Duc Thang Street, Saigon Ward, Ho Chi Minh City, at Room 2-3, 10th floor, Riverfront Financial Centre, 3A-3B Ton Duc Thang Street, Saigon Ward, Ho Chi Minh City.</p> <p>2. The regulations are made in five (05) copies, all of which are of equal value.</p> <p>3. These bylaws are the sole and official document of the Company.</p> <p>4. Copies or extracts of the Company's charter are valid only when signed by the Company's legal representative.</p>	
58		Replace all instances of the phrase “member of the Supervisory Board” with “Supervisor.”	In accordance with the provisions of the 2020 Law on Enterprise.

No.: 07/2026/TTr-PCT-HĐQT

Ho Chi Minh City, Mar 26, 2026

SUBMISSION

For the issuance of internal regulations on corporate governance

To: The General Meeting of Shareholders of Global Pacific Shipping JSC

- *Pursuant to the Law on Enterprise No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam at its 9th session on June 17, 2020, and related documents;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019, and related documents;*
- *Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government on detailing the implementation of a number of articles of the Law on Securities and related documents;*
- *Pursuant to Government Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law and related documents;*
- *Pursuant to Circular 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding some provisions on corporate governance applicable to public companies under Decree 155/2020/ND-CP guiding the Securities Law;*
- *Pursuant to the Charter of Global Pacific Shipping Joint Stock Company.*
- *Pursuant to the Internal Regulations on Corporate Governance issued under Resolution No. 01/NQ-PCT-ĐHCD dated June 25, 2021.*

In order to update the latest regulations of the law on enterprises, securities, and especially the Vietnamese Corporate Governance Principles issued by the State Securities Commission in 2026, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the issuance of a new internal regulation on corporate governance to replace the old regulation issued under Resolution No. 01/NQ-PCT-ĐHCD dated June 25, 2021. The main content of the new regulation includes transparent decision-making mechanisms, strict control of conflicts of interest, and the application of digital technology in the activities of the General Meeting of Shareholders to maximize the protection of shareholder rights.

Respectfully submitted.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Tran Trung Quoc

Ho Chi Minh City, [date], 2026

INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

*(Issued pursuant to Resolution No./2026/NQ-PCT-ĐHCD dated/...../2026 of)
General Shareholders' Meeting of Global Pacific Shipping Joint Stock Company*

- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, of the National Assembly, effective from January 1, 2021, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, of the National Assembly, and related documents;*
- *Pursuant to the Law on Enterprise No. 59/2020/QH14 dated June 17, 2020, of the National Assembly, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025, of the National Assembly, and other relevant documents;*
- *Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government on detailing the implementation of a number of articles of the Law on Securities and related documents, as amended and supplemented by Government Decree No. 245/2025/ND-CP dated September 11, 2025;*
- *Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of several articles of the Securities Law;*
- *Pursuant to the Charter of Global Pacific Shipping Joint Stock Company;*
- *Pursuant to Resolution No./2026/NQ-PCT-ĐHCD of the General Meeting of Shareholders dated/...../2026;*

The Board of Directors has issued the Internal Regulations on Corporate Governance of Global Pacific Shipping Joint Stock Company, which include the following contents:

CHAPTER I. GENERAL PROVISIONS

Article 1. Scope of application

This regulation stipulates the roles, rights, and obligations of the General Meeting of Shareholders, the Board of Directors, and the Director; the procedures for holding the General Meeting of Shareholders; the nomination, candidacy, election, dismissal, and removal of members of the Board of Directors, the Supervisory Board, and the Director; and other activities as prescribed in the Company's Charter and other current legal regulations.

Article 2. Scope of Application

This regulation applies to members of the Board of Directors, the Supervisory Board, the Director, and other related parties.

Article 3. Explanation of Terms

Unless otherwise specified by context, terms defined in the Company's Charter shall have the same meaning as those set forth in these Regulations.

CHAPTER II. GENERAL MEETING OF SHAREHOLDERS

Article 4. Role, rights and obligations of the General Meeting of Shareholders

The rights and obligations of the General Meeting of Shareholders are exercised in accordance with Article 13 of the Company's Charter. Some rights and obligations are understood and stipulated as follows:

1. This includes the company's development orientation, encompassing its operational direction and structure; its scope of operations; and the core industries and businesses in which the company will invest and expand its activities.
2. Through the Company's annual financial statements, including the income statement, cash flow statement, balance sheet, notes to the financial statements, and the independent auditor's opinion on the Company's financial statements.
3. This is based on the company's annual business plan, which includes its revenue and profit targets.
4. Through the Board of Directors' Report on governance and performance of the Board of Directors and each Board member, which includes the following contents:
 - a. Reports on the activities of independent board members and the results of each independent board member's assessment of the board's performance.
 - b. Monitoring and evaluation report for the Director and Board of Directors.
 - c. Report on transactions between the Company and the following related parties:
 - Shareholders, authorized representatives of shareholders who are organizations owning more than ten percent (10%) of the total number of common shares of the company and/or their related parties;
 - Members of the Board of Directors, Directors and/or their related persons;
 - Businesses in which members of the Board of Directors, Supervisory Board, Director, or Deputy Director own or have ownership stakes;
 - An enterprise in which a related party of a member of the Board of Directors, Supervisory Board, Director, or Deputy Director owns, jointly owns, or individually owns more than ten percent (10%) of the charter capital.
 - d. Remuneration, operating expenses, and other benefits for the Board of Directors and each individual member of the Board.
 - e. Summarize the meetings of the Board of Directors and the decisions and resolutions of the Board of Directors.

- f. Activities of subcommittees of the Board of Directors (if any).
 - g. Future plans.
5. The Supervisory Board's report on the Company's business results and the performance of the Board of Directors and the Director includes the following contents:
- a. Remuneration, operating expenses, and other benefits for the Supervisory Board and each Supervisor.
 - b. Summary of the Supervisory Board's meetings and its conclusions and recommendations.
 - c. Results of monitoring the company's financial statements, operational performance, and financial situation.
 - d. Report on transactions between the Company and the following related parties:
 - Shareholders, authorized representatives of shareholders who are organizations owning more than ten percent (10%) of the total number of common shares of the company and/or their related parties;
 - Members of the Board of Directors, Directors and/or their related persons;
 - Businesses in which members of the Board of Directors, Supervisory Board, Director, or Deputy Director own or have ownership stakes;
 - An enterprise in which a related party of a member of the Board of Directors, Supervisory Board, Director, or Deputy Director owns, jointly owns, or individually owns more than ten percent (10%) of the charter capital.
 - e. Results of the assessment of the Company's internal control and risk management systems.
 - f. Results of the monitoring of the Board of Directors, the Director, and the Deputy Directors.
 - g. The assessment results reflect the coordination of activities between the Supervisory Board, the Board of Directors, the General Director, and the shareholders.
 - h. Other matters as stipulated in the Regulations on the Operation of the Supervisory Board.

SECTION 1. PROCEDURES FOR HOLDING A GENERAL MEETING OF SHAREHOLDERS TO ADOPT RESOLUTIONS BY VOTING AT THE MEETING SHAREHOLDER MEETING

Article 5. Authority to convene the General Meeting of Shareholders

1. Convening the Annual General Meeting of Shareholders:

The Board of Directors is responsible for convening the Annual General Meeting of Shareholders and selecting a suitable venue within the territory of Vietnam.

2. Convening an extraordinary general meeting of shareholders:

2.1. An extraordinary general meeting of shareholders may be convened by: (i) the Board of Directors; or (ii) the Supervisory Board; or (iii) a shareholder or group of shareholders owning 5% or more of the total number of common shares.

2.2. According to Clause 4, Article 12 of the Company's Charter, the Board of Directors must convene an extraordinary General Meeting of Shareholders within thirty (30) days from the date of occurrence of one of the following cases:

a. 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;

b. Upon the request of a shareholder or group of shareholders owning 5% or more of the total number of common shares in the following cases:

- The board of directors seriously violates the rights of shareholders, the duties of managers, or makes decisions exceeding its delegated authority; or
- When the Board of Directors violates the Company's Charter or acts contrary to the resolutions of the General Meeting of Shareholders.

The request to convene a General Meeting of Shareholders must be in writing and must include the following information:

- For individual shareholders, the full name, contact address, nationality, and legal document number are required; for organizational shareholders, the name, business registration number, or legal document number is required, along with the registered office address is required.
- The number of shares held by each shareholder, the total number of shares held by the entire group of shareholders, and their ownership percentage in the total number of shares in the company.
- The reason and purpose of the meeting, signed by all relevant shareholders, or a written request prepared in multiple copies and signed by all relevant shareholders.
- Documents and evidence regarding violations by the Board of Directors, the extent of the violations, or decisions exceeding their authority.

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.

2.3. In the event that the Board of Directors fails to convene a meeting as prescribed in Clause 2.2 of this Article, within the next thirty (30) days, the Supervisory Board shall replace the Board of Directors in convening the General Meeting of Shareholders.

2.4. If the Supervisory Board fails to convene a meeting as prescribed in Clause 2.3 of this Article, the shareholder or group of shareholders specified in point b, Clause 2.2 of this Article has the right to represent the Company in convening a General Meeting of Shareholders.

2.5. The Board of Directors must convene an extraordinary General Meeting of Shareholders to elect additional members of the Board of Directors within sixty (60) days from the date of occurrence of the following events:

- a. The number of Board of Directors members has been reduced by more than one-third compared to the number stipulated in the Company's Charter and the resolution of the General Meeting of Shareholders;
- b. The number of independent members of the Board of Directors has decreased and does not meet the minimum number required by the Company's Charter and legal regulations.

2.6. The Board of Directors may also convene an extraordinary general meeting of shareholders when the Board of Directors deems it necessary for the benefit of the Company. Accordingly, convening a meeting is considered necessary when:

- a. Annual balance sheets, six (06) month or quarterly reports or audited financial year reports reflecting equity that has been reduced by half (1/2) from the beginning of the period; and/or
- b. The independent auditors found the meeting important for discussing the audit report or the Company's financial position, and the Board of Directors also agreed with the auditors' opinion.

Article 6. Notice regarding the convening of the meeting and finalization of the list of shareholders entitled to attend the General Meeting of Shareholders.

1. Before holding the General Shareholders' Meeting, the Board of Directors must hold a meeting to decide on matters related to the meeting, such as determining the record date for compiling the list of shareholders entitled to attend, and assigning tasks for preparation and organization to the Company's specialized departments. Accordingly, the Director establishes the Meeting Organizing Committee to prepare and implement the tasks serving the General Shareholders' Meeting ("Organizing Committee").

2. Following the Board of Directors meeting, the Board will issue a Board Resolution stating the reasons for convening the meeting, the record date for shareholders to attend (final registration date), the date of the meeting, and the location of the General Meeting of Shareholders.

3. In cases where a General Meeting of Shareholders is convened by a shareholder or group of shareholders owning 5% or more of the total number of common shares, this shareholder or group of shareholders must notify the Board of Directors of the meeting. The notification must clearly state the reason for convening the meeting, the expected time and location of the meeting, the record date for shareholders entitled to attend, and must clearly state that the Board of Directors has refused to convene the meeting as requested by this shareholder or group of shareholders. Attached to the notification must be a list of the shareholders or group of shareholders who are convening the meeting (clearly stating the information of each shareholder and the number of shares they own at the time of convening the meeting)

and the written request that the shareholder or group of shareholders owning 5% or more of the total number of common shares sent to the Board of Directors to request the convening of the meeting. The deadline for shareholders or groups of shareholders representing the Company to convene a General Meeting of Shareholders shall not be earlier than thirty (30) days from the date of sending a request to the Board of Directors to convene a General Meeting of Shareholders.

4. The person convening the General Meeting of Shareholders must make a public announcement about the list of shareholders entitled to attend the meeting at least twenty (20) days before the expected final registration date.

5. Notices regarding the convening of the General Meeting of Shareholders must be published on the information channels of the State Securities Commission, the stock exchange where the Company is listed or registered for trading, and on the Company's website.

6. The person convening the General Meeting of Shareholders must perform the following tasks:

- a. Prepare a list of shareholders entitled to attend the meeting;
- b. Providing information and resolving complaints related to the shareholder list;
- c. Plan the agenda and content for the meeting;
- d. Prepare documents for the meeting;
- e. Draft Resolution of the General Meeting of Shareholders according to the planned agenda of the meeting; list and detailed information of candidates in case of election of members of the Board of Directors and Supervisory Board;
- f. Determine the time and location of the meeting;
- g. Send meeting invitation notices to each shareholder on the list of shareholders entitled to attend the meeting;
- h. Other tasks related to the meeting.

Article 7. Preparation of the list of shareholders entitled to attend the meeting.

1. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than ten (10) days before the date of sending the invitation to the General Meeting of Shareholders.

2. The process for compiling the list of shareholders entitled to attend the meeting is as follows:

- a. The convenor of the General Meeting of Shareholders will prepare and submit the notification of rights exercise to the Vietnam Securities Depository and Clearing Corporation (“VSDC”) to request VSDC to compile and send to the Company a list of shareholders owning shares of the Company as of the last registration date.
- b. The application for VSDC to compile a list of shareholders entitled to attend the meeting shall be made in accordance with the regulations and/or guidelines of VSDC issued and in

effect at the time of the application for compiling the list of shareholders entitled to attend the meeting.

3. The list of shareholders entitled to attend the General Meeting of Shareholders must include the following information:

- a. The full name, contact address, nationality, and legal document number of individual shareholders; the name, business registration number or legal document number of organizations, and head office address of organizations.
- b. Number of shares held.

Article 8. Notice of convening the General Meeting of Shareholders

1. The notice of the General Meeting of Shareholders must be sent to all shareholders on the list of shareholders entitled to attend the meeting no later than twenty-one (21) days before the opening date of the General Meeting of Shareholders, counting from the date on which the notice is duly sent or transmitted.

2. Notices inviting shareholders to the General Meeting may be sent by post, email, text message, fax, and/or other means of communication to ensure they reach the shareholders' contact addresses.

3. The notice inviting shareholders to the General Meeting is prepared in Vietnamese and may also be prepared in English, and should include the following main contents:

- a. Name, registered office address, and business registration number of the Company.
- b. Name and contact address of the shareholder.
- c. Time and location of the meeting.
- d. Meeting agenda.
- e. These requirements for meeting participants are intended to ensure the meeting is conducted successfully.
- f. Link to the complete meeting documents (in case the meeting documents were not included with the meeting invitation).

4. The documents to be used at the General Shareholders' Meeting, which are enclosed with the Notice of Meeting and/or posted on the Company's website, include:

- a. Meeting agenda and materials to be used in the meeting.
- b. List and details of candidates in case the General Meeting of Shareholders elects members of the Board of Directors and the Supervisory Board;
- c. Voting slips and ballot papers (if there is an election).
- d. Draft Resolution of the General Meeting of Shareholders on the matters on the agenda.

Article 9. Program and content of the General Meeting of Shareholders

1. The person convening the General Meeting of Shareholders is responsible for preparing the agenda. The agenda of the General Meeting of Shareholders and related documents concerning the issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. If the documents are not included with the notice of the

General Meeting of Shareholders, the notice must clearly state the link to all meeting documents so that shareholders can access them, including:

- a. Meeting agenda, documents to be used in the meeting;
- b. List and details of candidates in the event of electing members of the Board of Directors or Supervisory Board;
- c. Voting slip;
- d. Draft resolutions for each item on the meeting agenda.

2. Shareholders or groups of shareholders as stipulated in Clause 2, Article 10 of the Company's Charter 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 sent to the Company no later than three (03) working days before the opening date of the meeting.

3. The person convening the General Meeting of Shareholders has the right to reject a proposal as stipulated in Clause 4, Article 16 of the Company's Charter if it falls under one of the following cases:

- a. The petition was submitted in violation of the provisions of Clause 2, Article 10 and Clause 4, Article 16 of the Company Charter;
- b. At the time of the proposal, the shareholder or group of shareholders did not hold at least 5% of the common shares as stipulated in Clause 2, Article 10 of the Company's Charter;
- c. The issue raised in this proposal falls outside the scope of authority of the General Meeting of Shareholders.
- d. Other cases as prescribed by law.

4. The person convening the General Meeting of Shareholders must accept and include the proposal stipulated in Clause 4, Article 16 of the Company's Charter in the proposed agenda and content of the meeting, except as stipulated in Clause 5, Article 16 of the Company's Charter; the proposal will be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Article 10. Authorization of representatives to attend the General Meeting of Shareholders

1. Shareholders, or authorized representatives of shareholders that are organizations, may authorize one or more individuals or other organizations in writing ("Authorized Attendees") to attend the General Meeting of Shareholders. Authorized Attendees do not necessarily have to be shareholders. In addition, shareholders may authorize a member of the Board of Directors or the Director to represent them at the General Meeting of Shareholders. The authorization document must be prepared according to the Company's form and must meet the following requirements in accordance with civil law:

- a. The information of the shareholder and the authorized representative attending the meeting must be clearly stated. If the shareholder and the authorized representative are individuals, their names and legal identification numbers must be clearly stated. If the

shareholder and the authorized representative are organizations, the name, business registration number, and registered office address of the organization must be clearly stated.

b. Number of authorized shares. If more than one authorized representative attends the meeting, the number of authorized shares for each authorized representative must be specifically determined. If the shareholder does not clearly specify the number of authorized shares for each authorized representative, it will be automatically understood that the shareholder's shares will be divided equally among the authorized representatives.

c. Authorization details and scope: specifically outlining the scope and content of the authorization that the authorized person attending the meeting is permitted to perform.

d. The authorization period (the authorization document must remain valid until the completion of the Shareholders' General Meeting).

e. The signature of the shareholder (if the shareholder is an individual) or the shareholder's legal representative (if the shareholder is an organization) and the signature of the authorized representative attending the meeting (if the authorized representative is an organization, the signature of the legal representative is required).

2. Authorized representatives must present the authorization document when registering for the meeting, or they may submit information about the authorization document to the Organizing Committee before the opening day of the meeting. In case of sub-authorization, the meeting participant must also present the original authorization document from the shareholder/authorized representative of the shareholder (if not previously registered with the Company). The scope of sub-authorization must be the same as the scope of the original authorization of the shareholder.

3. Shareholders who terminate or change their authorized representative must notify the Company in writing before the opening date of the meeting.

Article 11. Procedures for registering to attend the General Meeting of Shareholders

1. Shareholders or their authorized representatives may register to attend the Company's General Meeting of Shareholders before the opening date by various means (provided that this registration is made within the time limit stated in the Notice of Invitation to the General Meeting of Shareholders), specifically: (1) sending an email to the Company; or (2) registering by phone; or (3) sending a letter by post. In case of prior registration, shareholders and their authorized representatives must still bring and present their personal identification documents, authorization documents, and other necessary related documents to the meeting organizing committee for verification and registration at the meeting venue.

2. If a shareholder does not register to attend the meeting before the opening date, they may still register to attend in person at the General Meeting.

3. Before the meeting commences, the Organizing Committee must conduct the registration procedure for shareholders attending the meeting. The General Meeting

Organizing Committee will assign one or more individuals to verify the eligibility of shareholders (“Shareholder Eligibility Verification Team”). Shareholders or their authorized representatives attending the General Meeting of Shareholders must register at the registration desk before entering the meeting and sign the pre-prepared list of attending shareholders.

4. The shareholder eligibility verification committee will check the eligibility of shareholders when they register to attend the meeting or their authorized representative. Based on the list of shareholders entitled to attend the meeting, the committee will compare the personal documents of the shareholder or authorized representative, and check the invitation letter and authorization document (if any). If the shareholder or authorized representative does not meet the shareholder eligibility requirements, the committee has the right to refuse their attendance at the meeting.

5. Shareholders or their authorized representatives who arrive after the meeting has commenced are still registered to attend and have the right to vote immediately after registration. In this case, the validity of any previously voted-on items remains unchanged.

6. When registering to attend the General Meeting of Shareholders, based on the meeting documents enclosed with the meeting invitation and/or posted on the Company's website, shareholders are responsible for declaring in detail and truthfully their relevant interests in the agenda items of the General Meeting of Shareholders. The vote counting committee will determine the shareholders' voting rights on matters involving conflicts of interest as stipulated in Article 167 of the Enterprise Law. Failure to declare or making false declarations resulting in violations of voting regulations will be handled in accordance with the law and the Company's charter.

Article 12. Conditions for holding a General Meeting of Shareholders

1. In order to hold a General Meeting of Shareholders, the number of shareholders and authorized representatives attending the meeting must meet a minimum ratio as stipulated in Article 17 of the Company's Charter, specifically:

a. A General Meeting of Shareholders is considered valid when the number of shareholders and their authorized representatives present at the meeting exceeds fifty percent (50%) of the total voting rights.

b. If, after thirty (30) minutes from the scheduled opening time of the General Meeting, the conditions for holding the General Meeting of Shareholders as stated in item a above have not been met, the convener must cancel the meeting. The notice inviting attendees to the second meeting must be sent within thirty (30) days from the date of the first scheduled meeting. The second meeting shall be held when the number of shareholders and authorized persons attending the meeting represents at least thirty-three percent (33%) of the total number of voting shares.

- c. If thirty (30) minutes have elapsed since the scheduled opening time of the General Meeting and the conditions for holding the second General Meeting of Shareholders as stated above have not been met, the convener must cancel the meeting. The notice inviting attendees to the third General Meeting of Shareholders must be sent within twenty (20) days from the date of the planned second meeting. In this case, the meeting will proceed regardless of the number of shareholders or authorized representatives attending.
2. In the case of convening the second and third meetings as mentioned above, the person convening the General Meeting of Shareholders does not need to create a new list of shareholders entitled to attend and can use the list that VSDC provided in the first meeting.
3. The agenda and content for the second and/or third meeting will remain the same as those prepared for the first meeting.

Article 13. Forms of adopting resolutions of the General Meeting of Shareholders

Ordinary shareholders have the right to attend the General Meeting of Shareholders and exercise their voting rights through the following methods:

- a. Attend and vote in person at the meeting;
- b. Authorize another person to attend and vote at the meeting. Shareholders may authorize a member of the Board of Directors to represent them at the General Meeting of Shareholders;
- c. Attend and vote electronically through the online meeting system; send voting ballots to the meeting via mail, fax, email, or other means as prescribed by law and the Company's specific regulations when organizing the General Meeting of Shareholders.

Article 14. Voting Procedures

1. Voting ballots will be sent to shareholders along with the meeting invitation, posted on the Company's website, or provided by the Organizing Committee to each shareholder or authorized representative at the time of shareholder registration before the meeting, containing the following main information:
 - a. The full name of the shareholder or the full name of the person authorized to attend the meeting (if any).
 - b. The number of shares held by that shareholder or the authorized representative attending the meeting.
 - c. The issue requires a vote.
 - d. Voting status (including: approve, disapprove, and abstain).
2. The content of the ballot depends on the agenda of the General Shareholders' Meeting. If the meeting includes the election of members of the Board of Directors or the Supervisory Board, the Company will issue shareholders ballots. These ballots will include the following information:
 - a. The full name of the shareholder or the full name of the person authorized to attend the meeting (if any).

- b. The total number of shares held by that shareholder or the authorized representative attending the meeting.
- c. Candidate's name.
- d. The maximum number of votes for each shareholder(s).
- 3. When voting at the General Meeting, shareholders and authorized representatives vote on each item on the agenda using the voting ballot. Voting is conducted by marking one of the voting statuses: "approve," "disapprove," or "no opinion" for each item. Simultaneously, shareholders and authorized representatives must follow the instructions of the vote counting committee.
- 4. A valid ballot must clearly indicate "in favor," "in favor," or "no opinion" on each specific issue and be properly signed by the shareholder or their authorized representative.
- 5. After the voting is complete, shareholders or their authorized representatives place their voting and/or ballot papers into a sealed ballot box for the vote counting committee to count.
- 6. Shareholders or their authorized representatives may also submit their ballots to the General Meeting of Shareholders via mail/fax/email. Shareholders are assured that voting by mail/fax/email is equivalent to voting in person at the meeting.
- 7. To avoid conflicts of interest, shareholders with vested interests will not vote on matters in which they or their related parties are identified as having rights and interests, in order to ensure the transparency and fairness of the meeting. For other matters, they retain their normal voting rights.
- 8. For items subject to public voting by the General Meeting: The Organizing Committee will issue separate voting cards for these items so that shareholders/authorized representatives attending the meeting can vote publicly according to the instructions of the Vote Counting Committee.

Article 15. Method of vote counting

- 1. The General Meeting of Shareholders will elect one or more members to the Vote Counting Committee upon the recommendation of the meeting chairman. The number of members of the Vote Counting Committee will be decided by the General Meeting of Shareholders based on the chairman's recommendation.
- 2. The vote counting committee has the following rights and responsibilities:
 - a. Proceed with counting the ballots and voting slips.
 - b. Prepare and publicly announce the minutes of the vote count and ballot counting before the General Meeting of Shareholders.
 - c. Hand over the vote counting minutes and all sealed ballot papers and voting slips to the Organizing Committee of the Shareholders' General Meeting.
 - d. Responsible for the integrity and accuracy of data, verification, recording of vote counts, and public announcement of vote count results.

3. The responsibilities of each member of the vote counting committee are defined as follows:
 - a. Head of the vote counting committee: responsible for the procedures, sequence, and legal aspects of conducting voting and elections at the General Shareholders' Meeting.
 - b. The member in charge of data and statistics is responsible for ensuring the accuracy of data, including but not limited to data entry, calculations, and statistics related to the conduct of the General Meeting of Shareholders and vote counting data.
 - c. Vote counting supervisor: responsible for supervising the vote counting process carried out by other members of the Vote Counting Committee.
4. The vote counting committee will examine the ballots and compile the following information:
 - a. Number of shareholders who participated in the vote and total number of votes cast.
 - b. The number of valid votes and the number of invalid votes.
 - c. The total number of "approve," "disapprove," and "no opinion" votes for each issue.
5. The person convening the General Meeting of Shareholders has the right to use electronic, automated software that applies barcodes, QR codes, and/or other identification technologies to conduct vote counting in order to ensure accuracy and shorten the counting time. The person convening the General Meeting of Shareholders is responsible for the use of such equipment, tools, and software.
6. The vote counting committee will have personnel to supervise the process and results of the vote counting. All members of the vote counting committee will sign the vote counting minutes to confirm the results.

Article 16. Conditions for the adoption of a resolution

1. Issues on the agenda of the General Shareholders' Meeting are approved if they meet the approval rate stipulated in the Company's Charter.
2. In addition, the General Meeting will approve the Minutes and Resolutions of the Shareholders' General Meeting before the end of the meeting. The approval of the Minutes and the full text of the Resolutions will be made by public voting at the meeting.

Article 17. Announcement of vote counting results

1. After the vote count is completed, the vote counting committee will prepare a vote counting report and announce the results immediately before the meeting adjourns.
2. The vote counting record must include the following information:
 - a. Time and location for the vote counting.
 - b. Composition of the Vote Counting Committee.
 - c. The total number of shareholders participating in the vote and the total number of voting shares held by these shareholders.

- d. The total number of votes cast for each item on the agenda, including valid, invalid, affirmative, negative, and abstention votes for each item; and the corresponding percentage of the total votes cast by shareholders attending and voting at the meeting.
- e. The issues were approved and the corresponding voting percentages were given.
- 3. The vote count minutes must be published on the Company's website within twenty-four (24) hours from the time of adoption of the Resolution of the General Meeting of Shareholders.

Article 18. Methods of objecting to resolutions of the General Meeting of Shareholders

- 1. In the event that a shareholder objects to a resolution of the General Meeting of Shareholders, this objection must be made in writing, clearly stating the full name, legal document number of the individual or organization, the content of the objection, and the reasons for the objection.
- 2. This document will be forwarded to the Corporate Governance Officer for review and note-taking.
- 3. Shareholders who vote against the General Meeting of Shareholders' decision on the reorganization of the company or the change in the rights and obligations of shareholders as stipulated in the Company's Charter have the right to request the Company to repurchase their shares. The request must be in writing, clearly stating the name and address of the shareholder, the number of shares of each type, the intended selling price, and the reason for requesting the Company to repurchase. The request must be sent to the Company within ten (10) days from the date the General Meeting of Shareholders approves the decision on the reorganization of the Company or the change in the rights and obligations of shareholders as stipulated in the Company's Charter.

Article 19. Request for annulment of a resolution of the General Meeting of Shareholders

- 1. Within ninety (90) days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the minutes of the results of the vote count of the General Meeting of Shareholders, the shareholder or group of shareholders specified in Clause 2, Article 10 of the Company's Charter 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:
 - a. The sequence and procedures for convening meetings and making decisions of the General Meeting of Shareholders seriously violated the provisions of the Enterprise Law and the Company's Charter, except as stipulated in Clause 3, Article 19 of the Company's Charter;
 - b. The resolution's content violates the law or the Company's Charter.

2. If the Court annuls a resolution or part of the content of the Shareholders' General Meeting Resolution, that resolution shall remain in effect until the Court's decision to annul the resolution or part of the resolution takes effect, except in cases where interim measures are applied by a competent authority.

3. In the event that a resolution of the General Meeting of Shareholders is annulled by a court decision, the person who convened the annulled General Meeting of Shareholders may consider reorganizing the General Meeting of Shareholders within sixty (60) days in accordance with the procedures stipulated in the Enterprise Law and the Company's Charter.

Article 20. Minutes of the Shareholders' General Meeting

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

- a. Company name, registered office address, and registration number.
- b. Time and location of the Shareholders' General Meeting.
- c. Meeting agenda and content.
- d. The names, signatures, and titles of the chairperson and secretary.
- e. Summary of the meeting proceedings and the statements made at the General Shareholders' Meeting on each item on the agenda.
- f. The number of shareholders and the total number of voting rights of shareholders attending the meeting, and an appendix listing registered shareholders/shareholder representatives attending the meeting with their 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 all shareholders present and voting at the General Meeting.
- h. The issues were approved, and the corresponding percentage of votes were cast in favor. In the event that the chairperson and/or secretary refuse to sign the minutes, the minutes shall remain valid if signed by all other members of the Board of Directors present at the meeting and contain all the required information as stipulated above. The minutes shall clearly state the chairperson's or secretary's refusal to sign the minutes.

2. The minutes must be drawn up in Vietnamese and may also be drawn up in English. In this case, both the Vietnamese and English versions of the minutes have equal legal validity. In case of any discrepancies in content between the Vietnamese and English versions, the content in the Vietnamese version shall prevail.

3. The minutes of the General Meeting of Shareholders must be prepared and approved before the meeting concludes. The chairperson and secretary of the meeting, or any other

person signing the minutes, shall be jointly responsible for the truthfulness and accuracy of the minutes' contents.

4. The minutes of the General Meeting of Shareholders must be posted on the Company's website within twenty-four (24) hours from the time of approval.

5. The minutes of the General Shareholders' Meeting are considered authentic evidence of the work done at the General Shareholders' Meeting.

6. Minutes of the General Meeting of Shareholders, appendix listing registered shareholders, proxies for attending the meeting, adopted resolutions, minutes of shareholder eligibility verification, minutes of vote counting, and other documents related to the General Meeting of Shareholders must be stored at the Company's head office.

Article 21. Publication of the Shareholders' General Meeting Resolution

1. Resolutions of the General Meeting of Shareholders take effect from the date of their adoption or from the effective date specified in the Resolution.

2. Meeting minutes, resolutions of the General Meeting of Shareholders and accompanying documents in the meeting minutes and resolutions (if any) must be posted on the Company's website and must disclose information in accordance with the law within twenty-four (24) hours from the time of issuance.

SECTION 2. PROCEDURES FOR HOLDING A GENERAL MEETING OF SHAREHOLDERS TO ADOPT RESOLUTIONS THROUGH WRITTEN CONSULTATION

Article 22. Cases where written consultation is and is not permitted.

1. All matters within the authority of the General Meeting of Shareholders may be approved by written ballot, except in cases stipulated in Clause 1, Article 20 of the Company's Charter. Resolutions adopted by written ballot have the same validity as resolutions adopted in the case of a General Meeting of Shareholders.

2. The annual general meeting of shareholders was not held through the method of obtaining shareholder opinions in writing.

Article 23. Procedures for holding a General Meeting of Shareholders to adopt resolutions by written ballot.

1. Authority to organize shareholder consultations in writing.

The Board of Directors has the right to solicit shareholder opinions in writing to pass resolutions of the General Meeting of Shareholders if deemed necessary for the benefit of the Company.

2. Notice regarding obtaining shareholder opinions in writing.

a. When it is deemed necessary to obtain shareholder opinions in writing to pass a resolution of the General Meeting of Shareholders, the Board of Directors will hold a meeting to agree on the issues to be discussed, assign tasks for preparation, and organize the opinion-gathering process.

- b. At the meeting, the Board of Directors must determine the purpose and issues requiring consultation, and finalize the registration date to serve as the basis for compiling the list of shareholders to be consulted. These matters must be reflected in a Resolution of the Board of Directors.
- c. The Board of Directors must make a public announcement about closing the list of shareholders to conduct written shareholder consultations at least twenty (20) days before the last registration date.
- d. Notices regarding the written shareholder consultation must be published on the Company's website, the State Securities Commission's website, and the stock exchange where the Company is listed or registered for trading.
- 3. Prepare a list of shareholders to be consulted.
 - a. The list of shareholders eligible for consultation is the list of shareholders owning shares of the Company as of the record date.
 - b. When it is deemed necessary to obtain shareholder opinions in writing, based on the Resolution of the Board of Directors, the Director will send a notification to VSDC requesting the creation of a list of the Company's shareholders based on VSDC's data.
 - c. The list of notification documents to be submitted to VSDC will follow the regulations and/or guidelines issued by VSDC from time to time.
 - d. The list of shareholders whose opinions need to be solicited shall be prepared no more than ten (10) days before the date of sending the written shareholder opinion ballot.
 - e. The list of shareholders whose opinions are sought must contain the information as stipulated in Article 7.3 of these Regulations.
- 4. Feedback form and deadline for submitting feedback forms.
 - a. The Board of Directors will prepare the ballot, draft resolution of the General Meeting of Shareholders, explanatory documents for the draft resolution and send them to all shareholders with voting rights no later than ten (10) days before the deadline for returning the ballot.
 - b. The feedback form must include the following key information:
 - (i) Company name, registered office address, and registration number.
 - (ii) Purpose of soliciting feedback.
 - (iii) The full name, contact address, nationality, and legal document number of an individual shareholder; the name, business registration number or legal document number of an organization, and the registered office address of an organization shareholder; and the full name, contact address, nationality, and legal document number of an individual representative of an organization shareholder; the number of shares of each class and the number of voting rights of the shareholder.
 - (iv) The issue requires consultation before approval.
 - (v) The voting options include: “agree,” “disagree,” and “no opinion.”

(vi) The deadline for submitting the answered ballot to the Company is as follows: Shareholders must submit their answered ballot to the Company before the time specified on the ballot, and the submission deadline is calculated from the date the ballot is duly sent or transmitted.

(vii) Full name and signature of the Chairman of the Board of Directors.

5. How to send out survey forms

a. The Board of Directors will send ballots to all shareholders on the shareholder list by post, email, fax, and/or other means of communication to ensure they reach each shareholder's contact address.

b. The explanatory documents for the draft Resolution and the contents requiring comments may be attached to the comment form or posted on the Company's website for shareholders to review before responding to the comment form.

c. Shareholders may submit their completed opinion ballots to the Company by mail, fax, or email, provided that the following conditions are met:

(i) In the case of mail submissions: the completed opinion poll form must be signed by the individual shareholder, the authorized representative, or the legal representative of the corporate shareholder. Opinion poll forms sent to the Company must be enclosed in a sealed envelope, collected and stored separately by the Company, and no one is permitted to open them before the vote count.

(ii) In the case of sending ballots by fax or email, the ballots sent to the Company must be collected, stored separately, and kept confidential until the time of vote counting.

d. Survey forms submitted to the Company after the deadline specified on the survey form, or that have been opened in the case of postal mail, or that have been disclosed in the case of fax/email, will be considered invalid.

e. Unreturned ballots will be considered as non-voting ballots.

6. Count the votes and prepare the vote count report.

a. The Board of Directors will establish a Vote Counting Committee to conduct the vote counting and prepare a vote counting report under the supervision and observation of the Supervisory Board or shareholders who do not hold management positions in the Company.

b. The vote count was conducted for each issue being discussed and the results were aggregated based on the "approve," "disapprove," and "no opinion" votes.

c. The vote count report must include the following key information:

(i) Company name, registered office address, and registration number.

(ii) The purpose and issues requiring consultation before the resolution can be passed.

(iii) The number of shareholders with 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.

- (iv) The total number of votes in favor, against, and abstentions for each issue.
 - (v) The issue has been approved, and the voting percentage in favor is as follows.
 - (vi) Full name and signature of the Chairman of the Board of Directors, the vote counting supervisor, and the vote counter.
- d. 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.
7. Announcement of vote count results and publication of the Shareholders' General Meeting Resolution.
- a. Based on the vote count results, the Chairman of the Board of Directors will issue a Resolution of the General Meeting of Shareholders.
 - b. The minutes of the written vote count and the Resolution of the General Meeting of Shareholders must be posted on the Company's website and must disclose information as prescribed by law within twenty-four (24) hours from the time of issuance.
 - c. The completed survey forms, vote counting records, adopted resolutions, and related documents accompanying the survey forms are kept at the Company's headquarters.

SECTION 3. PROCEDURES FOR HOLDING A GENERAL MEETING OF SHAREHOLDERS TO ADOPT RESOLUTIONS ONLINE

In addition to in-person meetings, annual and extraordinary general meetings of shareholders may be held online in the event of (i) force majeure events, including but not limited to: natural disasters, war, epidemics, rebellions, riots, terrorism, restrictive or prohibitive decisions of the State; and/or (ii) other objective events that the Board of Directors deems inconvenient and/or inappropriate to hold the general meeting of shareholders in person.

The organization of the General Meeting of Shareholders online will include the main contents as presented in the Articles below. However, if deemed necessary, the convenor of the General Meeting of Shareholders may issue Regulations on the organization of the General Meeting of Shareholders to provide detailed guidance on organizing the General Meeting of Shareholders in the form of an online conference.

Article 24. Notice of convening the General Meeting of Shareholders online

The method for notifying shareholders of an online General Meeting is the same as for notifying them of an in-person General Meeting. Specifically, the person convening the General Meeting will send the meeting notice and meeting documents to the company's shareholders or post these documents on the company's website. However, in the case of an online General Meeting, the person convening the meeting is obligated to prepare additional guidance documents for shareholders to register and attend the meeting online.

Article 25. Method of registering to attend the online General Meeting of Shareholders

1. Shareholders will register to attend the General Meeting of Shareholders online according to the instructions provided by the Organizing Committee, which have been sent to shareholders and/or posted on the Company's website. Accordingly, shareholders will access the link published by the Organizing Committee and complete the declaration and verification of their shareholder status to attend the meeting.
2. Shareholders are only permitted to attend the online meeting after declaring and verifying their shareholder status. The organizers also ensure that shareholder access is unique and that each shareholder has only one account to access the online meeting room at any given time.
3. The organizers will also provide shareholders with information on technical support personnel and a hotline to assist shareholders in accessing and participating in the meeting.

Article 26. Authorization of representatives to attend the General Meeting of Shareholders online.

Shareholders may authorize another person to attend the General Meeting online. Specific regulations regarding authorization will be decided by the Board of Directors and communicated to shareholders along with the meeting documents.

Article 27. Conditions for conducting online General Shareholders' Meeting

An online General Shareholders' Meeting shall be conducted when the number of shareholders attending the meeting meets the minimum quorum as stipulated in Article 12 of these Regulations.

Article 28. Method of online voting

1. The organizing committee will prepare the technical equipment or means and methods for shareholders to conduct online voting (e-voting), electronic balloting, and/or other electronic voting methods, and will record these online votes of shareholders or their authorized representatives on the agenda items. The specific method will depend on the electronic equipment the Company uses for voting and will be announced to shareholders before each general meeting.
2. Shareholders or their authorized representatives may also vote via email/fax or by mail to the email address, fax number, or mailing address provided by the Organizing Committee, provided that the Organizing Committee receives the shareholder's ballot before the vote counting is completed.

Article 29. Method of online vote counting

The organizing committee will employ modern technologies to conduct the vote counting of shareholders. The vote count will be based on the number of votes cast by shareholders and/or their authorized representatives through online voting (e-voting), electronic ballots, and/or other electronic means, and the number of ballots submitted by shareholders and/or their authorized representatives via post, email, and fax.

The vote counting committee is responsible for the accuracy of this vote count and is liable for any damages arising from resolutions passed due to dishonest or inaccurate vote counting.

Article 30. Notification of vote counting results

The vote count results will be announced at the online General Shareholders' Meeting immediately after the vote count is completed and before the meeting adjourns.

Article 31. Minutes of the Shareholders' General Meeting

The minutes of an online General Meeting of Shareholders shall be prepared in the same manner and include the same contents as the minutes of an in-person General Meeting of Shareholders, as specifically stipulated in Article 20 of these Regulations.

Article 32. Publication of the Shareholders' General Meeting Resolution

Resolutions of the online General Meeting of Shareholders must be posted on the Company's website and must be disclosed in accordance with the law within twenty-four (24) hours from the time of issuance.

SECTION 4. PROCEDURES FOR HOLDING A GENERAL MEETING OF SHAREHOLDERS TO ADOPT RESOLUTIONS THROUGH A MEETING IN PERSON

COMBINED WITH ONLINE

In addition to holding the General Meeting of Shareholders in person and/or online in the manner specified in Sections 2 and 3 of these Regulations, depending on the actual circumstances, the Board of Directors may organize the General Meeting of Shareholders using a combination of in-person and online conferencing.

The organization of the General Meeting of Shareholders through a hybrid format (in-person and online) will include the following main contents; however, if deemed necessary, the convenor of the General Meeting of Shareholders may issue regulations on the organization of the General Meeting of Shareholders to provide detailed guidance on certain issues related to organizing the General Meeting of Shareholders through a hybrid format (in-person and online).

Article 33. Notice of convening the General Meeting of Shareholders

1. Shareholders can attend the General Meeting of Shareholders in person at the meeting venue or participate via online conferencing using modern technology. Accordingly, at the venue where the General Meeting of Shareholders is held in person, the Organizing Committee will provide additional projection screens, computers, and audio-visual broadcasting equipment with internet connectivity to broadcast the meeting live to other shareholders participating online. This ensures a stable connection, clear and consistent image and sound quality between the in-person and online sessions, and protects the rights of all shareholders.

2. The procedure for registering to attend the Shareholders' General Meeting using this combined method is as follows:

- a. For shareholders attending the meeting in person: registration should be done at the shareholder eligibility check desk located at the meeting venue, following the registration procedure for in-person meetings as stipulated in Article 11 of these Regulations.
- b. For shareholders attending the meeting online: please register as instructed in Article 25 of these Regulations.

Article 34. Procedures for registering to attend the General Meeting of Shareholders

Depending on the chosen method of attending the General Meeting, shareholders register to attend the General Meeting of Shareholders in accordance with the provisions of Articles 11 and 25 of these Regulations.

Article 35. Authorization of a representative to attend the General Meeting of Shareholders

Shareholders may authorize representatives to attend the General Meeting of Shareholders in accordance with Articles 10 and 26 of these Regulations.

Article 36. Conditions for conducting

This hybrid General Meeting of Shareholders is conducted when the total number of shareholders/authorized representatives attending both in person and online meets the minimum quorum as stipulated in Article 12 of these Regulations.

Article 37. Forms of adopting resolutions of the General Meeting of Shareholders

Resolutions of the General Meeting of Shareholders are adopted by voting at the meeting (including in-person voting and electronic/online voting).

Article 38. Voting Procedure

Shareholders may vote by: (i) voting in person at the General Meeting, (ii) sending their ballot to the meeting convener by mail/email/fax, or (iii) voting electronically or by other electronic means.

Article 39. Method of vote counting

1. The company will employ modern technologies to conduct the counting of shareholder votes. The vote count will be based on (i) the number of votes cast by shareholders and/or their proxy votes via electronic voting and/or other electronic means; (ii) the number of votes cast by shareholders and/or their proxy votes in person at the meeting (placed in the ballot box); and (iii) the number of ballots submitted by shareholders and/or their proxy votes via mail, email, or fax.
2. The vote counting committee will aggregate the total number of votes in favor, against, and abstentions from all three methods for each agenda item and divide it by the total number of voting shares of all shareholders attending and voting at the General Meeting to determine the corresponding percentages of votes in favor, against, and abstentions for

each issue being voted on, thereby determining whether the issue to be voted on has sufficient quorum to be approved.

Article 40. Notification of vote counting results

The results of the vote count will be announced at the General Shareholders' Meeting immediately after the vote count is completed and before the meeting adjourns.

Article 41. Prepare minutes of the Shareholders' General Meeting.

The secretary will prepare the minutes of the General Meeting of Shareholders immediately at the meeting and present them to the General Meeting of Shareholders for approval before adjournment. The minutes of the General Meeting of Shareholders shall include the contents as stipulated in Article 20 of these Regulations.

Article 42. Publication of the Shareholders' General Meeting Resolution

Resolutions of the General Meeting of Shareholders must be posted on the Company's website and must be disclosed in accordance with the law within twenty-four (24) hours from the time of issuance.

CHAPTER III. BOARD OF DIRECTORS

Article 43. Role, rights and obligations of the Board of Directors, responsibilities of Board members

1. The Board of Directors is the governing body of the company, with full authority to exercise the rights and obligations of the Company, except for those rights and obligations that fall under the authority of the General Meeting of Shareholders.
2. The rights and obligations of the Board of Directors are stipulated in Article 25 of the Company's Charter.
3. Board members have the right to request the Director and Deputy Directors to provide information and documents on the financial situation and business operations of the Company, provided that such information is for the purpose of performing the duties of the Board members and that such information is notified in writing to the Chairman of the Board of Directors and the Chairman of the Committee under the Board of Directors (if any) of which the requesting Board member is a member. The request must be made in writing, clearly stating the reason for the request, the purpose of using the information, accompanied by a commitment to use the information and documents for the intended purpose and maintain confidentiality, and the request must be sent to the Director at least twenty-four (24) hours in advance. The requested manager must provide timely, complete and accurate information and documents as requested by the Board members.
4. In the event that a member of the Board of Directors misuses or discloses/reveals information, that member shall be held fully liable for any damages incurred by the Company.

Article 44. Nominating, electing, dismissing, and removing members of the Board of Directors.

1. Term of office and number of members of the Board of Directors

The minimum number of Board of Directors members is three (03) and the maximum is eleven (11). The specific number of Board of Directors members will be decided by the General Meeting of Shareholders.

The term of office of a Board of Directors member shall not exceed five (05) years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Company's Board of Directors for no more than two (02) consecutive terms. In the event that all members of the Board of Directors complete their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

2. Structure, standards, and conditions for members of the Board of Directors:

a. The Company's Board of Directors structure ensures that at least one-third (1/3) of the total number of Board members are non-executive members.

b. The total number of independent members of the Board of Directors must meet the following criteria:

- (i) There must be at least one (01) independent member in case the company has three (03) to five (05) members of the Board of Directors;
- (ii) There must be at least two (02) independent members in case the company has six (06) to eight (08) members of the Board of Directors;
- (iii) There must be at least three (03) independent members in the case of a company with nine (09) to eleven (11) members of the Board of Directors.

Members of the Board of Directors must meet the standards and conditions stipulated in Clauses 1 and 2 of Article 155 of the Enterprise Law and the Company's Charter.

3. Nomination and candidacy for Board of Directors members

a. When the Company conducts the election of Board members, candidates may submit their applications to the General Meeting Organizing Committee no later than fifteen (15) days before the opening date of the General Meeting of Shareholders to run for election.

b. Shareholders or groups of shareholders owning 10% or more of the total number of common shares are entitled to nominate or run for election as members of the Company's Board of Directors by submitting nomination or candidacy documents to the General Meeting Organizing Committee no later than fifteen (15) days before the opening date of the General Meeting of Shareholders for consideration.

The application/nomination documents include:

- (i) The nomination/application document must demonstrate that (i) the candidate accepts the nomination by the shareholder or group of shareholders; (ii) the candidate commits to acting and performing their duties honestly, faithfully, diligently, and in the best interests of the Company if elected as a member of the Board of Directors;

and (iii) the candidate commits to the truthfulness, accuracy, and reasonableness of the personal information provided.

- (ii) The candidate's profile, including: Full name, date of birth; Educational qualifications; Professional qualifications; Work experience; Companies where the candidate currently holds a position as a member of the Board of Directors/Board of Members or is also running for a position as a member of the Board of Directors and other management positions; The candidate's relationship with related parties; The candidate's relationship with the Company's key business partners; Information related to the candidate's financial situation and other matters that may affect the candidate's duties and independence as a member of the Board of Directors;
- (iii) If the candidate is nominated by a group of shareholders, the following additional information must be provided: (i) a full list of the nominating group of shareholders; (ii) the total number of shares currently held by the group of shareholders; and (iii) a written agreement from the group of shareholders regarding the nomination of the Board member.

The Board of Directors will endeavor to disclose information about candidates before the opening date of the General Meeting of Shareholders in accordance with the law, depending on the availability of candidate information so that shareholders can learn about the candidates before voting. If a candidate has been identified, the Board of Directors must disclose information related to the candidates at least ten (10) days before the opening date of the General Meeting of Shareholders. Information related to candidates of the Board of Directors to be disclosed includes:

- (i) Full name, date of birth (day, month, year);
- (ii) Educational qualifications, professional qualifications;
- (iii) Work experience;
- (iv) Other managerial positions (including positions on the Board of Directors/Board of Members of other companies);
- (v) The benefits relate to the Company and its related parties;
- (vi) Companies in which the candidate holds positions as a member of the Board of Directors or Board of Members, other management positions, and any related interests in the candidate's Board of Directors (if any);
- (vii) Other information (if any).

4. If the number of candidates for the Board of Directors, through nominations and candidacies, is still insufficient, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the Company's Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The incumbent Board of Directors' nomination of additional candidates must

be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors, as required by law.

5. Method of electing members of the Board of Directors

a. Voting for members of the Board of Directors must be conducted using cumulative voting. Each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and shareholders have the right to allocate all or part of their total votes to one or more candidates.

b. Shareholders can allocate their votes to each candidate according to a specific number or proportion, or distribute them equally among the selected candidates, and have the right to vote a portion of their total vote for one or more candidates, while the remainder may not be voted on by any candidate.

c. The number of candidates selected must not exceed the number of Board members to be elected.

d. Based on the number of approved Board of Directors members, the elected members are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the required number of Board members is reached, while ensuring that the minimum number of independent Board members stipulated in the Company's Charter is met.

e. Independent candidates will be selected first (based on the number of votes from highest to lowest, separate for independent candidates). After the minimum number of independent Board members as stipulated has been reached, the selection of the remaining Board members will be based on the number of votes from highest to lowest (including the remaining non-independent and independent Board candidates). A candidate elected as a Board member must have at least one (01) vote.

f. In the event that two (02) or more candidates receive the same number of votes for the last member of the Board of Directors, this member will be selected as follows:

- (i) If the candidate is a shareholder, the candidate holding more shares will be given priority in the selection process.
- (ii) If the candidate is not a shareholder, the candidate with the longest term as a member of the Board of Directors will be given priority. In case of a tie in terms of term, the number of years served will be considered.

If no candidate is selected according to criteria (i) and (ii) above, the General Meeting of Shareholders will conduct a re-election among the candidates with equal votes and select the candidate with the highest number of votes.

6. Cases of dismissal, removal, and appointment of Board of Directors members.

a. According to Clause 4, Article 24 of the Company's Charter, the dismissal of a member of the Board of Directors shall be carried out as follows:

- (i) In the event that a member of the Board of Directors no longer meets the qualifications and conditions for membership in the Company's Board of Directors: The Board of Directors is responsible for gathering evidence and information and preparing an assessment report and explanation regarding the reason why that member no longer meets the qualifications and conditions. The Board of Directors will then vote on the matter before submitting it to the General Meeting of Shareholders for approval.
- (ii) In the event that a member of the Board of Directors submits a resignation letter: The resignation letter must be sent to the Head of Corporate Governance at the Company's head office. The Board of Directors will receive it and submit it to the General Meeting of Shareholders for approval. The dismissal in this case is only effective upon a written resolution of the General Meeting of Shareholders.
- (iii) In the event that a member of the Board of Directors is dismissed by a decision of the General Meeting of Shareholders: This dismissal will take effect at the time the General Meeting of Shareholders issues the resolution or at the time specifically stipulated in the resolution of the General Meeting of Shareholders.
- (iv) In the event that a member of the Board of Directors is absent from the activities of the Board of Directors for six (06) consecutive months, except in cases of force majeure. This absence includes not attending Board meetings, not completing assigned tasks, and/or not performing assigned duties. In this case, the Board of Directors shall consider and decide before submitting it to the General Meeting of Shareholders for approval.

b. The election of additional members to the Board of Directors shall be conducted in the following cases:

- (i) The number of Board of Directors members has been reduced by more than one-third (1/3) compared to the number stipulated in the Company's Charter and the decision/resolution of the General Meeting of Shareholders;
- (ii) The number of independent members of the Board of Directors has decreased, failing to meet the ratios stipulated in the Company's Charter and applicable laws.
- (iii) The General Meeting of Shareholders elected new members to the Board of Directors to replace the members who were dismissed or removed from office at the most recent meeting.

The election of additional members to the Board of Directors will be based on a list of candidates nominated by (i) the candidates themselves, (ii) shareholders or groups of shareholders, and/or (iii) the Board of Directors.

7. Announcement regarding the election, dismissal, and removal of members of the Board of Directors.

In all cases of changes to the Board of Directors involving the election, dismissal, or removal of Board members, after approval by the General Meeting of Shareholders, the Board of Directors and the Director (Legal Representative of the Company) must disclose information in accordance with the law.

8. Election, removal, and dismissal of the Chairman of the Board of Directors:

- a. The Chairman of the Board of Directors is elected from among the members of the Board of Directors by a majority vote.
- b. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the date of the end of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one member has the highest number of votes or the same percentage of votes, the members shall elect by majority to choose one (01) person among them to convene the meeting of the Board of Directors.

In the event that the Chairman 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.

In the event that the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Directors.

In the event that there is no authorized representative or the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative measures at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is restricted or incapacitated, has difficulties in understanding or controlling his/her behavior, or is prohibited by the Court from holding office, practicing a profession, or performing a certain job, 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.

- c. The removal or dismissal of the Chairman of the Board of Directors will be carried out by a decision of the Board of Directors.

Article 45. Remuneration and other benefits of Board members

1. The remuneration and bonuses of the Board of Directors are determined by a decision of the General Meeting of Shareholders. The total amount is an absolute figure.
2. The remuneration of each member of the Board of Directors is included in the Company's business expenses in accordance with the law on corporate income tax, is 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.

3. Other benefits: Other benefits may include the cost of purchasing liability insurance (if approved by the General Meeting of Shareholders), health insurance packages, etc., for members of the Board of Directors.

Article 46. Sequence and procedures for organizing a Board of Directors meeting.

1. Minimum number of meetings per quarter/year

The Board of Directors must meet at least once every quarter and may hold extraordinary meetings to make decisions by voting at the meeting or by obtaining written opinions.

2. Cases requiring the convening of an extraordinary meeting of the Board of Directors:

a. The Chairman of the Board of Directors convenes extraordinary meetings of the Board of Directors in the following cases:

- A proposal may be made by the Supervisory Board or an independent member of the Board of Directors;
- There is a proposal from the Director or at least five (05) other managers;
- There is a proposal from at least two (02) members of the Board of Directors.

b. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receiving the above-mentioned proposal. In case of failure to convene a meeting of the Board of Directors as requested, the Chairman of the Board of Directors shall be responsible for any damages incurred by the Company. The person making the proposal has the right to replace the Chairman of the Board of Directors in convening a meeting of the Board of Directors.

3. Notice of Board of Directors Meeting:

a. The notice of the Board of Directors meeting must be sent to the members of the Board of Directors at least three (03) working days before the meeting is held.

b. In the case of regular quarterly Board of Directors meetings, the invitation to the meeting will be sent by the Company's Chief Executive Officer. In the case of extraordinary Board of Directors meetings, the invitation will be sent by the Chairman of the Board of Directors or the person convening the meeting.

c. Meeting notices may be sent by paper invitation, telephone, fax, email, or other means depending on the time, but must ensure that they reach the address of each Board member registered with the Company.

d. The meeting notice must specify the time and place of the meeting, the agenda, the issues to be discussed and decided, and may also include materials to be used at the meeting and voting ballots for members.

e. The Board of Directors meeting may be held at the Company's head office or at another address in Vietnam or abroad, as proposed by the Chairman of the Board of Directors and with the agreement of the Board of Directors.

4. Conditions for holding a Board of Directors meeting:

- a. A Board meeting is considered valid when at least three-quarters (3/4) of the total number of members are present.
- b. If the convened meeting does not have the required number of members present as stipulated above, a second meeting shall be convened within seven (07) days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half (1/2) of the Board of Directors members are present.
- c. Board members are deemed to have attended and voted at the meeting in the following circumstances:
 - (i) Attend and vote in person at the meeting;
 - (ii) Authorize someone else to attend the meeting and vote on their behalf;
 - (iii) Participate and vote via online conference, electronic voting, or other electronic means;
 - (iv) Submit your ballot to the meeting via mail, fax, or email;
 - (v) Submit the ballot by other means if approved by a majority of the Board of Directors.

5. Voting method:

- a. The board of directors makes decisions by voting at meetings or by obtaining written opinions.
- b. Each member of the Board of Directors or authorized representative (if any) attending the Board of Directors meeting has one (01) vote.
- c. Board members may send their completed ballots to the meeting by mail, fax, or email. If a Board member sends their ballot by mail, the ballot must be in a sealed envelope and delivered to the Chairman of the Board no later than one (01) hour before the meeting begins. The ballot may only be opened in the presence of all attendees. If sent by fax or email, it must be sent before the end of the vote count.
- d. In the event that the board meeting is held in person, online, or through other electronic means, board members may vote by stating “in favor,” “against,” or “abstain,” or by raising their hand for each item on the ballot.
- e. Board members are not entitled to vote on contracts or transactions in which they or a person related to them have an interest that conflicts with, or may conflict with, the interests of the Company. Board members are not counted toward the minimum number of representatives required to convene a Board meeting regarding decisions in which they do not have the right to vote.
- f. Any member of the Board of Directors who benefits from a contract or transaction with the Company shall be deemed to have a substantial interest in that contract or transaction.
- g. According to the above regulations, when issues arise during a Board of Directors meeting concerning the interests of a Board member or the voting rights of a member, and these issues cannot be resolved by the voluntary waiver of voting rights by the relevant Board member, the issues shall be referred to the meeting chair for decision. The chair's

decision on such matters shall be final unless the nature or scope of the interests of the relevant Board member has not been fully disclosed.

6. Conditions for passing a resolution by the Board of Directors:

a. The Board of Directors makes decisions based on a majority vote of the Board members present at the meeting (>50%). In the event of a tie vote, the final decision rests with the side supported by the Chairman of the Board of Directors.

b. Resolutions adopted through written consultation are based on the unanimous agreement of a majority of the voting members of the Board of Directors. This resolution is effective and valid as if it were adopted at the meeting.

7. Authorization of another person to attend a meeting by a member of the Board of Directors.

a. Board members may authorize other representatives to attend meetings and vote on their behalf if approved by a majority of the board members.

b. The authorization must be in writing and notified to the Board of Directors in advance for approval before the meeting commences.

c. Authorized representatives must present their authorization letter and other personal legal documents when attending Board of Directors meetings.

8. Prepare minutes of the Board of Directors meeting.

a. Board of Directors meetings must be recorded by the Company's Chief Administrator and may be audio-recorded, transcribed, and stored in other electronic forms.

b. The meeting minutes must include the following key points:

(i) Name, registered office address, business registration number;

(ii) Time and location of the meeting;

(iii) Purpose, agenda, and content of the meeting;

(iv) The full names of each member attending the meeting or their authorized representatives, and the manner of attendance; the full names of members absent from the meeting, and the reasons for absence;

(v) The issue was discussed and voted on at the meeting;

(vi) Summarize the statements made by each meeting participant in chronological order of the meeting's proceedings;

(vii) The voting results clearly indicate which members approved, disapproved, and abstained.

(viii) The issue was approved, and the voting percentage was in favor.

(ix) The names, signatures of the chairperson and the person recording the minutes.

c. In the event that the chairperson or the person recording the minutes refuses to sign the meeting minutes, but if all other members of the Board of Directors present at the meeting sign and the minutes contain all the aforementioned information, then these minutes are still valid and enforceable. The meeting minutes clearly state that the chairperson or the

person recording the minutes refused to sign. The person signing the minutes is jointly liable for the accuracy and truthfulness of the content of the Board of Directors' meeting minutes. The chairperson or the person recording the minutes is personally liable for any damages incurred by the enterprise due to their refusal to sign the meeting minutes, as stipulated in the Enterprise Law, the company's charter, and relevant laws.

d. The chairperson, the minutes recorder, and any signatories to the minutes shall be jointly and severally liable for the truthfulness and accuracy of the content of the Board of Directors meeting minutes.

e. Minutes of the Board of Directors meeting must be prepared in Vietnamese and may also be prepared in English. In this case, the minutes prepared in Vietnamese and English have equal legal validity. In case of discrepancies in content between the Vietnamese and English minutes, the content in the Vietnamese minutes shall prevail.

f. Minutes of the Board of Directors meeting and documents used in the meeting must be kept at the Company's head office for at least five (05) years.

9. Announcement of the Board of Directors' Resolution:

a. The person in charge of corporate governance is responsible for sending the signed minutes of the Board of Directors meeting to the members via mail or email/fax to the address registered by each member, and these minutes serve as authentic evidence of the work accomplished during the meeting.

b. In accordance with the Board of Directors' resolution on certain matters requiring mandatory information disclosure, the legal representative and/or the person in charge of corporate governance of the Company are responsible for disclosing information as prescribed.

Article 47. Selection, appointment, and dismissal of the person in charge of corporate governance.

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

- Having knowledge of the law;
- You are not allowed to simultaneously work for the independent auditing firm that is auditing the Company's financial statements;
- Other standards as prescribed by law, the Company's Charter, and decisions of the Board of Directors.

2. Appointment of the Head of Corporate Governance:

The Company's Board of Directors must appoint at least one (01) person in charge of Company administration to support Company administration. The person in charge of Company administration may also serve as Company Secretary as prescribed in Clause 5, Article 156 of the Enterprise Law.

3. The Board of Directors may dismiss the Head of Corporate Governance when necessary, provided that this does not violate applicable labor laws.

4. The announcement of the appointment and dismissal of the Company's Head of Administration is made public in accordance with the law.
5. The rights and obligations of the person in charge of corporate governance are governed by Article 30 of the Company's Charter.

CHAPTER IV. THE SUPERVISORY BOARD

Article 48. The role, rights, and obligations of the Supervisory Board, and the responsibilities of the Supervisors.

The rights and obligations of the Supervisory Board, and the responsibilities of the Supervisors, are governed by Article 37 of the Company's Charter.

Article 49. Term of office, number, composition, and structure of the Supervisors

1. The Company has three (03) Supervisors. The term of office of a Supervisor shall not exceed five (05) years and may be re-elected for an unlimited number of terms.

In cases where a Supervisor's term ends at the same time as a new Supervisor's term, the former Supervisor shall continue to exercise their rights and obligations until a new Supervisor is elected and assumes office.

2. Composition and structure of the Auditors

- a. The Supervisory Board has one (01) Head of the Board elected by the Supervisory Board from among the Supervisors by majority principle. The rights and obligations of the Head of the Supervisory Board are stipulated in Article 36 of the Company Charter.
- b. The Supervisory Board must have more than half of its Supervisors residing in Vietnam.

Article 50. Standards and conditions for Inspectors

The auditor must meet the standards and conditions stipulated in Article 169 of the Enterprise Law and must not fall under the following cases:

1. Working in the accounting and finance department of the company;
2. Being a member or employee of an independent auditing firm that audited the Company's financial statements for the three (03) consecutive years prior to that;
3. 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.

Article 51. Nomination and candidacy of Supervisors

1. Nominations and candidacies for the Supervisory Board:
 - a. When the Company conducts the election of the Supervisory Board, candidates may submit their applications to the General Meeting Organizing Committee no later than fifteen (15) days before the opening date of the General Meeting of Shareholders to run for election.
 - b. Shareholders or groups of shareholders owning 10% or more of the total number of common shares are entitled to nominate or run for the Supervisory Board of the Company by submitting nomination or candidacy documents to the General Meeting Organizing

Committee no later than fifteen (15) days before the opening date of the General Meeting of Shareholders for consideration.

The application/nomination documents include:

- (i) The nomination/application document must demonstrate that (i) the candidate accepts the nomination by the shareholder(s) or group of shareholders; (ii) the candidate commits to acting and performing their duties honestly, faithfully, diligently, and in the best interests of the Company if elected as Supervisor; and (iii) the candidate commits to the truthfulness, accuracy, and reasonableness of the personal information provided.
- (ii) The nominee's/candidate's profile, including: Full name, date of birth; Educational qualifications; Professional qualifications; Work experience; Relationship of the candidate with relevant parties;
- (iii) If the candidate is nominated by a group of shareholders, the following additional information must be provided: (i) a full list of the nominating group of shareholders; (ii) the total number of shares currently held by the group of shareholders; and (iii) a written agreement from the group of shareholders nominating the Supervisor.

Information regarding the candidates for the Supervisory Board that has been released includes:

- (i) Full name, date of birth (day, month, year);
- (ii) Educational qualifications, professional qualifications;
- (iii) Work experience;
- (iv) Other managerial positions;
- (v) The benefits relate to the Company and its related parties;
- (vi) Other information (if any).

2. If the number of candidates for the Supervisory Board nominated through election and candidacy is still insufficient as stipulated, the incumbent Supervisory Board shall nominate additional candidates or organize nominations in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Supervisory Board. The incumbent Supervisory Board's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect the Supervisory Board members as prescribed by law.

Article 52. Method of electing the Supervisors

The election of the Supervisory Board members must be conducted using cumulative voting. Each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Supervisory Board, and shareholders have the right to allocate all or part of their total votes to one or more candidates.

1. Shareholders can allocate their votes to each candidate according to a specific number or proportion, or distribute them equally among the selected candidates, and have the right to vote a portion of their total vote for one or more candidates, while the remainder may not be voted on by any candidate.
2. The number of candidates selected must not exceed the number of Supervisors to be elected.
3. Based on the number of approved Auditors, the elected Auditors are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of Auditors stipulated in the Company's Charter is reached.
4. In the event that two (02) or more candidates receive the same number of votes for the last member of the Supervisory Board, this member will be selected as follows:
 - a. If the candidate is a shareholder, the candidate holding more shares will be given priority in the selection process.
 - b. If the candidate is not a shareholder, the candidate with the longest tenure as a Supervisory Board member will be given priority. In case of equal tenure, the number of years served will be considered.
5. If no candidate is selected according to criteria (i) and (ii) above, the General Meeting of Shareholders will conduct a re-election among the candidates with an equal number of votes and select the candidate with the highest number of votes.

Article 53. Cases of dismissal or removal of the Supervisory Board

1. According to Clause 4, Article 35 of the Company's Charter, the dismissal of the Auditor shall be carried out as follows:
 - a. In the event that a Supervisory Board member no longer meets the qualifications and conditions to serve as a Supervisory Board member of the Company: The Supervisory Board is responsible for gathering evidence and information and preparing an assessment report and explanation regarding the reason why that member no longer meets the qualifications and conditions. Subsequently, the Supervisory Board votes to reach a consensus and submits the report to the Board of Directors for presentation to the General Meeting of Shareholders for approval.
 - b. In the event that the Supervisory Board submits a resignation letter: The resignation letter must be sent to the Head of Corporate Governance at the Company's head office. The Board of Directors will receive it and submit it to the General Meeting of Shareholders for approval. The dismissal in this case will only be effective upon a written resolution of the General Meeting of Shareholders.
2. According to Clause 5, Article 35 of the Company's Charter, the dismissal of the Auditor shall be carried out as follows:

- a. In the event that the Supervisory Board fails to complete its assigned duties and tasks: The Head of the Supervisory Board shall gather evidence and information, prepare an assessment report, review the matter, and make a decision before submitting it to the Board of Directors for presentation to the General Meeting of Shareholders for approval.
- b. In the event that the Supervisory Board fails to exercise its rights and obligations for six (06) consecutive months, except in cases of force majeure: The Head of the Supervisory Board shall collect evidence, information and prepare an assessment report, review and make a decision before submitting it to the Board of Directors for presentation to the General Meeting of Shareholders for approval.
- c. In cases where the Supervisory Board repeatedly or seriously violates the duties of a Supervisory Board as stipulated in the Enterprise Law and the Company's Charter: The Head of the Supervisory Board shall collect evidence and information, prepare an assessment report, review and make a decision before submitting it to the Board of Directors for presentation to the General Meeting of Shareholders for approval.
- d. In the event that the Supervisor is dismissed by a resolution of the General Meeting of Shareholders: This dismissal will take effect at the time the General Meeting of Shareholders issues the resolution or at the time specifically stipulated in the resolution of the General Meeting of Shareholders.

Article 54. Notification of election, dismissal, and removal of the Supervisory Board

- 1. The election of additional Supervisors is conducted in the following cases:
 - a. The number of remaining Supervisors is less than the minimum number of members required by law and the company's charter;
 - b. The General Meeting of Shareholders elected a new Supervisory Board member to replace the member who was dismissed or removed from office at the most recent meeting.The election of additional Supervisors will be based on a list of candidates nominated by (i) the candidates themselves, (ii) shareholders or groups of shareholders, and/or (iii) the Supervisory Board.

- 2. Announcement regarding the election, dismissal, and removal of the Auditor.

In all cases of changes to the Supervisory Board related to the election, dismissal, or removal of the Supervisory Board, after approval by the General Meeting of Shareholders, the Board of Directors and the Director (Legal Representative of the Company) must disclose information in accordance with the law.

- 3. Election, dismissal, and removal of the Head of the Supervisory Board:
 - a. The Head of the Supervisory Board is elected from among the Supervisors by majority vote.
 - b. The Head of the Supervisory Board is elected at the first meeting of the Supervisory Board within seven (07) working days from the date of the end of the election of that Supervisory Board. This meeting is convened and chaired by the member with the highest

number of votes or the highest percentage of votes. In the case where more than one member has the highest number of votes or the same percentage of votes, the members shall vote by majority to choose one (01) person among them to convene the meeting of the Supervisory Board.

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

Article 55. Salary and other benefits of the Auditor

1. The remuneration and bonuses of the Supervisory Board are determined by a decision of the General Meeting of Shareholders. The total amount is an absolute figure.
2. The Supervisory Board is reimbursed for reasonable expenses for meals, accommodation, travel, and independent consulting services. The total amount of these remuneration and expenses shall not exceed the total annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless the General Meeting of Shareholders decides otherwise.
3. The remuneration of each Auditor is included in the Company's business expenses in accordance with the law on corporate income tax, is 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.
4. Other benefits: Other benefits may include the cost of purchasing liability insurance (if approved by the General Meeting of Shareholders), health insurance packages, etc., for members of the Supervisory Board.

CHAPTER V. DIRECTOR

Article 56. Role, responsibilities, rights and obligations of the Director

1. The Director is responsible for managing the company's day-to-day business operations; is subject to the supervision and direction 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.
2. The Director must manage the Company's daily business operations in accordance with the law, the Company's charter, the Company's operating regulations, the employment contract signed with the Company, and the resolutions and decisions of the Board of Directors. If the Director's management is contrary to the provisions of this clause and causes damage to the Company, the Director shall be held legally responsible and liable to compensate the Company for the damages.
3. For the Board of Directors, the CEO and other members of the management team are the executive and operational bodies of the Company, ensuring that the Company's operations run smoothly and effectively.

4. The director has the authority to decide on measures exceeding his/her authority in emergency situations such as natural disasters, war, fire, or unforeseen incidents, but must report in writing to the Board of Directors as soon as possible and is accountable to the Board of Directors and the nearest General Meeting of Shareholders for such decisions.

5. The Director has the right to refuse to implement and to reserve his/her opinion on decisions of the Board of Directors if he/she believes that such decisions are unlawful or detrimental to the interests of shareholders. In this case, the Director must immediately submit a written explanation to the Board of Directors and the Supervisory Board.

Article 57. Appointment, dismissal, signing of contracts, and termination of contracts for the Director

1. Term of office, qualifications and conditions for the Director:

a. The Director's term of office shall not exceed five (05) years and may be reappointed for an unlimited number of terms.

b. The director must meet the conditions and standards prescribed by law, specifically:

- (i) Not among those prohibited from establishing and managing businesses in Vietnam according to the provisions of the Enterprise Law;
- (ii) They possess the necessary professional qualifications and experience in the field and industry of the Company's business.

2. Nomination, dismissal, and removal of the Director:

a. Nomination for Director

The Board member assigned to oversee human resources or the Human Resources and Compensation Subcommittee (if any) shall submit a written proposal for the appointment of the Director to the Board of Directors after selecting and evaluating the candidate's application.

b. Dismissal and removal of the Director

- (i) The board of directors may meet to vote on the dismissal or removal of the director and the appointment of a new director to replace him.
- (ii) A director may be dismissed by the Board of Directors in the following circumstances:
 - Due to health reasons preventing me from continuing my work;
 - Employment contract has ended;
 - Retirement and/or no need for contract renewal/re-signing.
- (iii) A director may be removed from office by the Board of Directors in the following circumstances:
 - Failure to complete assigned tasks or violation of the Company's charter, rules, and regulations;
 - Violating the law to the extent that it leads to criminal prosecution or termination of the employment contract.

(iv) Dismissal or removal from office will be expressed through a resolution/decision of the Board of Directors.

3. Appointing and signing an employment contract with the Director:

a. Appoint

(i) The Board of Directors appoints the Director after reviewing the proposal from the Board of Directors.

(ii) The appointment will be formalized by a resolution/decision of the Board of Directors.

b. Sign an employment contract with the Director.

(i) The Chairman of the Board of Directors will sign the Director's employment contract on behalf of the Board of Directors.

(ii) Remuneration, salary, benefits, and other terms will be determined by the Board of Directors and stipulated in the employment contract for the Director.

4. Terminate the employment contract with the Director:

The company terminates the employment contract with the Director after the Board of Directors issues a resolution dismissing or removing the Director. The termination of the employment contract with the Director must comply with the provisions of the law, the Charter, this Regulation, and other company regulations. If, after dismissal or removal, the Director continues to work at the company in a different position, the company will sign an addendum to the employment contract to adjust it to the new position.

5. Notification of appointment, dismissal, contract signing, and contract termination for the Director:

The announcement of the appointment, dismissal, signing of contracts, and termination of contracts for the Director will be carried out in accordance with the legal regulations on information disclosure.

6. Salary and other benefits for the Director:

a. The director receives a salary and bonuses. The director's salary, bonuses, allowances, and other benefits are determined by the Board of Directors.

b. The Director's salary is included in the Company's business expenses in accordance with the law on corporate income tax, is presented as a separate item in the Company's annual financial statements, and must be reported at the annual general meeting of shareholders.

CHAPTER VI. OTHER ACTIVITIES

Article 58. Coordination of activities between the Board of Directors, the Supervisory Board, and the Director

1. The procedures for convening, notifying, recording minutes, and notifying the results of meetings between the Board of Directors, the Supervisory Board, and the Director shall be carried out in accordance with Article 46 of these Regulations. The person in charge of corporate governance shall support corporate governance activities and prepare for

meetings of the Board of Directors, the Supervisory Board, and the Director as requested by the Board of Directors or the Supervisory Board.

2. Members of the Board of Directors, Directors, and Executive Officers of the Company must provide complete, accurate, and timely information and documents regarding the management, operation, and activities of the Company as requested by the Supervisory Board.

The person in charge of corporate governance must ensure that all copies of resolutions, minutes of meetings of the General Meeting of Shareholders and of the Board of Directors, financial information, and other information and documents provided to shareholders and members of the Board of Directors are provided to the Supervisors at the same time and in the same manner as to shareholders and members of the Board of Directors.

3. The person in charge of corporate governance must ensure that all copies of resolutions, decisions, minutes of meetings of the General Meeting of Shareholders and of the Board of Directors, financial information, and other information and documents provided to shareholders and members of the Board of Directors are provided to the Director at the same time and in the same manner as to shareholders and members of the Board of Directors.

4. The Director is responsible for submitting regular and ad hoc reports to the Board of Directors on the following specific matters:

a. Periodically report to the Company's Board of Directors on the performance of assigned duties and responsibilities as stipulated in Clause 4, Article 33 of the Company's Charter and other tasks authorized by the Board of Directors or the General Meeting of Shareholders;

b. Report to the Board of Directors on matters within the authority of the Board of Directors and the General Meeting of Shareholders;

c. Prepare ad hoc reports on matters as requested by the Board of Directors and/or the Supervisory Board.

5. The Board of Directors must report to the General Meeting of Shareholders on its activities, specifically the Board's oversight of the Directors and other Executives during the fiscal year. If the Board of Directors fails to submit a report to the General Meeting of Shareholders, the Company's annual financial statements will be deemed invalid and not approved by the Board of Directors.

6. The director must report and explain to the General Meeting of Shareholders about:

a. The status of implementing strategic direction, long-term development plan, and annual production and business plan based on resolutions approved by the Board of Directors and the General Meeting of Shareholders;

- b. The use of capital; investment in purchasing, mortgaging, leasing, renting, liquidating, and transferring fixed assets; employment; and other matters within the Director's authority as stipulated in Clause 4, Article 33 of the Company's Charter;
- c. The Director is responsible for organizing and managing the issuance of share ownership certificates, changes to shareholder information, and the exercise of other shareholder rights as stipulated in the Company's Charter and the law.
- d. Other matters as requested by the General Meeting of Shareholders.

The Board of Directors and the Supervisory Board, based on their rights and obligations, the Director and the business executives, shall issue internal regulations on coordinating control, management, and supervision activities among members of the Board of Directors, the Supervisory Board, and the Director, in accordance with the tasks stipulated in the Company Charter and relevant legal documents.

Article 59. Regulations on annual evaluation of reward and disciplinary activities for members of the Board of Directors, Supervisory Board, Directors and other business executives.

The Company's Board of Directors, based on the rights and obligations of the Board of Directors, the Supervisory Board, the Director, and the business executives, issues regulations on evaluating plan completion, rewarding and disciplining members of the Board of Directors, Supervisory Board, Director, and business executives of the Company.

CHAPTER VII. EFFECTIVE DATE

Article 60. Effective Date

The internal regulations on corporate governance of Global Pacific Shipping Joint Stock Company include seven (07) chapters, sixty (60) articles and are effective from the date of signing.

This regulation replaces the internal regulations on corporate governance of Global Pacific Shipping Joint Stock Company issued together with Resolution No. 02/2025/NQ-PCT-ĐHCD dated October 26, 2025 of the Extraordinary General Meeting of Shareholders in 2025.

Any amendments or additions to these Regulations must be approved by the General Meeting of Shareholders.

Other matters related to corporate governance not addressed in these Regulations shall be governed by the provisions of the law and the Company's Charter.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Tran Trung Quoc

No.: 08/2026/TTr-PCT-HĐQT

Ho Chi Minh City, Mar 26, 2026

SUBMISSION

For the issuance of the Regulations on the operation of the Board of Directors

To: The General Meeting of Shareholders of Global Pacific Shipping JSC

- Pursuant to the Law on Enterprise No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam at its 9th session on June 17, 2020, and related documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019, and related documents;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government on detailing the implementation of a number of articles of the Law on Securities and related documents;
- Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law and related documents;
- Pursuant to Circular 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding some provisions on corporate governance applicable to public companies under Decree 155/2020/ND-CP guiding the Securities Law;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company.

In order to update the latest regulations of the law on enterprises, securities, and especially the Vietnamese Corporate Governance Principles issued by the State Securities Commission in 2026, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the promulgation of the Board of Directors' Operating Regulations. The main content of the Regulations includes standardizing the procedures for election, dismissal, and the operating mechanism of the Board of Directors towards professionalization.

Respectfully submitted.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Tran Trung Quoc

Ho Chi Minh City, [date] 2026

**REGULATIONS ON THE OPERATION OF THE BOARD OF
DIRECTORS**

*(Issued pursuant to Resolution No./2026/NQ-PCT-ĐHCD dated/...../2026 of)
General Shareholders' Meeting of Global Pacific Shipping Joint Stock Company*

- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, of the National Assembly, effective from January 1, 2021, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, of the National Assembly, and related documents;*
- *Pursuant to the Law on Enterprise No. 59/2020/QH14 dated June 17, 2020, of the National Assembly, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025, of the National Assembly, and other relevant documents;*
- *Pursuant to Decree No. 155/2020/ND-CP Government Decree No. 245/2025/ND-CP dated September 11, 2025, detailing the implementation of several articles of the Securities Law, as amended and supplemented by Government Decree No. 245/2025/ND-CP dated September 11, 2025;*
- *Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. Decree No. 155/2020/ND-CP Government Decree dated December 31, 2020, detailing the implementation of several articles of the Securities Law;*
- *Pursuant to the Charter of Global Pacific Shipping Joint Stock Company;*
- *Pursuant to Resolution No./2026/NQ-PCT-ĐHCD of the General Meeting of Shareholders dated/...../2026;*

The Board of Directors issues the Regulations on the Operation of the Board of Directors of Global Pacific Shipping Joint Stock Company.

The operating regulations of the Board of Directors of Global Pacific Shipping Joint Stock Company include the following contents:

Chapter I. GENERAL PROVISIONS

Article 1. Scope of Regulation and Applicable Subjects

1. Scope of application: The Board of Directors' operating regulations stipulate the organizational structure, operating principles, powers, and obligations of the Board of Directors and its members, in order to operate in accordance with the Enterprise Law, the company's charter, and other relevant legal provisions.
2. Scope of Application: This regulation applies to the Board of Directors and its members.

Article 2. Principles of operation of the Board of Directors

1. The Board of Directors operates on the principle of collective decision-making. Members of the Board of Directors are individually responsible for their assigned tasks and are jointly accountable to the General Meeting of Shareholders and to the law for the resolutions and decisions of the Board of Directors concerning the Company's development.
2. The Board of Directors assigns responsibility to the Chief Executive Officer to organize and implement the resolutions and decisions of the Board of Directors.

Chapter II. MEMBERS OF THE BOARD OF DIRECTORS

Article 3. Rights and obligations of members of the Board of Directors

1. Members of the Board of Directors have all the rights stipulated in the Enterprise Law, the Securities Law, relevant laws, and the company's charter, including the right to be provided with information and documents on the company's financial situation and business operations.
2. Members of the Board of Directors have the obligations stipulated in the Company's Charter and the following obligations:
 - a) To perform my duties honestly and diligently for the best interests of the shareholders and the Company;
 - b) Attend all meetings of the Board of Directors and provide input on the issues discussed;
 - c) To promptly and fully report to the Board of Directors all remuneration received from subsidiaries, affiliated companies, and other organizations of the Company;
 - d) Report to the Board of Directors at the nearest meeting on transactions between the Company, its subsidiaries, other companies in which the Company holds control of more than 50% of the charter capital and members of the Board of Directors and their related parties; transactions between the Company and companies in which a member of the Board of Directors is a founding member or a business manager in the three (03) years immediately preceding the transaction;
 - d) Disclose information when conducting transactions involving the Company's shares in accordance with the law.
3. Independent members of the Company's Board of Directors must prepare a report evaluating the performance of the Board of Directors.

Article 4. Right of Board of Directors members to access information

1. Members of the Board of Directors have the right to request the Director, Deputy Director, and other managers in the Company to provide information and documents regarding the Company's financial situation and business operations.
2. Managers are required to provide timely, complete, and accurate information and documents as requested by members of the Board of Directors. The procedures for requesting and providing information are as follows: Internal regulations on corporate governance regulations.

Article 5. Term of office and number of members of the Board of Directors

1. The Board of Directors shall have from three (03) to eleven (11) members. The specific number of members of the Board of Directors shall be decided by the General Meeting of Shareholders. In this regard, the Company must ensure that the number of non-executive members of the Board of Directors and the number of independent members of the Board of Directors comply with the provisions of Clause 3, Article 24 of the Company's Charter.
2. The term of office of a Board of Directors member shall not exceed five (05) years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent Board of Directors member of a company for no more than two (02) consecutive terms.
3. If all members of the Board of Directors complete their terms at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work, unless otherwise stipulated in the Company's Charter.
4. The Company's charter specifies the number, rights, obligations, organization, and coordination of activities of the independent members of the Board of Directors.

Article 6. Standards and conditions for membership of the Board of Directors

1. 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 business of the Company, and are not necessarily shareholders of the Company, unless the Company's Charter stipulate otherwise;
 - c) Members of the Company's Board of Directors Only a member of the Board of Directors or Board of Members at a maximum of five (05) other companies may be simultaneously a member of the Board of Directors or Board of Members.;
 - d) Other standards and conditions as stipulated in the Charter and Internal Regulations on Corporate Governance..
2. Independent members of the Board of Directors must meet the following standards and conditions:

- a) Not currently employed by the Company, its parent company, or its subsidiary; not previously employed by the Company, its parent company, or its subsidiary for at least three (03) consecutive years prior to this;
- b) Not a person currently receiving a salary or remuneration from the company, except for allowances that members of the Board of Directors are entitled to according to regulations;
- c) Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling is a major shareholder of the Company; or is a manager of the Company or its subsidiary;
- d) Not being a person who directly or indirectly owns at least 1% of the total voting shares of the Company;
- d) Not a person who has been a member of the Board of Directors or Supervisory Board of the Company for at least five (05) consecutive years before, except in the case of being appointed continuously for two (02) terms;
- e) Other standards and conditions as stipulated in the Regulations and the Company's internal governance regulations.

3. An independent member of the Board of Directors must notify the Board of Directors that they no longer meet the standards and conditions stipulated in Clause 2 of this Article and will automatically cease to be an independent member of the Board of Directors from the date they no longer meet the aforementioned standards and conditions. The Board of Directors must notify the Board of Directors of the case where an independent member of the Board of Directors no longer meets the standards and conditions at the next General Meeting of Shareholders or convene a General Meeting of Shareholders to elect a replacement or additional independent member of the Board of Directors within six (06) months from the date of receiving the notification from the relevant independent member of the Board of Directors.

Article 7. Chairman of the Board of Directors

- 1. The Chairman of the Board of Directors is elected, dismissed, or removed from office by the Board of Directors from among its members.
- 2. The Chairman of the Board of Directors of the Company may not also hold the position of Director.
- 3. The Chairman 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) Preparing or organizing the preparation of the agenda, content, and documents for the meeting; convening, presiding over, and chairing the General Meeting of Shareholders and the meetings of the Board of Directors;
 - 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) Ensure that the Board of Directors submits the annual financial statements, the Company's activity report, the audit report, and the Board of Directors' inspection report to the shareholders at the General Meeting of Shareholders.;

e) On behalf of the Board of Directors, sign resolutions/decisions of the Board of Directors;

f) To propose to the Board of Directors the appointment, dismissal, and removal of the Director. To sign employment contracts with the Director on behalf of the Board of Directors;

g) Where necessary, the Chairman of the Board of Directors may temporarily suspend the Director's decisions to limit losses and shall then report in writing to the Board of Directors for a formal decision on the suspension or cancellation of such temporary suspension within fifteen (15) days from the date of such temporary suspension;

h) Other rights and obligations as prescribed by law.

4. In the event that the Chairman of the Board of Directors submits a resignation letter or is dismissed, the Board of Directors must elect a replacement within ten (10) days from the date of receiving the resignation letter or from the date the Board of Directors approves the decision to dismiss the Chairman of the Board of Directors. In the absence of the Chairman 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 Chairman of the Board of Directors in accordance with the principles stipulated in the Company's Charter. If there is no authorized person, or if the Chairman 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 restricted or incapacitated, has difficulties in understanding or controlling his/her actions, or is prohibited by the Court from holding office, practicing a profession, or performing 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.

5. When deemed necessary, the Board of Directors shall appoint a company secretary. The company secretary shall have the following rights and obligations:

a) Assisting in organizing and convening General Meetings of Shareholders and Board of Directors; recording meeting minutes;

b) To assist members of the Board of Directors in exercising their assigned rights and obligations;

c) Assisting the Board of Directors in applying and implementing corporate governance principles;

d) Assisting the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; ensuring compliance with information provision obligations, information disclosure, and administrative procedures;

d) Other rights and obligations as stipulated in the company's charter.

Article 8. Dismissal, removal, replacement, and appointment of members of the Board of Directors

1. The General Meeting of Shareholders may dismiss a member of the Board of Directors in the following cases:

- a) Not meeting the required standards and conditions To become a member of the Board of Directors in accordance with the law and the Company's regulations.;
- b) A resignation letter has been submitted and accepted;
- c) Other cases as stipulated in the Company's Charter.

2. The General Meeting of Shareholders may dismiss a member of the Board of Directors in the following cases:

- a) Not participating in the activities of the Board of Directors for six (06) consecutive months, except in case of force majeure;
- b) Other cases as stipulated in the company's charter.

3. When deemed necessary for the benefit of the Company, The board of directors may present The General Meeting of Shareholders shall consider and decide on the replacement of members of the Board of Directors; and the dismissal or removal of members of the Board of Directors, except in the cases stipulated in Clauses 1 and 2 of this Article.

4. The Board of Directors must convene a General Meeting of Shareholders to elect additional members to the Board of Directors in the following cases:

- a) The number of Board of Directors members is reduced by more than one-third compared to the number stipulated in the company's charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within sixty (60) days from the date the number of members is reduced by more than one-third;
- b) The number of independent members of the Board of Directors has decreased, failing to meet the required ratio. of the law and the Company's Charter;
- c) Except as provided in points a and b of this clause, The Board of Directors will present The General Shareholders' Meeting elected a new member to replace the Board of Directors member who was dismissed or removed from office at the most recent meeting.

Article 9. Procedures for electing, dismissing, and removing members of the Board of Directors

1. Shareholders or groups of shareholders owning ten percent (10%) or more of the total number of common shares have the right to nominate candidates for the Board of Directors. The nomination process for the Board of Directors is as follows:

- a) If ordinary shareholders form a group to nominate candidates for the Board of Directors, they must notify the shareholders attending the meeting about the group meeting. at least fifteen (15) days before the opening of the Shareholders' General Meeting;

b) Based on the number of members of the Board of Directors, the shareholder or group of shareholders specified in this clause has the right to nominate one or more individuals as decided by the General Meeting of Shareholders to be candidates for the Board of Directors. If the number of candidates nominated by the shareholder or group of shareholders is less than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders.

c) The maximum number of candidates that a shareholder or group of shareholders mentioned in Clause 1 of this Article is entitled to nominate or run for election is determined as follows:

- Shareholders or groups of shareholders owning from ten percent (10%) to less than twenty percent (20%) of the total common shares of the Company may nominate a maximum of one (01) candidate to be elected to the Board of Directors;
- Shareholders or groups of shareholders owning from twenty percent (20%) to less than thirty percent (30%) of the total common shares of the Company may nominate a maximum of two (02) candidates for election to the Board of Directors;
- Shareholders or groups of shareholders owning thirty percent (30%) or more of the total number of common shares of the Company may nominate a maximum of three (03) candidates for election to the Board of Directors.

2. If the number of candidates for the Board of Directors, through nomination and candidacy, is still insufficient, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the Company's Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The incumbent Board of Directors' nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

3. The voting for members of the Board of Directors must be conducted using the cumulative voting method, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and shareholders have the right to allocate all or part of their total votes to one or more candidates. Shareholders can allocate their votes to each candidate with a specific number of votes or a specific percentage, or they can distribute them equally among the selected candidates and have the right to vote a portion of their total vote for one or more candidates, while the remainder may not be voted on by any candidate.

4. The elected members of the Board of Directors are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the required number of members is elected. In this process, independent

candidates will be selected first (based on the number of votes from highest to lowest, separate for independent candidates). After reaching the minimum number of independent Board members as stipulated, the selection of the remaining Board members will be based on the number of votes from highest to lowest (including the remaining non-independent and independent Board candidates). A candidate elected as a Board member must have at least one (01) vote.

5. In the event that two (02) or more candidates receive the same number of votes for the last member of the Board of Directors, then:

- If the candidate is a shareholder, the candidate holding more shares will be given priority in the selection process.
- If the candidate is not a shareholder, the candidate with the longest term as a member of the Board of Directors will be given priority. In case of a tie in terms of term, the number of years served will be considered.
- If no candidate is selected based on the two criteria mentioned above, the General Meeting of Shareholders will conduct a re-election among the candidates with equal votes and choose the candidate with the highest number of votes.

Article 10. Notification of election, dismissal, and removal of members of the Board of Directors

1. In the event that candidates for the Board of Directors have been identified, the Company must publish information related to the candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the published personal information 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 shall be published in accordance with the internal regulations on corporate governance.

2. The announcement of the results of the election, dismissal, and removal of members of the Board of Directors shall be carried out in accordance with the regulations and guidelines on information disclosure.

Chapter III. BOARD OF DIRECTORS

Article 11. Rights 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 those rights and obligations that fall under the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Charter, and the General Meeting of Shareholders.

3. The Board of Directors adopts resolutions and decisions by voting at meetings or by obtaining opinions in writing. Each member of the Board of Directors has one vote.

4. In cases where a resolution or decision passed by the Board of Directors is contrary to the law, a resolution of the General Meeting of Shareholders, or the Company's Charter, and causes damage to the Company, the members who approved the resolution or decision shall be jointly and severally liable for the individual consequences and shall compensate the Company for the damages; members who opposed the resolution or decision shall be exempt from liability. In this case, the Company's shareholders have the right to request the Court to suspend or annul the resolution or decision.

Article 12. Duties and powers of the Board of Directors in approving and signing transaction contracts.

1. The Board of Directors approves contracts and transactions of less than thirty-five percent (35%) or transactions resulting in a total transaction value arising within twelve (12) months from the date of the first transaction of less than thirty-five percent (35%) of the total value of assets recorded on the Company's most recent financial statements between the Company and one of the following parties:

- Members of the Board of Directors, Supervisors, Directors, other managers, and related parties of these entities;
- Shareholders, authorized representatives of shareholders owning more than ten percent (10%) of the Company's total common stock capital and their related parties;
- Businesses involvedMembers of the Board of Directors, Supervisors, Directors, and other managers of the company..

2. The Company's representative signing the contract or transaction must notify the members of the Board of Directors and the Supervisory Board about 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 seven (07) days from the date of receiving the notification. Members of the Board of Directors who have an interest related to the parties in the contract or transaction do not have the right to vote.

Article 13. Responsibilities of the Board of Directors in convening extraordinary general meetings of shareholders.

1. 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 Board of Directors members is less than the minimum number required by law, or the number of Board of Directors members is reduced by more than one-third compared to the provisions in the Company's Charter, or the number of independent Board members is reduced to below the minimum number required by law.;

c) At the request of a shareholder or group of shareholders owning five percent (05%) or more of the total number of common shares. Requests 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, or the request must be made in multiple copies and include the signatures of all relevant shareholders.

d) At the request of the Supervisory Board;

d. Other cases as prescribed by law and the Company's Charter.

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

a) Prepare a list of shareholders entitled to attend the meeting;

b) Providing information and resolving complaints related to the shareholder list;

c) Develop the agenda and content for the meeting;

d) Prepare documents for the meeting;

d) Draft resolution of the General Meeting of Shareholders according to the planned agenda of the meeting; list and detailed information of candidates in case of election of members of the Board of Directors and Supervisory Board;

e) Determine the time and place of the meeting;

g) Send meeting notices to each shareholder entitled to attend the meeting as stipulated in the Enterprise Law;

h) Other tasks related to the meeting.

Article 14. Subcommittees assisting the Board of Directors.

1. The Board of Directors establishes the Audit Committee, the Strategy Committee, the Human Resources Committee, and the Compensation Committee to support the Board's operations. In addition to these committees, the Board of Directors may establish other special committees after obtaining the approval of the General Meeting of Shareholders.

2. The number of members of the subcommittee decided by the Board of Directors shall be at least three (03) people including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors shall constitute the majority in the subcommittee and one of these members shall be appointed as the Head of the subcommittee by decision of the Board of Directors. Each subcommittee may have its own operating regulations; however, the activities of the subcommittee must ensure that they do not violate the provisions of the Charter and the internal regulations on corporate governance. regulations of the Board of Directors and legal regulations. A subcommittee resolution is only effective when: (i) a majority of the members present and voting in favor of it are present at the subcommittee meeting and (ii) Approved by the Board of Directors.

2. The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, must comply with applicable laws and regulations and the provisions of the company's charter and internal regulations on corporate governance.

Chapter IV. Board Meetings

Article 15. Board Meetings

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the date of the end of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one member has the highest number of votes or the same percentage of votes, the members shall elect by majority to choose one (01) person among them to convene the meeting of the Board of Directors.

2. The Board of Directors must meet at least once every quarter (01) and may hold extraordinary meetings.

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

- a) Upon the recommendation of the Supervisory Board or an independent member of the Board of Directors;
- b) With the recommendation of the Director or at least five (05) other managers;
- c) There is a proposal from at least two (02) members of the Board of Directors;
- d) Other cases as stipulated in the company's charter.

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 Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receiving the proposal specified in Clause 3 of this Article. In case of failure to convene a meeting of the Board of Directors as requested, the Chairman of the Board of Directors shall be responsible for any damages incurred by the Company; the person making the request has the right to replace the Chairman of the Board of Directors in convening a meeting of the Board of Directors. In this case, the Board of Directors will elect the meeting chair by majority vote, and the person who proposed convening the Board meeting will have the right to participate.

6. The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send a notice of meeting at least three (03) 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 ballot of the members.

Notices inviting the Board of Directors to a meeting may be sent by invitation, telephone, fax, electronic means, or other methods, depending on the time and ensure that the message reaches the contact address of each Board member registered with the Company.

7. The Chairman of the Board of Directors or the person convening the meeting shall send the notice of meeting and accompanying documents to the Supervisors as is done with the members of the Board of Directors.

Auditors have the right to attend Board of Directors meetings; they have the right to participate in discussions 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 seven (07) days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half of the members of the Board of Directors are present.

9. A member of the Board of Directors 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;
- 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;
- d) Submitting ballots by other means with the approval of a majority of the Board of Directors.

10. In case of sending ballots to the meeting by mail (by post), the ballots must be in a sealed envelope and must be delivered to the Chairman of the Board of Directors no later than one (01) hour before the opening. 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. Authorization must be in writing and sent to the Head of Corporate Governance at least one (01) day before the opening date. The authorized person to attend the Board of Directors meeting is responsible for maintaining the confidentiality of information related to the meeting; in case of breach, they must compensate the Company for any damages incurred.

12. Resolutions and decisions of the Board of Directors are adopted if approved by a majority of the members present at the meeting. Except in cases of dismissal, the removal of the Director must be approved by at least two-thirds (2/3) of the Board of Directors members (excluding the vote of a Board member who also holds the position of Director). In case of a tie, the final decision rests with the side whose opinion is supported by the

Chairman of the Board of Directors. In the event of a tie vote, the final decision rests with the side whose opinion is supported by the Chairman of the Board of Directors.

Article 17. Minutes of the Board of Directors Meeting

1. Board of Directors meetings must be recorded in minutes and may also be audio-recorded, recorded, and stored electronically. Minutes must be in Vietnamese and may also be in English, including the following main contents:

- a) Name, address of head office, business registration number;
- b) Time and place of the meeting;
- c) Purpose, agenda, and content of the meeting;
- d) The full names of each member attending the meeting or their authorized representatives, and the manner of attendance; the full names of members absent from the meeting and the reasons for absence;
- d) Issues discussed and voted on at the meeting;
- e) Summarize the statements made by each meeting participant in chronological order of the meeting's proceedings;
- g) The voting results clearly indicate which members approved, disapproved, and abstained;
- h) The issue that was approved and the corresponding percentage of votes in favor;
- i) Full name and signature of the presiding officer and the person recording the minutes.

The minutes will be sent by the Corporate Governance Officer to the members of the Board of Directors.

2. If the chairperson and/or the person recording the minutes refuse to sign the meeting minutes, but if all other members of the Board of Directors present at the meeting sign and the minutes contain all the information as stipulated in Clause 1 of this Article, then these minutes shall be valid.

3. The chairperson, the person recording the minutes, and those signing the minutes are responsible for the truthfulness and accuracy of the content of the Board of Directors meeting minutes.

4. Minutes of Board of Directors meetings and documents used in the meetings must be kept at the Company's head office.

5. Minutes prepared in both Vietnamese and English have equal legal validity. In case of discrepancies in content between the Vietnamese and English versions, the content in the Vietnamese version shall prevail.

Chapter V. REPORTING AND DISCLOSING BENEFITS

Article 18. Submission of Annual Reports

1. At the end of the fiscal year, the Board of Directors must submit the following report to the General Meeting of Shareholders:

- a) Report on the company's business results;

- b) Financial statements;
 - c) Report evaluating the company's management and operations;
 - d) The Supervisory Board's assessment report.
2. Reports stipulated in points a, b and c of Clause 1 of this Article must be submitted to the Supervisory Board for appraisal no later than thirty (30) days before the opening date of the Annual General Meeting of Shareholders.
3. The reports stipulated in Clause 1 of this Article and the audit report must be kept at the Company's head office no later than ten (10) days before the opening date of the Annual General Meeting of Shareholders. Shareholders who have continuously owned shares of the Company for at least one (01) year have the right to personally or together with a lawyer, accountant, or auditor with a professional certificate to directly review the reports stipulated in this Article.

Article 19. Remuneration, bonuses and other benefits of members of the Board of Directors

1. The company has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and performance.
2. Members of the Board of Directors are entitled to remuneration and bonuses and other benefits. Remuneration is calculated based on the number of working days required to complete the tasks of each Board member and the daily rate. The Board of Directors determines the remuneration for each member by mutual agreement. The total remuneration and bonuses for the Board of Directors are decided by the General Meeting of Shareholders at its annual meeting.
3. The remuneration of each member of the Board of Directors is included in the Company's business expenses in accordance with the law on corporate income tax, is presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.
4. Members of the Board of Directors holding executive positions, or members of the Board of Directors working in 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.
5. 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, the Board of Directors, or subcommittees of the Board of Directors.
6. Members of the Board of Directors may be insured by the Company for liability insurance after approval by the General Meeting of Shareholders. This insurance does not

cover the liability of Board members related to violations of the law and the Company's Charter.

Article 20. Disclosure of related interests

Unless otherwise stipulated in the Company's Charter, the disclosure of the Company's interests and related parties shall be carried out in accordance with the following regulations:

1. Members of the Company's Board of Directors 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 declaration stipulated in Clause 1 of this Article must be made within seven (07) working days from the date the relevant benefit arises; any amendments or additions must be notified to the Company within seven (07) working days from the date of the corresponding amendments or additions.
3. Members of the Board of Directors are not permitted to perform any work in the Company's business activities in their own name or on behalf of others. If it is absolutely necessary to perform work in their own name, they must...The nature and content of the work must be explained to the Board of Directors and can only be carried out after approval by a majority of the remaining members of the Board of Directors. If any activity is carried out without declaration or approval from the Board of Directors, all income derived from that activity shall belong to the Company.

Chapter VI. RELATIONSHIP OF THE BOARD OF DIRECTORS

Article 21. Relationship between members of the Board of Directors

1. The relationship between the members of the Board of Directors is one of collaboration; the members of the Board of Directors are responsible for informing each other on relevant issues in the process of handling their assigned tasks.
2. During the course of work, the Board member assigned primary responsibility must proactively coordinate and handle any issues that relate to the area of responsibility of another Board member. In cases where there are differing opinions among Board members, the member primarily responsible shall report to the Chairman of the Board for consideration and decision within his/her authority, or organize a meeting or seek the opinions of the Board members in accordance with the law, the company's charter, and these Regulations.

3. In the event of a reassignment of duties among Board members, the Board members must hand over their work, files, and related documents. This handover must be documented in writing and reported to the Chairman of the Board.

Article 22. Relationship with the Executive Board

In its governance role, the Board of Directors issues resolutions for the CEO and the executive team to implement. At the same time, the Board of Directors monitors and supervises the implementation of these resolutions.

Article 23. Relationship with the Supervisory Board

1. The relationship between the Board of Directors and the Supervisory Board is one of collaboration. The working relationship between the Board of Directors and the Supervisory Board is based on the principles of equality and independence, while also ensuring close coordination and mutual support in the performance of their duties.

2. Upon receiving inspection reports or summary reports from the Supervisory Board, the Board of Directors is responsible for studying them and directing relevant departments to develop plans and implement timely corrective actions.

Chapter VII. IMPLEMENTATION PROVISIONS

Article 24. Effective Date

The operating regulations of the Board of Directors of Global Pacific Shipping Joint Stock Company include seven (07) chapters, twenty-four (24) articles and are effective from ... month ... year 2026.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Tran Trung Quoc

No.: 09/2026/TTr-PCT-HĐQT

Ho Chi Minh City, Mar 26, 2026

SUBMISSION

Regarding the Adjustments to the Company's Registered Business Lines

To: General Shareholders' Meeting of Global Pacific Shipping JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and related documents;
- Pursuant to Decision No. 36/2025/QĐ-TTg on the Vietnam Standard Industrial Classification), effective from November 15, 2025;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company.

On September 29, 2025, the Prime Minister issued Decision No. 36/2025/QĐ-TTg regarding the Vietnam Standard Industrial Classification, which took effect on November 15, 2025 (hereinafter referred to as “Decision 36/2025/QĐ-TTg”). Under this Decision, several of the Company's currently registered business activities must be reclassified, updated or amended to ensure full compliance with the new statutory framework.

Accordingly, the Board of Directors respectfully submits the following proposals to the General Meeting of Shareholders for consideration and approval:

- Approval of Business Lines Adjustments: To approve the adjustments, updates and reclassification of the Company's business lines as detailed in the attached appendix.
- Implementation and Authorization: The General Meeting of Shareholders authorizes the Director - the Legal Representative of the Company - to execute all necessary legal procedures in accordance with the law and/or as directed by competent state authorities to finalize the adjustments to the Company's registered business lines.

Respectfully submitted.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Tran Trung Quoc

APPENDIX: ADJUSTMENT TO THE COMPANY’S REGISTERED BUSINESS LINES

No.	Current business activities	Business lines after adjustments	Note
1	4669: Other specialized wholesale trade not classified elsewhere (excluding wholesale of gas cylinders, liquefied petroleum gas (LPG), waste lubricating oil, gold bars, firearms, ammunition for hunting or sports purposes, and metallic currency; excluding wholesale of chemicals at the head office; Implemented according to Decision 64/2009/QD-UBND dated July 31, 2009 of the People's Committee of Ho Chi Minh City and Decision 79/2009/QD-UBND dated October 17, 2009 of the People's Committee of Ho Chi Minh City on approving the agricultural product planning in Ho Chi Minh City)	4679: Other specialized wholesale trade not elsewhere classified (excluding wholesale of gas cylinders, liquefied petroleum gas (LPG), waste lubricating oil, gold bars, firearms, ammunition for hunting or sports purposes, and metallic currency; excluding wholesale of chemicals at the head office)	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 4679 , the name of the sector is changed to “Other specialized wholesale trade not classified elsewhere” . The details of the business activities have been omitted, specifically the section “Implemented according to Decision 64/2009/QD-UBND dated July 31, 2009 of the People's Committee of Ho Chi Minh City and Decision 79/2009/QD-UBND dated October 17, 2009 of the People's Committee of Ho Chi Minh City on approving the agricultural product planning in Ho Chi Minh City” as these two Decisions are no longer in effect.
2	4662: Wholesale trade of metals and metal ores (excluding the buying and selling of gold bars)	4672: Wholesale of metals and metal ores (excluding the buying and selling of gold bars)	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 4672 . The industry name and details of the business activities remain unchanged.
3	7830: Provision and management of labor resources (excluding provision and management of foreign labor resources)	7822: Other human resource supply (excluding the supply and management of foreign labor)	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 7822 , the name of the sector changed to “Other human resource supply” . The details of the business activities remain unchanged.

4	4661: Wholesale of solid, liquid, and gaseous fuels and related products (not operating at headquarters)	4671: Wholesale of solid, liquid, and gaseous fuels and related products (Not operating at headquarters)	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 4671 . The industry name and details of the business activities remain unchanged.
5	5510: Short-term accommodation services. Details: Hotel business (excluding business at the registered office)	5510: Hotels and similar accommodation services (Not conducting business at the registered office) 5520: Other short-term accommodation services (Not conducting business at the registered office)	The business sector is regulated by Decision 36/2025/QD-TTg, and is divided into two sector codes: 5510 and 5520 , the name of the sector changed to “ Hotels and similar accommodation services ” and “ Other short-term accommodation services ”. The details of the business activities remain unchanged.
6	4520: Maintenance and repair of automobiles and other motor vehicles (not performed at the premises)	9531: Repair and maintenance of automobiles and other motor vehicles (Not operating at headquarters)	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 9531 , the name of the sector changed to “ Repair and maintenance of automobiles and other motor vehicles ”. The details of the business activities remain unchanged.
7	4663: Wholesale of other building materials and installation equipment. Details: Wholesale of building materials	4673: Wholesale of other building materials and installation equipment. Details: Wholesale of building materials	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 4673 . The industry name and details of the business activities remain unchanged.
8	3319: Repair of other equipment (not operating at headquarters)	3319: Repair and maintenance of other equipment (Not operating at headquarters)	The business sector is regulated according to Decision 36/2025/QD-TTg; the sector code remains unchanged, but the sector name has been changed to “ Repair and maintenance of other equipment ”. The details of the business activities remain unchanged.
9	4530: Sale of parts and accessories for automobiles and other motor vehicles (not operating at headquarters)	4662: Wholesale of spare parts and automotive and other motor vehicle parts and accessories (not operated at headquarters)	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 4662 (for wholesale) and 4782 (for retail), the industry name changes to “ Wholesale of

		4782: Retail of spare parts and automotive and other motor vehicle parts and accessories (not operated at headquarters)	spare parts and other motor vehicle parts and accessories” and “Retail of spare parts and automotive and other motor vehicle parts and accessories” . The details of the business activities remain unchanged.
10	7490: Other professional, scientific and technological activities not elsewhere classified. Details: providing solutions, products and services for chemical engineering to increase the lifespan of industrial structures.	7499: Other professional, scientific and technological activities not elsewhere classified. Details: Providing solutions, products, and services for chemical engineering to increase the lifespan of industrial structures.	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 7499 , the name of the sector changed to “Other professional, scientific and technological activities not elsewhere classified” . The details of the business activities remain unchanged.
11	7020: Management consulting activities (excluding financial, accounting, and legal consulting)	7020: Business management consulting and other management consulting activities (excluding financial, accounting, and legal consulting)	The business sector is regulated according to Decision 36/2025/QD-TTg; the sector code remains unchanged, but the sector name has been changed to “Business management consulting and other management consulting activities” . The details of the business activities remain unchanged.
12	8560: Educational support services	8569: Other educational support activities	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 8569 , the name of the sector changed to “Other educational support activities” . The details of the business activities remain unchanged.
13	4513: Dealers of automobiles and other motor vehicles	4610: Agents, brokers, and auctioneers of goods. Details: Agents selling goods.	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 4610 , the name of the sector changed to “Agents, brokers, and auctioneers of goods” . The details of the business activities have changed to “Agents selling goods” (Code 46101).
14	3511: Electricity production	3511: Electricity production from non-renewable sources	Business lines are regulated according to Decision 36/2025/QD-TTg, industry code remains unchanged (3511) or additional code is added 3512 , the name of

		3512: Electricity production from renewable sources	the sector changed to “Electricity production from non-renewable energy sources” (3511) and “Electricity production from renewable energy sources” (3512), details of business activities remain unchanged.
15	3512: Electricity transmission and distribution. Details: Investment, production, and operation of hydroelectric power plants.	3513: Transmission and distribution of electricity. Details: Hydroelectric power.	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 3513 , the name of the sector changed to “Electricity transmission and distributio” . The details of the business activities have changed to “Hydroelectric power” (Code 35121).
16	4512: Retail sale of passenger cars (9 seats or less)	4781: Retail sale of automobiles and other motor vehicles	The business sector is regulated according to Decision 36/2025/QD-TTg, the industry code has changed to 4781 , the name of the sector changed to “Retail sale of automobiles and other motor vehicles” . The details of the business activity remain unchanged (Retail sale of passenger cars with 9 seats or less, corresponding to code 47811).

Note: The details of the Company’s business activities may be further refined or adjusted based on the requirements or guidance of competent State authorities (including, but not limited to, the Department of Planning and Investment). In such instances, any such technical adjustments shall be deemed ratified by the General Meeting of Shareholders’ Resolution, provided that they remain consistent with the scope and nature of the business activities as presented above.

No.: 10/2026/TTr-PCT-HĐQT

Ho Chi Minh City, April 15, 2026

SUBMISSION

**Regarding the Progress of Proceeds Utilization from the 2025 Private Placement
and Approval of the Adjusted Capital Utilization Plan**

To: The General Meeting of Shareholders of Global Pacific Shipping JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law, as amended and supplemented by Government Decree No. 245/2025/ND-CP dated September 11, 2025;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding some contents on offering and issuing securities, public tender offers, share buybacks, registration of public companies and deregistration of public companies, and amended and supplemented by Circular No. 115/2025/TT-BTC dated December 15, 2025;
- Pursuant to the Charter of Global Pacific Shipping Joint Stock Company;
- Pursuant to the Resolution No. 02/2025/NQ-PCT-ĐHCD dated October 27, 2025, of the Extraordinary General Meeting of Shareholders 2025 of Global Pacific Shipping Joint Stock Company; and accompanying Proposal No. 12/2025/TTr-PCT-HĐQT dated October 6, 2025, regarding the approval of the private placement of shares;
- Pursuant to the Resolution No. 25/2025/NQ-PCT-HĐQT dated December 12, 2025, of the Board of Directors on the approval of the implementation of the private placement of shares (Board of Directors Resolution No. 25);
- Pursuant to the Report No. 01/BC-PCT dated March 30, 2026, on the results of the private placement of shares by Global Pacific Shipping Joint Stock Company;
- Pursuant to the Official Letter No. 2593/UBCK-QLCB dated April 3, 2026, from the State Securities Commission regarding the report on the results of the private placement of shares by Global Pacific Shipping Joint Stock Company;

- Pursuant to the company's actual operational situation.

The Board of Directors hereby reports to the General Meeting of Shareholders on the implementation and proposed adjustments regarding the 2025 private placement proceeds in accordance with the Resolution No. 02/2025/NQ-PCT-ĐHCD dated October 27, 2025, of the Extraordinary General Meeting of Shareholders in 2025 as follows:

1. Progress Report on the Use of Proceeds:

The Board of Directors successfully executed the private placement with the following results:

- Completion Date: March 27, 2026.
- Shares Issued: 30,000,000 shares, achieving 100% of the offering plan.
- Total Net Proceeds: VND 300,000,000,000.

In accordance with the Board of Directors Resolution No. 25, the proceeds were initially intended for bank loan repayments. As of this report, the total amount remains unutilized and is ready for disbursement.

2. Proposed Adjustments to the Capital Utilization Plan:

Based on the Company's financial standing as per the 2025 Audited Financial Statements, specifically regarding the debt-to-total capital ratio and short-term solvency ratios being lower than the industry average, the Company must prioritize restructuring its long-term loans to reduce the debt-to-equity ratio and enhance liquidity;

Based on the Requests for Early Repayment concerning personal loan contracts;

Based on the current market dynamics of the product/chemical tanker segment and the Company's strategic objective to increase revenue and market share - particularly as the fleet managed and operated by the Company has met the stringent standards of major Oil Majors such as BP, Shell, Exxon, Chevron, etc.;

Therefore, with the aim of optimizing the financial structure, enhancing the Company's short-term solvency, definitively settling debt obligations with creditors, and reallocating capital to implement new business plans that will drive operational efficiency, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following adjustments to the utilization plan for proceeds from the 2025 private placement:

STT	Purpose of use	Original Plan (Resolution No. 25)	Adjusted Plan (VND)	Expected Timeline
1	Repayment to Military Commercial Bank - Dong Ho Chi Minh Branch	248,000,000,000	41,673,003,389	Q2/2026
-	Credit agreement No. 274242.25.151.1108803.TD dated 13/01/2025	178,103,999,976		

STT	Purpose of use	Original Plan (Resolution No. 25)	Adjusted Plan (VND)	Expected Timeline
-	Credit agreement No. 271098.24.151.1108803.TD dated 02/01/2025	69,896,000,024		
2	Repayment to Orient Commercial Bank - Tan Binh Branch	52,000,000,000	4,977,974,694	Q2/2026
-	Credit Agreement No. 0076/2024/HĐTD-OCB-DN dated June 27, 2024	52.000.000.000		
3	Repayment of Personal Loans	0	95,849,021,917	Q2/2026
4	Bareboat Chartering (01 Product/Chemical Tanker ~20,000 DWT)	0	157,500,000,000	Q2/2026
	Total	300,000,000,000	300,000,000,000	

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Recipient:

- As above;
- Supervisory Board;
- Archived: VT, Board of Directors, DH (1b).

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Tran Trung Quoc