

**DANANG SEAPRODUCTS
IMPORT-EXPORT CORPORATION**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

**INTERNAL REGULATIONS ON THE OPERATION OF THE BOARD OF DIRECTORS
DANANG SEAPRODUCTS IMPORT-EXPORT CORPORATION**

Legal grounds:

- Pursuant to the Law on Enterprises no. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities no. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Government's Decree no. 155/2020/ND-CP dated December 31, 2020 providing detailed regulations on the implementation of several articles of the Law on Securities;
- Pursuant to the Government's Decree no. 245/2025/ND-CP dated September 11, 2025 on the amendment of and supplement to several articles of the Government's Decree no. 155/2020/ND-CP dated December 31, 2020 providing detailed regulations on the implementation of several articles of the Law on Securities;
- Pursuant to the Ministry of Finance's Circular no. 116/2020/TT-BTC dated December 31, 2020 on the guidelines for several articles on corporate governance applicable to public companies;
- Pursuant to the Charter of Danang Seaproducts Import-Export Corporation approved by the General Meeting of Shareholders on April 15, 2026;
- Pursuant to the Resolution of the Annual General Meeting of Shareholders of Danang Seaproducts Import-Export Corporation no. 01/2026/NQ-DHDCD dated April 15, 2026.

TABLE OF CONTENTS

Chapter I - GENERAL PROVISIONS	3
Article 1. Scope of regulation and subjects of application	3
Article 2. Operating principles of the Board of Directors	3
Chapter II - MEMBERS OF THE BOARD OF DIRECTORS	3
Article 3. Rights and obligations of members of the Board of Directors	3
Article 4. Right to be provided with information of members of the Board of Directors	4
Article 5. Term of office and number of members of the Board of Directors	4
Article 6. Standards and conditions for members of the Board of Directors	4
Article 7. Chairperson of the Board of Directors	4
Article 8. Dismissal, removal, replacement, and addition of members of the Board of Directors	5
Article 9. Methods of election, dismissal, and removal of members of the Board of Directors	6
Article 10. Notification of election, dismissal, and removal of members of the Board of Directors	6
Chapter III - THE BOARD OF DIRECTORS	7
Article 11. Rights and obligations of the Board of Directors	7
Article 12. Duties and powers of the Board of Directors in approving and signing contracts and transactions	8
Article 13. Responsibilities of the Board of Directors in convening Extraordinary General Meetings of Shareholders	9
Article 14. Sub-committees assisting the Board of Directors	10
Chapter IV - MEETINGS OF THE BOARD OF DIRECTORS	10
Article 15. Meetings of the Board of Directors	10
Article 16. Minutes of Board of Directors meetings	11
Chapter V - REPORTING AND DISCLOSURE OF INTERESTS	12
Article 17. Submission of Annual Reports	12
Article 18. Remuneration, bonuses, and other benefits of members of the Board of Directors	12
Article 19. Disclosure of related interests	13
Chapter VI - RELATIONSHIPS OF THE BOARD OF DIRECTORS	13
Article 20. Relationships between members of the Board of Directors	13
Article 21. Relationship with the Board of Management	14
Article 22. Relationship with the Supervisory Board	14
Chapter VII - IMPLEMENTATION PROVISIONS	14
Article 23. Effect for implementation	14

Chapter I - GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of application

1. Scope of regulation: The regulations on the operation of the Board of Directors provide for the personnel organizational structure, operating principles, powers, and obligations of the Board of Directors and its members in order to operate in accordance with the Law on Enterprises, the Company's Charter, and other relevant legal regulations.

2. Subjects of application: These regulations shall apply to the Board of Directors and the members of the Board of Directors.

Article 2. Operating principles of the Board of Directors

1. The Board of Directors works on the principle of collectivity. Members of the Board of Directors are personally responsible for their assigned tasks and jointly responsible to the General Meeting of Shareholders and before the law for the resolutions and decisions of the Board of Directors regarding the development of the Company.

2. The Board of Directors assigns the responsibility to the General Director to organize and manage the implementation of 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 shall have full rights in accordance with the Law on Securities, relevant laws, and the Company's Charter, including the right to be provided with information and documents regarding the financial situation and business operations of the Company and its units.

2. Members of the Board of Directors shall have the obligations as provided for in the Company's Charter and the following obligations:

a) To perform their duties honestly and prudently in the best interests of the shareholders and the Company;

b) To attend all meetings of the Board of Directors and provide opinions on the matters brought forward for discussion;

c) To report promptly and fully to the Board of Directors on remunerations received from subsidiaries, affiliated companies, and other organizations;

d) To report to the Board of Directors at the nearest meeting on transactions between the Company, its subsidiaries, or other companies in which the Company controls 50% or more of the charter capital and members of the Board of Directors or their related persons; transactions between the Company and companies in which a member of the Board of Directors is a founding member or an enterprise manager during the last 03 (three) years prior to the time of the transaction;

d) To disclose information when performing transactions of the Company's shares in accordance with the provisions of the law.

Article 4. Right to be provided with information of members of the Board of Directors

1. Members of the Board of Directors shall have the right to request the General Director, Deputy General Directors, and other managers in the Company to provide information and documents regarding the financial situation and business operations of the Company and its units.

2. Requested managers must promptly, fully, and accurately provide information and documents at the request of members of the Board of Directors. The sequence and procedures for requesting and providing information shall be stipulated by the Company's Charter.

Article 5. Term of office and number of members of the Board of Directors

1. The Board of Directors consists of five (05) members. The Company's Charter shall stipulate the specific number of members of the Board of Directors.

2. The term of office of a member of the Board of Directors shall not exceed five (05) years and such member may be re-elected for an unlimited number of terms.

3. In the event that all members of the Board of Directors end their term at the same time, such 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 provided for in the Company's Charter.

Article 6. Standards and conditions for members of the Board of Directors

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

- a) Not being among the subjects stipulated in Clause 2, Article 17 of the Law on Enterprises;
- b) To possess professional qualifications and experience in business administration or in the fields, sectors, and business lines of the Company and not necessarily be a shareholder of the Company, unless otherwise provided for in the Company's Charter;
- c) A member of the Board of Directors of the Company may only concurrently be a member of the Board of Directors or the Member's Council at a maximum of 05 other companies.

Article 7. Chairperson of the Board of Directors

1. The Chairperson of the Board of Directors shall be elected, dismissed, or removed by the Board of Directors from among the members of the Board of Directors.

2. The Chairperson of the Board of Directors of the Company shall not concurrently hold the position of General Director.

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

- a) To establish programs and activity plans of the Board of Directors;
- b) To prepare the agenda, contents, and documents serving meetings; to convene, preside over, and act as the chairperson of meetings of the Board of Directors;
- c) To organize the adoption of resolutions and decisions of the Board of Directors;
- d) To supervise the process of organizing the implementation of resolutions and decisions of the Board of Directors;
- đ) To act as the chairperson of the General Meeting of Shareholders;
- e) Other rights and obligations as stipulated by the Law on Enterprises and the Company's Charter.

4. In the event that the Chairperson of the Board of Directors submits a resignation letter or is removed from office, the Board of Directors must elect a replacement within 10 days from the date of receipt of the resignation letter or the removal.

5. In the event that the Chairperson 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 Chairperson in accordance with the principles stipulated in the Company's Charter. In case no one is authorized or the Chairperson is deceased, missing, detained, serving an imprisonment sentence, serving administrative handling measures at a compulsory detoxification center or a compulsory educational establishment, absconding from his/her place of residence, has restricted or lost civil capacity, has difficulties in cognition or behavior control, or is banned by the Court from holding certain positions, practicing certain professions or doing certain jobs, the remaining members shall elect one person among them to hold the position of Chairperson of the Board of Directors according to the principle of a majority of the remaining members' approval until there is a new decision from the Board of Directors.

6. When deemed necessary, the Board of Directors shall decide to appoint a Company Secretary. The Company Secretary shall have the following rights and obligations:

- a) To assist in organizing the convention of the General Meeting of Shareholders and meetings of the Board of Directors; to record the minutes of meetings;
- b) To assist members of the Board of Directors in the exercise of their assigned rights and performance of their assigned obligations;
- c) To assist the Board of Directors in the application and implementation of corporate governance principles;
- d) To assist the Company in building shareholder relations and protecting the lawful rights and interests of shareholders; to ensure compliance with the obligations of information provision, information disclosure, and administrative procedures;
- d) Other rights and obligations as stipulated in the Company's Charter.

Article 8. Dismissal, removal, replacement, and addition of members of the Board of Directors

1. The General Meeting of Shareholders shall dismiss a member of the Board of Directors in the following cases:

- a) Failure to satisfy the criteria and conditions as stipulated in Article 155 of the Law on Enterprises;
- b) Submission of a resignation letter and being approved by the Board of Directors;
- c) Other cases as stipulated in the Company's Charter.

2. The General Meeting of Shareholders shall remove a member of the Board of Directors in the following cases:

- a) Failure to participate in activities of the Board of Directors for six (06) consecutive months, except in cases of force majeure;
- b) Other cases as stipulated in the Company's Charter.

3. When deemed necessary, the General Meeting of Shareholders shall decide to replace members of the Board of Directors; or dismiss or remove members of the Board of Directors in cases other than those specified in Clauses 1 and 2 of this Article.

4. The Board of Directors must convene the General Meeting of Shareholders to elect additional members of the Board of Directors in the following cases:

a) The number of Board members is reduced by more than one-third of the number specified in the Company's Charter. In this case, the Board of Directors must convene the General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third;

b) Except for the case specified in Point a of this Clause, the General Meeting of Shareholders shall elect new members to replace those who have been dismissed or removed at the latest meeting.

Article 9. Methods of election, dismissal, and removal of members of the Board of Directors

1. A shareholder or a group of shareholders owning 10% or more of the total ordinary shares shall have the right to nominate candidates to the Board of Directors. The nomination of candidates to the Board of Directors shall be implemented as follows:

a) Shareholders or ordinary shareholders forming a group to nominate or stand as candidates for the Board of Directors must notify the attending shareholders of the group meeting prior to the opening of the General Meeting of Shareholders;

b) Based on the number of members of the Board of Directors, the shareholders or group of shareholders specified in this Clause shall have the right to nominate one or more persons as candidates for the Board of Directors in accordance with the decision of the General Meeting of Shareholders. In the event that the number of candidates nominated by the shareholders or group of shareholders is lower than the number of candidates they are entitled to nominate under the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders.

2. In the event that the number of candidates for the Board of Directors through nomination and candidacy is still insufficient as required under Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, and the Regulations on Operations of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

3. The voting to elect members of the Board of Directors must be conducted by 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 Board members to be elected, and each shareholder has the right to accumulate all or part of their total votes for one or several candidates. The elected members of the Board of Directors shall be determined based on the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the number of members specified in the Company's Charter is reached. In the event that two or more candidates receive the same number of votes for the final seat on the Board of Directors, a re-election shall be held among the candidates with equal votes or a selection shall be made according to the criteria in the election regulations or the Company's Charter.

4. The election, dismissal, and removal of members of the Board of Directors shall be decided by the General Meeting of Shareholders on the principle of voting.

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 disclose information related to the candidates on the Company's website at least 10 days before the opening date of the General Meeting of Shareholders so that shareholders may study these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of their disclosed personal information and must commit to performing their

duties honestly, prudently, and in the best interests of the Company if elected as a member of the Board of Directors. Disclosed information related to candidates for the Board of Directors includes:

- a) Full name, date of birth;
- b) Educational qualifications, professional qualifications;
- c) Working history;
- d) Other management positions (including Board of Directors positions in other companies);
- đ) Interests related to the Company and the Company's related parties;
- e) Other information (if any) as specified in the Company's Charter;
- g) The Company shall be responsible for disclosing information regarding other companies in which the candidate holds a position as a member of the Board of Directors, other management positions, and any interests related to the Company held by the candidate for the Board of Directors (if any).

2. The notification of 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 - THE BOARD OF DIRECTORS

Article 11. Rights and obligations of the Board of Directors

1. The Board of Directors is the management body of the Company, having full authority to act in the name of the Company to decide and exercise the Company's rights and obligations, except for those within the authority of the General Meeting of Shareholders.

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

- a) Decide on the strategy, medium-term development plan, and annual business plan of the Company;
- b) Propose the classes of shares and the total number of authorized shares of each class to be offered;
- c) Decide on the sale of unsold shares within the scope of authorized shares of each class to be offered; decide on raising additional capital in other forms;
- d) Decide on the selling price of shares and bonds of the Company;
- đ) Decide on the redemption of shares as prescribed in Clauses 1 and 2, Article 133 of the Law on Enterprises;
- e) Decide on investment plans and investment projects within its authority;
- g) Decide on solutions for market development, marketing, and technology;
- h) Approve contracts for purchase, sale, borrowing, lending, and other contracts or transactions valued at 35% or more of the total asset value recorded in the Company's most recent financial statements, as well as contracts and transactions within the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138, and Clauses 1 and 3, Article 167 of the Law on Enterprises;
- i) Elect, dismiss, and remove the Chairperson of the Board of Directors; appoint, dismiss, sign contracts with, and terminate contracts with the General Director and other managers under the Board

of Directors' appointing authority as prescribed in the Company's Charter; decide on salaries, remuneration, bonuses, and other benefits for such managers; appoint authorized representatives to participate in the Member's Council/Board of Directors or the General Meeting of Shareholders in other companies, and decide on the remuneration and other benefits for such representatives;

k) Supervise and direct the General Director and other managers in the management of the Company's business operations;

l) Decide on the organizational structure and internal management regulations of the Company; decide on the establishment of subsidiaries, branches, and representative offices, as well as the contribution of capital to or purchase of shares in other enterprises;

m) Approve the agenda and contents of documents for the General Meeting of Shareholders; convene the General Meeting of Shareholders or collect opinions for the General Meeting of Shareholders to adopt resolutions;

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

o) Recommend the dividend rates to be paid; decide on the timeline and procedures for dividend payment or handling losses incurred during business operations;

p) Recommend the reorganization or dissolution of the Company; request the bankruptcy of the Company;

q) Decide on the issuance of the Regulations on the operations of the Board of Directors and the Internal Regulations on corporate governance after they have been approved by the General Meeting of Shareholders; and the Regulations on information disclosure of the Company.;

r) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of law, and the Company's Charter.

3. The Board of Directors adopts resolutions and decisions by voting at meetings, collecting written opinions, or other forms as prescribed by the Company's Charter. Each member of the Board of Directors shall have one vote.

4. In the event that a resolution or decision adopted by the Board of Directors is contrary to the provisions of law, resolutions of the General Meeting of Shareholders, or the Company's Charter, thereby causing damage to the Company, the members who voted in favor of such resolution or decision shall be jointly and personally liable for it and must compensate the Company for the damage; members who opposed the adoption of the aforementioned resolution or decision shall be exempted from liability. In this case, shareholders of the Company have the right to request the Court to suspend the implementation of or cancel the aforementioned resolution or decision.

Article 12. Duties and powers of the Board of Directors in approving and signing contracts and transactions

1. The Board of Directors approves contracts and transactions valued at less than 35%, or transactions leading to a total transaction value arising within 12 months from the date of the first transaction of less than 35% of the total asset value recorded in the most recent financial statements, or another smaller percentage or value as prescribed in the Company's Charter, between the Company and one of the following subjects:

- Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and their related persons;

- Shareholders and authorized representatives of shareholders owning more than 10% of the total ordinary shares of the Company and their related persons;

- Enterprises related to the subjects prescribed in Clause 2, Article 164 of the Law on Enterprises.

2. The Company's representative who signs the contract or transaction must notify the members of the Board of Directors and members of the Supervisory Board of the related parties involved in such contract or transaction, and enclose the draft contract or the principal contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within fifteen (15) days from the date of receipt of the notice, unless the Company's Charter prescribes another time limit; members of the Board of Directors who have interests related to the parties in the contract or transaction shall 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 interests of the Company;
- b) The number of remaining members of the Board of Directors or the Supervisory Board is less than the minimum number of members required by law;
- c) At the request of a shareholder or a group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises; the request to convene the General Meeting of Shareholders must be made in writing, clearly stating the reasons and purpose of the meeting, and bearing sufficient signatures of the relevant shareholders or the written request being made in multiple copies and gathering sufficient signatures of the relevant shareholders.;
- d) At the request of the Supervisory Board;
- d) Other cases as prescribed by law and the Company's Charter.

2. Convening of the Extraordinary General Meeting of Shareholders

The Board of Directors must convene the General Meeting of Shareholders within thirty (30) days from the date the number of remaining members of the Board of Directors or the Supervisory Board is less than the minimum number required by the Company's Charter, or upon receipt of the request prescribed in Points c and d, Clause 1 of this Article.

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

- a) Prepare the list of shareholders entitled to attend the meeting;
- b) Provide information and resolve complaints related to the list of shareholders;
- c) Prepare the meeting agenda and content;
- d) Prepare documents for the meeting;
- d) Draft resolutions of the General Meeting of Shareholders according to the expected contents of the meeting; the list and detailed information of candidates in the case of electing members of the Board of Directors and the Supervisory Board;
- e) Determine the time and location of the meeting;
- g) Send meeting invitations to each shareholder entitled to attend the meeting in accordance with the Law on Enterprises;
- h) Other tasks in service of the meeting.

Article 14. Sub-committees assisting the Board of Directors

1. The Board of Directors may establish sub-committees in charge of development policy, human resources, remuneration, internal audit, risk management, etc. The number of members of a sub-committee, as decided by the Board of Directors, shall be at least three (03) persons, including members of the Board of Directors and external members. The operations of the sub-committee must comply with the regulations of the Board of Directors. A resolution of the sub-committee shall only take effect when it is approved by a majority of the members attending and voting at the sub-committee meeting.

2. The implementation of decisions made by the Board of Directors or its sub-committees must comply with current legal regulations, the Company's Charter, and the Internal Regulations on Corporate Governance.

Chapter IV - MEETINGS OF THE BOARD OF DIRECTORS

Article 15. Meetings of the Board of Directors

1. The Chairperson of the Board of Directors shall be elected during the first meeting of the Board of Directors within seven (07) working days from the date the election of that Board of Directors is concluded. This meeting shall be convened and chaired by the member who received the highest number of votes or the highest percentage of votes. In cases where more than one member has the same highest number or percentage of votes, the members shall elect one person among them to convene the Board of Directors meeting based on the majority principle.

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

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

- a) Upon the request of the Supervisory Board or independent members of the Board of Directors;
- b) Upon the request of the General Director or at least 05 other managers;
- c) Upon the request of at least 02 members of the Board of Directors;

4. The requests specified in Clause 3 of this Article must be made in writing, clearly stating the objectives, issues to be discussed, and decisions within the jurisdiction of the Board of Directors.

5. The Chairperson of the Board of Directors must convene a Board of Directors meeting within seven (07) working days from the date of receipt of the request specified in Clause 3 of this Article. In the event that the Chairperson fails to convene the meeting as requested, the Chairperson shall be held responsible for any damages incurred by the Company; the requester(s) shall then have the right to convene the Board of Directors meeting in place of the Chairperson.

6. The Chairperson of the Board of Directors or the person convening the meeting must send the meeting invitation notice at least three (03) working days prior to the meeting date. The invitation notice must specify the time and location of the meeting, the agenda, and the issues to be discussed and decided upon. The notice must be accompanied by the documents to be used at the meeting and the voting ballots for members.

The notice of the Board of Directors meeting may be sent by invitation letters, telephone, fax, electronic means, or other methods as stipulated in the Company's Charter, ensuring that it reaches the contact address of each member of the Board of Directors registered with the Company.

7. The Chairperson of the Board of Directors or the person convening the meeting shall send the meeting invitation notice and accompanying documents to the members of the Supervisory Board in the same manner as for the members of the Board of Directors.

Members of the Supervisory Board shall have the right to attend meetings of the Board of Directors; they shall have the right to participate in discussions but are not entitled to vote.

8. A meeting of the Board of Directors shall be conducted when three-quarters (3/4) or more of the total number of members are present. In the event that a meeting convened in accordance with this clause does not have the required number of attending members, it shall be convened for a second time within seven (07) days from the intended date of the first meeting; in this case, the meeting shall be conducted if more than half of the members of the Board of Directors are present.

9. Members of the Board of Directors shall be considered as attending and voting at a meeting in the following cases:

- a) Attending and voting in person at the meeting;
- b) Authorizing another person to attend and vote in accordance with the provisions of Clause 11 of this Article;
- c) Attending and voting via online conference, electronic voting, or other electronic means;
- d) Sending voting ballots to the meeting via mail, fax, or email;
- đ) Sending voting ballots by other means as stipulated in the Company's Charter.

10. In the event that voting ballots are sent to the meeting via mail, the ballots must be placed in a sealed envelope and delivered to the Chairperson of the Board of Directors at least one (01) hour prior to the opening of the meeting. Voting ballots shall only be opened in the presence of all attendees.

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

12. Resolutions and decisions of the Board of Directors shall be passed if approved by a majority of the attending members; in the event of a tie, the final decision shall belong to the side with the opinion of the Chairperson of the Board of Directors.

Article 16. Minutes of Board of Directors meetings

1. Meetings of the Board of Directors must be recorded in minutes and may be recorded in audio or other electronic forms. The minutes must be prepared in Vietnamese and may additionally be prepared in English, including the following primary contents:

- a) Name, head office address, and enterprise code;
- b) Time and location of the meeting;
- c) Purpose, agenda, and content of the meeting;
- d) Full names of each attending member or person authorized to attend the meeting and the method of attendance; full names of members not attending and the reasons thereof;
- đ) Issues discussed and voted on at the meeting;
- e) Summary of opinions expressed by each attending member in the chronological order of the meeting proceedings;
- g) Voting results, clearly specifying members who voted in favor, against, or abstained from voting;
- h) Approved issues and their respective voting approval rates;

i) Full names and signatures of the chairperson and the person recording the minutes, except for the cases stipulated in Clause 2 of this Article.

2. In the event that the chairperson or the person recording the minutes refuses to sign the minutes, but the minutes are signed by all other attending members of the Board of Directors and contain all the information required under Points a, b, c, d, đ, e, g, and h of Clause 1 of this Article, such minutes shall be valid.

3. The chairperson, the person recording the minutes, and those who sign the minutes shall be responsible for the truthfulness and accuracy of the contents of the Board of Directors' meeting minutes.

4. Minutes of the Board of Directors' meetings and documents used during the meetings must be archived at the Company's head office.

5. Minutes prepared in Vietnamese and English shall have equal legal validity. In the event of any discrepancy between the Vietnamese and English versions, the contents of the Vietnamese version shall prevail.

Chapter V - REPORTING AND DISCLOSURE OF INTERESTS

Article 17. Submission of Annual Reports

1. At the end of the fiscal year, the Board of Directors must submit a report to the General Meeting of Shareholders consisting of the following contents:

- a) Report on the business performance of the Company;
- b) Financial statements;
- c) Report on the evaluation of the Company's management and administration;
- d) Appraisal report of the Supervisory Board.

2. Reports specified in Points a, b, and c of Clause 1 of this Article must be submitted to the Supervisory Board for appraisal no later than 30 days before the opening date of the Annual General Meeting of Shareholders, unless otherwise provided for in the Company's Charter.

3. Reports specified in Clauses 1 and 2 of this Article, the report of the Supervisory Board, and the audit report must be kept at the Company's head office no later than 21 days before the opening date of the Annual General Meeting of Shareholders.

Article 18. 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 efficiency.

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 a Board member and the daily remuneration rate. The Board of Directors shall estimate the remuneration for each member on the principle of consensus. The total remuneration and bonuses for the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

3. The remuneration of each member of the Board of Directors shall be recorded as business expenses of the Company in accordance with the law on corporate income tax, 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, serving on sub-committees of the Board, or performing other tasks beyond the ordinary scope of a Board member's duties, may be paid additional remuneration in the form of a lump-sum fee, salary, commission, percentage of profits, or in other forms as decided by the Board of Directors.

5. Members of the Board of Directors are entitled to reimbursement for all travel, accommodation, and other reasonable expenses incurred in the performance of their duties as Board members, including expenses arising from attending meetings of the General Meeting of Shareholders, the Board of Directors, or sub-committees of the Board of Directors.

6. Members of the Board of Directors may have liability insurance purchased by the Company upon approval by the General Meeting of Shareholders. This insurance does not cover liabilities of the Board members that are unrelated to violations of the law or the Company's Charter.

Article 19. Disclosure of related interests

Unless the Company's Charter provides otherwise with stricter regulations, the disclosure of interests and related persons of the Company shall be carried out in accordance with the following provisions:

1. Members of the Company's Board of Directors must disclose their related interests to the Company, including:

a) The name, enterprise identification number, head office address, and business lines of any enterprise in which they own contributed capital or shares; the percentage and timing of such ownership of contributed capital or shares;

b) The name, enterprise identification number, head office address, and business lines of any enterprise in which their related persons jointly or individually own contributed capital or shares exceeding 10% of the charter capital.

2. The disclosure specified in Clause 1 of this Article must be performed within 07 working days from the date the related interest arises; any amendments or supplements must be notified to the Company within 07 working days from the date of the corresponding amendment or supplement.

3. A member of the Board of Directors who, in their own name or in the name of others, performs work in any form within the scope of the Company's business must explain the nature and content of such work to the Board of Directors and may only perform it with the approval of the majority of the remaining Board members; if performed without disclosure or approval from the Board of Directors, all income derived from such activities shall belong to the Company.

Chapter VI - RELATIONSHIPS OF THE BOARD OF DIRECTORS

Article 20. Relationships between members of the Board of Directors

1. The relationship between members of the Board of Directors is a coordinative one; Board members are responsible for informing one another of relevant issues during the course of performing their assigned duties.

2. During the course of work, the Board member assigned with primary responsibility must proactively coordinate the process if issues relate to an area overseen by another Board member. In the event of differing opinions between Board members, the member with primary responsibility shall report to the Chairperson of the Board for a decision within their authority, or to organize a meeting or collect opinions from Board members in accordance with the law, the Company's Charter, and this Regulation.

3. In the event of a reassignment of duties among members of the Board of Directors, the relevant Board members must hand over the work, records, and related documents. This handover must be documented in writing and reported to the Chairperson of the Board of Directors..

Article 21. Relationship with the Board of Management

In its governance role, the Board of Directors issues resolutions for implementation by the General Director and the executive apparatus. Simultaneously, the Board of Directors inspects and supervises the implementation of these resolutions..

Article 22. Relationship with the Supervisory Board

1. The relationship between the Board of Directors and the Supervisory Board is a coordinative one. The working relationship between the Board of Directors and the Supervisory Board is based on the principles of equality and independence, while maintaining close coordination and mutual support in the process of performing their duties.

2. Upon receiving inspection minutes or summary reports from the Supervisory Board, the Board of Directors is responsible for reviewing and directing relevant departments to develop plans and implement timely corrective actions.

Chapter VII - IMPLEMENTATION PROVISIONS

Article 23. Effect for implementation

The Internal Regulation on Corporate Governance of the Board of Directors of Danang Seaproducts Import-Export Corporation consists of seven (07) chapters, twenty-three (23) articles and shall take effect from April 15, 2026.

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



Le Vinh Hoa