



KASATI JOINT STOCK COMPANY

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REGULATIONS
JOINT STOCK COMPANY

KASATI JOINT STOCK COMPANY

Ho Chi Minh City, April 17, 2026

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INTRODUCTION

- Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and related amending and supplementing legal documents;
- Based on the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and related amending and supplementing legal documents;
- Based on Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;
- Based on 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;

These charters were adopted pursuant to Resolution No. 01/2026/NQ-DHDCD of the General Meeting of Shareholders dated April 17, 2026.

CHAPTER I: DEFINITION OF TERMS IN THE BYLAWS

Article 1. Explanation of Terms

1. In these Regulations, the following terms shall be understood as follows:
 - a. Charter capital is the total par value of shares sold or subscribed for when a joint-stock company is established, as stipulated in Article 6 of these Charters;
 - b. Voting capital is share capital, whereby the owner has the right to vote on matters within the decision-making authority of the General Meeting of Shareholders;
 - c. The Law on Enterprises is Law No. 59/2020/QH14 on Enterprises, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and related amending and supplementing legal documents;
 - d. The Securities Law is Law No. 54/2019/QH14 on Securities, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and related amending and supplementing legal documents;
- and. Vietnam is the Socialist Republic of Vietnam;

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

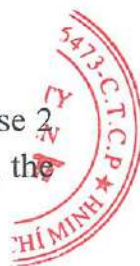
3. The company's registered office is:

- Address: 270A Ly Thuong Kiet Street, Dien Hong Ward, Ho Chi Minh City
- Phone: 028.3865 5343 – 028.3865 5344
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- Website: www.kasati.com.vn
- Logo:



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

5. Unless the Company ceases operations before the deadline stipulated in Clause 2 of Article 53 or extends its operations as stipulated in Article 54 of these Charters, the Company's operating period is indefinite from the date of establishment.



Article 3. Legal Representative of the Company

1. The Chairman of the Board of Directors is the legal representative of the Company;
2. The legal representative of the Company has the rights and obligations as stipulated by current business law.

CHAPTER III: OBJECTIVES, SCOPE OF BUSINESS AND COMPANY OPERATIONS

Article 4. Objectives of the Company's Operations

1. The company's business lines and activities:

Business sector/occup ation code	Name of industry/business
	Businesses must comply with all applicable laws and regulations regarding land, construction, fire safety, environmental protection, other current laws and regulations, and business conditions for conditional business sectors.

4222	Construction of water supply and drainage systems. Details: Construction of technical infrastructure
3314	Repair electrical equipment
7120	Technical inspection and analysis Details: Check electrical equipment
4931	Road passenger transport within and outside urban areas (excluding bus transport)
4322	Installation of water supply and drainage systems, heating and air conditioning systems. (excluding the installation of refrigeration equipment (freezing equipment, cold storage, ice machines, air conditioners, water chillers) using R22 refrigerant in the seafood processing sector, and excluding mechanical processing, waste recycling, and electroplating at the headquarters)
4223	Construction of telecommunications and communication infrastructure.
4229	Construction of other public works
6202	Computer consulting and computer system administration
6209	Information technology services and other services related to computers. Details: Installation of software, hardware, and IT equipment.
6311	Data processing, leasing, and related activities.
4102	Building houses not to live in. Details: House repairs.
4211	Railway construction
7020	Management consulting activities Details: Consulting, guidance, and supervision of construction and electrical equipment installation activities (excluding financial, accounting, and legal consulting).

4542	Motorcycle and scooter maintenance and repair Details: Motorcycle maintenance and repair
4511	Wholesale trade of automobiles and other motor vehicles. Details: Buying and selling automobiles and motor vehicles.
4530	Selling spare parts and accessories for automobiles and other motor vehicles. Details: Buying, selling, maintenance, and repair of automobiles, motor vehicles, motorcycles, machinery, spare parts, and auxiliary components for automobiles and motorcycles.
4520	Maintenance and repair of automobiles and other motor vehicles. Details: Maintenance and repair of automobiles and motor vehicles.
7310	Advertisement
2610	Electronic component manufacturing Details: Manufacturing and assembling various types of electronic and computer equipment.
4651	Wholesale of computers, peripherals, and software. Details: Business in computer software; Wholesale of surveillance cameras and information technology equipment.

	Details: Installation, maintenance, and repair of refrigeration, industrial, and domestic electrical systems (excluding waste recycling and electroplating at the headquarters).
9511 (Main)	Repairing computers and peripherals Details: Installation, maintenance, and repair of telecommunications systems and computer networks (excluding waste recycling and electroplating at the headquarters). Construction, maintenance, servicing, and operational support for telecommunications, information technology, and electronic equipment.
4663	Wholesale of other building materials and installation equipment. Details: Buying and selling construction materials.
4933	Road freight transport Details: Business of transporting goods by road (excluding liquefied gas for transport), and transporting passengers by road under contract.
7490	Other professional, scientific and technological activities not elsewhere classified Details: Technology transfer in the telecommunications, information technology, and electronics sectors; Energy auditing activities.
4541	Motorcycles for sale Details: Buying and selling motorcycles
7120	Technical inspection and analysis Details: Technical testing and measurement services for telecommunications network quality management.
7820	Temporary labor supply Details: labor leasing
7830	Labor supply and management Details: Supply and management of domestic labor resources

2. The Company's operational objective is to be established to mobilize and utilize capital effectively in developing production and business activities in the fields of

by the Company's Board of Directors. The Board of Directors may distribute these shares to other parties under conditions and in a manner deemed appropriate, but may not sell them under more favorable conditions than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.

7. The Company may repurchase shares issued by itself in the manner prescribed in these Articles of Association and applicable law. Common shares repurchased by the Company are treasury shares, and the Board of Directors may offer them for sale in manner consistent with the provisions of these Articles of Association, the Securities Law, and related guiding documents.

8. The company may issue other types of securities when approved by the General Meeting of Shareholders and in accordance with the regulations of the law on securities and the securities market.

Article 7. Certificate of Shares

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

2. Share certificates must bear the company's seal and the signature of the company's legal representative, as stipulated in the Enterprise Law. The share certificate must clearly state the number and type of shares held by the shareholder, the full name of the holder, and other information as prescribed by the Enterprise Law.

3. Within 15 days of submitting a complete application for the transfer of share ownership as stipulated by the Company, or within two months (or another period as stipulated in the issuance terms) from the date of full payment for the shares as stipulated in the Company's share issuance plan, the shareholder will be issued a share certificate. The shareholder is not required to pay the Company any printing costs for the share certificate.

4. In the event that a share certificate is damaged, altered, lost, stolen, or destroyed, the holder may request a new share certificate provided they offer proof of ownership and pay all related costs to the Company.

Article 8. Other securities certificates

Bond certificates or other securities certificates of the Company (excluding letters of offer, provisional certificates and similar documents) will be issued bearing the seal and signature of the Company's legal representative.

Article 9. Transfer of shares

Article 11. Organizational structure, governance and control

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

- General Shareholders' Meeting;
- Board of Directors;
- Supervisory Board;
- General Director.

CHAPTER VI: SHAREHOLDERS AND THE SHAREHOLDER MEETING

Article 12. Rights of Shareholders

1. Common shareholders have the following rights:

- a. Shareholders have the right to attend and speak at the General Meeting of Shareholders and to exercise their voting rights directly or through an authorized representative or other forms as prescribed by the company's charter and the law. Each common share has one voting right;
- b. Receive dividends at the rate determined by the General Meeting of Shareholders;
- c. Priority will be given to purchasing new shares in proportion to each shareholder's existing shareholding in the Company;
- d. Freely transfer one's shares to others, except as stipulated in Clause 3 of Article 120, Clause 1 of Article 127 of the Enterprise Law and other relevant legal provisions;
- and. Review, search, and retrieve information regarding names and contact addresses in the list of shareholders with voting rights; request correction of inaccurate information.
- f. Review, search, extract, or copy the company's charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;
- g. When the company is dissolved or goes bankrupt, the recipient is entitled to a portion of the remaining assets in proportion to their shareholding in the company.
- h. Require 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;

to nominate one or more individuals, as decided by the General Meeting of Shareholders, as candidates for the Board of Directors and the Supervisory Board. If the number of candidates nominated by a shareholder or group of shareholders is less than the number of candidates they are entitled to nominate according to the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders.

Article 13. Obligations of Shareholders

Common 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 charter 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 maintaining the confidentiality of information provided in accordance with its Articles of Association and applicable laws; using the provided information only to exercise and protect its legitimate rights and interests; and strictly prohibiting the dissemination, copying, or sending of 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 in person at the meeting;
 - b. Authorize other individuals or organizations to attend and vote at the meeting;
 - 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;and. Submit your ballot by other means as prescribed in the company's Articles of Association.
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;

independent members of the Board of Directors, or members of the Supervisory Board is as stipulated in point b, clause 3 of this Article, or upon receiving the request stipulated in points c and d, clause 3 of this Article;

b. If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 4 of this Article, then within the next 30 days, the Supervisory Board 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 c, clause 3 of this Article has the right to request the Company's representative to convene a General Meeting of Shareholders in accordance with the Law on Enterprises;

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

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

Article 15. 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 whose value represents 35% or more of the total asset value recorded in the Company's most recent financial statement.

and. 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;

total value of the company's assets as recorded in the most recent financial statement. The entities specified in Clause 1, Article 167 of the Enterprise Law include:

- Shareholders, authorized representatives of shareholders who are organizations owning more than 10% of the total common shares of the company, and their related parties;
 - Members of the Board of Directors, the General Manager, and their related parties;
 - An enterprise whose members of the Board of Directors, Supervisory Board, General Director, and other managers of the company are as stipulated in Clause 2, Article 164 of the Enterprise Law.
- 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 a number of articles of the Law on Securities and its amendments and supplements in 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 16. Authorization to attend the General Meeting of Shareholders

1. Shareholders, or authorized representatives of shareholders that are organizations, may attend meetings in person or authorize one or more other individuals or organizations to attend, or attend through one of the forms stipulated in Clause 3, Article 144 of the Enterprise Law, specifically:
- a. Attend and vote in person at the meeting;
 - b. Authorize other individuals or organizations to attend and vote at the meeting;
 - 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;
- and. Submit your ballot by other means as prescribed in the company's Articles of Association.
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 and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized,

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 remain unchanged when the Company issues additional shares of the same class.

Article 18. Convening the meeting, meeting agenda, and notice of invitation to the General Meeting of Shareholders.

1. The Board of Directors convenes annual and extraordinary general meetings of shareholders. The Board of Directors convenes extraordinary general meetings of shareholders in the cases stipulated in Clause 3, Article 14 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 must be prepared no more than 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 20 days before the final 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;

and. 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 it reaches the shareholders' contact addresses, and shall also be published on the Company's website and the website of the State Securities Commission and the stock exchange where the Company's shares are listed or registered for trading. The convenor of the General Meeting of Shareholders must send the notice of the meeting to all shareholders on the list of shareholders entitled to attend the meeting at least 21 days before the opening date of the meeting (calculated from the date the notice is duly sent or transmitted). The agenda of the General Meeting of Shareholders and documents related to the issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In cases where documents are not sent with the notice of the General Meeting of Shareholders, the notice of the meeting must clearly state the link to all meeting documents so that shareholders can access them, including:

Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders

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:

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 number of votes cast. The General Meeting of Shareholders discusses and votes on each item on the agenda. Voting is conducted by vote in favor, against, or abstention. At the meeting, the voting cards for the resolution are collected first, followed by those for the resolution against, and 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 those 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 proposal of the Chairman of the meeting.

b. Shareholders, authorized representatives of institutional shareholders, 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.

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, with the candidate receiving the highest number of votes becoming the presiding officer.

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 secretaries for the meeting;

c. Some attendees obstructed the meeting, disrupted order, and risked preventing the meeting from being conducted fairly and legally.

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 passed 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 or any detailed guiding documents replacing these articles, if any.

Article 21. 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 present 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;
- and. Reorganize or dissolve the company.

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 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.

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

5. In the event that a shareholder or group of shareholders requests the Court or Arbitration Tribunal to annul a resolution of the General Meeting of Shareholders as stipulated in Article 151 of the Enterprise Law, that resolution shall remain in effect

b. In the case of sending ballots by fax or email, the ballots sent to the Company must be kept confidential until the time of vote counting;

c. Opinion ballots submitted to the Company after the deadline specified in the ballot, or that have been opened (in the case of mail submission) or disclosed (in the case of fax or email submission), are invalid. Unsubmitted ballots will be considered as non-voting ballots.

5. The Board of Directors counts the votes and prepares 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 key information:

a. Name, registered office address, business registration number;

b. The purpose and issues requiring consultation before the resolution can be passed;

c. 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;

d. The total number of votes in favor, against, and abstentions for each issue;

and. The issue was approved, and the voting percentage was in favor.

f. The full name and signature of the Chairman of the Board of Directors, the vote counter, and the vote counting supervisor.

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

6. The vote count minutes and resolutions must be sent to shareholders within 15 days of the completion of the vote count. Alternatively, sending the vote count minutes and resolutions may be done by posting them on the Company's website within 24 hours of the completion of the vote count.

7. 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.

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

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.

Article 24. Request for annulment of a Shareholders' General Meeting Resolution

Within 90 days from the date of receiving the resolution or minutes of the General Meeting of Shareholders or the minutes of the vote count results of the General Meeting of Shareholders, the shareholder or group of shareholders specified in Clause 2, Article 115 of the Enterprise Law 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 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 21 of this Charter.
2. The resolution's content violates the law or these Statutes.

CHAPTER VII: BOARD OF DIRECTORS

Article 25. Nomination and candidacy of Board of Directors members

1. Once candidates for the Board of Directors have been identified, the Company must publish information related to these candidates at least 10 days before the opening of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed 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. The information related to candidates for the Board of Directors that must be published includes:

- a. Full name, date of birth (day, month, year);
- b. Professional qualifications;
- c. Work experience;
- d. Other managerial positions (including board positions in other companies);
- and. The benefits relate to the Company and its related parties;
- f. Other information (if any);
- g. 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's Board of Directors (if any).

the Individuals who are under criminal investigation, detained, serving a prison sentence, undergoing administrative sanctions at a compulsory rehabilitation center or compulsory education facility, or prohibited by a court from holding office, practicing a profession, or engaging in certain work; and other cases as stipulated in the Bankruptcy Law and the Law on Prevention and Combat of Corruption.

- They must have professional qualifications and experience in business administration or in the company's field, industry, or profession, and do not necessarily have to be shareholders of the company;
- A member of the Board of Directors may simultaneously serve as a member of the Board of Directors and a member of the Board of Members in no more than 5 other companies;
- For state-owned enterprises as stipulated in point b, clause 1, Article 88 of the 2020 Enterprise Law, and subsidiaries of state-owned enterprises as stipulated in clause 1, Article 88 of the 2020 Enterprise Law, members of the Board of Directors shall not be related to the Director, General Director, or other managers of the company; or to the managers or persons authorized to appoint managers of the parent company.

Article 26. Composition and term of office of the Board of Directors members

1. The Board of Directors has five members.
2. The term of office for a member of the Board of Directors shall not exceed 5 years and they may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than 2 consecutive terms. If all members of the Board of Directors complete their terms at the same time, they 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:
The company's Board of Directors must ensure that at least one member is a non-executive member. The company minimizes the number of Board members holding executive positions within the company to ensure the independence of the Board of Directors.

The company must ensure that it has at least one independent member on its 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 legal regulations on information disclosure in the securities market.

- 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;
 - the. Proposing the reorganization or dissolution of the Company; requesting the Company's bankruptcy;
 - p. Decisions to issue the Board of Directors' operating regulations and internal regulations on corporate governance after approval by the General Meeting of Shareholders; decisions to issue the operating regulations of the Audit Committee under the Board of Directors and regulations on company information disclosure;
 - q. 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' operations as stipulated 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 and the amendments and supplements in Decree 245/2025/ND-CP dated September 11, 2025.

Article 28. Remuneration, salaries 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. Board members 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 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.

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.

Article 30. Meetings of the Board of Directors

1. The Chairman of the Board of Directors is elected at the first meeting of the Board of Directors within 7 working days from the date of the conclusion of the election of that Board of Directors. This meeting is 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 vote by majority to select one of them to convene the meeting of the Board of Directors.

2. The board of directors must meet at least once every quarter 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 recommendation from the General Director or at least 05 other managers;

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

4. 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.

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

6. The Chairman of the Board of Directors or the person convening the Board meeting must send a notice of meeting at least 3 working days before the meeting date. The notice of meeting must specify the time and place of the meeting, the agenda, the issues to be discussed and decided. The notice of meeting must be accompanied by the documents to be used at the meeting and the voting ballots of the members. The notice of the Board of Directors meeting may be sent by invitation, telephone, fax, electronic means, or other methods as stipulated in the company's charter, ensuring that it reaches the contact address of each Board member registered with the Company.

Article 31. Person in charge of company administration

1. The company's board of directors must appoint at least one person in charge of corporate governance to support corporate governance within the enterprise. The person in charge of corporate governance may also serve as the company secretary, as stipulated in Clause 5, Article 156 of the Enterprise Law.
2. The person in charge of corporate governance may not simultaneously work for the approved auditing firm that is auditing the Company's financial statements.
3. The person in charge of corporate governance 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, Supervisory Board, and General Shareholders' Meeting as requested by the Board of Directors or the Supervisory Board;
 - c. Providing advice on meeting procedures;
 - d. Attend meetings;
 - and. Providing advice on the 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 members of the Supervisory Board;
 - g. Monitor and report to the Board of Directors on the Company's information disclosure activities;
 - h. To serve as the point of contact with relevant stakeholders;
 - i. Information security will be maintained in accordance with legal regulations and the company's charter.
 - j. Other rights and obligations as stipulated by law and the company's charter.

CHAPTER VIII: THE GENERAL MANAGER AND OTHER OPERATIONS

Article 32. 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 General Director, Deputy General Directors, Chief Accountant, and other management positions appointed by the Board of Directors. The appointment, dismissal, and removal

- h. Proposing a plan for paying dividends or handling business losses;
 - i. Other rights and obligations as prescribed by law, the company's charter, and resolutions and decisions of the Board of Directors.
5. The Board of Directors may dismiss the CEO when a majority of the Board members with voting rights present at the meeting approve and appoint a new CEO to replace him.

CHAPTER IX: THE SUPERVISORY BOARD

Article 35. 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 25 of these Regulations.
2. If the number of candidates for the Supervisory Board nominated through application is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the mechanisms stipulated in the Company's Charter and internal regulations on corporate governance. The incumbent Supervisory Board's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board, as required by law.

Article 36. Composition of the Supervisory Board

1. The Company's Supervisory Board consists of 3 members. The term of office for a Supervisory Board member is no more than 5 years, and they may be re-elected for an unlimited number of terms.
2. Members of the Supervisory Board must meet the standards and conditions stipulated in Article 169 of the Enterprise Law and must 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 has audited the company's financial statements for the three consecutive years prior to the audit.
3. Members of the Supervisory Board shall be dismissed in the following cases:
 - a. No longer meets the qualifications and conditions to be a member of the Supervisory Board as stipulated in Clause 2 of this Article;
 - b. A resignation letter was submitted and accepted.
4. Members of the Supervisory Board may be dismissed in the following cases:
 - a. Failure to complete assigned tasks or duties;

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 No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles 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, its members, the General Director, 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 39. Meetings of the Supervisory Board

1. The Supervisory Board must meet at least twice a year, with at least two-thirds of its members in attendance. Minutes of the Supervisory Board meetings must be detailed and clear. The person recording the minutes and all attending Supervisory Board members must sign the meeting minutes. Meeting minutes of the Supervisory Board must be retained to determine the responsibilities of each member.
2. The Supervisory Board has the right to request members of the Board of Directors, the General Director, and representatives of approved auditing firms to attend and answer questions requiring clarification.

Article 40. Salaries, remuneration, bonuses and other benefits of members of the Supervisory Board

Salaries, remuneration, bonuses, and other benefits for members of the Supervisory Board shall be implemented in accordance with the following regulations:

1. Members of the Supervisory Board are 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. Members of the Supervisory Board shall be reimbursed for reasonable expenses for meals, accommodation, travel, and the use of 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

or transaction, as well as the relationships and interests of the Board of Directors members, Supervisory Board members, General Director, 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 exceeding 20% or transactions resulting in a transaction value arising within 12 months from the date of the first transaction of 20% or more of the total asset value recorded in the most recent financial statement, the significant details of the transaction, as well as the relationship and interests of the Board of Directors, Supervisory Board members, General Director, and other executives, have been disclosed to shareholders and approved by the General Meeting of Shareholders through a vote of shareholders without an vested interest.

7. In cases where a contract or transaction is approved as stipulated in Clause 3, Article 167 of the Enterprise Law, the company representative signing the contract or transaction must notify the Board of Directors and the Supervisory Board of the parties involved in that contract or transaction and submit a draft contract or notification of the main contents of the transaction. The Board of Directors shall present the draft contract or transaction, or explain the main contents of the contract or transaction, at the General Meeting of Shareholders or obtain shareholder opinions in writing. In this case, shareholders with interests related to the parties in the contract or transaction do not have the right to vote; the contract or transaction is approved as stipulated in Clauses 1 and 4, Article 148 of the Enterprise Law.

8. Contracts and transactions shall be deemed invalid by court decision and processed according to the law if they were signed in violation of the provisions of this Article; the signatories of the contracts and transactions, shareholders, members of the Board of Directors, or the General Director involved shall be jointly liable for compensation for damages incurred and reimburse the company for any profits obtained from the execution of such contracts and transactions.

9. The company must disclose contracts and related transactions in accordance with relevant laws.

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

Article 42. Liability for damages and compensation

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

minutes of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Supervisory Board, annual financial statements, accounting books and other documents as prescribed by law at its head office or another location provided that the shareholders and the Business Registration Authority are notified of the location where these documents are stored.

5. The company's articles of incorporation must be published on the company's website.

CHAPTER XII: WORKERS AND TRADE UNIONS

Article 44. Workers and trade unions

1. The General Director must develop a plan for the Board of Directors to approve matters relating to recruitment, termination of employment, salaries, social insurance, benefits, rewards and disciplinary actions for employees and business executives.

2. The General Director shall develop a 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 stipulated in this Charter, the Company's regulations and applicable laws.

CHAPTER XIII: PROFIT DISTRIBUTION

Article 45. 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 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.

3. 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 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 and Clearing Corporation.

4. 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.

CHAPTER XV: FINANCIAL STATEMENTS, ANNUAL REPORTS

RESPONSIBILITY FOR DISCLOSURE

Article 49. 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 law on information disclosure in the securities market and submit them to the competent state authority.

Article 50. Annual Report

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

CHAPTER XVI: COMPANY AUDIT

Article 51. Auditing

1. The Annual General Meeting of Shareholders appoints an independent auditing firm or approves a list of independent auditing firms and authorizes the Board of Directors to select one of these firms to conduct the auditing of the Company for the following fiscal year based on the terms and conditions agreed upon with the Board of Directors.
2. The audit report is attached to the Company's annual financial statements.
3. Independent auditors conducting the audit of the Company's financial statements are entitled to attend Shareholders' General Meetings, receive notices and other information related to the Shareholders' General Meetings, and express their opinions at the meeting on matters related to the audit of the Company's financial statements.

CHAPTER XVII: THE MARK OF THE BUSINESS

Article 52. Seals

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 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;
- and. 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.

CHAPTER XIX: RESOLVING INTERNAL DISPUTES

Article 56. Resolution of internal disputes

1. In the event of a dispute or claim arising relating to the Company's operations or to the rights and obligations of shareholders as stipulated in the Company's Articles of Association, the Enterprise Law, other laws, or administrative regulations between:

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

The parties involved shall attempt to resolve the dispute through negotiation and mediation. Except in cases involving the Board of Directors or the Chairman of the Board, the Chairman of the Board shall preside over the dispute resolution process and require each party to present the factual elements relevant to the dispute within 10 working days of the date the dispute arises. In the case of a dispute involving the Board of Directors or the Chairman of the Board, either party may request the Head of the Supervisory Board to appoint an independent expert to act as an arbitrator in the dispute resolution process.

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.

3. Each party bears its own costs related to the negotiation and mediation process. Payment of court costs is made according to the court's judgment.

CHAPTER XX: SUPPLEMENTS AND AMENDMENTS TO THE STATUTES

Article 57. Amendments and Supplements to the Charter

1. Any amendments or additions to these Articles of Association must be considered and decided upon by the General Meeting of Shareholders.
2. In the event that there are legal provisions relating to the Company's operations not addressed in this Charter, or in the event that new legal provisions differ from the provisions in this Charter, those legal provisions shall automatically apply and govern the Company's operations.

CHAPTER XXI: EFFECTIVE DATE

Article 58. Effective Date

1. This Charter, comprising 21 chapters and 58 articles, was unanimously approved by the Annual General Meeting of Shareholders of KASATI Joint Stock Company on April 17, 2026 in Ho Chi Minh City, and the full text of this Charter was also accepted as effective. This Charter replaces the Charter approved by the General Meeting of Shareholders on April 24, 2025.
2. The Charter is drawn up in ten (10) copies, all of which are of equal value and are kept at the Company's head office.
3. These bylaws are the sole and official document of the Company.
4. Copies or extracts of the Company's Articles of Association are valid when signed by the Chairman of the Board of Directors or by at least one-half (1/2) of the total number of members of the Board of Directors.

LEGAL REPRESENTATIVE OF KASATI JOINT STOCK COMPANY



CHỦ TỊCH HĐQT
Lê Phước Hiền



APPENDIX
LIST OF FOUNDING SHAREHOLDERS
KASATI JOINT STOCK COMPANY

(According to business registration certificate number 4103001330)

(First issued by the Department of Planning and Investment of Ho Chi Minh City on December 2, 2002)

ST T	Unit Name	Number of shares	Capital contribution amount (Vietnamese Dong)	Ratio/cha rter capital
	Founding shareholders			
1	Vietnam Post and Telecommunications Corporation (VNPT) (Now: Vietnam Post and Telecommunications Group) Representative: Nguyen Van Kien Representative: Luong Ngoc Huong	35.000	3.500.000.000	35,00%
2	Postal Insurance Joint Stock Company (Now: Vietnam Post Insurance Corporation) Representative: Do Quang Khanh	10.000	1.000.000.000	10,00%
3	Pham Dac Nghiem	1.155	115.500.000	1,16%
4	Phan Van Nghia	725	72.500.000	0,73%
5	Other shareholders	30.040	3.004.000.000	30,04%
	Total	76.920	7.692.000.000	76,92%

Note: The par value of shares at the time of initial business registration on December 2, 2002 was 100,000 Vietnamese Dong per share.

