

RESOLUTION**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026***(Meeting held on May 8, 2026 at the office of Huong Son Hydropower Joint Stock Company)**(Km 70, National Highway 8A, Son Kim 1 Commune, Ha Tinh Province)***GENERAL MEETING OF SHAREHOLDERS OF HUONG SON HYDROPOWER
JOINT STOCK COMPANY**

- Based on the 2020 Enterprise Law and its implementing regulations ;
- Based on the Charter of Organization and Operation of Huong Son Hydropower Joint Stock Company;
- Based on the Minutes of the Annual General Meeting of Shareholders of Huong Son Hydropower Joint Stock Company in 2026, No.: 01/GSM-ĐHĐCĐ-BB dated May 8, 2026;
- Based on the actual situation of Huong Son Hydropower Joint Stock Company.

RESOLUTION:

ARTICLE 1 : The 2026 Annual General Meeting of Shareholders of Huong Son Hydropower Joint Stock Company approves the following contents:

1. Board of Directors' Report : *(Details can be found in Report No. 01/GSM-HĐQT-BC dated March 31, 2026, from the Board of Directors).*

2. Results of plan implementation and financial report for 2025:**2.1 . Results of the implementation of the plan in 2025.**

TT	Indicator name	Unit calculate	Plan	Perform	Implement the plan (%)
1	Electricity production	Kwh	130	178,865	137.6
2	Total value of production and business	Copper	196,674	250,723	127.5
3	Total revenue	Copper	182,117	232,295	127.6
4	Total Cost	Copper	117,363	112,009	95.4
5	Pay into the State budget.	Copper	42,202	55,317	131.1
6	Profit				
-	<i>Before corporate income tax</i>	Copper	64,754	120,286	185.8
-	<i>After corporate income tax</i>	Copper	61,516	114,241	185.7

2.2. The financial statements for 2025 have been audited.

(Details are included in the audited financial statements by An Viet Auditing Company Limited.)

3. Supervisory Board Report for 2025:

(Details are in report No. 01 BC/BKS-GSM dated March 31, 2026, from the Supervisory Board)

4. Profit distribution plan for 2025 :

4.1. Profit distribution plan:

TT	Content	Unit of measurement	Value
1	Undistributed profits carried over from 2024.	Copper	12,487,134,669
2	Undistributed after-tax profit for 2025	Copper	114,241,434,601
3	Cumulative undistributed after-tax profits as of the end of 2025	Copper	126,728,569,270
4	Allocation to the Employee Welfare and Reward Fund (2% of cumulative after-tax profit up to the end of 2025)	Copper	2,534,571,385
5	Allocation to the Development Investment Fund (30% of cumulative after-tax profit up to the end of 2025)	Copper	38,018,570,781
6	Dividend yield: 30% of the Company's charter capital (3,000 VND/share)	Copper	85,686,000,000
7	Undistributed profits remaining in 2025	Copper	489,427,104

4.2. Authorize the Board of Directors to choose the appropriate dividend payment time based on the Company's financial situation, and to approve the dividend payment plan in accordance with the actual situation and current State regulations.

5. Business Production Plan for 2026:

TT	Target	Unit of measurement	Value
1	Electricity production	Kwh	13 1 .0 27 .000
2	Total value of production and business	Copper	200,271,758,980
3	Total revenue	Copper	185,447,924,981
4	Total Cost	Copper	117,914,088,383
5	Pay into the State budget.	Copper	46,860,482,839
6	Profit		
-	<i>Before corporate income tax</i>	Copper	67,533,836,598
-	<i>After corporate income tax</i>	Copper	60,780,452,939

6. Invest in the development of renewable energy and tourism service projects:

Actively research and closely monitor government policies to quickly access and seize opportunities to invest in renewable energy projects, especially floating solar power projects (on the water); and invest in the development of tourism and services in Ha Tinh province and neighboring provinces.

Authorize the Company's Board of Directors to direct the implementation and approve the capital plan and related implementation details in accordance with current State and Company regulations, ensuring optimal benefits for the Company .

7. Investment plan for 2026:

TT	Content	Unit of measurement	Value
1	Research, seek investment opportunities, conduct surveys; invest in renewable energy and tourism projects.	10 ⁹ dong	38
	Add	10 ⁹ dong	38

8. Settlement of remuneration for the Board of Directors and Supervisory Board for 2025 and plan for 2026:

8.1. Implementation by 2025:

- The estimated total remuneration for the Board of Directors and the Supervisory Board, as per the Resolution of the 2025 Annual General Meeting of Shareholders, is 708 million VND.

- The total remuneration for the Board of Directors and Supervisory Board in 2025 is 708 million VND.

Specifically, as follows:

TT	Job title	Number	Plan (Million VND)	Amounts paid (Million VND)	Difference (Million VND)	Note
1	Chairman of the Board	1	84	84	0	Remuneration
2	Board Member	6	432	432	0	Remuneration
3	Head of the Supervisory Board	1	72	72	0	Remuneration
4	Member of the Supervisory Board	2	120	120	0	Remuneration
	Add	10	708	708	0	

8.2. Plan for 2026:

TT	Job title	Number	VND/person/month	2026 (VND)	Note
1	Chairman of the Board	1	10,000,000	120,000,000	Remuneration

2	Board Member	6	9,000,000	648,000,000	Remuneration
3	Head of the Supervisory Board	1	9,000,000	108,000,000	Remuneration
4	Member of the Supervisory Board	2	7,000,000	168,000,000	Remuneration
	Add	10		1,044,000,000	

9. Selecting an auditor for the 2026 financial statements.

Authorize the Board of Directors to select the auditing firm for the semi-annual and annual financial statements for 2026 in accordance with State regulations and the regulations of the Securities Commission on the stock market .

10. Amendments and additions to the Company's Charter:

Add content *Article 6. Charter capital, shares, and founding shareholders* of the Company's Charter - Information on the Company's founding shareholders (according to the Business Registration Certificate issued by the Department of Planning and Investment of Ha Tinh province on November 14 , 2003) is as follows:

TT	Name of founding shareholder	Address as stated in the initial business registration certificate.	Number of shares at the time of being recognized as a founding shareholder (Par value of VND 100,000/share)	Type of shares
1	Construction Machinery Corporation	No. 125D - Minh Khai Street, Hai Ba Trung District, Hanoi City	408,000	General
2	Power Company 1	No. 20 - Tran Nguyen Han Street, Hanoi City	200,000	General
3	Ha Tinh Mineral and Trade Corporation	No. 2 - Vu Quang Street, Ha Tinh Province	112,000	General
4	Urban infrastructure and transportation construction investment company	No. 18 - Nguyen Chi Thanh Street, Hanoi City	80,000	General
	Total number of shares		800,000	

11. Changes in the shareholding ratio of existing shareholders.

Kim Thanh Hotel Investment Joint Stock Company, a shareholder owning 27.38% of the charter capital of Huong Son Hydropower Joint Stock Company (Stock code: GSM), is entitled to conduct transactions to purchase additional GSM shares on the UPCOM Stock Exchange to increase its ownership to 80% of the charter capital of Huong Son Hydropower Joint Stock Company without having to carry out a public tender offer procedure as prescribed by law.

12. Dismissal of a member of the Supervisory Board:

Mr. *Bui Van Minh* , born in 1973, is relieved of his duties as a member of the Supervisory Board of Huong Son Hydropower Joint Stock Company for the remainder of the 2025-2030 term.

13. Appointment of additional members to the Supervisory Board for the remaining term 2025-2030:

Appointing Mr. *Nguyen Duy Thanh* , born in 1981, to the position of member of the Supervisory Board of Huong Son Hydropower Joint Stock Company for the remainder of the 2025-2030 term.

ARTICLE 2 : The Company's Board of Directors is tasked with organizing and implementing **this** in accordance with current regulations, the Company's Articles of Organization and Operation, and reporting to the next General Meeting of Shareholders.

ARTICLE 3 : This Resolution shall take effect from May 8, 2026. The Board of Directors, the Supervisory Board, and the General Director of the Company shall, according to their functions and duties, implement this Resolution accordingly.

Recipient :

- State Securities Commission;
- Hanoi Stock Exchange;
- Board of Directors, Management Board (for implementation);
- Company Supervisory Board;
- Company Website (Shareholder Report);
- Save the documents for the 2026 Shareholders' Meeting.

OBO. GENERAL MEETING OF SHAREHOLDERS

CHAIRMAN OF THE CONFERENCE

CHAIRMAN OF THE BOARD OF DIRECTORS



Nguyen Thanh Hai

Number: 01/GSM-ĐHĐCĐ-BB

REPORT
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Huong Son Hydropower Joint Stock Company:

- Business registration certificate number 3000333195, amended for the 15th time, dated July 8, 2025, issued by: Department of Finance of Ha Tinh province.

- Stock ticker symbol: GSM.

- Headquarters: Km 70 - National Highway 8A, Son Kim 1 Commune, Ha Tinh Province.

The Annual General Meeting of Shareholders for 2026 will be organized as follows:

1. Meeting time: **9:00 AM** , May **8** , 2026 .

2. Location: Meeting room of Huong Son Hydropower Joint Stock Company.

3. Presidium:

Mr. *Nguyen Thanh Hai*, Position: Chairman of the Board of Directors - Presiding over the General Meeting;

4. Secretary of the Congress:

Mr. *Nguyen Danh Cong*, Position: Secretary of the Board of Directors;

5. Guests attending the Congress:

- Mr. Bui Van Minh, Position: Head of the Supervisory Board;

- Mr. Nguyen Duy Thanh, Position: Deputy Head of Finance and Accounting Department
- Ha Tinh Mineral and Trade Corporation

- Mr. Nguyen The Tuan, Position: Member of the Supervisory Board;

- Mr. Le Hong Son, Position: Member of the Supervisory Board;

- Mr. Pham Tien Dung, Position: General Director;

- Mr. Nguyen Huy Tuan, Position: Deputy General Director;

- Mr. Nguyen Van Hiep, Position: Chairman of the Trade Union, Chief Accountant;

- Mr. Le Van Chien, Position: Head of Technical and Technology Management Department;

- Mr. Nguyen Van Thanh, Position: Head of the Economic and Planning Department.

6. The Shareholder Eligibility Verification Committee , established by a Decision of the General Director, serves the purpose of organizing the General Meeting of Shareholders and includes:

- Mr. Nguyen Van Hiep, Position: Chief Accountant - Head of Department

- Mr. Nguyen Danh Cong, Position: Head of the Administrative and Organizational Department - Member.

- Mr. Nguyen Van Thanh, Position: Head of Economic Planning Department - Member.

6. Organize supplementary elections for members of the Supervisory Board for the remaining term of 2025-2030. (*According to the election regulations approved by the General Meeting of Shareholders*);

7. Adoption of the Minutes and draft Resolution of the Congress.

B: Discussion and comments from shareholders and guests:

1. Opinion of Mr. Le Viet Thao - Chairman of the Board of Directors of Ha Tinh Mineral and Trade Corporation - JSC (Representative of shareholders owning: 5,640,000 shares, accounting for 19.747% of GSM's shares)

- We agree with all the contents that the Board of Directors will present to the Annual General Meeting of Shareholders in 2026;

- Ha Tinh Mineral and Trade Corporation is a founding shareholder of the Company and has participated in the Huong Son Hydropower Plant Project (Phase 1) since the design phase . Throughout its partnership with the Company during the production and investment phases, Mitraco highly appreciates the decisive and close management of the Company's Executive Board in achieving the positive results seen today. Mitraco hopes that the Company's Board of Directors will continue to provide new directions and investment policies to further develop and strengthen the Company.

2. The Chairman of the Board of Directors of the Company – the Presiding Officer of the General Meeting – responds to shareholders' comments:

We respectfully acknowledge the feedback from our esteemed shareholders. We hope that shareholders will continue to place their trust in, support, and partner with the Board of Directors so that the Company can achieve even better results in the future.

II. VOTING TO APPROVE THE AGENDA OF THE CONFERENCE:

Congress The following specific items were discussed and unanimously agreed upon through voting: the contents of the 2026 Annual General Meeting of Shareholders of Huong Son Hydropower Joint Stock Company;

1. Board of Directors' Report : (*Details can be found in Report No. 01/GSM-HDQT-BC dated March 31, 2026, from the Board of Directors*).

Voting results: + Agree : 23,923,600 shares (equivalent to 100 %)
 + Disagree : 0 shares (equivalent to 0 %)
 + No opinion: 0 shares (equivalent to 0 %)

2. Results of plan implementation and financial report for 2025:

2.1 . Results of the implementation of the plan in 2025.

No.	Indicator name	Unit calculate	Plan	Perform	Implement the plan (%)
1	Electricity production	Kwh	130	178,865	137.6
2	Total value of production and business	Copper	196,674	250,723	127.5

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-	<i>Before corporate income tax</i>	Copper	64,754	120,286	185.8
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2.2. The financial statements for 2025 have been audited.

(Details are included in the audited financial statements by An Viet Auditing Company Limited.)

Voting: + Agree: 23,923,600 shares (equivalent to 100%)
+ Disagree: 0 shares (equivalent to 0%)
+ No comment: 0 shares (equivalent to 0%)

3. Supervisory Board Report for 2025:

(Details are in report No. 01 BC/BKS-GSM dated March 31, 2026, from the Supervisory Board)

Voting: + Agree: 23,923,600 shares (equivalent to 100%)
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4. Profit distribution plan for 2025 :

4.1. Profit distribution plan:

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4.2. Authorize the Board of Directors to choose the appropriate dividend payment time based on the Company's financial situation, and to approve the dividend payment plan in accordance with the actual situation and current State regulations.

Voting: + Agree: 23,923,600 shares (equivalent to 100%)
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5. Business Production Plan for 2026:

No.	Target	Unit of measurement	Value
1	Electricity production	Kwh	131,027,000
2	Total value of production and business	Copper	200,271,758,980
3	Total revenue	Copper	185,447,924,981
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6. Invest in the development of renewable energy and tourism service projects:

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	Add	10		1,044,000,000	

Voting: + Agree: 23,923,600 shares (equivalent to 100%)
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9. Selecting an auditor for the 2026 financial statements.

Authorize the Board of Directors to select the auditing firm for the semi-annual and annual financial statements for 2026 in accordance with State regulations and the regulations of the Securities Commission on the stock market .

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10. Amendments and additions to the Company's Charter:

Add content *Article 6. Charter capital, shares, and founding shareholders* of the Company's Charter - Information on the Company's founding shareholders (according to the Business Registration Certificate issued by the Department of Planning and Investment of Ha Tinh province on November 14 , 2003) is as follows:

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	Total number of shares		800,000	

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Voting: + Agree: 23,923,600 shares (equivalent to 100%)
+ Disagree: 0 shares (equivalent to 0%)
+ No comment: 0 shares (equivalent to 0%)

Results of the split (*The number of shares held by shareholders of Kim Thanh Hotel Services Joint Stock Company and related shareholders are not included in the voting results for this item*):

+ Agreed: 11,517,120 shares (equivalent to 100%)
+ Disagree: 0 shares (equivalent to 0%)
+ No comment: 0 shares (equivalent to 0%)

12. Dismissal of a member of the Supervisory Board:

Mr. *Bui Van Minh* , born in 1973, is relieved of his duties as a member of the Supervisory Board of Huong Son Hydropower Joint Stock Company for the remainder of the 2025-2030 term.

Voting: + Agree: 23,923,600 shares (equivalent to 100%)
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Voting: + Agree: 23,923,600 shares (equivalent to 100%)
+ Disagree: 0 shares (equivalent to 0%)
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(A record of the vote count by the Vote Counting Committee elected by the Congress is attached.)

The minutes were finalized and approved at the meeting. All shareholders present unanimously agreed with the entire content of the minutes and instructed the Board of Directors to implement the next steps in accordance with administrative and legal regulations.

The meeting concluded at 11:00 AM on May 8, 2026.

**CONFERENCE
SECRETARY**



Nguyen Danh Cong

CHAIRMAN OF THE CONFERENCE

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



Nguyen Thanh Hai

April 14 , 2026

REPORT

**BY THE BOARD OF DIRECTORS OF HUONG SON HYDROE POWER JOINT
STOCK COMPANY**

Subject: Submitting matters within the Shareholders' General Meeting for approval.
Annual General Meeting of Shareholders 2026.

To: Annual General Meeting of Shareholders 2026

- Based on the 2020 Enterprise Law and its implementing regulations ;
- Based on the Charter of Organization and Operation of Huong Son Hydropower Joint Stock Company;

The Board of Directors of Huong Son Hydropower Joint Stock Company respectfully submits the following main contents to the General Meeting of Shareholders for consideration and voting:

1. Board of Directors' Report : *(Details can be found in Report No. 01/GSM-HĐQT-BC dated March 31, 2026, from the Board of Directors).*

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4	Urban infrastructure and transportation construction investment company	No. 18 - Nguyen Chi Thanh Street, Hanoi City	80,000	General
	Total number of shares		800,000	

Additional reason: According to point d, clause 2, Article 24 of the 2020 Enterprise Law, the company's charter must include the following content: The full name, contact address, and nationality of the general partner in a partnership; of the owner or member in a limited liability company; and of the founding shareholder in a joint-stock company. The capital contribution and value of each member in a limited liability company and partnership; the number of shares, type of shares, and par value of each type of share of the founding shareholder in a joint-stock company;

11. Changes in the shareholding ratio of existing shareholders.

Kim Thanh Hotel Investment Joint Stock Company, a shareholder owning 27.38% of the charter capital of Huong Son Hydropower Joint Stock Company (Stock code: GSM), is entitled to conduct transactions to purchase additional GSM shares on the UPCOM Stock Exchange to increase its ownership to 80% of the charter capital of Huong Son Hydropower Joint Stock Company without having to carry out a public tender offer procedure as prescribed by law.

Reason for seeking opinions on this matter: In 2025, the General Shareholders' Meeting approved this matter; however, according to regulations of the State Securities Commission and the Hanoi Stock Exchange, this matter is only valid until the end of the fiscal year. Therefore, at the 2026 Annual General Shareholders' Meeting, at the request of the Shareholders of Kim Thanh Hotel Investment Joint Stock Company, we propose that the Board of Directors continue to present the above matter for approval by the General Shareholders' Meeting so that Kim Thanh Hotel Investment Joint Stock Company has a basis to purchase additional GSM shares.

12. Dismissal of a member of the Supervisory Board:

Mr. *Bui Van Minh*, born in 1973, is relieved of his duties as a member of the Supervisory Board of Huong Son Hydropower Joint Stock Company for the remainder of the 2025-2030 term. (*Reason:* The shareholder, Ha Tinh Mineral and Trade Corporation - JSC, which owns 19.75% of GSM's charter capital, has ceased nominating a representative for its capital stake and has requested the General Meeting of Shareholders to dismiss him from his position as a member of the Supervisory Board at Huong Son Hydropower Joint Stock Company) .

13. Appointment of additional members to the Supervisory Board for the remaining term 2025-2030:

The nomination, candidacy, and supplementary election of Supervisory Board members for the remaining term of 2025-2030 shall be conducted in accordance with the Law on Enterprises and the Charter of Organization and Operation of Huong Son Hydropower Joint Stock Company.

Based on the above grounds and actual situation, the Board of Directors of Huong Son Hydropower Joint Stock Company respectfully submits to the Annual

General Meeting of Shareholders 2026 for consideration and approval as a basis for implementation, ensuring compliance with current regulations and guaranteeing that the operation achieves the organization's objectives.

Thank you very much!

Recipient:

- As addressed to;
- Board of Directors, Supervisory Board;
- Company Website;
- Save the Shareholders' Meeting documents;

**TM. BOARD OF DIRECTORS
CHAIRPERSON**



Nguyễn Thanh Hai

REPORT OF THE BOARD OF DIRECTORS

To: The General Meeting of Shareholders of Huong Son Hydropower Joint Stock Company

The Board of Directors of Huong Son Hydropower Joint Stock Company respectfully reports to the Annual General Meeting of Shareholders 2026 on the activities of the Board of Directors, the results of implementing the production, business and investment plan; the results of implementing the Resolution of the General Meeting of Shareholders 2025 and the production, business and investment plan for 2026.

PART 1:

REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

I. General Information:

- Name of the public company: Huong Son Hydropower Joint Stock Company.
- Address: Km 70, National Highway 8A, Son Kim 1 Commune, Ha Tinh Province.
- Tel: 0945.024.589; Email: *huongsonGSM@gmail.com* Website: *thuydienhuongson.vn*
- Charter capital: VND 285,620,000,000 (In words: Two hundred eighty-five billion, six hundred twenty million dong)

1. Board of Directors:

- | | |
|-----------------------------|-------------------------------------|
| - Mr. Nguyen Thanh Hai, | Chairman of the Board of Directors; |
| - Mr. Nguyen Ba Thien, | Member of the Board of Directors; |
| - Mr. Le Viet Thao, | Member of the Board of Directors; |
| - Ms. Tran Thi Kim Thoa, | Member of the Board of Directors; |
| - Ms. Nguyen Thi Minh, | Member of the Board of Directors; |
| - Ms. Nguyen Thi Dieu Thuy, | Member of the Board of Directors. |
| - Mr. Nguyen Huy Tuan, | Member of the Board of Directors. |

2. Supervisory Board:

- | | |
|------------------------|-----------------------------------|
| - Mr. Bui Van Minh, | Head of the Supervisory Board; |
| - Mr. Nguyen The Tuan, | Member of the Supervisory Board ; |
| - Mr. Le Hong Son, | Member of the Supervisory Board. |

3. Board of Directors:

- | | |
|------------------------|--------------------------|
| - Mr. Pham Tien Dung, | General Director. |
| - Mr. Nguyen Huy Tuan, | Deputy General Director. |

- Mr. Nguyen Van Hiep, Chief Accountant.

II. Activities of the Board of Directors in 2025:

1. Achievements:

1.1. Successfully directed and organized the Annual General Meeting of Shareholders in 2025 on May 8, 2025.

1.2. The Board of Directors' meetings, resolutions, and decisions implement the resolutions of the General Meeting of Shareholders within the scope of their rights and responsibilities as stipulated by law and the charter of Huong Son Hydropower Joint Stock Company. All resolutions and decisions of the Board of Directors are issued based on discussion and unanimous voting by a majority of the Board members.

1.3. Through resolutions and decisions of the Board of Directors, the Board of Directors of Huong Son Hydropower Joint Stock Company directs and supervises the implementation by the General Director and the professional apparatus, specifically:

- * Directing and supervising the implementation of issues and contents approved at the annual general meeting of shareholders.

- * Directing and supervising the implementation of resolutions and decisions of the Board of Directors to ensure high work efficiency;

- * Implementation - Completing a number of specific directions of the Board of Directors reported at the 2025 Annual General Meeting of Shareholders; directing and supervising the implementation of the 2025 Production, Business and Investment Plan; specifically:

- Under the close guidance and supervision of the Board of Directors, the Company has maintained stable and safe production and business operations, achieving high efficiency with regard to the available water resources; all production, revenue, and profit targets have exceeded the assigned plan.

- The Huong Son Hydropower Complex - Huong Son 2 Hydropower Plant operates commercially with high efficiency and absolute safety;

- The company has contributed capital to establish Huong Son Green Energy Joint Stock Company to implement the Huong Son 3 Hydropower Plant Project and invest in the development of renewable energy projects.

- * Directing and supervising the implementation of regulations on employee benefits as prescribed by the State; ensuring working conditions and environment; implementing collective labor agreements; and other benefits for employees.

- * Direct and supervise the implementation of organizational restructuring of departments and divisions, streamlining and redistributing personnel to each functional department in order to optimize the use of existing human resources and suit the actual work situation.

2. Limitations and shortcomings:

In 2025, in addition to achieving the main objectives of operating the Huong Son – Huong Son 2 Complex efficiently and safely; contributing capital to establish Huong Son Green Energy Joint Stock Company; and focusing on preparing for the early

commencement of the Huong Son 3 Hydropower Plant Project, the Company is also actively researching and closely following government policies to take advantage of investment opportunities in solar power plant projects, especially floating solar power projects (on water) in Ha Tinh province and neighboring provinces. However, currently, the implementation is in the stage of surveying the situation and seeking investment opportunities for suitable and highly feasible projects .

PART 2:

RESULTS OF IMPLEMENTING THE RESOLUTION OF THE 2025 GENERAL MEETING OF SHAREHOLDERS

I. Results of implementing the Shareholders' General Meeting Resolution in 2025:

1. Assessing the implementation of the 2025 Business Production Plan:

TT	Indicator name	Unit calculate	Plan	Perform	Impleme nt the plan (%)
1	Electricity production	Kwh	130	178,865	137.6
2	Total value of production and business	Copper	196,674	250,723	127.5
3	Total revenue	Copper	182,117	232,295	127.6
4	Total Cost	Copper	117,363	112,009	95.4
5	Pay into the State budget.	Copper	42,202	55,317	131.1
6	Profit				
-	<i>Before corporate income tax</i>	Copper	64,754	120,286	185.8
-	<i>After corporate income tax</i>	Copper	61,516	114,241	185.7

(Details can be found in the audited financial report for 2025)

2. Implement the investment plan:

- Last year , the Company contributed capital to establish Huong Son Green Energy Joint Stock Company with a capital contribution ratio of 34.36% of the charter capital to implement the Huong Son 3 Hydropower Plant Project and invest in the development of renewable energy projects ; currently , the Huong Son 3 Hydropower Plant Project has achieved the following contents :

- + Added to the Power Development Plan VIII by a decision of the Prime Minister ;
- + An investment proposal report has been prepared ;
- + Already The Ha Tinh Provincial Economic Zone Management Board has supplemented the general planning for the construction of the Cau Treo International Border Gate Economic Zone in Ha Tinh province until 2045 and has Approved by the government;

+ Already The Ha Tinh Department of Finance has updated the list of power plants, OPY substations, and 110kV power lines into the revised Ha Tinh Provincial Power Network Development Plan .

+ The topographic and geological survey work for the design and preparation of the investment project has been completed .

+ Currently being submitted to the People's Committee of Ha Tinh province; the Management Board of the Ha Tinh Provincial Economic Zone is seeking approval of the investment policy and approval of the investor (The project is exempt from bidding for investor selection according to the new regulations of the Government);

+ Prepare for signing contracts for the Feasibility Study Report – Total Investment; prepare technical design documents - Total cost estimate; and prepare construction drawings.

- In addition, the company is actively researching, closely monitoring, and accessing government policies to take advantage of investment opportunities in solar power plant projects , especially floating solar power projects (on the water surface) in Ha Tinh province and neighboring provinces . Currently , the implementation is in the stage of surveying the situation and seeking suitable and highly feasible investment opportunities .

3. Implement the profit distribution plan for 2024 :

The Board of Directors has strictly implemented the Resolution of the 2025 Annual General Meeting of Shareholders and has carried out the procedures for paying dividends for 2024 to shareholders from October 6, 2025, in accordance with the law. Specifically:

TT	Content	Unit of measurement	Value
1	Undistributed profits carried over from 2023.	Copper	0
2	Undistributed after-tax profit for 2024	Copper	69,611,134,669
3	Cumulative undistributed after-tax profits as of the end of 2024	Copper	69,611,134,669
4	Dividend yield: 20% of the Company's charter capital (2,000 VND/share)	Copper	57,124,000,000
5	Undistributed profits remaining from 2024	Copper	12,487,134,669

4. Regarding the selection of the financial statement auditor:

Based on the Resolution of the 2025 Annual General Meeting of Shareholders, the Board of Directors selected An Viet Auditing Company Limited (an entity on the list of enterprises qualified to conduct auditing services approved by the Ministry of Finance and the State Securities Commission) to audit the semi-annual and annual financial statements for 2025. The company has negotiated and signed the audit contract and fulfilled its obligations in accordance with current State regulations and other company regulations.

5. Regarding the remuneration of the Board of Directors, the Supervisory Board, and the income of the General Director in 2025:

5.1. Payment of remuneration to the Board of Directors and the Supervisory Board in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders, specifically as follows:

TT	Job title	Number	Plan (Million VND)	Amounts paid (Million VND)	Difference (Million VND)	Note
1	Chairman of the Board	1	84	84	0	Remuneration
2	Board Member	6	432	432	0	Remuneration
3	Head of the Supervisory Board	1	72	72	0	Remuneration
4	Member of the Supervisory Board	2	120	120	0	Remuneration
	Add	10	708	708	0	

5.2. Income of the Company's General Director in 2025: 562 million VND.

6. Update the industry code and add new business lines for the Company.

Based on the Resolution adopted at the 2025 Annual General Meeting of Shareholders, The Company's Board of Directors has directed the implementation of procedures and tasks related to the amendment and supplementation of business registration contents, ensuring compliance with current State regulations. Simultaneously, amendments and supplements to the Company's Charter have been made after updating and adding new business lines.

7. Increase the shareholding ratio of existing shareholders.

In 2025, no investor has offered a price for GSM shares that meets the wishes of Kim Thanh Hotel Investment Joint Stock Company. Therefore, in 2025, Kim Thanh Hotel Investment Joint Stock Company will not have any further transactions involving GSM shares. Currently, shareholders of Kim Thanh Hotel Investment Joint Stock Company hold 7,820,380 GSM shares, representing 27.38% of the charter capital of Huong Son Hydropower Joint Stock Company.

8. Regarding personnel matters for key officials:

a. Dismissing Mr. Nguyen Dinh Toan from his position as a member of the Board of Directors for the 2021-2025 term .

b. Appointment and reappointment of Board of Directors members for the 2025-2030 term for Mr. Nguyen Thanh Hai; Mr. Nguyen Ba Thien; Mr. Le Viet Thao; Ms. Nguyen Thi Minh; Ms. Tran Thi Kim Thoa; Ms. Nguyen Thi Dieu Thuy; Mr. Nguyen Huy Tuan; Born in 1971. The Board of Directors continues to elect Mr. Nguyen Thanh Hai to the position of Chairman of the Board of Directors of the Company for the 2025-2030 term;

c. Reappointing members of the Supervisory Board for the 2025-2030 term: Mr. Bui Van Minh, Mr. Le Hong Son, and Mr. Nguyen The Tuan. The Supervisory Board

continues to elect Mr. Bui Van Minh as the Head of the Supervisory Board of the Company for the 2025-2030 term;

II. Financial Report for 2025:

Target	Year-end issue	First issue of the year
I. Current Assets	127,271,504,467	131,749,122,881
cash equivalents	68,886,140,736	17,380,661,389
2. Short-term financial investments	35,956,767	2,565,168,740
2. Short-term receivables	57,744,723,426	111,201,739,553
3. Inventory	463,529,529	463,529,529
4. Other current assets	141,154,009	138,023,670
II. Long-term assets	621,649,038,865	631,534,502,226
1. Fixed assets	578,232,799,086	623,281,678,264
2. Asset d is in long-term use.	1,285,343,866	1,191,104,357
3. Long-term financial investment	34,360,000,000	
4. Other long-term assets	7,770,895,913	7,061,719,605
Total assets	748,920,543,332	763,283,625,107
III. Liabilities	182,979,522,452	254,460,038,828
1. Short-term debt	31,619,533,192	87,740,049,568
2. Long-term debt	151,359,989,260	166,719,989,260
IV. Equity Capital	565,941,020,880	508,823,586,279
V. Business Results	2025	2024
1. Total revenue, other income	232,294,950,744	158,423,041,966
2. Total cost	112,009,166,544	84,544,028,018
3. Total profit before tax	120,285,784,200	73,879,013,948
4. Profit after corporate income tax	114,241,434,601	69,611,134,669

III. Profit distribution plan for 2025:

TT	Content	Unit of measurement	Value
1	Undistributed profits carried over from 2024.	Copper	12,487,134,669
2	Undistributed after-tax profit for 2025	Copper	114,241,434,601
3	Cumulative undistributed after-tax profits as of the end of 2025	Copper	126,728,569,270

TT	Content	Unit of measurement	Value
4	Allocation to the Employee Welfare and Reward Fund (2% of cumulative after-tax profit up to the end of 2025)	Copper	2,534,571,385
5	Allocation to the Development Investment Fund (30% of cumulative after-tax profit up to the end of 2025)	Copper	38,018,570,781
6	Dividend yield: 30% of the Company's charter capital (3,000 VND/share)	Copper	85,686,000,000
7	Undistributed profits remaining in 2025	Copper	489,427,104

IV. Production, Business and Investment Plan for 2026:

1. Advantages and disadvantages affecting the 2026 business and investment plan:

1.1. Favorable:

- The staff and workers have strong internal unity, love their work, have a high demand for their jobs, and are responsible to themselves and the community;
- With the support and cooperation of major shareholders;
- With the attention and support of the local government and people;
- The Huong Son hydroelectric plant has been operating and producing electricity commercially for over 15 years, so the company's staff and workers have gained extensive experience in working with relevant agencies, especially with the Northern Power Corporation, the National Power System Dispatch Center (A0), and the Electricity Trading Company in production and supporting electricity bill payment.

1.2. Hard:

- The entire project is located in the Vietnam-Laos border area, under the supervision of the Cau Treo International Border Gate Border Guard Station and subject to strict regulations in the border region. The company's headquarters are located far from the city center, where there are complex developments regarding public order and security. The infrastructure is still inadequate and lacking: transportation is difficult and remote; medical services and schools are located too far from the company; at the same time, the climate is unique and harsh, and communication is limited and unstable, leading to a significant limitation in attracting highly skilled labor. Employees, especially female workers, cannot feel secure in their career development.
- Due to the prolonged progress of the Huong Son Hydropower Plant (Huong Son 1) project, the company is under significant pressure from bank interest rates; at the same time, the Huong Son Hydropower Plant 2 project has only been in operation for over a year, so the outstanding debt remains quite large; the total outstanding debt of the company as of now is VND 162.88 billion.

2. Production, Business and Investment Plan for 2026:

Based on the assessment of the internal conditions of Huong Son Hydropower Joint Stock Company, as well as the advantages and disadvantages affecting the development of the 2026 plan, the following business and investment plan is expected to be submitted to the Annual General Meeting of Shareholders for approval:

2.1. Business Production Plan:

TT	Target	Unit of measurement	Value
1	Electricity production	Kwh	13 1 .0 27 .000
2	Total value of production and business	Copper	200,271,758,980
3	Total revenue	Copper	185,447,924,981
4	Total Cost	Copper	117,914,088,383
5	Pay into the State budget.	Copper	46,860,482,839
6	Profit		
-	<i>Before corporate income tax</i>	Copper	67,533,836,598
-	<i>After corporate income tax</i>	Copper	60,780,452,939

2.2. Investment Plan:

Actively research and closely monitor government policies to quickly access and seize opportunities to invest in renewable energy projects, especially floating solar power projects (on the water); and invest in the development of tourism and services in Ha Tinh province and neighboring provinces. The projected investment value is approximately 38 billion VND.

V. Options for selecting an audit firm for the 2025 financial statements:

The auditor for the semi-annual and annual financial statements for 2026 will be selected from the list of businesses qualified to conduct auditing services approved by the Ministry of Finance and the State Securities Commission .

VI. Remuneration plan for the Board of Directors and Supervisory Board in 2026:

TT	Job title	Number	VND/person/month	2026 (VND)	Note
1	Chairman of the Board	1	10,000,000	120,000,000	Remuneration
2	Board Member	6	9,000,000	648,000,000	Remuneration
3	Head of the Supervisory Board	1	9,000,000	108,000,000	Remuneration
4	Member of the Supervisory Board	2	7,000,000	168,000,000	Remuneration
	Add	10		1,044,000,000	

VII. Board of Directors' Action Plan for 2026:

Based on the Company's business and investment results for 2025 and the projected plan for 2026, the Board of Directors outlines the following operational directions for 2026:

- Implementing the Shareholders' General Meeting Resolution of 2026 effectively;
- Operate the power plants with absolute safety, generating electricity under the most favorable conditions in terms of selling price, timing, and water availability;
- Taking care of the well-being of employees, continuously improving the training of operators, engineers, and management staff;
- To properly exercise the authority and fulfill the responsibilities of the Board of Directors before the General Meeting of Shareholders in accordance with the Articles of Association - Corporate Governance Regulations and other State regulations on governance for public companies;
- Maintain and build relationships with ministries, central and local government agencies, and relevant partner units to ensure the efficient operation of the Huong Son - Huong Son 2 project cluster;
- Provide decisive direction for the implementation of investment plans, such as: carrying out preparatory work for the early commencement of the Huong Son 3 Hydropower Plant Project; actively researching and closely monitoring to quickly access State policies and seize opportunities to invest in renewable energy projects, especially floating solar power projects (on the water surface); and investing in the development of tourism and services in Ha Tinh province and neighboring provinces.

The above is the Board of Directors' activity report for 2025, the Production, Business and Investment Plan for 2026, and some other contents; respectfully submitted to the Annual General Meeting of Shareholders of Huong Son Hydropower Joint Stock Company for approval.

Thank you very much!

Recipient:

- As addressed to;
- Board of Directors; Supervisory Board;
- Company Website;
- Save the Shareholders' Meeting documents.

**OBO. BOARD OF DIRECTORS
CHAIRPERSON**



Nguyen Thanh Hai

Ha Tinh, March 31, 2026

Number: 01 BC/BKS - GSM

REPORT OF THE AUDIT COMMITTEE
At the Annual General Meeting of Shareholders in 2026

The Supervisory Board reports to the Annual General Meeting of Shareholders in 2026 on the supervision of the production and business activities of Huong Son Hydropower Joint Stock Company in 2025 and the operational plan for 2026 as follows:

PART I: RESULTS OF INSPECTION AND MONITORING ACTIVITIES

I. Overall performance results of the Supervisory Board:

The Company's Supervisory Board consists of 3 members: Mr. Bui Van Minh - Chairman; and members Mr. Le Hong Son and Mr. Nguyen The Tuan. The Board has assigned tasks to its members and coordinated effectively in carrying out its duties, representing shareholders in supervising the Company's production and business activities, management, and operation.

In 2025, the Supervisory Board carried out the following tasks:

- Carry out assigned tasks and responsibilities, always adhering to the resolutions of the General Shareholders' Meeting.
- Conduct quarterly monitoring and inspection based on the Company's reports on production, business, and investment activities.
- Review periodic financial reports; annual reports summarizing business operations and the company's program and plan.
- Reviewing business performance reports, financial statements, analyzing and evaluating the financial situation, operational efficiency, and ability to preserve and develop capital.
- Review the report from the independent audit firm.
- Participate in company conferences, board meetings, and general shareholders' meetings.
- Review the company's internal regulations and policies, and make recommendations for amendments and additions to suit the company's current situation.

II. Evaluation of the results of monitoring the company's production and business activities:

1. Business operations

The Supervisory Board has overseen the organization of production and business activities, reviewed the Company's 2025 performance report, and unanimously agreed on the following assessment:

In 2025 , the staff and employees of Huong Son Hydropower Joint Stock Company united and worked together to overcome difficulties and compete in labor. The Board of Directors directed the planning and close coordination with the National Power System Dispatch Center, the Electricity Trading Company - Vietnam Electricity Group Nam, and seriously implemented efficient power plant operation.

2. Results of implementing the Shareholders' General Meeting resolution:

2.1. Achieving key targets in the Business Production Plan :

In 2025, the Company's main production and business targets exceeded those set in the Resolution, specifically as follows:

The company's performance in achieving its key production and business targets is as follows:

TT	Indicator name	Unit	Plan	Perform	TH/KH (%)
1	Electricity production	Kwh	130	178,865	137.6
2	Total value of production and business	Copper	196,674	250,723	127.5
3	Total revenue, income	Copper	182,117	232,295	127.6
4	Total Cost	Copper	117,363	112,009	95.4
5	Pay into the State budget.	Copper	42,202	55,317	131.1
6	Profit				
-	<i>Profit before corporate income tax</i>	Copper	64,754	120,286	185.8
-	<i>Net profit after corporate income tax</i>	Copper	61,516	114,241	185.7

- The plant operated under a competitive electricity market until the end of October and implemented the Power Purchase Agreement at the avoided cost tariff for the project cluster from November 1, 2024, achieving high efficiency and ensuring safety for both

people and equipment. Electricity production exceeded the annual General Meeting of Shareholders' plan by 37.6%, revenue reached nearly 127.6%, and after-tax profit reached 185.7% compared to the assigned plan .

- The plant regularly creates rational operating schedules, water storage times, and operating times that are appropriate to hydrological conditions in order to maximize economic efficiency.

- Strengthen inspection, repair, and maintenance of infrastructure items such as: surge towers, pressure pipelines, drainage systems, concrete pouring for some sections of the operating roads, and 110kV power lines; ensuring the plant is always ready to operate well under all conditions;

- The company has supplemented and reorganized its organizational structure to operate more efficiently;

- Actively build good relationships with A0, Vietnam Electricity Corporation Nam, and relevant agencies and departments;

2.2. Profit distribution for 2024:

TT	Content	Unit	Value
1	Undistributed profits carried over from 2023.	Copper	0
2	Undistributed after-tax profit for 2024	Copper	69,611,134,669
3	Cumulative undistributed after-tax profits as of the end of 2024	Copper	69,611,134,669
4	Dividend payout: 20% of the Company's charter capital (2,000 VND/share)	Copper	57,124,000,000
8	Undistributed profits are carried over to the following year.	Copper	12,487,134,669

The company is seriously implementing the content approved by the General Meeting of Shareholders and has carried out the procedures to pay dividends for 2024 starting from October 6, 2025, as stipulated.

2.3. Implementing the 2025 investment plan.

- In 2025, the company contributed capital to establish Huong Son Green Energy Joint Stock Company with a capital contribution ratio of 34.36% of the charter capital to implement the Huong Son 3 Hydropower Plant Project and invest in the development of renewable energy projects; currently, the Huong Son 3 Hydropower Plant Project has completed the following tasks:

- + Added to the Power Development Plan VIII by a decision of the Prime Minister;
- + An investment proposal report has been prepared;

+ The Ha Tinh Provincial Economic Zone Management Board has added the general planning for the construction of the Cau Treo International Border Gate Economic Zone in Ha Tinh province until 2045, and this has been approved by the government;

+ The Ha Tinh Department of Finance has updated the list of power plants, OPY substations, and 110kV power lines into the revised Ha Tinh Provincial Power Network Development Plan.

+ The topographic and geological survey work for the design and preparation of the investment project has been completed.

+ Currently awaiting approval from the People's Committee of Ha Tinh province and the Management Board of the Ha Tinh Provincial Economic Zone regarding the investment policy and investor approval (The project is exempt from bidding requirements for investor selection according to the new government regulations);

+ Prepare for signing contracts for the Feasibility Study Report – Total Investment Cost; prepare technical design documents - Total cost estimate; and prepare construction drawings.

- In addition, the company is actively researching, closely monitoring, and accessing government policies to take advantage of investment opportunities in solar power plant projects, especially floating solar power projects (on water) in Ha Tinh province and neighboring provinces. Currently, the implementation is in the stage of surveying the situation and seeking suitable and highly feasible investment opportunities .

2.4. Selection of the auditing firm for 2025:

In accordance with the Resolution of the 2025 Annual General Meeting of Shareholders, the Board of Directors has decided to select An Viet Auditing Company Limited as the auditor for the semi-annual and annual financial statements of 2025 .

2.5. Remuneration of the Company's Board of Directors and Supervisory Board:

The company has seriously implemented the Resolution of the Annual General Meeting of Shareholders in 2025, specifically: Remuneration for the Board of Directors and the Supervisory Board of the Company in 2025 is as follows:

TT	Job title	Number	KH (Million VND)	TH (Million VND)	Difference (Million VND)	Note
1	Chairman of the Board	1	84	84	0	Remuneration
2	Board Member	6	432	432	0	Remuneration
3	Head of the Supervisory Board	1	72	72	0	Remuneration
4	Supervisory Board Member	2	120	120	0	Remuneration
	Add	10	708	708	0	

2.6. Increase the shareholding ratio of existing shareholders.

In 2025, Kim Thanh Hotel Investment Joint Stock Company will not have any further transactions involving GSM shares. Currently, shareholders... Kim Thanh Hotel Investment Joint Stock Company currently holds 7,820,380 GSM shares, representing 27.38% of the charter capital of Huong Son Hydropower Joint Stock Company.

2.7 . Regarding personnel matters for key officials:

a. Dismissing Mr. Nguyen Dinh Toan from his position as a member of the Board of Directors for the 2021-2025 term .

b. Appointment and reappointment of Board of Directors members for the 2025-2030 term for Mr. Nguyen Thanh Hai; Mr. Nguyen Ba Thien; Mr. Le Viet Thao; Ms. Nguyen Thi Minh; Ms. Tran Thi Kim Thoa; Ms. Nguyen Thi Dieu Thuy; and Mr. Nguyen Huy Tuan. The Board of Directors continues to elect Mr. Nguyen Thanh Hai as Chairman of the Board of Directors of the Company for the 2025-2030 term;

c. Reappointment of members of the Supervisory Board for the term 2025-2030 for Mr. Bui Van Minh, Mr. Le Hong Son, and Mr. Nguyen The Tuan. The Supervisory Board continues to elect Mr. Bui Van Minh to the position of Head of the Supervisory Board of the Company for the term 2025-2030.

Shareholder structure of the Company as of December 31, 2025:

TT	Shareholder Name	Number of shares (Face value: 10,000/share)	Percentage (%)
1	Kim Thanh Hotel Investment Joint Stock Company	7,820,380	27,38
2	Ha Tinh Mineral and Trade Corporation - JSC	5,640,000	19.75
3	Dai Hiep Company Limited	2,856,220	10.00
4	Nguyen Thi Linh Giang	2,917,300	10,21
5	Nguyen Thi Minh	1,729,900	6.06
6	Tran Thi Kim Thoa	2,856,200	10
7	Other minority shareholders	4,742,000	16.6
	Total	28,562,000	100

3. Results of the audit of the 2025 Financial Statements:

Based on the financial statements prepared by the company's management, the 2025 financial statements have been audited by An Viet Auditing Company Limited.

3.1/ The audited financial figures as of December 31, 2025 are as follows:

Unit of measurement:
Vietnamese Dong

Target	Year-end issue	First issue of the year
I. Current Assets	127,271,504,467	131,749,122,881
cash equivalents	68,886,140,736	17,380,661,389
2. Short-term financial investments	35,956,767	2,565,168,740
2. Short-term receivables	57,744,723,426	111,201,739,553
3. Inventory	463,529,529	463,529,529
4. Other current assets	141,154,009	138,023,670
II. Long-term assets	621,649,038,865	631,534,502,226
1. Fixed assets	578,232,799,086	623,281,678,264
2. Asset d is in long-term use.	1,285,343,866	1,191,104,357
3. Long-term financial investment	34,360,000,000	
4. Other long-term assets	7,770,895,913	7,061,719,605
Total assets	748,920,543,332	763,283,625,107
III. Liabilities	182,979,522,452	254,460,038,828
1. Short-term debt	31,619,533,192	87,740,049,568
2. Long-term debt	151,359,989,260	166,719,989,260
IV. Equity Capital	565,941,020,880	508,823,586,279
V. Business Results	2025	2024
1. Total revenue, other income	232,294,950,744	158,423,041,966
2. Total cost	112,009,166,544	84,544,028,018
3. Total profit before tax	120,285,784,200	73,879,013,948
4. Net profit after corporate income tax	114,241,434,601	69,611,134,669

3.2/ The Supervisory Board has assessed and reported to the General Meeting of Shareholders as follows:

Essentially, the audited financial statements accurately reflect the company's financial situation as of December 31, 2025, the results of its business operations and cash flow during the financial period from January 1, 2025 to December 31, 2025, and comply with the State's accounting and financial regulations, meeting management requirements.

III. Results of monitoring the Board of Directors and the Management Board in 2025

1. Evaluation of the Board of Directors' performance:

- The Board of Directors has closely supervised the Management Board in the operation of production and business activities, and monitored the implementation of resolutions of the Board of Directors and resolutions passed by the General Meeting of Shareholders.

- The resolutions issued by the Board of Directors were within its functions and powers, consistent with the policies of the General Meeting of Shareholders' resolutions, and in compliance with the Company's charter, the Enterprise Law, and other legal regulations.

- The company's Board of Directors has held regular and extraordinary meetings as required to monitor and guide the company's production and business activities.

In 2025, the Company's Board of Directors held meetings and issued resolutions and decisions. All resolutions and decisions of the Board of Directors were issued based on discussions and unanimous voting by a majority of the Board members.

- In 2025, the Supervisory Board did not receive any further shareholder complaints regarding misconduct by the company's Board of Directors in the performance of their duties.

2. Evaluation of the Board of Directors' performance:

- The Supervisory Board highly appreciates the efforts of the Board of Directors in organizing and implementing production and business activities effectively, with key indicators exceeding the set plan.

- Basically, the Executive Board has seriously implemented the contents of the resolutions issued by the Board of Directors.

- During the performance of its duties, the Supervisory Board received favorable conditions from the Board of Directors and the Company's Management Board to complete its tasks.

- In 2025, the Supervisory Board did not receive any further complaints related to members of the Board of Directors and other management positions of the Company.

IV. Conclusion and Recommendations:

- In 2025, the Supervisory Board will continue to oversee all production and business activities and the management and operation of the Company on behalf of the shareholders. To better fulfill its role, the Supervisory Board must make even greater efforts and hopes to receive the support of the shareholders and the Board of Directors, as well as the cooperation and coordination of the Company's Executive Board.

PART II: SUPERVISORY BOARD ACTIVITY PLAN FOR 2026

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

1. Monitor compliance with the Company's Charter and state laws. Control the implementation of internal regulations, resolutions, and decisions of the Board of Directors and the General Meeting of Shareholders of the Company.

2. Monitor and supervise the implementation of the 2026 production and business plan.

3. Review the business performance report, financial statements, and the Board of Directors' management evaluation report for 2026. Analyze and assess the company's financial situation, management practices, capital utilization, operational efficiency, and debt repayment capacity.

4. Monitor, inspect, and supervise the preparation and implementation of new investment projects. Finalize accounts for major repairs and capital construction investments of the Company.

The above is the Supervisory Board's activity report for 2025 and the plan for 2026, submitted to the General Meeting of Shareholders for approval.

Thank you very much!

Recipient :

- General Shareholders' Meeting;
- Save Office.

OBO. BOARD OF CONTROL

PREFECT



Bui Van Minh

VOTE COUNTING RECORD

VOTING ON MATTERS WITHIN THE JURISDICTION OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Total number of shares in the Company: 28,562,000Share

Total number of shareholders participating/authorizing voting at the General Meeting: 7 Shareholders.

This includes: 3 institutional shareholders and 4 individual shareholders (both attending in person and by proxy).

Total number of shares participating/authorized to vote at the General Meeting: 23,923,600 Share, Occupy 83.760 %Company shares

- Vote counting time: 10:15 AM, May 8, 2026

- Location: Meeting room of Huong Son Hydropower Joint Stock Company - Km 70, National Highway 8A, Son Kim 1 commune, Ha Tinh province;

Composition of the Vote Counting Committee:

1. Mr.Nguyen Van Hiep
 - Chief Accountant
- Position: Head of the Vote Counting Committee
2. Mr.Le Van Chien
 - Head of Technology Management Department
- Position: Member of the Vote Counting Committee
3. Mr.Nguyen Danh Cong
 - Head of the Organization and Administration Departmer
- Position: Member of the Vote Counting Committee - Minutes Compiler

After compiling the shareholder ballots, the vote counting committee obtained the following results:

1. Total number of ballots is:07 Vouchers
2. Total number of receipts received: 7 receipts
3. Total number of valid vot:07 Vouchers
4. Total number of invalid ballots: 0 ballots

TT	VOTING CONTENT	RESULT(Percentage represents the percentage of voters giving opinions / Total voters participating in the vote)					
		Agree		Disagree		No comment	
I	General voting content	Number of Shares	Obtain (%)	Number of Shares	Obtain (%)	Number of Shares	Obtain (%)
1	Board of Directors Report No.: 01/GSM-HĐQT-BC dated March 31, 2026	23,923,600	100	0	0	0	0
2	Results of plan implementation and financial report for 2025	23,923,600	100	0	0	0	0
3	Report of the Supervisory Board for 2025 No.: 01 BC/BKS-GSM dated March 31, 2026	23,923,600	100	0	0	0	0
4	Profit distribution plan for 2025	23,923,600	100	0	0	0	0
5	Business production plan for 2026	23,923,600	100	0	0	0	0
6	Invest in the development of renewable energy and tourism projects.	23,923,600	100	0	0	0	0
7	Investment plan 2026	23,923,600	100	0	0	0	0
8	Final settlement of remuneration for the Board of Directors and Supervisory Board in 2025 and plan for 2026	23,923,600	100	0	0	0	0
9	Selecting an auditor for the 2026 financial statements.	23,923,600	100	0	0	0	0
10	Amendments and additions to the Company Charter	23,923,600	100	0	0	0	0
11	Changes in the shareholding ratio of existing shareholders.	23,923,600	100	0	0	0	0
12	Dismissal of a Member of the Supervisory Board	23,923,600	100	0	0	0	0
II	Ticket splitting sectionThe total number of shares participating (authorized) to vote at the General Meeting for this specific item (excluding shares of the shareholder whose ownership percentage was increased, namely Kim Thanh Hotel Investment Joint Stock Company and related parties) is: 11,517,120share	RESULTS OF BALLOT SPLITTING The percentage represents the proportion of shares giving opinions / Total shares participating in the vote on this specific matter.(Excluding Kim Thanh Hotel Investment Joint Stock Company)					
		Agree		Disagree		No comment	
		Number of Shares	Obtain (%)	Number of Shares	Obtain (%)	Number of Shares	Obtain (%)
1	Changes in the shareholding ratio of existing shareholders.	11,517,120	100	0	0	0	0

MEMBER
 Create a schedule

MEMBER

HEAD OF THE VOTING
 COMMITTEE

CHAIRMAN OF THE CONFERENCE
 CHAIRMAN OF THE BOARD OF DIRECTORS



Nguyen Danh Cong



Le Van Chien



Nguyen Van Hiep



Nguyen Thanh Hai

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

VOTE COUNTING RECORD

1. Total number of ballots issued: 07 Voting ballots for Supervisory Board members

2. Total number of ballots received: 7 ballots for the Supervisory Board.

3. Total number of valid votes: 07 Voting ballots for Supervisory Board members

4. Total number of invalid ballots: 0 ballots

TT	Content	RESULT					
		Number of Shareholders in Agreement	Achieved the percentage (Voting shares / total voting shares)	Number of Disagreeing Shareholders	Achieved the percentage (Voting shares / total voting shares)	Number of Shareholders No Comment	Achieved the percentage (Voting shares / total voting shares)
1	Mr. Nguyen Duy Thanh was elected as a member of the Company's Supervisory Board for the remainder of the 2025-2030 term.	23,923,600	83.760	0	0	0	0

CHAIRMAN OF THE BOARD OF DIRECTORS

1 Key

Nguyen Thanh Hai



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

REGULATIONS

**HUONG SON HYDROELECTRIC POWER JOINT
STOCK COMPANY**



Ha Tinh, May 8, 2026

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charters were approved by the General Shareholders' Meeting at the Annual General Shareholders' Meeting held on May 8th. 2026.

I. DEFINITION OF TERMS IN THE BYLAWS

Article 1. Explanation of terminology language

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

- a. "Charter capital" is the total par value of shares sold or registered for purchase upon the establishment of the enterprise, as stipulated in Article 6 of the Charter. This;
- b. "Enterprise Law" refers to the Enterprise Law dated June 17, 2020, and its amendments and supplements.
- c. "Law proof contract To be Law proof contract day 26 November 2019;
- d. "Date of establishment" is the date on which the Company is first granted its Certificate of Business Registration (Business Registration Certificate and other equivalent documents);
- e. "Business executives" include the General Director, Deputy General Director, Chief Accountant, and other executives as stipulated in the Company's Articles of Association;
- f. "Management staff" refers to the Chief Executive Officer, Deputy Chief Executive Officer, Chief Accountant, and other management positions within the Company approved by the Board of Directors.
- g. "Related parties " are individuals and organizations as defined in Clause 23, Article 4 of the 2020 Enterprise Law;
- h. " Shareholder" refers to an individual or organization that owns at least one share of Huong Son Hydropower Joint Stock Company;
- i. " Founding shareholder" is a shareholder who owns at least one common share and signs the list of founding shareholders of Huong Son Hydropower Joint Stock Company;
- j. "Major shareholder" refers to a shareholder as defined in Clause 18, Article 4 of the 2019 Securities Law;
- k. "Operating period" refers to the Company's operating period as stipulated in Article 2 of these Charters and any extension period (if any) approved by the Company's General Meeting of Shareholders through a resolution. decision;
1. "Vietnam" refers to the Socialist Republic of Vietnam. Male;
2. In these Statutes, references to one or more other regulations or documents, including amendments or replacements, are prohibited. position.
3. The headings (chapters, articles of these Statutes) are used for convenience in understanding the content and do not affect the content of the Statutes. This.

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

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

1. Company Name :

- Written in language Vietnamese: **Công ty cổ phần thủy điện Hương Sơn**
- Written in language Brother: ***Huong Son Hydro Power Joint Stock Company***
- Company Name Closed: **HUONG SON HP JSC**

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

3. Company's registered office To be:

- Head office address: Km 70 - National Highway 8A, Son Kim 1 Commune, Ha Tinh Province
- Electricity Phone: 0945.024.589
- E-mail: huongsonGSM@gmail.com ;
- Website: thuydienhuongson.vn

4. The company may establish branches and representative offices in its business area to pursue its operational objectives in accordance with the decisions of the Board of Directors and within the scope of applicable laws. permission.

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

Article 3. Legal Representative of the Company

1. A company may have two legal representatives: the General Director or the Deputy General Director.

2. The powers and obligations of the legal representative are stipulated in Clause 3, Article 35 of these Charters.

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

Article 4. Objectives of the Company's Operations

1. The company's business activities are :

TT	Industry code	Department Name
1.	3511	Electricity production
2.	3512	Electricity transmission and distribution
3.	0119	Plant other annual crops
4.	0121	Planting fruit trees
5.	0128	Cultivating perennial spice plants, medicinal plants, and aromatic plants.
6.	0129	Plant other perennial plants
7.	0141	Raising buffalo and cattle, and producing buffalo and cattle breeds.
8.	0144	Raising goats and sheep, and breeding goats, sheep, deer, and elk.
9.	0145	Pig farming and pig breeding
10.	0146	Poultry farming

TT	Industry code	Department Name
11.	0149	Other livestock
12.	0150	Mixed farming and livestock raising
13.	0161	Agricultural services
14.	0162	Livestock farming services
15.	0163	Post-harvest service activities
16.	0164	Seed treatment for propagation
17.	0170	Hunting, trapping, and related service activities
18.	0210	Forest planting, forest care, and forestry seedling cultivation.
19.	0220	Logging
20.	0231	Exploitation of other forest products except wood
21.	0232	Gathering other forest products except wood.
22.	0240	Forestry service activities
23.	0312	Inland fisheries
24.	0322	Inland aquaculture
25.	1010	Processing and preserving meat and meat products.
26.	1020	Processing and preserving seafood and seafood products.
27.	1610	Sawing, splitting, planing, and preserving wood.
28.	1621	Manufacture of plywood, veneer, particleboard and other thin boards.
29.	1622	Manufacture of wooden building materials
30.	1623	Wooden packaging manufacturing
31.	1629	Manufacture of other wood products; manufacture of products from bamboo, rattan, straw, and braided materials.
32.	2790	Manufacture of other electrical equipment
33.	2819	Manufacture of other general-purpose machinery
34.	2829	Manufacture of other specialized machinery
35.	4101	Building a house to live in.
36.	4102	Building houses not to live in.
37.	4212	Road construction
38.	4221	Construction of power plants
39.	4222	Construction of water supply and drainage systems
40.	4229	Construction of other public works
41.	4291	Construction of hydraulic structures
42.	4292	Construction of mining facilities
43.	4293	Construction of processing and manufacturing facilities.
44.	4299	Construction of other civil engineering works
45.	4311	Demolition
46.	4312	Site preparation
47.	4321	Electrical system installation
48.	4322	Installation of water supply and drainage systems, heating and air conditioning systems.
49.	4329	Install other building systems
50.	4330	Completion of construction work
51.	4390	Other specialized construction activities
52.	4659	Wholesale of machinery, equipment and other machine parts
53.	4690	Wholesale trade

TT	Industry code	Department Name
54.	4711	Retail sales of food, beverages, tobacco, and snuff account for a large proportion of sales in general merchandise stores.
55.	4719	Other retail sales in general merchandise stores
56.	4781	Retail sale of food, beverages, tobacco, and snuff, either mobile or at markets.
57.	4799	Other forms of retail not elsewhere classified
58.	4931	Road passenger transport within and outside urban areas (excluding bus transport)
59.	4932	Other road passenger transport
60.	4933	Road freight transport
61.	5021	Inland waterway passenger transport
62.	5510	Short-term accommodation services
63.	5590	Other accommodation
64.	5610	Restaurants and mobile food service
65.	5621	Providing catering services on an irregular contractual basis with clients.
66.	5629	Other food and beverage services
67.	5630	Beverage serving service
68.	7110	Architectural and related engineering consulting activities
69.	7911	Travel agency
70.	7912	Tour operator
71.	7990	Booking services and related support services for promoting and organizing tours.
72.	8291	Payment and credit support services
73.	8292	Packaging services
74.	8299	Other remaining business support service activities not classified elsewhere.
75.	9321	Activities of amusement parks and theme parks
76.	9329	Other recreational activities not otherwise classified
77.	9610	Sauna, massage, and similar health-enhancing services (excluding sports activities)

When necessary, the Company's General Meeting of Shareholders or Board of Directors may decide to change or add the Company's business lines in accordance with the facts and regulations of the law.

2. The company's operational objectives are:

* Economic objectives: Maximizing profit, revenue, productivity, market share, growth rate, etc.

* Political objectives: To maintain good relations with the government, lobby for changes in policies and regulations that benefit the company. To engage with government agencies to stay informed and seize business opportunities.

* Social objectives: Develop clean energy sources; create jobs and income for workers, contributing to improving the living standards of the company's employees.

Article 5. Scope of Business and Activities of the Company

1. The Company is permitted to plan and conduct all business activities in accordance with the Company's business lines as published on the National Business Registration Portal and these Articles of Association, in compliance with current laws and regulations. onion and real presently the patient France prefer fit to obtain Okay the item pepper of the Company.

2. The company may conduct business in other sectors and professions permitted by law and approved by the General Meeting of Shareholders. via.

IV. CHARTER CAPITAL, SHARES, KEY SHAREHOLDERS ESTABLISH

Article 6. Charter capital, shares, founding shareholders

1. The company's charter capital is VND **285,620,000,000** (*Two hundred eighty-five billion six hundred twenty million dong*).

The company's total charter capital is divided into **28,562,000** shares with a par value of VND 10,000 per share .

2. Information on the founding shareholders of the Company as stated in the Business Registration Certificate issued by the Department of Planning and Investment of Ha Tinh Province (now the Department of Finance) on November 14, 2003:

TT	Name of founding shareholder	Address as stated in the initial business registration certificate.	Number of shares at the time of being recognized as a founding shareholder (Par value of VND 100,000/share)	Type of shares
1	Construction Machinery Corporation	No. 125D - Minh Khai Street, Hai Ba Trung District, Hanoi City	408,000	General
2	Power Company 1	No. 20 - Tran Nguyen Han Street, Hanoi City	200,000	General
3	Ha Tinh Mineral and Trade Corporation	No. 2 - Vu Quang Street, Ha Tinh Province	112,000	General
4	Urban infrastructure and transportation construction investment company	No. 18 - Nguyen Chi Thanh Street, Hanoi City	80,000	General
Total number of shares			800,000	

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

4. The Company's shares on the date of adoption of these Articles of Association include common shares and preferred shares (if any). The rights and obligations of

shareholders holding each type of share are stipulated in Articles 12 and 13 of these Articles of Association. This.

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

6. The name, address, number of shares, and other information of shareholders are compiled by the Vietnam Securities Depository and Clearing Corporation (VSDC) upon written request from the Company as prescribed.

7. Common shares must be offered preferentially to existing shareholders in proportion to their shareholding in the Company, unless otherwise decided by the General Meeting of Shareholders. The number of shares not subscribed by shareholders will be decided by the Company's Board of Directors. The Board of Directors may distribute these shares to other parties under conditions and in a manner deemed appropriate, but may not sell them under more favorable conditions than those offered to existing shareholders, except in cases where the shares are sold through a stock exchange via auction. price.

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

9. The company may issue other types of securities upon approval by the General Meeting of Shareholders and in accordance with legal regulations. law.

Article 7. Certificate of Shares

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

2. A stock certificate is a document issued by a company, a book entry, or electronic data confirming ownership of one or more shares of that company. Stock certificates must contain all the information stipulated in Clause 1, Article 121 of the Enterprise Law.

3. Within 30 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 shall be issued a share certificate. The shareholder is not required to pay the Company the cost of printing the share certificate. ticket.

4. In the event that a share certificate is lost, destroyed, or damaged, the shareholder 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

The Company's bond certificates or other securities certificates are issued bearing the signature of the legal representative and the Company's seal.

Article 9. Transfer of shares

1. All shares are freely transferable unless otherwise provided by these Articles of Association and the law. Shares listed and traded on the stock exchange are transferable in accordance with the provisions of the law on securities and the securities market. Contract.

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

Article 10. Reclamation of shares

1. In the event that a shareholder fails to pay the full amount due for the purchase of shares on time, the Board of Directors shall notify and have the right to demand that the shareholder pay the remaining amount along with interest on that amount and any costs incurred by the Company due to the failure to pay in full.

2. The aforementioned payment notice must clearly state the new payment deadline (at least seven (07) days from the date of sending the notice), the payment location, and the notice must clearly state that in case of non-payment as required, the remaining unpaid shares will be confiscated. again.

3. The Board of Directors has the right to reclaim shares that are not fully and promptly paid for if the requirements in the aforementioned notice are not met. presently.

4. Repurchased shares are considered shares authorized for sale as stipulated in Clause 3, Article 112 of the Enterprise Law. The Board of Directors may directly or authorize the sale and redistribution of these shares under conditions and in a manner that the Board of Directors deems appropriate.

5. Shareholders holding repurchased shares must relinquish their shareholder status with respect to those shares, but are still required to pay the related amounts and accrued interest at the interest rate for demand deposits published by the Bank at the time of repurchase, as decided by the Board of Directors, from the date of repurchase until the date of payment. The Board of Directors has the full right to decide on the enforcement of payment of the full value of the shares at the time of repurchase. again.

6. The recall notice is sent to the holders of the recalled shares before the recall takes place. The recall remains valid even in the event of errors or negligence in sending the notice. newspaper.

V. ORGANIZATIONAL STRUCTURE, GOVERNANCE AND CONTROL

Article 11. Organizational structure, governance and control

The Company's organizational structure for management, administration, and

control includes:

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

VI. SHAREHOLDERS AND SHAREHOLDER MEETING

Article 12. Rights of Shareholders winter

1. Shareholders are the owners of the company, possessing rights and obligations corresponding to the number and type of shares they own. Shareholders are only liable for the company's debts and other financial obligations to the extent of their capital contribution.

2. Common shareholders have the following rights after:

a. Attend and speak at General Meetings of Shareholders and exercise voting rights directly at the General Meeting of Shareholders or through an authorized representative or by casting a vote from distant;

b. Receive dividends at the rate determined by the General Meeting of Shareholders. winter;

c. The shares are freely transferable and fully paid for in accordance with the provisions of this Charter and applicable law. onion;

d. their ownership of common stock .

e. Review, search, and retrieve information related to shareholders and request corrections to inaccurate information. corpse;

f. Access information about the list of shareholders entitled to attend the General Meeting of Shareholders;

g. Review, search, extract, or copy the Company Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders. winter;

h. In the event of the company's dissolution or bankruptcy, the shareholder is entitled to receive a portion of the remaining assets corresponding to their shareholding ratio in the company after the company has paid all debts (including obligations to the state, taxes, and fees) and paid other shareholders holding shares in the company as stipulated by law. law;

i. They may request the company to repurchase their shares in the cases stipulated in Article 132 of the Enterprise Law;

j. Other rights as prescribed by law and these Bylaws. (Rights relating to different types of shares.) other).

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

a. Nominate candidates for the Board of Directors or the Supervisory Board in accordance with the respective provisions of Articles 25 and 36 of the Charter. This;

b. We request that the Board of Directors convene a General Meeting of Shareholders in accordance with the provisions of Articles 115 and 140 of the Enterprise Law. occupation;

c. Check and obtain a copy or excerpt of the list of shareholders entitled to attend and vote at the General Meeting. winter;

d. The Supervisory Board is required to examine specific issues related to the management and operation of the Company when deemed necessary. The request must be in writing; it must include the full name, permanent address, nationality, Citizen Identification Card number, National Identity Card number, Passport number, or other legally valid personal identification for individual shareholders; the name, business registration number or establishment decision number, and head office address for organizational shareholders; the number of shares and registration date of each shareholder, the total number of shares of the entire shareholder group, and their ownership percentage in the total shares of the Company; the issue to be examined, and the purpose of the examination.

e. Other rights as prescribed by law and the Charter. This.

Article 13. Obligations of Shareholders

Common shareholders have the following obligations:

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

2. Attend the General Shareholders' Meeting and exercise voting rights through various means. after:

a. Attend and vote in person at the meeting. meeting;

b. Authorize someone else to attend and vote at the meeting. meeting;

c. Participate and vote via online meeting, electronic voting, or other electronic means. other;

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

3. Payment for the registered shares will be made according to regulations. determined.

4. Provide your correct address when registering to purchase shares. part.

5. Fulfill other obligations as required by current law. onion.

6. Individuals are liable for any of the following acts committed in the name of the Company, in any form whatsoever. This:

a. Violation of the law law;

b. Conducting business and other transactions for personal gain or to serve the interests of an organization or individual. other;

c. Pay off debts that are not yet due in order to mitigate financial risks for the

Company.

7. The Company shall maintain the confidentiality of information provided in accordance with the law and this Charter, using the provided information only to exercise and protect its legitimate rights and interests, and is strictly prohibited from disseminating, copying, or sending information provided by the Company to other organizations or individuals.

Article 14. General Meeting of Shareholders

1. The General Meeting of Shareholders is the highest competent body of the Company. The Annual General Meeting of Shareholders is held once (01) a year. The General Meeting of Shareholders must hold its annual meeting within four (04) months from the end of the fiscal year. In principle, the Board of Directors decides to postpone the Annual General Meeting of Shareholders if necessary, but not more than six (06) months from the end of the financial year.

2. The Board of Directors convenes the Annual General Meeting of Shareholders and selects a suitable venue. The Annual General Meeting of Shareholders decides on matters as prescribed by law and the Company's Articles of Association, particularly approving the annual financial statements and the budget for the following fiscal year. If the audited financial statements of the Company contain significant exceptions, the Company may invite a representative from the independent auditing firm to attend the Annual General Meeting of Shareholders to explain the relevant contents.

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

- a. The Board of Directors deems it necessary for the benefit of the Company;
- b. The audited quarterly, six-month or annual financial statements reflect that the equity has been lost by half (1/2) compared to the beginning of the period;
- c. The number of members of the Board of Directors, independent members of the Board of Directors, and Supervisory Board members is less than the number of members stipulated by law or the number of members required by law. Festival copper chest treatment bag reduce too one part three (1/3) so with number wall pill as stipulated in these Regulations;
- d. Shareholders or groups of shareholders as stipulated in Clause 3, Article 12 of these Charters may request the convening of a General Meeting of Shareholders. The request to convene a General Meeting of Shareholders must be in writing, clearly stating the reasons and purpose of the meeting, and bearing the signatures of all relevant shareholders. Alternatively, the request may be made in multiple copies and include the signatures of all relevant shareholders. mandarin;
- e. The Supervisory Board may request a meeting if it has reason to believe that members of the Board of Directors or other executives have seriously violated their obligations under Article 165 of the Enterprise Law, or that the Board of Directors has acted or intends to act outside the scope of its authority.

f. Other cases as prescribed by law and the Regulations. This.

4. Convening a General Meeting of Shareholders often.

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

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

c. In the event that the Supervisory Board fails to convene a General Meeting of Shareholders as prescribed in point b, clause 4 of this Article, within the next thirty (30) days, the shareholder or group of shareholders making the request as prescribed in point d, clause 3 of this Article has the right to replace the Board of Directors and the Supervisory Board in convening a General Meeting of Shareholders as prescribed in clause 4, Article 140 of the Enterprise Law. profession.

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.

Article 15. Rights and duties of the General Meeting of Shareholders

1. The Annual General Meeting of Shareholders has the right to discuss and approve the following matters:

- a. The annual financial statements have been audited. maths;
- b. Board of Directors' Report treatment;
- c. Report of the Inspection Committee review;
- d. The company's short-term and long-term development plans.

2. Annual and extraordinary general meetings of shareholders approve decisions on matters. after:

- a. Through financial reports year;

b. The annual dividend payment for each class of shares shall comply with the Enterprise Law and the rights associated with that class of shares. This dividend shall not exceed the amount proposed by the Board of Directors after consulting with shareholders at the General Meeting of Shareholders. winter;

- c. Number of Board members treatment;
- d. Choosing an independent auditing firm establish;
- e. Electing, dismissing, removing, and replacing members of the Board of Directors and the Supervisory Board. review;
- f. Total remuneration of Board members and Board Remuneration Report treatment;
- g. Supplementing and amending the Company's Articles of Association;
- h. Types of shares and the total number of shares of each type authorized for offering;
- i. Dividing, separating, merging, consolidating, or transforming the Company;
- j. Reorganize and dissolve (liquidate) the company and appoint a liquidator. reason;
- k. Investigate and address violations by the Board of Directors and the Supervisory Board that cause damage to the Company and shareholders. winter;
- l. Decisions to invest in or sell assets worth 35% or more of the total asset value recorded in the Company's most recent financial statement;
- m. Decision to repurchase more than 10% of the total issued shares of each type;
- n. The company enters into contracts and transactions with entities specified in Clause 1, Article 167 of the Enterprise Law, with a value of 35% or more of the total value of the company's assets as recorded in the most recent financial statements. best;
- o. Contracts, loan transactions, lending, or sale of assets with a value exceeding 10% of the total asset value of the Company as recorded in the most recent financial statement between the Company and shareholders owning 51% or more of the total voting shares or related parties of such shareholders.
- p. Other matters as prescribed by law and the Charter. This.

3. Shareholders are not allowed to participate in voting in the following cases. This:

a. Through contracts as stipulated in Clause 2 of this Article, when that shareholder or a person related to that shareholder is a party to the contract. copper;

b. The repurchase of shares from that shareholder or a person related to that shareholder is prohibited unless the repurchase is carried out in proportion to the ownership of all shareholders or the repurchase is carried out through a transaction. pandemic joint command above Department deliver pandemic proof contract or Hello buy labour Declare in accordance with the law.

4. All resolutions and matters on the agenda must be discussed and voted on at the General Shareholders' Meeting. winter.

Article 16. Authorized Representatives

1. Shareholders who are legally entitled to attend the General Meeting of

Shareholders may authorize individuals or organizations to represent them. If more than one authorized representative is present, the number of shares and votes authorized for each representative must be specifically identified. area.

2. The authorization for a representative to attend the General Meeting of Shareholders must be in writing, using the Company's form, and must be signed as follows:

a. In the case where an individual shareholder is the authorized representative, the power of attorney must bear the signature of that shareholder and the individual or legal representative of the authorized organization. meeting;

b. In cases where the institutional shareholder is the authorized representative, the power of attorney must be signed by the authorized representative, the legal representative of the institutional and individual shareholder, and the legal representative of the authorized organization. meeting;

c. In other cases, the power of attorney must be signed by the legal representative of the shareholder and the authorized person. meeting.

Authorized representatives attending the General Shareholders' Meeting must submit the authorization document when registering to attend the meeting before entering the meeting room.

3. In cases where a lawyer signs a letter appointing a representative on behalf of an authorized person, the appointment of a representative is only considered valid if that letter is presented along with the power of attorney for the lawyer (if it was not previously registered with the Company).

4. Except as provided in Clause 3 of this Article, the vote of a person authorized to attend the meeting within the scope of their authorization remains valid when one of the following cases occurs. This:

a. The grantor has died, is restricted in their legal capacity, or has lost their legal capacity. event;

b. The person who authorized the appointment has revoked the authorization. rights;

c. The grantor has revoked the authority of the grantee.

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

Article 17. Changes to Rights

1. Changes or cancellations of special rights associated with a class of preferred shares are effective when approved by shareholders holding at least 65% of the common shares present at a meeting, and simultaneously approved by shareholders holding at least 65% of the voting rights of the aforementioned class of preferred shares . A meeting of shareholders holding a class of preferred shares to approve the change of the

aforementioned rights is only valid if there are at least two (02) shareholders (or their authorized representatives) holding at least one-third (1/3) of the par value of the issued shares of that class. If there are not enough representatives as stated above, the meeting shall be rescheduled within thirty (30) days thereafter, and those holding shares of that class (regardless of the number of people and shares) present in person or through authorized representatives shall be considered to have met the required number of representatives. At the aforementioned preferred stock shareholder meetings, those holding such shares, present in person or through a representative, may request a secret ballot. Each share of the same class has equal voting rights at the aforementioned meetings. above.

2. The procedure for conducting such separate meetings is carried out similarly to the provisions in Articles 19 and 21 of the Charter. This.

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

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

1. The Board of Directors convenes a General Meeting of Shareholders, or the General Meeting of Shareholders is convened in accordance with the circumstances stipulated in Clauses 3 and 4 of Article 14 of the Charter. This.

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

a. Prepare a list of shareholders eligible to participate and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than ten (10) days before the date of sending the notice of invitation to the General Meeting of Shareholders. winter;

b. Prepare the program and content for the event. festival;

c. Prepare documents for the university festival;

d. Draft resolution of the General Shareholders' Meeting according to the planned agenda. meeting;

e. Determine the time and location for the event. festival;

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

g. Other jobs serving the public festival.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by registered mail and simultaneously published on the Company's website and the State Securities Commission and the Stock Exchange. The convenor of the General Meeting of Shareholders must send the notice of meeting to all shareholders on the List of Shareholders entitled to attend the meeting no later than twenty-one (21) days

before the opening date of the General Meeting of Shareholders (calculated from the date the notice is duly sent or transmitted, paid for or placed in the mailbox). The agenda of the General Meeting of Shareholders, documents related to the issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In case the documents are not sent with the notice of the General Meeting of Shareholders, the notice of meeting must clearly state the link to all meeting documents so that shareholders can access them , including:

- a. Meeting agenda, documents to be used in the meeting. meeting;
- b. List and details of candidates in case of election of members of the Board of Directors and Supervisory Board. pill;
- c. Forms decision;
- d. Authorization form meeting (for individual shareholders);
- e. Draft resolutions for each issue on the agenda. meeting.

4. Shareholders or groups of shareholders as stipulated in Clause 3, Article 12 of these Charters have the right to propose matters to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Company at least... Three (03) working days before the opening date of the General Meeting of Shareholders. The proposal must include the shareholder's full name, permanent address, nationality, Citizen Identity Card number, Citizen Identity Card, Passport or other legally valid personal identification for individual shareholders; name, enterprise code or establishment decision number, head office address for organizational shareholders; the number and type of shares held by that shareholder, and the content of the proposal to be included in the meeting agenda.

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

- a. The petition was submitted late, or it was incomplete or contained incorrect information;
- b. At the time of the proposal, the shareholder or group of shareholders did not hold at least 5% of the common shares as stipulated in Clause 3, Article 12 of the Charter. This;
- c. The matter raised in this proposal falls outside the scope of the General Meeting of Shareholders' decision-making authority. winter;
- d. Other cases as prescribed by law and the Regulations. This.

Article 19. Conditions for holding a General Meeting of Shareholders

1. A general shareholders' meeting is held when the number of shareholders in attendance represents more than 50% of the total number of shares with voting rights. decision.

2. If the required number of delegates is not present within thirty (30) minutes

from the time of the meeting's opening, the convener shall cancel the meeting. The General Meeting of Shareholders must be reconvened within thirty (30) days from the date of the first planned General Meeting of Shareholders. The second General Meeting of Shareholders may only be held when the number of shareholders present represents at least 33% of the total number of voting shares. decision.

3. If the second meeting cannot be held due to insufficient number of delegates within thirty (30) minutes from the scheduled opening time, a third General Meeting of Shareholders may be convened within twenty (20) days from the date of the planned second meeting. In this case, the meeting shall be held regardless of the total number of valid voting rights of the attending shareholders, which shall have the right to decide on all matters intended to be approved at the third General Meeting of Shareholders. best.

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 are present and registered. run out of.

2. 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. During the general meeting, voting cards for the resolution are collected first, followed by voting cards for the resolution. Finally, the total number of votes in favor or against is counted to determine the decision. The total number of votes in favor, against, blank, or invalid for each issue is announced by the Chairman immediately after the vote on that issue. 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 Chairman's proposal. meeting.

3. Shareholders or their authorized representatives 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 matters already voted on remains unchanged. change.

4. The Chairman of the Board of Directors presides over meetings 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 preside over the meeting so that the General Meeting of Shareholders can elect a presiding officer from among those present, with the candidate receiving the highest number of votes becoming the presiding officer. meeting.

In other cases, the person who signs the document convening the General Meeting of Shareholders presides over the meeting. The General Meeting of

Shareholders elects the chairman of the meeting, and the person with the highest number of votes is appointed as the chairman.

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

6. The chairperson of the meeting may conduct the necessary activities to conduct the General Meeting of Shareholders in a valid, orderly manner, according to the approved agenda, and reflecting the wishes of the majority of delegates. attend.

7. The chairman of the general meeting may adjourn the meeting upon the agreement or request of the General Meeting of Shareholders, provided that the required number of delegates have been present as stipulated in Clause 8, Article 142 of the Enterprise Law. profession.

8. The person convening the General Meeting of Shareholders has the right to require shareholders or their authorized representatives attending the meeting to undergo inspections or other lawful and reasonable security measures. If a shareholder or authorized representative fails to comply with the aforementioned inspection or security measures, the person convening the General Meeting of Shareholders, after careful consideration, has the right to refuse or expel that shareholder or representative from the meeting. festival.

9. The person convening the General Meeting of Shareholders, after careful consideration, may take appropriate measures. to:

- a. Seating arrangement at the General Shareholders' Meeting venue winter;
- b. Ensure the safety of everyone present at the locations. meeting;
- c. Facilitating shareholder attendance (or continued attendance) of the general meeting. festival.

The person convening the General Meeting of Shareholders has the full right to change the aforementioned measures and apply all necessary measures. These measures may include issuing entry passes or using other selection methods.

10. In the event that the General Meeting of Shareholders applies the above-mentioned measures, the person convening the General Meeting of Shareholders, when determining the meeting location, shall have form:

a. The announcement states that the congress will be held at the location specified in the announcement, and the congress chairman will be present there ("Main location of the congress"). festival");

b. Arrangements shall be made so that shareholders or authorized representatives who are unable to attend the meeting under these Terms, or those who wish to participate from a location other than the main meeting venue, may simultaneously attend the meeting. festival;

The announcement regarding the organization of the congress does not need to

detail the organizational measures as stipulated in this Article.

11. Under these Articles of Association (unless circumstances require otherwise), all shareholders shall be deemed to be participating in the meeting at the principal place of the meeting. festival.

12. Row year, Company nest function meeting Grand festival copper neck winter little best once (01). The annual general meeting of shareholders shall not be held in the form of taking shareholder opinions in writing. copy.

Article 21. Adoption of decisions by 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 5 of this Article; specifically:

- 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;
- e. Organizing and dissolving companies;

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 clauses 1, 3, 4, and 5 of this Article.

3. The voting for members of the Board of Directors and the Supervisory Board shall be conducted in accordance with the Election Regulations approved by the General Meeting of Shareholders. The elected members of the Board of Directors or the Supervisory Board shall be determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in these Charters is reached. In the event that two or more candidates receive the same number of votes for the last member of the Board of Directors or the Supervisory Board, a re-election shall be held among those candidates or a selection shall be made according to the criteria stipulated in the election regulations.

4. A resolution of the General Meeting of Shareholders concerning matters that adversely affect the rights and obligations of shareholders holding preferred shares shall only be adopted if it is approved by preferred shareholders of the same class present at the meeting, holding at least 75% of the total number of preferred shares of that class, or if approved by preferred shareholders of the same class holding at least 75% of the total number of preferred shares of that class in the case of adopting the resolution through written consultation.

5. Resolutions passed by 100% of the total voting shares at the General Meeting of Shareholders are legal and effective even if the procedures for passing the resolution are not followed correctly. determined.

Article 22. Authority and procedures for obtaining shareholder opinions in writing to approve decisions of the General Meeting of Shareholders.

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

1. The Board of Directors has the right to solicit shareholder opinions in writing to approve decisions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company.

2. The Board of Directors must prepare ballots, draft resolutions of the General Meeting of Shareholders, and explanatory documents for the draft resolutions. The Board of Directors must ensure that the documents are sent and published to shareholders within a reasonable time for consideration and voting, and must send them no later than fifteen (15) days before the deadline for receiving ballots. The requirements and methods for sending ballots and accompanying documents shall be implemented in accordance with the provisions of Clause 3, Article 18 of this Charter.

3. The survey form must include the following key information: This:

a. Name, head office address, business registration number occupation;

b. Purpose of gathering ideas ants;

c. The full name, permanent address, nationality, Citizen ID card number, National ID card number, Passport number, or other legally valid personal identification of the individual shareholder; the name, business registration number or establishment decision number, and head office address of the organizational shareholder; or the full name, permanent address, nationality, Citizen ID card number, National ID card number, Passport number, or other legally valid personal identification of the authorized representative of the organizational shareholder; the number of shares of each class and the number of voting rights of the shareholder. winter;

d. The issue requires consultation before a decision can be made. defined;

e. The voting options include "agree," "disagree," and "no opinion" for each issue being considered. ants;

f. The deadline for submitting the feedback form to the company has passed. word;

g. Full name and signature of the Chairman of the Board of Directors and the legal representative of the Company.

4. The completed opinion poll form must be signed by the individual shareholder, or the legal representative of the shareholder (if an organization or individual), or the legal representative of the authorized organization. rights.

5. Feedback forms can be sent to the Company through the following methods: after:

a. Mailing: Feedback forms sent to the Company must be enclosed in a sealed envelope and no one is allowed to open them before inspection. ticket;

b. Send by fax or email: Feedback forms sent to the Company via fax or email

must be kept confidential until the time of verification. ticket.

Opinion ballots received by the Company after the deadline specified in the ballot, or that have been opened in the case of mail submissions, or published before the vote count in the case of fax or email submissions, are invalid. Unreturned ballots are considered non-voting ballots.

6. The Board of Directors counts the votes and prepares a vote counting report in the presence of the Supervisory Board or shareholders who are not executives of the business. The vote counting report must include the following key contents: This:

- a. Name, head office address, business registration number occupation;
- b. The purpose and issues requiring consultation for the resolution's adoption. decision;
- 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;
- e. The issues have been resolved. via;
- f. Full name and signature of the Chairman of the Board of Directors, the legal representative of the Company, the vote counter, and the vote supervisor. ticket.

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

7. The vote count minutes and resolutions must be sent to shareholders within 15 days of the completion of the vote count. Sending the vote count minutes and resolutions may be replaced by posting them on the Company's website or through the information disclosure channels of the Securities Commission and the stock market.

8. 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.

9. Resolutions adopted through written shareholder consultation must be approved by shareholders holding more than 50% of the total voting rights of all eligible shareholders and shall have the same validity as resolutions adopted at the General Meeting of Shareholders. winter.

Article 23. Minutes of the General Meeting of Shareholders

1. The General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese, and may also be prepared in English, and must include the following main contents:

- a. Name, head office address, business registration number occupation;
- b. Time and location of the General Shareholders' Meeting winter;

- c. Meeting agenda and content meeting;
- d. The chairperson's full name and letter sign;
- e. Summary of the meeting proceedings and speeches at the General Shareholders' Meeting on each item on the agenda. meeting;
- f. The number of shareholders and the total number of voting rights of shareholders attending the meeting, an appendix listing registered shareholders, and shareholder representatives attending the meeting with their respective shareholdings and voting rights;
- g. The total number of votes cast for each voting issue, specifying the voting method, the total number of valid, invalid, affirmative, and abstention votes; and the corresponding percentage of the total votes cast by participating shareholders. meeting;
- h. The issues were approved and the corresponding percentage of votes were cast in favor;
- i. Chairman's signature and letter sign.

If the chairperson or secretary refuses to sign the meeting minutes, these minutes shall be valid if all other members of the Board of Directors present at the meeting sign them and they contain all the information as stipulated in this clause. The minutes shall clearly state that the chairperson or secretary refused to sign the meeting minutes.

j. Minutes prepared in both Vietnamese and English have equal legal validity. In case of discrepancies between the Vietnamese and English versions, the Vietnamese version shall prevail. use.

2. The minutes of the General Shareholders' Meeting must be prepared and approved before the meeting concludes. The chairperson and secretary of the meeting are jointly responsible for the accuracy and truthfulness of the minutes' contents. copy.

3. The minutes of the General Meeting of Shareholders must be published on the Company's website within twenty-four (24) hours or sent to all shareholders within fifteen (15) days from the date of the meeting's conclusion. meeting.

4. The minutes of the General Meeting of Shareholders shall be considered authentic evidence of the work carried out at the General Meeting of Shareholders unless objections to the content of the minutes are raised in accordance with the prescribed procedure within ten (10) days from the date of sending the minutes copy.

5. Minutes of the General Meeting of Shareholders, appendix listing registered shareholders with shareholder signatures, proxies for attending the meeting, and related documents must be kept at the Company's head office.

Article 24. Request for annulment of a decision of the General Meeting of Shareholders

Within ninety (90) days from the date of receiving the minutes of the General Meeting of Shareholders or the minutes of the results of the written shareholder vote count, members of the Board of Directors, Supervisors, General Director, shareholders or groups of shareholders specified in Clause 3, Article 12 of this Charter have the right

to request the Court or Arbitration to review and annul the decision of the General Meeting of Shareholders in the following cases This:

1. The sequence and procedures for convening meetings or obtaining shareholder opinions in writing and making decisions of the General Meeting of Shareholders are not carried out in accordance with the provisions of the Enterprise Law and these Charters, except as provided in Clause 5, Article 21 of the Charters. This.

2. The resolution's content violates the law or the regulations. This.

In the event that a decision of the General Meeting of Shareholders is annulled by a court or arbitration award, the person who convened the annulled General Meeting of Shareholders may consider rescheduling the meeting within thirty days in accordance with the procedures stipulated in the Enterprise Law and these Articles of Association.

VII. BOARD OF DIRECTORS TREATMENT

Article 25. Nomination and candidacy of Board of Directors members

1. candidates have been identified in advance , information relating to the Board of Directors candidates shall be included in the General Meeting of Shareholders' Meeting documents and published at least ten (10) days before the opening date of the General Meeting of Shareholders' Meeting on the Company's website so that shareholders can learn about these candidates before voting. Board of Directors candidates must provide a written commitment regarding the truthfulness, accuracy, and reasonableness of the personal information disclosed and must commit to performing their duties honestly if elected as members of the Board of Directors. Information relating to Board of Directors candidates that is disclosed shall include at least the following contents:

- a. Full name, date, month, year born;
- b. academic level problem;
- c. Professional level subject;
- d. The process author;
- e. Companies where the candidate currently holds positions as a member of the Board of Directors and other management roles. other;
- f. Any benefits related to the Company (if any);
- g. The full name of the shareholder(s) nominating the candidate (if applicable). Have);
- h. Other information (if any) Have).

2. Shareholders holding common shares have the right to nominate or pool their voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 5% to less than 10% of the total voting shares are entitled to nominate or nominate one (01) candidate; from 10% to less than 30% are entitled to nominate or nominate a maximum of two (02) candidates; from 30% to less than 40% are entitled to nominate or nominate a maximum of three (03) candidates; from 40% to

less than 50% are entitled to nominate or nominate a maximum of four (04) candidates; from 50% to less than 60% are entitled to nominate or nominate a maximum of five (05) candidates; from 60% to less than 70% are entitled to nominate or nominate a maximum of six (06) candidates; from 70% to 80% are entitled to nominate or nominate a maximum of seven (07) candidates; and from 80% to under 90% are nominated or proposed a maximum of eight (08) candidates.

3. If the number of candidates nominated and elected to the Board of Directors is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations according to the mechanism stipulated by the Company in its internal regulations on corporate governance. The procedure for the incumbent Board of Directors to nominate candidates for the Board of Directors must be clearly announced and approved by the General Meeting of Shareholders before proceeding with the nominations, in accordance with the law.

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

1. The number of Board of Directors members is 07. The term of office of a Board of Directors member is no more than five (05) years and can be re-elected for an unlimited number of terms. process.

2. The structure of the Board of Directors includes: after:

The total number of non-executive members of the Board of Directors must constitute at least one-third (1/3) of the total number of members of the Board of Directors.

3. A member of the Board of Directors is no longer eligible to be a member of the Board of Directors in the following cases: after:

a. Not eligible to be a member of the Board of Directors according to the provisions of the Enterprise Law, or prohibited by law from being a member of the Board of Directors. treatment;

b. There are applications function and approval;

c. A person suffering from a mental disorder and another member of the Board of Directors possessing professional evidence demonstrating that the person is no longer competent to act. vi;

d. Are not virus attend the the meeting belong to Festival copper chest treatment in ring six (06) consecutive months, except in case of force majeure;

e. According to the decision of the General Meeting of Shareholders winter;

f. Bow grant information believe fish core wrong When send give Company with private way To be Candidates for the Board of Directors;

g. Other cases as prescribed by law and the Regulations. This.

4. The appointment of Board of Directors members must be disclosed in accordance with the regulations of the law on securities and the securities market.

Contract.

5. Members of the Board of Directors may not necessarily be shareholders of the Company.

Article 27. Powers and obligations of the Board of Directors

1. The Company's business operations and activities are subject to Supervision and direction by the Board of Directors. The Board of Directors is the body with full authority to exercise the rights and obligations of the Company that do not fall under the authority of the General Meeting of Shareholders.

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

a. The company's strategic decisions, medium-term development plans, and annual business plans;

b. Determine operational objectives based on the strategic objectives approved by the General Shareholders' Meeting. via;

c. Appointing and dismissing, signing contracts with, and terminating contracts with the General Director and other executives, and determining their salaries ;

d. Supervise and direct the General Director and the person in charge. other actions;

e. Prize decision the complaints plea belong to Company opposite to with People thing This includes managing the business and making decisions regarding the selection of the Company's representative to handle legal matters related to the executive. there;

f. Decisions regarding the company's organizational structure, the establishment of subsidiaries, branches, representative offices, and capital contributions or share purchases in other businesses;

g. Propose the reorganization or dissolution of the Company;

h. The decision on internal regulations regarding corporate governance, after being approved by the General Meeting of Shareholders, is effective in protecting shareholders. ;

i. 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 approve decisions;

j. Propose the annual dividend rate; decide on the timing and procedures for dividend payment;

k. Propose the types of shares to be issued and the total number of shares to be issued for each type;

l. Proposal for the issuance of convertible bonds and bonds with warrants;

m. Determining the offering price of shares and bonds in cases where authorized by the General Meeting of Shareholders. rights;

n. Presenting the audited annual financial statements and the company's governance report to the General Shareholders' Meeting. winter;

o. Report to the General Shareholders' Meeting regarding the Board of Directors' appointment of the General Director;

p. Other rights and obligations (if any).

3. The following matters require approval from the Board of Directors. standard:

a. Establish branches or representative offices of the Company;

b. Establish subsidiaries of the company;

c. Within the scope stipulated in Clause 2, Article 153 of the Enterprise Law, and except for cases stipulated in Clause 2, Article 138 and Clauses 1 and 3, Article 167 of the Enterprise Law which require approval by the General Meeting of Shareholders, the Board of Directors shall decide on the implementation, amendment, and cancellation of the Company's contracts;

d. Appointing and dismissing persons authorized by the Company to act as the Company's commercial representatives and legal counsel;

e. The Company's borrowing and its fulfillment of mortgages, guarantees, collateral, and claims;

f. Investments not included in the business plan and budget exceeding 01 (one) billion Vietnamese Dong or investments exceeding 10% of the business plan and budget value. year;

g. The purchase or sale of shares or capital contributions in other companies established in Vietnam or abroad. outside;

h. The valuation of assets contributed to the Company in non-cash form during the issuance of shares or bonds includes gold, land use rights, intellectual property rights, technology, and know-how. turmeric;

i. The repurchase or redemption shall not exceed 10% of the total number of shares of each class offered in twelve (12) month;

j. Deciding on the price for repurchasing or redeeming shares of the Company;

k. Business matters or transactions decided by the Board require approval within the scope of its authority and responsibility. me.

4. The Board of Directors must report to the General Meeting of Shareholders on its activities, specifically the Board's oversight of the General Director and other executives during the fiscal year. If the Board of Directors fails to submit a report to the General Meeting of Shareholders, the Company's annual financial statements will be deemed invalid and not approved by the Board of Directors.

5. Unless otherwise provided by law and the Articles of Association, the Board of

Directors may authorize subordinate staff and other executives to represent and conduct business on behalf of the Company.

Article 28. Remuneration, salaries and other benefits of members of the Board of Directors

1. Members of the Board of Directors (excluding authorized representatives) receive remuneration for their work as members of the Board of Directors. The total amount of remuneration for the Board of Directors is determined by the General Meeting of Shareholders. This remuneration is distributed among the members of the Board of Directors according to an agreement within the Board of Directors or equally distributed in the absence of such an agreement. Okay.

2. The total amount paid to each member of the Board of Directors, including remuneration, expenses, commissions, share purchase rights, and other benefits received from the Company, its subsidiaries, associates, and other companies in which the Board member represents a capital contribution, must be disclosed in detail in the Company's Annual Report. The remuneration of Board members must be presented as a separate item in the Company's annual financial statements.

3. Board members holding executive positions, or board members serving on subcommittees of the Board, or performing other duties which the Board deems outside the ordinary scope of a board member's duties, may receive additional compensation in the form of a lump-sum payment, salary, commission, profit sharing, or other forms as determined by the Board. treatment.

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

Article 29. Chairman of the Board of Directors

1. The General Meeting of Shareholders or the Board of Directors must select from among the members of the Board of Directors to elect the Chairman. death.

2. The Chairman of the Board of Directors is responsible for preparing the agenda and documents, convening and presiding over meetings of the Board of Directors; presiding over meetings of the General Meeting of Shareholders; and also has other rights and obligations as stipulated in the Enterprise Law and these Charters.

3. The Chairman of the Board of Directors is responsible for ensuring that the Board of Directors submits the annual financial statements, the Company's operating report, the audit report, and the Board of Directors' inspection report to the shareholders at the General Meeting of Shareholders. winter.

4. The Chairman of the Board of Directors may be dismissed by decision of the Board of Directors. In the event that the Chairman of the Board of Directors resigns or is dismissed, the Board of Directors must elect a replacement within ten (10) days. day.

Article 30. Meetings of the Board of Directors

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

2. The Chairman of the Board of Directors must convene regular and extraordinary meetings of the Board of Directors, set the agenda, time and place of the meeting at least five (05) working days before the meeting date. The Chairman may convene a meeting when deemed necessary, but at least one (01) meeting must be held every quarter. time.

3. The Chairman of the Board of Directors must convene a meeting of the Board of Directors, without delay unless there is a justifiable reason, when one of the following parties requests in writing, clearly stating the purpose of the meeting and the issues to be discussed. argument:

- a. Inspection Committee review;
- b. Total supervisor director or little best year (05) People thing other actions;
- c. Independent member of the Board of Directors treatment;
- d. At least two (02) members of the Board of Directors treatment;
- e. Other cases (if any) Have).

4. Owner ticket Festival copper chest treatment Right million practice meeting Festival copper chest within seven (07) working days from the date of receipt of the proposal mentioned in Clause 3 of this Article. In case of failure to convene a meeting as requested, the Chairman of the Board of Directors shall be responsible for any damages incurred by the Company; the persons who proposed to hold the meeting as mentioned in Clause 3 of Article 30 of this Charter have the right to convene a meeting of the Board of Directors.

5. If an independent auditing firm requests an audit of the Company's financial statements, the Chairman of the Board of Directors must convene a meeting of the Board of Directors to discuss the audit report and the Company's situation.

6. Board of Directors meetings are held at the Company's head office or at another location in Vietnam or abroad as decided by the Chairman of the Board of Directors and with the unanimous consent of the Board of Directors. treatment.

7. The notice of the Board of Directors meeting must be sent to the members of the Board of Directors and the Supervisors at least five (05) working days before the meeting date. A member of the Board of Directors may refuse the notice of the meeting in writing; this refusal may be changed or revoked in writing by that member of the Board of Directors. The notice of the Board of Directors meeting must be in writing in

Vietnamese and must fully inform the time, place of the meeting, agenda, content of the issues to be discussed, along with necessary documents on the issues to be discussed and voted on at the meeting and the voting ballot of the member. pill.

The meeting notice shall be sent by mail, fax, email, or other means, but must ensure that it reaches the contact address of each member of the Board of Directors and the Supervisors registered with the Company.

8. Board meetings are conducted when at least three-quarters (3/4) of the total number of Board members are present, either in person or through a representative (authorized person) if approved by a majority of the Board members. Yes.

If the required number of members is not present, a second meeting must be convened within seven (07) days from the date of the first scheduled meeting. The second meeting will be held if more than half (1/2) of the Board of Directors members are present.

9. Board meetings may be held via video conference among board members when all or some members are located in different places, provided that each participating member has access to... form:

a. Listen to each of the other Board members who participated in the discussion. meeting;

b. Address all other attendees in a unified manner. time.

Discussions among members may take place in person by telephone or by other means of communication, or a combination of these methods. Board members participating in such meetings are considered to be “present” at that meeting. The meeting location, as stipulated in this regulation, is the location where the largest number of Board members are present, or the location where the Chairperson is present. meeting.

Decisions made during a formal meeting held and conducted by telephone take effect immediately upon the conclusion of the meeting, but must be confirmed by the signatures in the minutes of all Board members present at the meeting.

10. Board members may send ballots to the meeting via mail, fax, or email. In the case of sending ballots to the meeting via mail, the ballot must be enclosed in a sealed envelope and must be delivered to the Chairman of the Board of Directors no later than one (01) hour before the opening of the meeting. The ballots may only be opened in the presence of all attendees.

11. Voting

a. Except as provided in point b, clause 11, Article 30, each member of the Board of Directors or authorized person as provided in clause 8 of this Article who is present in person at the Board of Directors meeting has one (01) ballot. decision;

b. Board members are not permitted to vote on contracts, transactions, or proposals in which they or persons related to them have an interest that conflicts with, or may conflict with, the interests of the Company. Board members are not counted toward

the minimum quorum required to convene a Board meeting regarding decisions in which they do not have the right to vote. decision;

c. According to point d, clause 11, Article 30, when an issue arises at a meeting relating to the interests or voting rights of a member of the Board of Directors who does not voluntarily relinquish their voting rights, the chairman's decision shall be final, except in cases where the nature or scope of the interests of the relevant member of the Board of Directors has not been fully disclosed;

d. A member of the Board of Directors who benefits from a contract as stipulated in points a and b of Clause 5, Article 40 of these Charters shall be considered to have a substantial interest in the contract. there;

e. Auditors have the right to attend Board of Directors meetings and participate in discussions, but are not allowed to vote. decision.

12. A Board member who directly or indirectly benefits from a contract or transaction already concluded or slated for conclusion with the Company, and who is aware of their own interest, is responsible for disclosing this interest at the first Board meeting discussing the conclusion of such contract or transaction. If a Board member is unaware of their own or related parties' interest at the time the contract or transaction is concluded with the Company, that Board member must disclose the relevant interest at the first Board meeting held after they become aware of their interest or potential interest in the aforementioned transaction or contract.

13. The Board of Directors makes decisions and passes resolutions based on a majority vote of the Board members present at the meeting. In the event of a tie vote, the vote of the Chairman of the Board of Directors is the deciding vote.

14. Resolutions adopted through written consultation are based on the unanimous agreement of a majority of the voting members of the Board of Directors. These resolutions have the same effect and value as resolutions adopted at the meeting. meeting.

15. The Chairman of the Board of Directors is responsible for sending the minutes of the Board of Directors meeting to the members, and these minutes serve as authentic evidence of the work done at the meeting unless there is an objection to the content of the minutes within ten (10) days from the date of sending. The minutes of the Board of Directors meeting shall be prepared in Vietnamese and may be prepared in English. The minutes must be signed by the chairman and the person recording the minutes. copy.

Article 31. Subcommittees of the Board of Directors

1. The Board of Directors may establish a subcommittee to be responsible for development policy, human resources, compensation, and internal audit. The number of members of the subcommittee is decided by the Board of Directors, but should have at least three (03) members including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of

the Board of Directors should constitute a majority in the subcommittee and one of these members shall be appointed as the Head of the subcommittee by decision of the Board of Directors. The activities of the subcommittee must comply with the regulations of the Board of Directors. Resolutions of the subcommittee are only valid when a majority of members attending and voting on them at the subcommittee meeting are members of the Board of Directors. treatment.

2. The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, or of individuals holding membership in subcommittees of the Board of Directors must comply with applicable laws and regulations and the provisions of the Company's Articles of Association.

Article 32. Person in charge of Company administration

1. The Board of Directors shall appoint at least one (01) person to be the Company's Governance Officer to support the Company's governance activities to be carried out effectively. The term of office of the Company's Governance Officer shall be decided by the Board of Directors, with a maximum of five (05) years. year.

2. The person in charge of company administration must meet the standards. after:

a. Having knowledge of law law;

b. You are not allowed to work simultaneously for the independent auditing firm that is auditing the Company 's financial statements ;

c. Other standards as prescribed by law, these Charters, and decisions of the Board of Directors.

3. The Board of Directors may dismiss the Head of Corporate Governance when necessary, provided that such dismissal is not contrary to applicable labor laws. The Board of Directors may appoint an Assistant Head of Corporate Governance from time to time.

4. The person in charge of company administration has the rights and obligations. after:

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. winter;

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

c. Consultation on the procedures of the meetings. meeting;

d. Attend the meetings meeting;

e. Providing advice on procedures for drafting Board of Directors resolutions in accordance with legal regulations. law;

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

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

h. Information security will be maintained in accordance with legal regulations and the Company's Articles of Association;

i. Other rights and obligations as stipulated by law and the Company's Articles of Association.

VIII. CEO AND OTHER EXECUTIVES

Article 33. 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 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 of the aforementioned positions must be approved by a resolution of the Board of Directors. treatment.

Article 34. Business Managers

1. Upon the recommendation of the General Director and with the approval of the Board of Directors, the Company may recruit other executives in a number and with qualifications appropriate to the Company's structure and management regulations as stipulated by the Board of Directors. These executives must diligently support the Company in achieving its operational and organizational goals.

2. The remuneration, salary, benefits, and other terms of the employment contract for the General Director are determined by the Board of Directors. and contracts with other executives as decided by the Board of Directors after consultation with the CEO .

Article 35. Appointment, dismissal, duties and powers of the General Director.

1. The Board of Directors appoints one (01) member of the Board of Directors or another person as General Director; signs a contract which stipulates the remuneration, salary and other benefits. The remuneration, salary and other benefits of the General Director must be reported at the Annual General Meeting of Shareholders, shown as a separate item in the Annual Financial Statement and included in the Company's Annual Report.

2. The term of office of the General Director shall not exceed five (05) years and may be reappointed. The appointment may expire based on the provisions of the labor contract. The General Director must not be a person prohibited by law from holding this position and must meet the standards and conditions as prescribed by law and the Company's Charter.

3. The General Director has the following rights and responsibilities. after:

a. In accordance with the resolutions of the Board of Directors and the General

Meeting of Shareholders, the Company's business plan and investment plan have been approved by the Board of Directors and the General Meeting of Shareholders. via;

b. To make decisions on matters not requiring a decision from the Board of Directors, including signing financial and commercial contracts on behalf of the Company, and organizing and managing the Company's day-to-day business operations in accordance with best management practices;

c. To propose to the Board of Directors a plan for the company's organizational structure and internal management regulations;

d. Propose measures to improve the company's operations and management;

e. Propose the number and type of business executives the Company needs to recruit for the Board of Directors to appoint or dismiss in accordance with internal regulations, and propose remuneration, salaries, and other benefits for business executives for the Board of Directors to decide. defined;

f. Consult with the Board of Directors to decide on the number of employees, appointments, dismissals, salaries, allowances, benefits, and other terms related to employment contracts. Surname;

g. On October 31st of each year, submit to the Board of Directors for approval the detailed business plan for the following fiscal year on the basis of meeting the requirements of the relevant budget as well as the annual financial plan (05) year;

h. Prepare the Company's long-term, annual, and quarterly budgets (hereinafter referred to as budgets) to support long-term, annual, and quarterly management activities. precious belong to Company according to plan plan terrible business. Copy attend maths row year (including the balance sheet, income statement and projected cash flow statement) for each fiscal year must be submitted to the Board of Directors for approval and must include the information required by the Company's regulations;

i. Other rights and obligations as prescribed by law, this Charter, the Company's internal regulations, resolutions of the Board of Directors, and employment contracts signed with the Company .

4. The Director (General Director) is accountable to the Board of Directors and the General Meeting of Shareholders for the performance of assigned duties and responsibilities and must report to these levels when requested. bridge.

5. The Board of Directors may dismiss the CEO when a majority of the voting members present at the meeting approve and appoint a new CEO to replace him. position.

IX. INSPECTION COMMITTEE REVIEW

Article 36. Candidacy and Nomination of Supervisors

1. The nomination and candidacy process for the Supervisory Board is carried out in accordance with the provisions of Article 25 of the Charter. This.

2. If the number of candidates for the Supervisory Board nominated through

candidacy and self-nomination is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations according to the mechanism stipulated in the Company Charter and the Internal Regulations on Corporate Governance. The mechanism for the incumbent Supervisory Board to nominate candidates for the Supervisory Board must be clearly announced and approved by the General Meeting of Shareholders before proceeding with the nomination. election.

Article 37. Inspectors

1. The Company has three (03) Supervisors. The term of office of a Supervisor shall not exceed five (05) years and may be re-elected for an unlimited number of terms.

2. Standards and qualifications for Supervisors:

- a . Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law ;
- b . Having received training in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field relevant to the business operations of the enterprise;
- c . Not a family member of a member of the Board of Directors, Director or General Manager, or other manager;
- d . Not a company manager; not necessarily a shareholder or employee of the company, unless otherwise stipulated in the company's charter;
- d. Other standards and conditions as prescribed by other relevant laws.

3. The Head of the Supervisory Board is elected by the Supervisory Board from among its Supervisors; election, dismissal, and removal are governed by a majority vote. More than half of the Supervisory Board members must be residents of Vietnam. The Head of the Supervisory Board must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the company's business operations, unless the company's charter stipulates a higher standard. The rights and obligations of the Head of the Supervisory Board are as follows :

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

4. The supervisor is dismissed in the following cases: after:

- a. No longer meets the qualifications and conditions to be a Supervisor as stipulated in the Enterprise Law. occupation;
- b. A resignation letter was submitted and accepted. favorable;
- c. Other cases as prescribed by law and the Charter. This.

5. The supervisor is dismissed in the following cases: after:

- a. Failure to complete assigned tasks/duties. labour;

- b. Failure to exercise one's rights and obligations for six (06) consecutive months, except in cases of force majeure. resistance;
- c. Serious or repeated violations of the duties of the Auditor as stipulated in the Enterprise Law and the Company's Articles of Association;
- d. According to the decision of the General Meeting of Shareholders winter;

Article 38. Supervisory Board

1. The Supervisory Board has the following rights and obligations:

a. The Supervisory Board oversees the Board of Directors, the Director, or the General Director in the management and operation of the company.

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

c. Assess the completeness, legality, and accuracy of the company's annual and semi-annual business performance reports, financial statements, and management evaluation reports of the Board of Directors, and present the assessment report at the annual General Meeting of Shareholders. Review contracts and transactions with related parties that fall under the approval authority of the Board of Directors or the General Meeting of Shareholders, and provide recommendations on contracts and transactions requiring approval from the Board of Directors or the General Meeting of Shareholders.

d. Review, examine, and evaluate the effectiveness and efficiency of the company's internal control, internal audit, risk management, and early warning systems.

e. Reviewing the company's accounting books, records, and other documents, as well as the company's management and operational activities, when deemed necessary or as per a resolution of the General Meeting of Shareholders or at the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law.

f. Upon request from a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law, the Supervisory Board shall conduct an inspection within 7 working days from the date of receiving the request. Within 15 days from the date of completion of the inspection, the Supervisory Board must report on the issues requested for inspection to the Board of Directors and the shareholder or group of shareholders who made the request. The inspection by the Supervisory Board as stipulated in this clause shall not hinder the normal operation of the Board of Directors or disrupt the company's business operations.

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

h. Upon discovering that a member of the Board of Directors, Director, or General Director has violated the provisions of Article 165 of the Enterprise Law, the Board of Directors must be immediately notified in writing, and the offending party

must be required to cease the violation and take measures to remedy the consequences.

i. Attend and participate in discussions at shareholder meetings, board meetings, and other company meetings.

j. Utilize independent consultants and the company's internal audit department (if any) to perform assigned tasks.

k. The Supervisory Board may consult with the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders.

1. Other rights and obligations as stipulated by the Enterprise Law and resolutions of the General Meeting of Shareholders .

2. Members of the Board of Directors, the General Director, and other business executives must provide complete, accurate, and timely information and documents on the management, operation, and activities of the Company as requested by the Supervisory Board. The person in charge of corporate governance must ensure that all copies of resolutions, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, financial information, and other information and documents provided to shareholders and members of the Board of Directors are provided to the Supervisors at the same time and in the same manner as to shareholders and members of the Board of Directors.

3. The Supervisory Board may issue regulations on the meetings of the Supervisory Board and the way the Supervisory Board operates. The Supervisory Board must meet at least two (02) times a year and the meeting shall be held when at least two-thirds (2/3) of the Supervisors are present. meeting.

4. The remuneration, salary, and other benefits of the Supervisory Board are determined by the General Meeting of Shareholders. Supervisory Board members are reimbursed for reasonable expenses for accommodation, travel, and other incidental costs incurred when attending Supervisory Board meetings or performing other Supervisory Board activities. check.

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

Article 39. Responsibility for Care

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

Article 40. Responsibility for honesty and avoiding conflicts of interest

1. Members of the Board of Directors, Supervisory Board, General Director, and other executives must disclose relevant interests as prescribed in Article 164 of the Enterprise Law and other relevant legal regulations. other.

2. Members of the Board of Directors, Supervisors, the General Director, and other executives are not permitted to use business opportunities that could benefit the Company for personal gain; nor are they permitted to use information obtained through their positions for personal gain or to serve the interests of any organization or individual. other.

3. Members of the Board of Directors, Supervisors, General Managers, and other executives are obligated to inform the Board of Directors of any potential conflicts of interest with the Company that they may obtain through economic entities, transactions, or individuals. other.

4. Unless otherwise decided by the General Meeting of Shareholders, the Company will not Okay grant the amount get a loan or tell leader give the wall pill Festival Co-directors, supervisors, general managers, other executives, and individuals or organizations related to the aforementioned members, or legal entities in which these individuals have financial interests, except in cases where the public company and the organization related to this member are companies within the same group or companies operating as a group of companies, including parent-subsidary companies, economic conglomerates, and specialized laws provide otherwise. other.

5. Contracts or transactions between the Company and one or more members of the Board of Directors, Supervisory Board, General Director, other executives and individuals or organizations related to them, or the Company, partners, associations, or organizations of which the members of the Board of Directors, Supervisory Board, General Director, other executives, or those related to them are members or have a financial interest shall not be invalidated in the following cases: This:

a. For contracts with a value less than or equal to twenty percent (20%) The total value of assets recorded in the most recent financial statements, the significant contents of the contract or transaction, as well as the relationships and interests of the Board members, Supervisors, Directors (General Managers), and other executives, have been reported to the Board of Directors. Furthermore, the Board of Directors has authorized the execution of that contract or transaction in good faith by a majority vote of those Board members who have no vested interest. mandarin;

b. For contracts with a value greater than twenty percent (20%) The total value of assets as recorded in the most recent financial statements, the significant contents of this contract or transaction, as well as the relationship and interests of the members of the Board of Directors, Supervisory Board, General Director, and other executives have been disclosed to shareholders without an interest in the matter who have the right to vote on it, and those shareholders have approved this contract or transaction;

c. The contract or transaction is deemed fair and reasonable in all respects relating to the Company's shareholders at the time the transaction or contract is approved by the Board of Directors or the General Meeting of Shareholders, as determined by an independent advisory body. via.

Members of the Board of Directors, Supervisory Board, General Director, other

executives, and organizations and individuals related to the aforementioned members are prohibited from using or disclosing unauthorized information of the Company to conduct related transactions.

Article 41. Liability for damages and compensation

1. Members of the Board of Directors, Supervisors, General Managers, and other executives who breach their duties and responsibilities of integrity and diligence, or fail to perform their duties with conscientiousness and professional competence, shall be held liable for damages resulting from their misconduct. cause.

2. Company rinse often give children People Satisfied, in progress or Have body return to become a party to claims, lawsuits, or prosecutions (including civil, administrative, and non-civil cases initiated by the Company) if that person has been or is a member of the Board of Directors, Supervisory Board, General Director, other executive, employee, or authorized representative of the Company, or if that person has acted or is acting at the Company's request as a member of the Board of Directors, executive, employee, or authorized representative of the Company, provided that person has acted in good faith, due diligence, and conscientiously in the interests of or not in conflict with the interests of the Company, in compliance with the law, and there is no evidence to confirm that that person has violated their responsibilities. me.

3. When performing functions, duties, or carrying out tasks authorized by the Company, members of the Board of Directors, Supervisors, other executives, employees, or authorized representatives of the Company are entitled to compensation from the Company when becoming a party involved in complaints, lawsuits, or prosecutions (except for lawsuits initiated by the Company) in the following cases:

a. Acted honestly, carefully, and diligently in the best interests of the Company and in no way conflicting with those interests;

b. Compliance with the law and the lack of evidence confirming a failure to fulfill responsibilities. me.

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

XI. RIGHT TO INSPECT COMPANY RECORDS AND ACCOUNTING

Article 42. Right to investigate books and records

1. Shareholders or groups of shareholders mentioned in Clause 2, Article 25 of these Charters have the right, directly or through an authorized representative, to submit a written request to examine the list of shareholders, the minutes of the General Meeting of Shareholders, and to obtain copies or extracts of these documents during working hours and at the Company's head office. The request for examination by an authorized representative of the shareholder must be accompanied by the power of attorney from the shareholder that the representative is acting on or a notarized copy of that power of

attorney.

2. Members of the Board of Directors, Supervisors, General Managers, and other executives have the right to inspect the Company's shareholder register, shareholder list, and other books and records for the following purposes: destination border mandarin next function service belong to me with thing lawsuit the information believe This It must be kept confidential.

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

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

XII. WORKERS AND UNIONS

Article 43. Workers and trade unions

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

2. The 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.

XIII. PROFIT DISTRIBUTION

Article 44. Distribution of Profits profit

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

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

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

4. In the event that dividends or other payments related to a stock are paid in cash, the Company must make the payment in Vietnamese Dong. Payment may be made directly or through banks based on the bank account details provided by the shareholder. If the Company has transferred the funds according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company shall not be liable for the amount transferred to that shareholder. bar maths neck that opposite to

with the neck ticket post sign deliver pandemic in Stock exchanges can be conducted through securities companies or the Vietnam Securities Depository and Clearing Corporation.

5. Based on the Enterprise Law and the Securities Law, the Board of Directors passes a resolution specifying a particular date for closing the shareholder list. Based on that date, those registered as shareholders or holders of other securities are entitled to receive dividends, interest, profit distributions, share certificates, notices, or documents. other.

6. Other matters related to profit distribution are handled in accordance with the law. law.

XIV. BANK ACCOUNTS, RESERVES, FISCAL YEAR AND ACCOUNTING SYSTEM MATHS

Article 45. Bank Accounts

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

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

3. The company conducts all payments and accounting transactions through Vietnamese Dong or foreign currency accounts at banks where the company has opened accounts . amount.

Article 46. Fiscal Year

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

Article 47. Accounting System

1. The accounting system used by the Company is the Vietnamese Accounting System (VAS), the enterprise accounting system, or other specific accounting systems issued by competent authorities and approved by the Ministry of Finance. Yes.

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

3. The company uses the Vietnamese Dong as its accounting currency. If the company's economic transactions are primarily conducted in a foreign currency, it may choose that foreign currency as its accounting currency, is legally responsible for that choice, and must notify the tax authorities accordingly. next.

XV. ANNUAL REPORTS, FINANCIAL STATEMENTS AND DISCLOSURE RESPONSIBILITIES BELIEVE

Article 48. Annual, semi-annual, and quarterly financial reports

1. The company must prepare annual financial statements in accordance with the law and the regulations of the State Securities Commission, and these statements must be audited as stipulated in Article 50 of these Charters. Within 90 days from the end of each fiscal year, the company must submit the annual financial statements approved by the General Meeting of Shareholders to the competent tax authority, the State Securities Commission, the Stock Exchange, and the Business Registration Authority.

2. Annual financial statements must include an income statement that fairly and objectively reflects the Company's profit/loss for the financial year, a financial statement that fairly and objectively reflects the Company's operating position up to the date of the report, a cash flow statement, and notes to the financial statements. main.

3. The company must prepare and publish audited six-month financial statements and quarterly financial statements in accordance with the regulations of the State Securities Commission and the Stock Exchange, and submit them to the relevant tax authorities and the Business Registration Authority in accordance with the provisions of the Enterprise Law. profession.

4. The audited annual financial statements (including the auditor's opinion), the reviewed semi-annual financial statements, and the quarterly financial statements must be published on the Company's website.

5. Interested organizations and individuals have the right to examine or copy the audited annual financial statements, reviewed semi-annual reports, and quarterly financial statements during business hours at the Company's head office, provided they pay a reasonable fee for the copying . photograph.

Article 49. Annual Report

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

XVI. COMPANY AUDIT

Article 50. Inspection maths

1. The Annual General Meeting of Shareholders shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the Board of Directors to select one of these firms to audit the Company's financial statements for the following fiscal year based on the terms and conditions agreed upon with the Board of Directors. The Company must prepare and submit the annual financial statements to the independent auditing firm after the end of the fiscal year. main.

2. The independent auditing firm shall examine, verify, prepare an audit report and submit that report to the Board of Directors within two (02) months from the end of the financial year.

3. A copy of the audit report is attached to the Company's annual financial statements.

4. The independent auditor conducting the audit of the Company is permitted to attend the General Meeting of Shareholders and is entitled to receive notices and other

information related to the General Meeting of Shareholders that shareholders are entitled to receive, and to express opinions at the meeting on matters related to the audit of the Company's financial statements.

XVII. STAMP

Article 51. Child sign

1. The Board of Directors decided to approve the Company's official seal. The seal can be either a seal made at a seal-making facility or a seal in the form of a digital signature as prescribed by law on electronic transactions.

2. The Board of Directors and the General Director shall use and manage the seal in accordance with current legal regulations. onion.

XVIII. CLOSING OPERATIONS AND LIQUIDATING

Article 52. Termination of operations

1. The company may be dissolved in certain circumstances. after:

- a. The company's operating period ends, even after renewal. limit;
- b. Dissolved prematurely by decision of the General Meeting of Shareholders. winter;
- c. The business registration certificate has been revoked.
- d. Other cases as prescribed by law. law.

2. The premature dissolution of the Company (including any extended term) is decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) in accordance with regulations. determined.

Article 53. Extension of operation

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

2. The operating period is extended when 65% or more of the total votes of shareholders with voting rights present in person or through authorized representatives at the General Meeting of Shareholders are approved. via.

Article 54. Liquidation

1. At least six (06) months before the end of the Company's operating period or after When Have decision pre prize body Company, Festival copper chest treatment A liquidation committee consisting of three (03) members must be established. Two (02) members are appointed by the General Meeting of Shareholders and one (01) member is appointed by the Board of Directors from an independent auditing firm. The liquidation committee shall prepare its operating regulations. Members of the liquidation committee may be selected from among the Company's employees or independent experts. All costs related to liquidation shall be given priority by the Company before other debts of the Company.

2. The Liquidation Committee is responsible for reporting its establishment date and commencement date 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 other administrative agencies. main.

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

- a. Payment costs reason;
- b. Wage arrears, severance pay, social insurance, and other employee benefits as stipulated in collective bargaining agreements and signed employment contracts. conclude;
- c. In debt tax;
- d. Other liabilities of the Company;
- e. Part still again after When Satisfied bar maths socks chief the amount in debt from item (a) (d) above is distributed to shareholders. Preferred shares are given priority in payment.

XIX. RESOLVING INTERNAL DISPUTES

Article 55. Resolution of internal disputes

1. In the event of disputes or claims arising from the Company's operations, the rights and obligations of shareholders shall be governed by the Enterprise Law, other legal regulations, the Company's Charter, and other relevant regulations. between:

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

The parties involved 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 presides over the dispute resolution process and requires each party to present relevant information within 15 working days of the dispute arising. In cases involving the Board of Directors or the Chairman of the Board, either party may request or appoint an independent expert to mediate the dispute resolution process. Accept.

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, a party may bring the dispute to Economic Arbitration or Economic Court.

3. Each party shall bear its own costs related to the negotiation and mediation process. Payment of court costs shall be made according to the court's judgment. sentence.

XX. SUPPLEMENTS AND AMENDMENTS TO THE STATUTES

Article 56. Company Charter

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

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.

XXI. EFFECTIVE DATE

Article 57. Effective Date force

1. This Charter, comprising 21 Chapters and 57 Articles, was unanimously approved by the General Meeting of Shareholders of Huong Son Hydropower Joint Stock Company on May 8, 2026, in Son Kim 1 Commune , Ha Tinh Province, and the full text of the Charter was accepted as effective. This.

2. The regulations are made in ten (10) copies, all of equal value, in there:

- a. One (01) copy submitted to the State Notary Office of the locality direction;
- b. Five (05) registrations at the government agency as prescribed by the People's Committee of Ha Tinh province;
- c. Four (04) copies are kept at the Company's head office.

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

4. Copies or extracts of 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.

Full name and signature of the legal representative.



Pham Tien Dung