

No: 1733/POS-HR

Ho Chi Minh City, July 27, 2026

Disclosure Information

English
translation

To: - The State Securities Commission
- Hanoi Stock Exchange

1. Company name: PTSC Offshore Services Joint Stock Company;

Stock Code: POS;

Head office: PTSC Downstream Port, No. 65A, 30/4 Street, Rach Dua Ward, Ho Chi Minh City

Phone: 0254 – 3515758 Fax: 0254 – 3515759;

Information disclosure officer: Mr. Tien Duc Cuong;

2. Contents of disclosure:

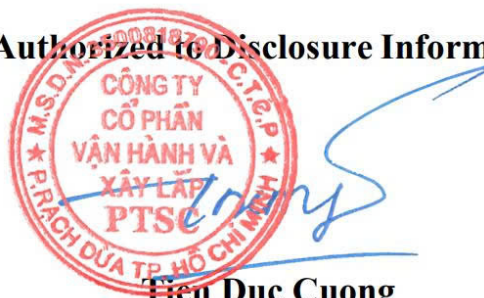
Charter of PTSC Offshore Services Joint Stock Company.

3. This information has been published on the company's website on July 24, 2026 at the following link: www.pos.ptsc.com.vn

We hereby commit that the above information is true and take full responsibility before the law for the content of the disclosed information.

Sincerely./.

Person Authorized to Disclosure Information



Tien Duc Cuong
Human Resources Manager

Recipients:

- As above;
- BOD, BOS (for report);
- Website www.pos.ptsc.com.vn;
- Save: Archive, Secretary BOD.

CHARTER

PTSC OFFSHORE SERVICES JOINT STOCK COMPANY

Ho Chi Minh City, July 2026

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PREAMBLE

This Charter of PTSC Offshore Services Joint Stock Company (hereinafter referred to as “the Company”) is the legal basis for all activities of PTSC Offshore Services Joint Stock Company.

This Charter was approved by the Resolution No. 06/NQ-LĐBD-ĐHĐCĐ dated April 27, 2021 of the Annual General Meeting of Shareholders, amended and supplemented by the Resolution No. 15/NQ-POS-ĐHĐCĐ dated August 31, 2022 of the Annual General Meeting of Shareholders, the Resolution No. 07/NQ-POS-ĐHĐCĐ dated April 25, 2023 of the Annual General Meeting of Shareholders and the Resolution No. 17/NQ-POS-ĐHĐCĐ dated June 14, 2024 of the Annual General Meeting of Shareholders, the Resolution No. 07/NQ-POS-ĐHĐCĐ dated April 25, 2023 of the Annual General Meeting of Shareholders, the Resolution No. 17/NQ-POS-ĐHĐCĐ dated June 14, 2024 of the Annual General Meeting of Shareholders and the Resolution No. 09/NQ-POS-ĐHĐCĐ dated June 27, 2025 of the Annual General Meeting of Shareholders and the Resolution No. 14/NQ-POS-ĐHĐCĐ dated June 26, 2026 of the Annual General Meeting of Shareholders.

I. DEFINITIONS AND INTERPRETATIONS

Article 1. Definitions and Interpretations

1. In this Charter, the following terms shall be construed as follows:
 - a. "The Charter Capital" refer to the total par value of shares sold or registered to be purchased upon the establishment of a joint stock company and as prescribed in Article 6 of this Charter.
 - b. "Voting capital" refer to the share capital, under which the owner has the right to vote on matters within the decision-making authority of the General Meeting of Shareholders.
 - c. "Law on Enterprises" refer to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.
 - d. "Securities Law" refer to the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019.
 - e. "The Company" refers to PTSC Offshore Services Joint Stock Company.
 - f. "Date of Establishment" means the date on which the Company is first granted the Certificate of Enterprise Registration.
 - g. "The Company's Executives" refer to the Director, Deputy Director, Chief Accountant, and other executives approved by the Board of Directors or in accordance with the Company's internal management regulations.
 - h. "The Company's Managers" refer to the Chairman of the Board of Directors, a member of the Board of Directors, a Director and other individuals holding management positions according to the Company's internal management regulations.
 - i. "Related person" means an individual or organization specified in Clause 23, Article 4 of the Law on Enterprises, Clause 46, Article 4 of the Law on Securities.
 - j. "Major shareholder" refers to a shareholder specified in Clause 18, Article 4 of the Law on Securities.

k. “Term of operation” refers to the Company’s term of operation specified in Article 2 of this Charter and the extension period (if any) approved by the Company’s General Meeting of Shareholders.

l. “Shareholder” refers to an individual or organization owning at least one share of the Company.

m. “Vietnam” refers to the Socialist Republic of Vietnam.

n. “Stock Exchange” means the Vietnam Stock Exchange and its subsidiaries.

o. “Subsidiary” are businesses applicable to cases specified in Clause 1, Article 195 of the Enterprise Law.

2. In this Charter, the participants refer to one or more other regulations or documents including amendments, supplements or replacement documents.

3. The titles (Sections, Articles of this Charter of the Company) are used for convenience in understanding the content and do not affect the content of this Charter of the Company.

II. NAME, TYPE, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, TERM OF OPERATIONS AND LEGAL REPRESENTATIVES OF THE COMPANY

Article 2. Name, type, Head Office, branches, representative offices, business locations and term of operation of the Company

1. The Company’s Name

o The Company’s name in Vietnamese:

CÔNG TY CỔ PHẦN VẬN HÀNH VÀ XÂY LẬP PTSC

o The Company’s name in English:

PTSC OFFSHORE SERVICES Joint Stock Company

o The Company’s name in abbreviation: POS

2. The Company is a joint stock company with legal status in accordance with current laws of Vietnam.

3. The Company's registered office is:

o Address: PTSC Downstream Port, 65A 30-4 Road, Rach Dua ward, Ho Chi Minh city

o Phone number: + 84 254 3515758

o Fax: + 84 254 3515759

o E-mail: ptsc-pos@ptsc.com.vn

o Website: <http://pos.ptsc.com.vn/>

4. The Company may establish branches and representative offices in the business location to carry out the Company's Business objectives in accordance with the decision of the Board of Directors and within the scope permitted by Law.

5. Unless terminated before the deadline according to Clause 2, Article 55 of this Charter of the Company, the term of operation is indefinite from the date of establishment.

6. The Company is a subsidiary of PETROVIETNAM Technical Services Corporation (PTSC) (“the Corporation”), having the rights and obligations of a member enterprise of the Corporation as prescribed by the Corporation rules and the provisions of law.

PTSC Offshore Services Joint Stock Company has the rights and obligations of the POS’s parent company and shareholders as prescribed by law.

7. The establishment of subsidiaries and outward investments by the Company shall comply with the provisions of the law and in accordance with the approvals of competent authorities, and must be accepted and approved by the Company's Board of Directors.

Article 3. Legal representatives of the Company

The Company has 01 Legal Representative.

The Director is the legal representative of the Company.

The rights and obligations of the Company’s Legal Representative are prescribed by law

III. OBJECTIVES, BUSINESS AND OPERATIONS SCOPE OF THE COMPANY

Article 4. Business objectives of the Company

1. Business lines of the Company:

No	Business sector name	Business line code
1	Construction of other civil engineering works. In details: Construction of oil and gas industrial works; Construction of renewable energy industrial works (wind power, solar power, tidal power)	4299
2	Site preparation. In details: Site preparation, site leveling and clearance	4312
3	Crude oil and natural gas exploitation supporting services. In details: Transportation, installation, testing and commissioning of oil and gas works; Relocation and field closure and reclamation; Operation and maintenance services for oil and gas works; Measurement and control services for oil and gas works, other industrial and civil works; Management, operation, exploitation of accommodation barges and floating facilities and its commercial supply services.	0910 (Principal)
4	Installation of other constructions.	4329

	In details: Installation and maintenance of fire safety equipment, fire alarm and firefighting systems for the oil and gas industry, other industries, and civil works.	
5	Goods warehousing and storage. In details: Bonded warehouse services for operation, maintenance, installation and hook-up commissioning	5210
6	Trading in machinery, equipment and other spare parts. In details: Buying and selling spare parts; Trading in fire prevention and fighting safety equipment, fire alarm and firefighting systems for the oil and gas industry, other industries and civil use.	4659
7	Repair and maintenance of other equipment.	3319
8	Temporary labor supply	7821
9	Construction of electrical works.	4221
10	Technical inspection and analysis. In details: Business in inspection, calibration, testing services of measuring instruments, measurement standards; Testing services for product and goods quality.	7120
11	Installation of industrial machinery and equipment. In details: Transportation, installation, testing and commissioning of renewable energy industrial projects.	3320
12	Mechanical processing; metal treatment and coating	2592
13	Fabrication of metal component	2511
14	Fabrication of metal barrels, tanks and boilers	2512
15	Fabrication of other unclassified metal products. In details: Fabrication of other unclassified remaining metal products.	2599
16	Sea and Coastal freight water transport. Details: – Sea and coastal freight water transport – Ocean freight water transport	5012
17	Repair and maintenance of machinery and equipment Details: Repair and maintenance services for machinery in the mining, construction, and gas industries.	3312
18	Other human resource supply	7822

2. The Company's business objectives are:
- Earning profits for the benefit of shareholders;
 - Developing the Company to be strong and sustainable;
 - Contributing to the State budget;
 - Participating in building and developing the community, society, and protecting the environment.

Article 5. Business and operations scope of the Company

The Company is allowed to conduct business activities in the fields specified in this Charter that have been registered, notified of changes on business registration to the business registration authority and announced on the National Business Registration Information Portal.

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter capital, shares, founding shareholders

1. The Company's charter capital is VND 459,999,650,000 (*in words: Four hundred fifty-nine billion nine hundred ninety-nine million six hundred fifty thousand Vietnamese Dongs*). The Company's total charter capital is divided into 45,999,965 shares with a par value of VND 10,000/share.

2. The Company may change its charter capital upon approval by the General Meeting of Shareholders and in accordance with the provisions of law.

3. The Company's shares on the date of approval of this Charter of the Company are common shares. The rights and obligations of shareholders holding each type of share are stipulated in Article 12 and Article 13 of this Charter of the Company.

4. The Company may issue other types of preferred shares upon approval by the General Meeting of Shareholders and in accordance with the provisions of law.

5. The common shares must be offered to existing shareholders in proportion to their ownership of common shares in the Company, unless otherwise decided by the General Meeting of Shareholders. The number of shares that shareholders do not register to buy in full shall be decided by the Board of Directors of the Company. The Board of Directors may distribute such shares to shareholders and others on conditions no more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.

6. The Company may purchase shares issued by the Company itself in the manner prescribed in this Charter and current laws.

7. The Company may issue other types of securities in accordance with the provisions of law.

Article 7. Share certificates

1. A shares owner certificates shall be issued to the Shareholders of the Company corresponding to the number of shares and types of shares owned.

2. Shares are a type of securities that confirm the legal rights and interests of the owner to a part of the equity capital of the issuing organization. Shares must have full contents as prescribed in Clause 1, Article 121 of the Law on Enterprises.

3. Within 30 days from the date of submission of a complete package of application for shares ownership transfer as prescribed by the Company or within 30 days (or another period as prescribed by the issuance terms) from the date of full payment for the purchase of shares as prescribed in the Company's share issuance plan, the owner of the shares shall be issued a share owner certificate. The owner of the shares shall not have to pay the Company for the cost of printing the shares owner certificate.

4. If the shares are lost, damaged or destroyed in any other form, the shareholder shall be reissued new shares by the Company upon the request of that shareholder. The shareholder's request must include the following contents:

a) Information about the shares that have been lost, damaged or destroyed in any other form;

b) Commitment to take responsibility for disputes arising from the reissuance of new shares.

Article 8. Other securities certificates

Stock certificates or other securities certificates of the Company are issued under the signature of the legal representative and the seal of the Company.

Article 9. Transfer of shares

1. All shares are freely transferable unless otherwise provided by this Charter and the law. Shares listed and registered for trading on the Stock Exchange are transferred in accordance with the provisions of the law on securities and the securities market.

2. Shares that have not been fully paid for cannot be transferred and enjoy related rights such as the right to receive dividends, the right to receive shares issued to increase share capital from equity capital, the right to buy newly offered shares and other rights as prescribed by law.

Article 10. Revocation of shares

1. In case a shareholder fails to pay in full and on time the amount payable to purchase shares, the Board of Directors shall notify and have the right to request that shareholder to pay the remaining amount and be responsible for the total par value of the shares registered to purchase for the Company's financial obligations arising from failure to pay in full.

2. The above payment notice must clearly state the new payment period (at least seven days from the date of sending the notice), the place of payment, and the notice must clearly state that in case of failure to pay as required, the unpaid shares will be revoked.

3. The Board of Directors has the right to revoke shares that have not been fully and timely paid if the requirements in the above notice are not implemented.

4. The revoked shares are considered as eligible for sale shares as prescribed in Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly or authorize the sale or redistribution under the conditions and methods that the Board of Directors deems appropriate.

5. Shareholders holding revoked shares must give up their shareholder status with respect to those shares, but must still be personally liable for the total par value of the shares registered for purchase for the Company's financial obligations arising at the time

of revocation according to the decision of the Board of Directors from the date of revocation until the date of payment. The Board of Directors has full authority to decide on the compulsory payment of the entire value of the shares at the time of revocation.

6. The notice of revocation will be sent to the holder of the revoked shares before the time of revocation. The revocation remains effective even in the event of errors or negligence in sending the notice.

V. ORGANIZATIONAL STRUCTURE, MANAGEMENT AND INTERNAL CONTROL

Article 11. Organizational structure, Management and Internal Control

The organizational structure, management and control of the Company includes:

- a. General meeting of shareholders;
- b. Board of Directors;
- c. Board of Supervisors;
- d. Director;

VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of shareholders

1. Ordinary shareholders have the following rights:

a. Attend and speak at the General meeting of shareholders and to exercise voting rights directly or through an authorized representative or in other forms as prescribed by the Company's Charter and the law. Each ordinary share has one vote;

b. Receive dividends at the rate decided by the General meeting of shareholders;

c. Freely transfer their shares to others, except for the cases specified in Clause 3, Article 120, Clause 1, Article 127 of the Law on Enterprises and other relevant legal provisions;

d. Have priority in purchasing new shares corresponding to the ratio of common shares owned by each shareholder in the Company;

e. Review, look up and extract information about the name and contact address in the list of shareholders with voting rights; request to correct incorrect information;

f. Review, look up, extract or photocopy the Company's Charter, the minutes of the General Meeting of Shareholders and the resolutions of the General Meeting of Shareholders;

g. When the Company is dissolved or bankrupt, receive a portion of the remaining assets corresponding to the ratio of shares owned in the Company;

h. Request the Company to repurchase shares in the cases specified in Article 132 of the Law on Enterprises;

i. Be treated equally. Each share of the same type gives the shareholder equal rights, obligations and benefits. If the Company has types of preferred shares, the rights and obligations attached to the types of preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to the shareholders;

j. Have the right to fully access periodic information and extraordinary information published by the Company in accordance with the provisions of law;

k. Protect their legitimate rights and interests; to request the Court to suspend the implementation or cancel resolutions and decisions passed by the Board of Directors that are contrary to the provisions of law, resolutions of the General Meeting of Shareholders, the Company's Charter causing and damage to the Company;

l. Have other rights as prescribed in this Charter and the law.

2. Shareholders or groups of shareholders owning 05% or more of the total number of common shares have the following rights:

a. Request the Board of Directors to convene a General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises;

b. Review, look up, and extract the minutes and resolutions, decisions of the Board of Directors, semi-annual and annual Financial Statements, reports of the Supervisory Board, contracts, transactions that must be approved by the Board of Directors, and other documents, except for documents related to the Company's trade secrets and business secrets;

c. Request the Supervisory Board to inspect each specific issue related to the Company's management and operation when deemed necessary. The request must be in writing and must include the following contents: full name, contact address, nationality, legal document number of the individual for individual shareholders; name, Enterprise Registration Certificate Number or legal document number of the organization, address of the Head Office of the Company for institutional shareholders; number of shares and time of shares registration of each shareholder, total number of shares of the entire group of shareholders and ownership ratio in the total number of shares of the Company; issues to be inspected, purpose of inspection;

d. Propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and sent to the Company at least 03 working days before the opening date. Proposals must clearly state the names of shareholders, the number of each type of shares of the shareholder, and the issues proposed to be included in the agenda;

e. Have the right to request the Court to consider and cancel the resolution or part of the content of the resolution of the General Meeting of Shareholders in case (i) the order and procedures for convening the meeting and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the Company's Charter, except for the case specified in Clause 2, Article 152 of the Law on Enterprises; or (ii) the content of the resolution violates the law or the Company's Charter.

f. Have other rights as prescribed by law and this Charter.

3. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate people to the Board of Directors and the Supervisory Board. The nomination of candidates to the Board of Directors and the Supervisory Board shall be carried out as follows:

a. Ordinary shareholders forming a group to nominate candidates to the Board of Directors and the Supervisory Board must notify the shareholders attending the meeting of the group meeting before the opening of the General Meeting of Shareholders;

b. Based on the number of members of the Board of Directors and the Supervisory Board, the shareholder or group of shareholders specified in this clause shall have the right to nominate one or several people as decided by the General Meeting of Shareholders as candidates to the Board of Directors and the Supervisory Board. If the number of candidates nominated by the shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board and other shareholders.

Article 13. Obligations of shareholders

Ordinary shareholders shall have the following obligations:

1. To pay in full and on time the number of shares committed to purchase.

2. The capital contributed by common shares must not be withdrawn from the Company in any form, except for the cases where the Company or another person buys back the shares. In case a shareholder withdraws part or all of the contributed capital contrary to the provisions of this Clause, that shareholder and the person with related interests in the Company shall be jointly responsible for the debts and other property obligations of the Company within the value of the withdrawn shares and any damages that occur.

3. Comply with the Company's Charter and the Company's Internal Management Regulations.

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

5. Keep confidential the information provided by the Company in accordance with the provisions of the Company's Charter and the law; only use the information provided to exercise and protect themselves legitimate rights and interests; strictly prohibit the dissemination or copying or sending of information provided by the Company to other organizations and individuals.

6. Attend the General Meeting of Shareholders and exercise voting rights through the following forms:

a. Attend and vote directly at the meeting;

b. Authorize other individuals or organizations to attend and vote at the meeting;

c. Attend and vote via online conference, electronic voting or other electronic forms;

d. Send voting ballots to the meeting via mail, fax, email;

7. Be personally responsible when performing one of the following acts on behalf of the Company in any form:

a. Violate the law;

b. Conduct business and other transactions for personal gain or serving the interests of other organizations or individuals;

c. Pay debts that have not yet matured in the face of financial risks to the Company.

8. Fulfil other obligations as prescribed by current laws.

Article 14. General Meeting of Shareholders

1. The General Meeting of Shareholders, consisting of all shareholders with voting rights, is the highest decision-making body of the Company. The General Meeting of Shareholders meets annually once a year and within four (04) months from the end of the fiscal year. The Board of Directors decides to extend the annual General Meeting of Shareholders if necessary, but not more than 06 months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The location of the General Meeting of Shareholders is determined to be the place where the chair attends the meeting and must be in the territory of Vietnam.

2. The Board of Directors convenes the annual General Meeting of Shareholders and selects a suitable location. The annual General Meeting of Shareholders decides on matters in accordance with the provisions of law and the Company's Charter, especially on approval of the audited annual financial statements. If the Audit Report of the Company's annual financial statements contain material exceptions, contrary audit opinions or rejections, the Company must invite a representative of the approved auditing organization to audit the Company's financial statements to attend the Annual General Meeting of Shareholders and the representative of the above approved auditing organization is responsible for attending the Annual General Meeting of Shareholders of the Company.

3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:

a. The Board of Directors deems it necessary for the benefit of the Company;

b. The number of remaining members of the Board of Directors and the Supervisory Board is less than the minimum number of members as prescribed by law;

c. At the request of a shareholder or group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises; The request to convene a General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders, or the request must be made in multiple copies and must include sufficient signatures of the relevant shareholders;

d. At the request of the Supervisory Board;

e. Other cases as prescribed by law and this Charter.

4. Convening an extraordinary General Meeting of Shareholders

a. The Board of Directors must convene a General Meeting of Shareholders within 30 days from the date the number of remaining members of the Board of Directors or members of Supervisory Board is as prescribed in Point b, Clause 3 of this Article or from the date of receipt of the request specified in Point c and Point d, Clause 3 of this Article;

b. If the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, within the next 30 days, the Supervisory Board shall replace the Board of Directors to convene the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises;

c. If the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, the shareholder or group of shareholders as prescribed in Point c, Clause 3 of this Article shall have the right to request the Company's representative to convene the General Meeting of Shareholders as prescribed in the Law on Enterprises;

In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the order and 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 shall be reimbursed by the Company. This cost does not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses;

d. Procedures for organizing the General Meeting of Shareholders as prescribed in Clause 5, Article 140 of the Law on Enterprises.

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

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

a. Approve the development orientation of the Company;

b. Make decisions on the types of shares and the total number of shares of each type that are entitled to be offered for sale; deciding on the annual dividend rate of each type of shares, deciding on the issuance of bonds in accordance with the provisions of law;

c. Deciding on the number of members of the Board of Directors and the Supervisory Board;

d. Elect, dismiss, and remove members of the Board of Directors and members of Supervisory Board;

e. Make decisions on investing or selling assets with a value of 35% or more of the total value of assets recorded in the Company's most recent Financial Statement;

f. Decide to amend and supplement the Company's Charter;

g. Approve the annual Financial Statement;

h. Decide to repurchase more than 10% of the total number of shares sold of each type;

i. Consider and handle violations by members of the Board of Directors and members of Supervisory Board that cause damage to the Company and its shareholders;

j. Decide to reorganize and dissolve the Company;

k. Decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors and Supervisory Board;

l. Approve the Internal Regulations on corporate governance; Regulations on the operation of the Board of Directors and the Board of Supervisors;

m. Approve the list of approved auditing companies; decide on the approved auditing company to conduct inspections of the Company's operations, dismiss approved auditors when deemed necessary;

n. Approve the decision on the Company signing contracts and transactions with persons specified in Clause 1 and Point a, Clause 3, Article 167 of the Law on Enterprises with value equal to or greater than 35% of the total value of the Company's assets recorded in the most recent audited financial statements;

o. Approve contracts, loan transactions, lending, and asset sales with a value greater than 10% of the total asset value of the enterprise recorded in the most recent Financial Statement between the Company and shareholders owning 51% or more of the total number of voting shares or related persons of such shareholders;

p. Approve transactions specified in Clause 4, Article 293 of the Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government on detailing the implementation of a number of articles of the Law on Securities;

q. Authorize the Board of Directors to decide on matters within its authority when necessary in accordance with the provisions of law;

r. Have other rights and obligations as prescribed by law.

2. The General Meeting of Shareholders discusses and approves the following issues:

a. The Company's annual business plan;

b. Audited annual financial statements;

c. Report of the Board of Directors on the management and performance of the Board of Directors and each member of the Board of Directors;

d. Report of the Supervisory Board on the business results of the Company, the performance results of the Board of Directors, the Director;

e. Self-assessment report on the performance results of the Supervisory Board and its members;

f. Dividend rate for each share of each type;

g. Number of members of the Board of Directors, members of Supervisory Board;

h. Election, dismissal, removal of members of the Board of Directors, members of Supervisory Board;

i. Decisions on the budget or total remuneration, bonuses and other benefits for the Board of Directors, Supervisory Board;

j. Approval of the list of approved auditing companies; decide on the approved auditing company to conduct inspection of the company's activities when deemed necessary;

k. Supplement and amend the Company's Charter;

l. Types of shares and number of new shares issued for each type of shares and the transfer of shares by founding members within the first 03 years from the date of establishment;

m. Division, separation, consolidation, merger or conversion of the Company;

n. Reorganization and dissolution (liquidation) of the Company and appointment of a liquidator;

o. Decisions to invest or sell assets with a value of 35% or more of the total asset value recorded in the Company's most recent Financial Statement;

p. Decisions to repurchase more than 10% of the total number of shares sold of each type;

q. Approvals of contracts and transactions specified in Point n, Clause 1, Article 15 of this Charter of the Company;

r. Approvals of the Internal Regulations on Corporate Governance, Regulations on the Operation of the Board of Directors, Regulations on the Operation of the Supervisory Board;

s. Have other issues as prescribed by law and this Charter.

3. All resolutions and issues included in the meeting agenda must be discussed and voted on at the General Meeting of Shareholders.

Article 16. Authorization to attend the Annual General Meeting of Shareholders

1. Entity shareholders and authorized representatives of the entity shareholders may directly attend the meeting or authorize one or more other individuals or organizations to attend the meeting or attend the meeting through one of the forms specified in Clause 3, Article 144 of the Law on Enterprises.

2. Authorization for individuals or organizations to represent them in attending the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The authorization document shall be made in accordance with the provisions of civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of the authorization, the scope of authorization, the duration of authorization, and the signatures of the authorizing party and the authorized party.

A person authorized to attend the General Meeting of Shareholders must submit the authorization document when registering to attend the meeting. In case of re-authorization, the meeting participant must present the original authorization document of the entity shareholder or the authorized representative of the entity shareholder (if not previously registered with the Company).

3. The voting ballot of the authorized person attending the meeting within the scope of authorization is valid except for the following cases:

a. The authorizing person has died, has limited civil capacity or has lost civil capacity;

b. The authorizing person has revoked the authorization appointment;

c. The authorizing person has revoked the authority of the person performing the authorization.

This provision only applies in the event that the Company receives notice of one of the above events before the opening time of the General Meeting of Shareholders or before the meeting is reconvened.

Article 17. Variations of rights

1. The change or cancellation of special rights attached to a type of preferred shares shall be effective when approved by shareholders representing 65% or more of the total number of votes of all shareholders attending the meeting. A resolution of the General Meeting of Shareholders on the content of an adverse change in the rights and obligations of shareholders owning preferred shares shall only be approved if it is approved by the number of preferred shareholders owning 75% or more of the total number of preferred shares of that type attending the meeting or by the number of preferred shareholders owning 75% or more of the total number of preferred shares of that type in the case of passing the resolution in the form of obtaining written opinions.

2. The organization of a meeting of shareholders holding a type of preferred shares to approve the above change of rights shall only be valid when there are at least 02 shareholders (or their authorized representatives) and holding at least 1/3 of the par value of the issued shares of that type. If there are not enough delegates as stated above, the meeting shall be re-organized within the next 30 days and the holders of that type shares (regardless of the number of holders and shares) attending in person or through authorized representatives shall be considered as sufficient number of delegates required. At the above mentioned meetings of shareholders holding preferred shares, the holders of shares of that type attending in person or through representatives may request a secret ballot. Each share of the same type shall have equal voting rights at the above meetings.

3. The procedures for conducting such separate meetings shall be carried out similarly to the provisions in Articles 19, 20 and 21 of this Charter of the Company.

4. Unless otherwise provided in the terms of shares issuing, the special rights attached to the types of shares with preferential rights in respect of some or all matters relating to the sharing of profits or assets of the Company shall not be changed when the Company issues additional shares of the same type.

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

1. The Board of Directors shall convene the annual and extraordinary General Meeting of Shareholders. The Board of Directors shall convene the extraordinary General Meeting of Shareholders in the cases specified in Clause 3, Article 14 of this Charter of the Company.

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

a. Prepare a list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no later than 10 days before the date of sending the notice of the General Meeting of Shareholders. The Company must disclose information on the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the final registration date;

- b. Prepare the agenda and content of the meeting;
- c. Prepare documents for the meeting;
- d. Draft resolutions of the General Meeting of Shareholders according to the expected content of the meeting;
- e. Determine the time and place of the meeting;
- f. Notify and send notices of the General Meeting of Shareholders to all shareholders entitled to attend the meeting;
- g. Perform other tasks serving the meeting.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method that ensures it reaches the contact address of the shareholders, and shall be published on the Company's website and the State Securities Commission, the Stock Exchange where the Company's shares are registered for trading. The person convening the General Meeting of Shareholders must send a notice of meeting to all shareholders in the List of Shareholders entitled to attend the meeting at least 21 days before the opening date of the meeting (calculated from the date the notice is sent or transmitted in a valid manner). The agenda of the General Meeting of Shareholders, documents related to the issues to be voted on at the meeting shall be sent to the shareholders or posted on the Company's website. If 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 for shareholders to access, including:

- a. Meeting agenda, documents used in the meeting;
- b. List and detailed information of candidates in case of election of members of the Board of Directors, members of Supervisory Board;
- c. Voting ballot;
- d. Draft resolution for each issue in the meeting agenda.

4. Shareholders or groups of shareholders as prescribed in Clause 2, Article 12 of this Charter of the Company have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and must be sent to the Company at least 03 working days before the opening date of the meeting. The proposal must clearly state the name of the shareholder, the number of each type of shares of the shareholder, and the issues proposed to be included in the meeting agenda.

5. The person convening the General Meeting of Shareholders has the right to reject the proposal specified in Clause 4 of this Article if one of the following cases occurs:

- a. The proposal is sent in violation of the provisions of Clause 4 of this Article;
- b. At the time of the proposal, the shareholder or group of shareholders does not hold 5% or more of common shares as prescribed in Clause 2, Article 12 of this Charter of the Company;
- c. The proposed issue is not within the authority of the General Meeting of Shareholders;
- d. Other cases as prescribed by law and this Charter.

6. The person convening the General Meeting of Shareholders must accept and include the proposal specified in Clause 4 of this Article in the proposed agenda and content of the meeting, except for the case specified in Clause 5 of this Article; the proposal is officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Article 19. Conditions for holding a General Meeting of Shareholders

1. The General Meeting of Shareholders shall be held when the number of shareholders attending the meeting represents more than 50% of the total number of votes.

2. If the first meeting does not meet the conditions for holding the meeting as prescribed in Clause 1 of this Article, the notice of the second meeting shall be sent within 30 days from the date of the first meeting. The second General Meeting of Shareholders shall be held when the number of shareholders attending the meeting represents 33% or more of the total number of votes.

If the second meeting does not meet the conditions for holding the meeting as prescribed in Clause 2 of this Article, the notice of the third meeting shall be sent within 20 days from the date of the second meeting. The third General Meeting of Shareholders shall be held regardless of the total number of votes of the shareholders attending the meeting.

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

1. Before opening the meeting, the Company must carry out the procedure for registering shareholders and must carry out the registration until all shareholders entitled to attend the meeting are present and registered in the following order:

a. When registering shareholders, the Company shall issue to each shareholder or authorized representative with voting rights a voting card, on which is stated the registration number, full name of the shareholder, full name of the authorized representative and the number of votes of that shareholder.

The General Meeting of Shareholders discusses and votes on each issue in the agenda. Voting is conducted by voting for approval, disapproval and no opinion. At the General Meeting, the number of cards approving the resolution is collected first, the number of cards disapproving the resolution is collected later, and finally the total number of votes approving or disapproving is counted to decide. The vote counting results are announced by the Chairman immediately before the closing of the meeting. The General Meeting elects those responsible for counting the votes or supervising the vote counting at the request of the Chairman. The number of members of the vote counting committee is decided by the General Meeting of Shareholders based on the request of the Chairman of the meeting;

b. Entity shareholders, authorized representatives of entity shareholders or authorized persons arrived after the opening of the meeting have the right to register immediately and then have the right to participate and vote at the General Meeting immediately after registration. The Chairman is not responsible for stopping the General

Meeting to allow late attending shareholders to register and the validity of the contents voted on before will not change.

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

a. The Chairman of the Board of Directors shall chair or authorize another member of the Board of Directors to chair the General Meeting of Shareholders convened by the Board of Directors. If the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to chair the meeting according to the majority principle. In case no one can be elected as the chairman, the Chief of the Supervisory Board shall direct the General Meeting of Shareholders to elect the chairman and the person with the highest number of votes shall chair the meeting;

b. Except for the case specified in point a of this Clause, the person who signs for convening the General Meeting of Shareholders shall direct the General Meeting of Shareholders to elect a chairman of the meeting and the person with the highest number of votes shall chair the meeting;

c. The chairman shall appoint one or several persons to act as meeting secretary;

d. The General Meeting of Shareholders shall elect one or several persons to the vote counting committee upon the proposal of the chairman of the meeting.

3. The agenda and content of the meeting must be approved by the General Meeting of Shareholders in the opening session. The agenda must clearly and specifically specify the time for each issue in the agenda.

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

a. Arrange seating at the meeting location of the General Meeting of Shareholders;

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

c. Create conditions for shareholders to attend (or continue to attend) the meeting. The convener of the General Meeting of Shareholders has the full right to change the above measures and apply all necessary measures. The measures applied may be to issue admission tickets or use other forms of selection.

5. The General Meeting of Shareholders discusses and votes on each issue in the agenda. Voting is conducted by voting for, against and without opinion. The vote counting results are announced by the chairman immediately before the closing of the meeting.

6. Shareholders or authorized persons arrived after the meeting has opened are still entitle to register and have the right to participate in voting immediately after registration; in this case, the validity of the contents previously voted on remains unchanged.

7. The convener or chairman of the Annual General Meeting of Shareholders has the following rights:

a. Request all attendees to be subject to inspection or other legal and reasonable security measures;

b. Request the competent authority to maintain order at the meeting; expel those who do not comply with the chairman's authority, intentionally disrupt the order, prevent the normal progress of the meeting or do not comply with the security check requirements from the General Meeting of Shareholders.

8. The chairman has the right to postpone a General Meeting of Shareholders with a sufficient number of registered attendees for no more than 03 working days from the date of the meeting's scheduled opening and may only postpone the meeting or change the meeting location in the case specified in Clause 8, Article 146 of the Law on Enterprises.

9. If the chairman postpones or suspends the General Meeting of Shareholders contrary to the provisions of Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the chairman to conduct the meeting until its conclusion; all resolutions passed at that meeting shall be effective.

10. If the Company applies modern technology to organize the General Meeting of Shareholders through online meetings, the Company is responsible for ensuring that shareholders attend and vote by electronic voting or other electronic forms as prescribed in Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/ND-CP dated December 31, 2020 of the Government on detailing the implementation of a number of articles of the Law on Securities.

Article 21. Provisions for approving GMS resolution at the meeting

1. Resolutions on the following contents shall be passed if approved by shareholders representing 65% or more of the total number of votes of all shareholders attending and voting at the meeting, except for the cases specified in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises:

- a. Types of shares and total number of shares of each type;
- b. Changes in business lines, occupations and fields;
- c. Changes in the Company's management structure;
- d. Investment projects or sale of assets with a value of 35% or more of the total value of assets recorded in the Company's most recent financial statements;
- e. Reorganization or dissolution of the Company;

2. Resolutions shall be passed if approved by shareholders owning more than 50% of the total number of votes of all shareholders attending and voting at the meeting, except for the cases specified in Clauses 1 of this Article and Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.

Note: In case of election of members of the Board of Directors and the Supervisory Board if the number of candidates is less than or equal to the number of members of the Board of Directors/ Supervisory Board to be elected, the election of members of the Board of Directors/ Supervisory Board may be carried out by the method of cumulative voting as above mentioned or by voting (approve, disagree, no opinions).

The voting rate approved by the voting method shall comply with Clause 2, Article 21 of the Company's Charter.

3. Resolutions of the General Meeting of Shareholders passed by 100% of the total number of voting shares are legal and effective even if the order and procedures for convening the meeting and passing the resolution violate the provisions of the Law on Enterprises and the Company's Charter.

Article 22. Authority and procedures for obtaining written opinions of shareholders to approve GMS resolutions

The authority and procedures for obtaining written opinions from shareholders to pass resolutions of the General Meeting of Shareholders shall be implemented in accordance with the following provisions:

1. The Board of Directors has the right to solicit shareholder opinions in writing to pass resolutions of the General Meeting of Shareholders on the following matters:

- a. Amendment and supplement to the content of the company's charter;
- b. Company development orientation;
- c. Type of shares and total number of each type;
- d. Electing, dismissing, and removing members of the Board of Directors and the Supervisory Board;
- e. Make decisions to invest in or sell assets worth 35% or more of the total asset value recorded in the company's latest financial statement;
- f. Acceptance of annual financial reports;
- g. Reorganizing or dissolving the company;
- h. Other matters as deemed necessary by the Board of Directors in the best interests of the Company.

2. The Board of Directors shall prepare ballots, draft resolutions of the General Meeting of Shareholders, documents explaining the draft resolutions and send them to all shareholders with voting rights at least 10 days before the deadline for returning ballots. The requirements and methods for sending ballots and its accompanying documents shall be implemented in accordance with the provisions of Clause 3, Article 18 of this Charter of the Company.

3. The ballots must contain the following main contents:

- a. Business name, address of the Head Office of the Company, Business Registration Number;
- b. Purpose of obtaining opinions;
- c. Full name, contact address, nationality, legal document number of the individual for individual shareholders; business name, Business Registration Number or legal document number of the organization, address of its Head Office for entity shareholders or full name, contact address, nationality, legal document number of the individual for the representative of the entity shareholder; number of shares of each type and number of votes of the shareholder;
- d. Issues requiring opinions to pass the decision;

e. Voting options including approval, disapproval and no opinion on each issue for opinions;

f. Deadline for sending the completed ballots to the Company;

g. Full name, signature of the Chairman of the Board of Directors.

4. Shareholders may send the completed ballots to the Company by mail, fax or email according to the following regulations:

a. In case of sending by mail, the answered ballot must be signed by the individual shareholder, the authorized representative or the legal representative of the entity shareholder. The ballot sent to the Company must be contained in a sealed envelope and no one is allowed to open it before the vote counting;

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

c. The ballots sent to the Company after the deadline specified in the ballot content or opened in case of sending by mail and disclosed in case of sending by fax or email are invalid. The ballots not returned are considered as non-voting ballots.

5. The Board of Directors shall count the votes and prepare a vote counting record under the witness of the Supervisory Board or of the shareholders who do not hold management positions in the Company. The vote counting record must contain the following main contents:

a. Business name, address of the Head Office of the Company, Business Registration Number;

b. Purpose and issues requiring opinions to pass the resolution;

c. Number of shareholders with total number of votes who participated in the vote, in which the number of valid votes and invalid votes are distinguished and the method of sending the votes, with an appendix of the list of shareholders participating in the vote;

d. Total number of votes in favor, against, and without opinion on each issue;

e. Issues approved and corresponding percentage of votes approved;

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

The members of the Board of Directors, the vote counters and the vote counting supervisors shall be jointly responsible for the truthfulness and accuracy of the vote counting record; and shall be jointly responsible for any damages arising from decisions passed due to dishonest or inaccurate vote counting.

6. The vote counting record and resolutions must be sent to shareholders within 15 days from the date of completion of the vote counting. The sending of the vote counting record and resolutions may be replaced by posting them on the Company's website within 24 hours from the date of completion of the vote counting.

7. The returned answered ballots, the vote counting record, the passed resolutions and relevant documents attached to the ballots must all be kept at the Company's head office.

8. A resolution shall be approved by obtaining written opinions of shareholders if it is approved by more than 50% of the total number of votes of all shareholders with voting rights and shall have the same validity as a resolution approved at the General Meeting of Shareholders.

Article 23. Resolutions and Minutes of the General Meeting of Shareholders

1. The General Meeting of Shareholders must be recorded in minutes and may be voice recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese, and may be prepared in a foreign language and shall contain the following main contents:

a. Business name, address of the Head Office of the Company, Business Registration Number;

b. Time and location of the General Meeting of Shareholders;

c. Meeting agenda and content;

d. Full name of the chair and secretary;

e. Summary of the meeting proceedings and opinions expressed at the General Meeting of Shareholders on each issue in the meeting agenda;

f. Number of shareholders and total number of votes of shareholders attending the meeting, appendix of the list of shareholders and shareholders' representatives attending the meeting with the number of shares and corresponding number of votes;

g. Total number of votes for each voting issue, clearly stating the voting method, total number of valid, invalid, approving, disapproving and abstaining votes; corresponding percentage of the total number of votes of shareholders attending the meeting;

h. Issues approved and corresponding percentage of approved votes;

i. Full name and signature of the chairman and secretary. If the chairman and secretary refuse to sign the meeting minutes, the minutes shall be valid if signed by all other members of the Board of Directors attending the meeting and have full content as prescribed in this clause. The meeting minutes shall clearly state the refusal of the chairman and secretary to sign the meeting minutes.

2. The minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The chairman and secretary of the meeting or other persons signing the minutes of the meeting must be jointly responsible for the truthfulness and accuracy of the content of the minutes.

3. Minutes prepared in Vietnamese and foreign languages have the same legal effect. In case of differences in content between the minutes in Vietnamese and in foreign languages, the content in the minutes in Vietnamese shall apply.

4. Resolutions, Minutes of the General Meeting of Shareholders, appendix of the list of shareholders registered to attend the meeting with the signatures of shareholders, authorization documents to attend the meeting, all documents attached to the Minutes (if any) and related documents attached to the meeting notice must be disclosed in accordance with the law on information disclosure on the stock market and must be kept at the Company's head office.

Article 24. Request to annul the Resolution of the General Meeting of Shareholders

Within 90 days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the minutes of the results of the vote counting for the General Meeting of Shareholders, the shareholder or group of shareholders specified in Clause 2, Article 115 of the Law on Enterprises has the right to request the Court or Arbitration to consider and annul the resolution or part of the resolution of the General Meeting of Shareholders in the following cases:

1. The order and procedures for convening meetings and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the Company's Charter, except for the case specified in Clause 3, Article 21 of this Charter of the Company.

2. The content of the resolution violates the law or this Charter.

VII. BOARD OF DIRECTORS

Article 25. Nomination and appointment for members of the Board of Directors

1. Shareholders or groups of shareholders holding 10% or more of the total number of common shares as prescribed in Clause 3, Article 12 of this Charter of the Company have the right to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 10% to less than 20% of the total number of shares with voting rights may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to less than 80% can nominate up to seven (07) candidates; and from 80% to less than 90% can nominate up to eight (08) candidates.

2. After the meeting has determined the candidates for the Board of Directors, the Company must publish information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. The candidates for the Board of Directors must have a written commitment to the honesty and accuracy of the published personal information and must commit to performing their duties honestly, carefully and for the best interests of the Company if elected as a member of the Board of Directors. Information related to the candidates for the Board of Directors to be published includes the following minimum contents:

- a. Full name, date of birth;
- b. Professional qualifications;
- c. Work history;
- d. Other management positions (including positions on the Board of Directors of other companies);
- e. Interests related to the Company and related parties of the Company;
- f. Full name of the shareholder or group of shareholders nominating the candidate;
- g. Other information;

h. The Company is responsible for disclosing information about the companies in which the candidate is holding the position of member of the Board of Directors, other management positions and interests related to the company of the candidate for the Board of Directors (if any).

3. If the number of candidates for the Board of Directors through nomination and appointment is still not enough, according to the provisions of Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations according to the mechanism prescribed in the Company's internal governance regulations. The nomination of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the provisions of law.

4. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1 and Clause 2, Article 155 of the Law on Enterprises and the Company's Charter.

Article 26. Compositions and term of members of the Board of Directors

1. The number of members of the Board of Directors is 05.

2. The term of office of a member of the Board of Directors is 05 years and can be re-elected for an unlimited number of terms. In case all members of the Board of Directors end their term at the same time, those members will continue to be members of the Board of Directors until a new member is elected to replace them and take over the work.

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

The organizational structure of the Board of Directors must ensure a minimum number of non-executive members according to the provisions of law.

4. A member of the Board of Directors is no longer eligible to be a member of the Board of Directors when he/she is dismissed by the General Meeting of Shareholders in the following cases:

a. Does not meet the standards and conditions as prescribed in Article 155 of the Law on Enterprises;

b. Have a resignation letter and is accepted;

c. Have a mental disorder and other members of the Board of Directors have professional evidence proving that they no longer have capacity to act;

d. Provide false personal information when submitting to the Company as a candidate for the Board of Directors;

e. In other cases as prescribed by law and this Charter.

5. A member of the Board of Directors is no longer a member of the Board of Directors when dismissed by the General Meeting of Shareholders in the following cases:

a. Neither participate in the activities of the Board of Directors for 06 consecutive months, except for cases of force majeure events;

b. Being convicted under the provisions of criminal law;

c. In other cases as prescribed by law and this Charter.

6. The appointment of a member of the Board of Directors must be announced in accordance with the provisions of law on information disclosure on the stock market.

7. A member of the Board of Directors does not necessarily have to be a shareholder of the Company.

Article 27. Powers and obligations of the Board of Directors

1. The Board of Directors is the management body of the Company, with full authority to decide and exercise the rights and obligations of the Company on behalf of the Company, except for the rights and obligations under the authority of the General Meeting of Shareholders.

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

a. Decide on the Company's strategy, medium-term development plan and annual business plan;

b. Propose the type of shares and the total number of shares of each type that can be offered for sale;

c. Decide on the sale of unsold shares within the number of shares of each type that can be offered for sale; decide on raising additional capital in other forms;

d. Decide on the selling price of the Company's shares and bonds;

e. Decide on the repurchase of shares in accordance with the provisions of Clause 1 and Clause 2, Article 133 of the Law on Enterprises;

f. Decide on investment plans and investment projects within the authority and limits prescribed by law;

g. Decide on solutions for market development, marketing and technology;

h. Approve purchase, sale, borrowing, lending contracts and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's most recent Financial Statement, except for contracts and transactions under the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138, Clauses 1 and 3, Article 167 of the Law on Enterprises, Clause 4, Article 293 of the Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government on detailing the implementation of a number of articles of the Law on Securities;

i. The Board of Directors approves contracts and transactions with a value of less than 35% of the total value of the Company's assets recorded in the most recent Financial Statement between the Company and those specified in Clause 1, Article 167 of the Law on Enterprises, except for contracts and transactions under the approval authority of the General Meeting of Shareholders as prescribed in Point b, Clause 3, Article 167 of the Law on Enterprises;

j. Elect, dismiss, remove the Chairman of the Board of Directors; appoint, dismiss, decide on salary, remuneration, bonuses and other benefits for the Director,

Deputy Director, Chief Accountant, Heads of functional departments and other important Executives at the request of the Director;

k. Supervise and direct the Director and other Executives in the daily business operations of the Company;

l. Decide on the organizational structure, internal management regulations of the Company, decide on the establishment of branches, representative offices and capital contribution, purchase of shares of other enterprises;

m. Approve the agenda and contents of documents for the General Meeting of Shareholders, convene the General Meeting of Shareholders or collect opinions for the General Meeting of Shareholders to pass resolutions;

n. Submit the audited annual Financial Statement to the General Meeting of Shareholders;

o. Propose the dividend rate to be paid; decide on the time limit and procedures for paying dividends or handling losses arising during the business process;

p. Propose the reorganization or dissolution of the Company; request the bankruptcy of the Company;

q. Decide to issue the Regulations on the operation of the Board of Directors, the Internal Regulations on corporate governance after being approved by the General Meeting of Shareholders, the Regulations on information disclosure of the Company;

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

3. The Board of Directors must report to the General Meeting of Shareholders on the performance of the Board of Directors in accordance with Article 280 of the Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government on detailing the implementation of a number of articles of the Securities Law.

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

1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and efficiency.

2. Members of the Board of Directors are entitled to remuneration and bonuses. Remuneration is calculated based on the number of working days required to complete the duties of the Board of Directors and the daily remuneration rate. The Board of Directors estimates the remuneration for each member based on the principle of consensus. The total remuneration and bonuses of the Board of Directors are decided by the General Meeting of Shareholders at the annual meeting.

3. The remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the provisions of the law on corporate income tax, shall be shown as a separate item in the Company's annual financial statements and shall be reported to the General Meeting of Shareholders at the annual meeting.

4. A member of the Board of Directors holding an executive position or a member of the Board of Directors working in the subcommittees of the Board of Directors or performing other tasks that, according to the Board of Directors, are outside the scope

of the normal duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump sum payment for each time, salary, commission, percentage of profit or in other forms as decided by the Board of Directors.

5. Members of the Board of Directors are entitled to be reimbursed for all travel, accommodation, meals and other reasonable expenses incurred by them in performing their responsibilities as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors or subcommittees of the Board of Directors.

6. A liability insurance may be purchased for the members of the Board of Directors by the Company after approval by the General Meeting of Shareholders. This insurance does not include insurance covering the liabilities of members of the Board of Directors related to violations of the law and the Company's Charter.

Article 29. Chairman of the Board of Directors

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

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

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

- a. Prepare the agenda and plan of activities of the Board of Directors;
- b. Prepare the agenda, content, and documents for meetings; convene, chair, and chair meetings of the Board of Directors;
- c. Organize the approval of resolutions and decisions of the Board of Directors;
- d. Supervise the implementation of resolutions and decisions of the Board of Directors;
- e. Chair the General Meeting of Shareholders;
- f. Has other rights and obligations as prescribed by the Law on Enterprises.

4. If the Chairman of the Board of Directors submits a resignation or is dismissed or removed from office, the Board of Directors must elect a replacement within 10 days from the date of receipt of the resignation or dismissal or removal.

5. If the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize in writing another member to exercise the rights and obligations of the Chairman of the Board of Directors according to the principles prescribed in the Company's Charter. If there is no authorized person or the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is serving an administrative penalty at a compulsory drug rehabilitation facility, a compulsory education facility, has fled from his/her place of residence, has limited or lost civil capacity, has difficulty in cognition, controlling his/her behavior, is prohibited by the Court from holding a position, practicing a profession or doing certain work, the remaining members shall elect one of the members to hold the position of Chairman of the Board of Directors according to the principle of majority approval of the remaining members until a new decision of the Board of Directors is made.

Article 30. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 working days from the date of completion of the Board of Directors election. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. If there are more than one member with equal highest number of votes or highest percentage of votes, the members shall vote by majority to select one of them to convene the meeting of the Board of Directors.

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

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

- a. At the request of the Supervisory Board;
- b. At the request of the Director or at least 05 other Executives;
- c. At the request of at least 02 members of the Board of Directors;

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

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receipt of the request specified in Clause 3 of this Article. If the meeting is not convened as requested, the Chairman of the Board of Directors shall be responsible for any damages caused to the Company; the persons requesting the meeting specified in Clause 3 of Article 30 shall have the right to convene a meeting of the Board of Directors.

6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send a notice of meeting at least 03 working days before the meeting date. The notice of meeting must specify the time and location of the meeting, the agenda, issues to be discussed and decided. The notice of meeting must be accompanied by documents used at the meeting and voting ballots of the members.

The notice of the Board of Directors' meeting may be sent by invitation, telephone, fax, electronic means or other methods as prescribed by the Company's Charter and shall be guaranteed to reach the contact address of each member of the Board of Directors registered with the Company.

7. The Chairman of the Board of Directors or the convener shall send the notice of meeting and accompanying documents to the members of Supervisory Board as for the members of the Board of Directors.

The members of Supervisory Board have the right to attend meetings of the Board of Directors; have the right to discuss but not to vote.

8. The Board of Directors' meeting shall be held when 3/4 or more of the total members attend the meeting. If the meeting convened in accordance with the provisions of this clause does not have enough members to attend the meeting as prescribed, it shall be convened for the second time within 07 days from the date of the first scheduled

meeting. In this case, the meeting shall be held if more than half of the members of the Board of Directors attend the meeting.

9. A member of the Board of Directors is considered to have attended and voted at the meeting in the following cases:

- a. Attend and vote directly at the meeting;
- b. Authorize another person to attend the meeting and vote in accordance with the provisions of Clause 11 of this Article;
- c. Attend and vote via online conference, electronic voting or other electronic forms;
- d. Send a ballot to the meeting via mail, fax, or email.

10. A member of the Board of Directors may send a ballot to the meeting via mail, fax, or email. In case of sending a ballot to the meeting via mail, the ballot must be contained in a sealed envelope and must be delivered to the Chairman of the Board of Directors at least one (01) hour before the opening. The ballot must only be opened in the presence of all attendees.

11. Members must attend all meetings of the Board of Directors. Members may authorize others to attend meetings and vote if approved by a majority of the Board of Directors.

12. The Board of Directors adopts decisions and issues resolutions based on the approval of a majority of the Board of Directors attending the meeting. In the event that the number of votes for and against are equal, the vote of the Chairman of the Board of Directors shall be the deciding vote.

13. Resolutions in the form of written opinions are passed on the basis of the approval of the majority of members of the Board of Directors with voting rights. This resolution has the same effect and value as a resolution passed at a meeting.

Article 31. Subcommittees of the Board of Directors

1. The Board of Directors may establish a subcommittee to be in charge of development policies, personnel, salaries, and risk management. The number of members of the subcommittee is decided by the Board of Directors, with a minimum of 03 people, including members of the Board of Directors and external members. Non-executive members of the Board of Directors should make up the majority of the subcommittee and one of these members shall be appointed as Head of the subcommittee according to the 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 effective when a majority of members attend and vote for them at the subcommittee meeting.

2. The implementation of decisions of the Board of Directors or of subcommittees under the Board of Directors must comply with current legal provisions and the provisions of the Company's Charter and the Internal Regulations on Corporate Governance.

Article 32. Person in charge of corporate governance

1. The Board of Directors of the Company must appoint at least 01 person in charge of corporate governance to support corporate governance at the enterprise. The

person in charge of corporate governance may concurrently hold the position of Company Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises.

2. The person in charge of corporate governance may not concurrently work for an approved auditing organization that is auditing the Company's financial statements.

3. The person in charge of corporate governance has the following rights and obligations:

a. Advise the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and related work between the Company and shareholders;

b. Prepare meetings of the Board of Directors, the Supervisory Board and the General Meeting of Shareholders at the request of the Board of Directors or the Supervisory Board;

c. Advise on meeting procedures;

d. Attend meetings;

e. Advise on procedures for preparing resolutions of the Board of Directors in accordance with the provisions of law;

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

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

h. Be the contact point with interested parties;

i. Keep information confidential in accordance with the provisions of law and the Company's Charter;

j. Has other rights and obligations in accordance with the provisions of law and the Company's Charter.

VIII. DIRECTORS AND OTHER EXECUTIVES

Article 33. Organization of management apparatus

The Company's management system must ensure that the management apparatus is responsible to the Board of Directors and is subject to the supervision and direction of the Board of Directors in the Company's daily business operations. The Company has a Director, Deputy Directors, Chief Accountant and other management positions appointed by the Board of Directors. The appointment, dismissal and removal of the above positions must be approved by resolution or decision of the Board of Directors.

Article 34. Executives of the Company

1. Upon the proposal of the Director and with the approval of the Board of Directors, the Company may recruit other executives with the number and qualifications appropriate to the Company's management structure and regulations as prescribed by the Board of Directors. Business executives must be responsible for diligently supporting the Company to achieve the set goals in operation and organization.

2. The Director shall be paid salary and bonus. The salary and bonus of the Director shall be decided by the Board of Directors.

3. The salary of the executive officer shall be included in the Company's business expenses in accordance with the provisions of the law on corporate income tax, shall be shown as a separate item in the Company's annual Financial Statement and shall be reported to the General Meeting of Shareholders at the annual meeting.

Article 35. Appointment, dismissal, duties and powers of the Directors

1. The Board of Directors shall appoint 01 member of the Board of Directors or hire another person to be the Director.

2. The Director is the person who runs the daily business of the Company; is supervised by the Board of Directors; is responsible to the Board of Directors and the law for the implementation of assigned rights and obligations.

3. The term of office of the Director is 05 years and can be reappointed for an unlimited number of terms. The Director must meet the standards and conditions prescribed by law and the Company's Charter.

4. The Director has the following rights and obligations:

a. Decide on matters related to the daily business of the Company that are not under the authority of the Board of Directors;

b. Organize the implementation of resolutions and decisions of the Board of Directors;

c. Organize the implementation of the Company's business plan and investment plan;

d. Propose the organizational structure plan and internal management regulations of the Company;

e. Appoint, dismiss, remove management positions in the Company, except for positions under the authority of the Board of Directors;

f. Decide on salaries and other benefits for employees in the Company, including Executives under the appointment authority of the Director;

g. Recruit employees;

h. Propose plans to pay dividends or handle business losses;

i. Has other rights and obligations as prescribed by law, the Company's Charter and resolutions and decisions of the Board of Directors.

5. The Board of Directors may dismiss the Director when the majority of the members of the Board of Directors with voting rights present at the meeting agree and appoint a new Director to replace.

IX. SUPERVISORY BOARD

Article 36. Nomination and appointment of members of Supervisory Board

1. The nomination and appointment of members of Supervisory Board shall be carried out similarly to the provisions in Clause 1 and Clause 2, Article 25 of this Charter of the Company.

2. If the number of candidates for the Supervisory Board through nomination and appointment is not sufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the provisions of the Company's Charter, the Internal Regulations on Corporate Governance and the Regulations on the Operation of the Supervisory Board. The nomination of additional candidates by the incumbent Supervisory Board must be clearly announced before the General Meeting of Shareholders votes to elect the members of Supervisory Board in accordance with the provisions of law.

Article 37. Composition of the Supervisory Board

1. The number of members of Supervisory Board of the Company is 03 people. The term of office of a member of Supervisory Board is 05 years and can be re-elected for an unlimited number of terms.

2. The members of Supervisory Board must meet the standards and conditions prescribed in Article 169 of the Law on Enterprises and not fall into the following cases:

- a. Working in the accounting and finance department of the Company;
- b. Being a member or employee of an independent auditing company that audits the company's financial statements in the previous 3 consecutive years.

3. A member of Supervisory Board shall be dismissed in the following cases:

- a. No longer meeting the standards and conditions to be a member of Supervisory Board as prescribed in Clause 2 of this Article;
- b. Submitting a resignation letter and having it approved;
- c. In other cases as prescribed in this Charter.

4. A member of Supervisory Board shall be dismissed in the following cases:

- a. Failing to complete assigned tasks and work;
- b. Failing to exercise his/her rights and obligations for 6 consecutive months, except in cases of force majeure;
- c. Repeatedly violating or seriously violating the obligations of a member of Supervisory Board as prescribed by the Law on Enterprises and the Company's Charter;
- d. Other cases as decided by the General Meeting of Shareholders.

Article 38. Chief of Supervisory Board

1. The Chief of the Supervisory Board shall be elected by the Supervisory Board from among the members of Supervisory Board; The election, dismissal and removal shall be based on the majority principle. The Supervisory Board must have more than half of its members permanently residing in Vietnam. The Chief of the Supervisory Board must have a university degree or higher in one of the following majors: economics, finance, accounting, auditing, law, business administration or a major related to the business activities of the enterprise, unless the Company's Charter stipulates other higher standards.

2. Rights and obligations of the Chief of the Supervisory Board:

- a. Convene meetings of the Supervisory Board;

b. Request the Board of Directors, the Director and other executives to provide relevant information to report to the Supervisory Board;

c. Prepare and sign the report of the Supervisory Board after consulting the Board of Directors for submission to the General Meeting of Shareholders.

Article 39. Rights and obligations of the Supervisory Board

The Supervisory Board has the rights and obligations as prescribed in Article 170 of the Law on Enterprises and the following rights and obligations:

1. Propose and recommend the General Meeting of Shareholders to approve the list of auditing organizations approved to audit the Company's Financial Statements.

2. Be responsible to shareholders for its supervisory activities.

3. Monitor the Company's financial situation and compliance with the law in the activities of members of the Board of Directors, Directors, and other Executives.

4. Ensure coordination of activities with the Board of Directors, Directors, and shareholders.

5. In case of detecting violations of the law or violations of the Company's Charter by members of the Board of Directors, Directors, and other Executives of the enterprise, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the violator to stop the violation and take measures to remedy the consequences.

6. Develop the Operating Regulations of the Supervisory Board and submit them to the General Meeting of Shareholders for approval.

7. Report to the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government on detailing the implementation of a number of articles of the Securities Law.

8. Has the right to access the Company's records and documents kept at the head office, branches and other locations; have the right to visit the workplace of the Company's Executives and employees during working hours.

9. Has the right to request the Board of Directors, members of the Board of Directors, the Director and other Executives to provide complete, accurate and timely information and documents on the management, operation and business activities of the Company.

10. Has other rights and obligations as prescribed by law and this Charter.

Article 40. Meetings of the Supervisory Board

1. The Supervisory Board must meet at least twice a year, with at least 2/3 of the members attending the meeting. Minutes of the Supervisory Board' meetings must be detailed and clear. The person taking the minutes and the members of Supervisory Board attending the meeting must sign the minutes. Minutes of the Supervisory Board' meetings must be kept to determine the responsibilities of each Supervisor.

2. The Supervisory Board has the right to request members of the Board of Directors, the Director and representatives of approved auditing organizations to attend and answer questions that need to be clarified.

Article 41. Salaries, remuneration, bonuses and other benefits of members of Supervisory Board

Salary, remuneration, bonuses and other benefits of members of Supervisory Board shall be implemented according to the following provisions:

1. The members of Supervisory Board shall be paid salaries, remuneration, bonuses and other benefits according to the decision of the General Meeting of Shareholders. The General Meeting of Shareholders decides on the total salary, remuneration, bonuses, other benefits and annual operating budget of the Supervisory Board.

2. The members of Supervisory Board are paid for meals, accommodation, travel and independent consulting services at reasonable rate. The total salary and expenses shall not exceed the total annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

The salary and operating expenses of the Supervisory Board shall be included in the Company's business expenses in accordance with the provisions of the law on corporate income tax and other relevant legal provisions and must be recorded as a separate item in the Company's annual financial statements.

X. RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF SUPERVISORY BOARD, DIRECTORS AND OTHER EXECUTIVES

Article 42. Responsibility for prudence

The Members of the Board of Directors, members of Supervisory Board, Directors and other Executives are responsible for performing their duties, including those as members of subcommittees of the Board of Directors, honestly and carefully for the benefit of the Company.

Article 43. Responsibility for honesty and avoidance of conflicts of interest

1. The Members of the Board of Directors, members of Supervisory Board, Directors and other Executives must publicly disclose related interests in accordance with the provisions of the Law on Enterprises and relevant legal documents.

2. The Members of the Board of Directors, members of Supervisory Board, Directors, other Executives and their related persons may only use information obtained through their positions to serve the interests of the Company.

3. The Members of the Board of Directors, members of Supervisory Board, Directors and other Executives are obliged to notify in writing the Board of Directors and the Supervisory Board of transactions between the Company and themselves or their related persons in accordance with the provisions of law. For the above transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions in accordance with the provisions of the securities law on information disclosure.

4. The Members of the Board of Directors are not allowed to vote on transactions that benefit themselves or their related persons in accordance with the provisions of the Law on Enterprises and the Company's Charter.

5. The Members of the Board of Directors, members of Supervisory Board, Directors, other Executives and their related persons shall not be allowed to use or disclose to others internal information to carry out related transactions.

6. Transactions between the Company and one or more members of the Board of Directors, members of Supervisory Board, Directors, other Executives and individuals and organizations related to these subjects shall not be invalid in the following cases:

a. For transactions with a value of less than 35% of the total value of assets recorded in the most recent Financial Statement, the important contents of the contract or transaction as well as the relationships and interests of the members of the Board of Directors, members of Supervisory Board, Directors, other Executives have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of the Board of Directors who have no related interests;

b. For transactions with a value greater than or equal to 35% or transactions resulting in a transaction value arising within 12 months from the date of the first transaction with a value of 35% or more of the total asset value recorded in the most recent Financial Statement, the important contents of this transaction as well as the relationships and interests of the members of the Board of Directors, members of Supervisory Board, Directors, and other executives have been announced to shareholders and approved by the General Meeting of Shareholders by votes of shareholders with no related interests;

Article 44. Responsibility for damages and compensation

1. The members of the Board of Directors, members of Supervisory Board, Directors, and other executives who violate their obligations and responsibilities of honesty and prudence, and fail to fulfill their obligations with diligence and professional capacity, shall be responsible for damages caused by their violations.

2. The Company shall indemnify any person who has been, is or may become a party to any claim, lawsuit or prosecution (including civil and administrative cases and not lawsuits initiated by the Company) if such person has been or is a member of the Board of Directors, Supervisor, Director, other executive, employee or authorized representative of the Company or such person has been or is acting at the request of the Company as a member of the Board of Directors, business executive, employee or authorized representative of the Company provided that such person has acted honestly, prudently, diligently for the benefit or not in conflict with the benefit of the Company, on the basis of compliance with the law and there is no evidence confirming that such person has breached his/her responsibilities.

3. Compensation costs include costs incurred (including attorneys' fees), judgment costs, fines, and payments actually or reasonably incurred in resolving these cases within the framework of the law. The Company may purchase insurance for these people to avoid the above compensation liabilities.

XI. RIGHT TO INVESTIGATE THE COMPANY'S BOOKS AND RECORDS

Article 45. Right to investigate the Company's books and records

1. Ordinary shareholders have the right to look up books and records as follows:

a. Ordinary shareholders have the right to review, look up and extract information about names and contact addresses in the list of shareholders with voting rights; request

to amend their inaccurate information; review, look up, extract or copy the Company's Charter, minutes of the General Meeting of Shareholders and resolutions of the General Meeting of Shareholders;

b. Shareholders or groups of shareholders owning 05% or more of the total number of ordinary shares have the right to review, look up, extract the minutes and resolutions, decisions of the Board of Directors, mid-year and annual Financial Statements, reports of the Supervisory Board, contracts, transactions that must be approved by the Board of Directors and other documents, except for documents related to trade secrets, business secrets of the Company.

2. In case an authorized representative of a shareholder or group of shareholders requests to look up books and records, he/she must attach a power of attorney from the shareholder or group of shareholders that he/she represents or a notarized copy of this power of attorney.

3. The members of the Board of Directors, members of Supervisory Board, Directors and other executives have the right to check the Company's shareholder register, the list of shareholders and other books and records of the Company for purposes related to their positions, provided that such information is kept confidential.

4. The Company must keep this Charter and any amendments to the Charter, the Certificate of Enterprise Registration, regulations, documents proving ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the Annual 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 the head office or another place provided that shareholders and the Business Registration Authority are notified of the location where these documents are stored.

5. The Company's Charter must be published on the Company's website.

XII. EMPLOYEES AND TRADE UNION OF THE COMPANY

Article 46. Employees and trade union of the Company

1. The Director must make plans for the Board of Directors to approve issues related to recruitment, dismissal of employees, wages, social insurance, welfare, rewards and discipline for employees and business executives.

2. The Director must make plans for the Board of Directors to approve issues related to the Company's relations with trade unions in accordance with the best management standards, practices and policies, the practices and policies stipulated in this Charter, the Company's regulations and current legal regulations.

XIII. PROFIT DISTRIBUTION

Article 47. Profit distribution

1. The General Meeting of Shareholders shall decide on the dividend payment rate and form of annual dividend payment from the Company's retained profits.

2. The Company shall not pay interest on dividends or payments relating to a class of shares.

3. The Board of Directors may propose to the General Meeting of Shareholders to approve the payment of all or part of dividends in shares and the Board of Directors shall be the body implementing this decision.

4. If dividends or other amounts relating to a class of shares are paid in cash, the Company shall pay 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 money according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company shall not be responsible for the amount transferred to the shareholder. Payment of dividends for listed shares registered for trading at the Stock Exchange may be made through a securities company or the Vietnam Securities Depository and Clearing Corporation.

5. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall adopt a resolution to determine a specific date to close the shareholder list. Based on that date, those who register as shareholders or holders of other securities shall be entitled to receive dividends, interest, profit distribution, receive shares, receive notices or other documents

6. Other issues related to profit distribution shall be carried out in accordance with the provisions of law.

XIV. BANK ACCOUNTS, RESERVED FUNDS, FISCAL YEAR AND ACCOUNTING MODE

Article 48. Bank accounts

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

2. Subject to prior approval from competent authorities, if necessary, the Company may open bank accounts abroad in accordance with the provisions of law.

3. The Company conducts all payments and accounting transactions through Vietnamese or foreign currency accounts at banks where the Company opens accounts.

Article 49. 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 Enterprise Registration Certificate and ends on the 31st day of December immediately following the date of issuance of that Enterprise Registration Certificate.

Article 50. Accounting regime

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

2. The Company shall prepare accounting books in Vietnamese and keep accounting records in accordance with the provisions of law on accounting and relevant laws. These records must be accurate, up-to-date, systematic and sufficient to demonstrate and explain the Company's transactions.

3. The Company shall use the Vietnamese Dong as the accounting currency. If the Company has economic transactions arising mainly in a foreign currency, it may

freely choose that foreign currency as the accounting currency, be responsible for that choice before the law and notify the direct tax management agency.

XV. ANNUAL REPORTS, FINANCIAL STATEMENTS AND INFORMATION DISCLOSURE RESPONSIBILITY

Article 51. Annual, six-month and quarterly Financial Statements (FSs)

1. The Company must prepare annual Financial Statements and the annual Financial Statements must be audited in accordance with the provisions of law. The Company shall publish the audited annual Financial Statements in accordance with the provisions of law on information disclosure on the stock market and submit them to the competent state agency.

2. The annual Financial Statements must include all reports, appendices and explanations in accordance with the provisions of law on corporate accounting. The annual Financial Statements must honestly and objectively reflect the Company's operations.

3. The Company must prepare and publish the audited semi-annual Financial Statements and quarterly Financial Statements in accordance with the provisions of law on information disclosure on the stock market and submit them to the competent state agency.

Article 52. Annual reports

The Company must prepare and publish the Annual Report in accordance with the provisions of the law on securities and the securities market.

XVI. AUDIT

Article 53. Audit

1. The General Meeting of Shareholders shall appoint an independent auditing company or approve a list of independent auditing companies and authorize the Board of Directors to decide on one of these units to audit the Company's financial statements for the next fiscal year based on the terms and conditions agreed with the Board of Directors.

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

3. The independent auditor who audits the Company's financial statements shall attend the General Meeting of Shareholders and shall have the right to receive notices and other information related to the General Meeting of Shareholders and to express opinions at the meeting on issues related to the audit of the Company's financial statements.

XVII. COMMON SEAL

Article 54. Common Seal

1. Seal includes seal made at a seal engraving facility or seal in the form of a digital signature in accordance with the provisions of the law on electronic transactions.

2. The Board of Directors decides on the type, quantity, form and content of the seal of the Company, branches and representative offices of the Company (if any).

3. The Board of Directors and the Director shall use and manage the seal in accordance with the provisions of current law.

XVIII. TERMINATION OF OPERATIONS AND LIQUIDATION

Article 55. Termination of operations

1. The Company may be dissolved in the following cases:
 - a. Pursuant to a resolution or decision of the General Meeting of Shareholders;
 - b. The Business Enterprise Certificate is revoked, unless otherwise provided by the Law on Tax Administration;
 - c. Other cases prescribed by law.
2. The dissolution of the Company before the deadline (including the extended deadline) is decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified or approved by the competent authority (if required) as prescribed.

Article 56. Liquidation

1. At least six (06) months before the end of the Company's operation term or after a decision to dissolve the Company, the Board of Directors must establish a Liquidation Committee consisting of three (03) members. 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 company. The Liquidation Committee shall prepare its own operating regulations. The members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All expenses related to the liquidation shall be paid by the Company prior to other debts of the Company.
2. The Liquidation Committee shall be responsible for reporting to the Business Registration Office on the date of establishment and the date of commencement of operations. From that time on, the Liquidation Committee shall represent the Company in all matters related to the Company's liquidation before the Court and administrative agencies.
3. The proceeds from the liquidation shall be paid in the following order:
 - a. Liquidation expenses;
 - b. Debts on wages, severance pay, social insurance and other benefits of employees according to the collective labor agreement and signed labor contracts;
 - c. Tax debts;
 - d. Other debts of the Company;
 - e. The remainder after all debts from items (a) to (d) above have been paid shall be distributed to the shareholders. Preferred shares shall be paid first.

XIX. RESOLUTION OF INTERNAL DISPUTES

Article 57. Resolution of internal disputes

1. In case of disputes or complaints arising related to the Company's operations or the rights and obligations of shareholders as prescribed in the Law on Enterprises, other legal provisions, the Company's Charter, regulations between:

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

The parties concerned shall attempt to resolve such disputes through negotiation and conciliation. Except in cases where a dispute involves the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the settlement of the dispute and shall request each party to present the practical factors related to the dispute within 10 working days from the date the dispute arises. In cases where a dispute involves the Board of Directors or the Chairman of the Board of Directors, any party may request the appointment of an independent expert to act as a mediator for the dispute settlement process.

2. In case no conciliation decision is reached within six (06) weeks from the start of the conciliation process or if the decision of the conciliator is not accepted by the parties, any party may bring the dispute to the competent Economic Court.

3. The parties shall bear the costs related to the negotiation and conciliation procedures. Payment of court costs shall be made in accordance with the Court's judgment.

XX. SUPPLEMENTS AND AMENDMENTS TO THE CHARTER

Article 58. Charter of the Company

1. Supplements and amendments to this Charter must be considered and decided by the General Meeting of Shareholders.

2. If there are provisions of law related to the Company's operations that have not been mentioned in this Charter or if there are new provisions of law that are different from the provisions in this Charter, the provisions of such law shall naturally be applied and regulate the Company's operations.

XXI. EFFECTIVE DATE

Article 59. Effective Date

1. This Charter consists of 21 chapters and 59 articles, unanimously approved by the General Meeting of Shareholders of PTSC Offshore Services Joint Stock Company on April 27, 2021 at the 2021 Annual General Meeting of Shareholders, amended by Resolution No. 19/NQ-POS-HĐQT dated October 28, 2022, Resolution No. 17/NQ-POS-HĐQT dated July 6, 2023 and Resolution No. 18/NQ-POS- HĐQT dated June 19, 2024, Resolution No. 15/NQ-POS-HĐQT dated August 6, 2025, Resolution No. 25/NQ-POS- HĐQT dated October 17, 2025, Resolution No. 17/NQ-POS- HĐQT dated July 24, 2026 and jointly approved the full validity of this Charter of the Company.

2. The Charter is made in 10 counterparts in equal value and must be kept at the Company's head office.

3. This Charter is the only and official of the Company.

4. Copies or extracts of the Company's Charter are valid if they are 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.

**Signature of the legal representative of
PTSC Offshore Services Joint Stock Company**

Signature	Full name	Position
	Vu Dinh Cao Son	Managing Director