PV GAS JOINT STOCK CORPORATION
CNG VIETNAM JOINT STOCK COMPANY

No.:1515../TM - CNG

SOCIALIST REPUBLIC OF VIETNAM
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HCMC, September 15......., 2026

INVITATION LETTER

Regarding the 2026 Extraordinary General Meeting of Shareholders

To: Shareholders of CNG Vietnam Joint Stock Company

The Board of Directors of CNG Vietnam Joint Stock Company (CNG Vietnam) cordially invites Shareholders to attend the 2026 Extraordinary General Meeting of Shareholders (EGM):

1. Time: Starting at 08:30 AM on October 8, 2026.
2. Meeting venue: No. 475 Nguyen An Ninh, Tam Thang Ward, Ho Chi Minh City.
   Note: The Company will not host shareholders at the meeting venue mentioned above. Shareholders are requested to register for attendance and cast their votes via the online meeting platform. Please refer to the Working Regulations of the 2026 Extraordinary General Meeting of Shareholders for details.
3. Meeting format: Online.
4. Participants: All shareholders listed in the record as of the final registration date, September 11, 2026, of CNG Vietnam.
5. Meeting agenda: Matters under the authority of the General Meeting of Shareholders, with details available on the websites: https://www.cngvietnam.com/ and https://cng.ezgsm.fpts.com.vn from September 17, 2026.
6. Registration: Shareholders are requested to register for attendance at the website: https://cng.ezgsm.fpts.com.vn, from 12:00 PM on October 7, 2026.
7. Proxy authorization: If you wish to authorize another person to attend the Meeting, please register the proxy at the website: https://cng.ezgsm.fpts.com.vn and send the signed Proxy Form (using the system template or as per civil law regulations) to the address below before October 8, 2026.
8. Voting and election: Shareholders attending online shall exercise their voting and election rights at the website: https://cng.ezgsm.fpts.com.vn (Electronic voting times are specified in the working regulations).

Người ký: CÔNG TY CỔ PHẦN CNG VIỆT NAM
Ký ngày: 17/09/2026 17:36:03

9. Support contact:
   ORGANIZING COMMITTEE OF THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
   CNG VIETNAM JOINT STOCK COMPANY (BUSINESS REGISTRATION NUMBER: 3500800828)
   No. 475 Nguyen An Ninh, Tam Thang Ward, HCMC.
   Tel: 0254 3574635 - ext 601; Fax: 0254 3574619.
   Email: suong.vtt@cngvietnam.com or hoang.nk@cngvietnam.com
10. Online system login information:
    Shareholders may access the online system at the following link: https://cng.ezgsm.fpts.com.vn
    Username: (Provided with the invitation letter)
    Password: (Provided with the invitation letter)

Recipients:
- As above;
- BOD; BOS; BOM;
- EGM Organizing Committee;
- Archives; BOD.01.

Attachments:
- Proxy form;
- Meeting agenda.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 3500800828-C.T.C.P
CÔNG TY CỔ PHẦN CNG VIỆT NAM
THÀNH PHỐ HỒ CHÍ MINH

TRINH VAN KHIEM

PETROVIETNAM
PV GAS CNG

PV GAS JOINT STOCK CORPORATION
CNG VIETNAM JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
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HCMC, 8th October, 2026

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MEETING AGENDA
2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
CNG VIETNAM JOINT STOCK COMPANY

1. Time: 8:30 AM to 11:00 AM on October 8, 2026.
2. Location: 475 Nguyen An Ninh, Tam Thang Ward, Ho Chi Minh City
3. Participants: All shareholders listed in the CNG Vietnam share ownership registry as of the closing date of September 11, 2026, and invited guests.
4. Agenda:

No.	Time	Content
01	08:00 - 08:30	Shareholders log in to attend online
02	08:30 - 08:40	Report on delegate status verification results.
03	08:40 - 09:00	Opening of the Meeting: - Statement of the Meeting's purpose; - Introduction of delegates and guests; - Presentation and approval of the Meeting's Working Regulations; - Presentation and approval of the Regulations on nomination, candidacy, and supplementary election of Board Members; - Introduction and approval of the Presidium, Secretariat, and Vote Counting Committee; - Approval of the Meeting Agenda.
04	09:00 - 09:30	Presidium Proceedings: - Proposal on amending and supplementing the Company's Charter; - Proposal on supplementing the Company's business lines; - Proposal on amending and supplementing the Internal Regulations on Corporate Governance; - Proposal on amending and supplementing the Operational Regulations of the Board of Directors; - Proposal on amending and supplementing the Operational Regulations of the Supervisory Board; - Proposal on the dismissal and supplementary election of Board Members for the 2026 - 2031 term; - Other matters under the authority of the General Meeting of Shareholders (if any).
05	09:30 - 10:00	- Discussion. - Instructions on voting and conducting the vote to approve the Proposals. - Instructions on the election of Board Members and conducting the election.
06	10:00 - 10:20	Break.
07	10:20 - 10:30	Vote Counting Committee announces the voting results.
08	10:30 - 10:40	Vote Counting Committee announces the election results.
09	10:40 - 11:00	Approval of the draft Minutes and Resolution of the Meeting.
10	11:00	Closing of the Meeting.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 3500800828-C.T.C.P
CÔNG TY CỔ PHẦN CNG VIỆT NAM
THÀNH PHỐ HỒ CHÍ MINH

TRINH VAN KHIEM

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CÔNG TY CỔ PHẦN CNG VIỆT NAM
M.S.D.N: 3500800828-C.T.C.P
THÀNH PHỐ HỒ CHÍ MINH

PROXY FORM
2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
CNG VIETNAM JOINT STOCK COMPANY

I. INFORMATION OF THE AUTHORIZING PARTY:

No.	Shareholder's Full Name	ID No./PASSPORT/BUSINESS REGISTRATION	Number of shares owned
1			
2			
3			

II. INFORMATION OF THE AUTHORIZED PARTY:

No.	Full Name of Authorized Party	ID No./PASSPORT/BUSINESS REGISTRATION	Number of authorized shares	Authorized Party's Email	Signature of Authorizing Party (Shareholder) (*)	Signature of Authorized Party
1						
2						
3						

III. PROXY TO MEMBERS OF THE BOARD OF DIRECTORS:

No.	Full Name of BOD Member	Position	Number of authorized shares	Signature of Authorizing Party (Shareholder) (**)	Signature of Authorized Party
1	Mr. Trinh Van Khiem	Chairman of the Board of Directors			
2	Mr. Vu Duy Dong	Member of the BOD and Director			
3	Mrs. Nguyen Thi Hong Hai	Member of the BOD			

4	Mr. Nguyen Huu Thang	Member of the BOD			
5	Mr. Vu Tuan Ngoc	Independent Member of the BOD			
	Total:				

- (*) Required for the Authorized Party to receive the username and password for online attendance.
- (**) In case the Authorizing Party is an institutional shareholder, the valid seal of the authorizing organization is required.
- The Authorized Party represents the Authorizing Party to attend the meeting and vote on matters under the authority of the 2026 Extraordinary General Meeting of Shareholders of CNG Vietnam Joint Stock Company, held on October 8, 2026.
- In the absence of an authorized representative (Section II) attending the General Meeting, shareholders may authorize one of the members of the Board of Directors of CNG Vietnam Joint Stock Company (Section III).
- The exercise of this proxy must comply with the relevant provisions of civil law and the Company's Charter.
- The Authorizing Party takes full responsibility for this proxy and commits to strictly complying with current legal regulations.
- This proxy is only valid if it bears the wet signatures of both parties; for proxies received from institutional shareholders, the seal of the authorizing organization is also required.
- This proxy is only effective when sent to the Organizing Committee before the official opening of the General Meeting. This proxy shall expire upon the conclusion of the 2026 Extraordinary General Meeting of Shareholders of CNG Vietnam Joint Stock Company.

PV GAS JOINT STOCK CORPORATION
CNG VIETNAM JOINT STOCK COMPANY

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WORKING REGULATIONS
EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026
CNG VIETNAM JOINT STOCK COMPANY

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its guiding documents, as well as any amendments, supplements, or replacements (if any);*
- *Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its guiding documents, as well as any amendments, supplements, or replacements (if any);*
- *Decree No. 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities, passed on December 31, 2020;*
- *Charter of Organization and Operation of CNG Vietnam Joint Stock Company;*
- *Internal Regulations on Corporate Governance of CNG Vietnam Joint Stock Company.*

To ensure the success of the 2026 Extraordinary General Meeting of Shareholders of CNG Vietnam Joint Stock Company, the Board of Directors has established these regulations, principles of conduct, and voting procedures for the General Meeting of Shareholders to approve as follows:

Article 1. Purpose:

- To ensure that the procedures, principles of conduct, and voting at the Extraordinary General Meeting of Shareholders of CNG Vietnam Joint Stock Company are conducted in accordance with regulations and are successful.
- The resolutions of the General Meeting of Shareholders represent the unified will of the General Meeting of Shareholders, meeting the aspirations and interests of shareholders and complying with the law.

Article 2. Subjects and Scope of Application:

- Subjects of application: All shareholders, representatives (authorized persons) of shareholders currently owning shares of CNG Vietnam Joint Stock Company, and guests attending the Extraordinary General Meeting of Shareholders of CNG Vietnam Joint Stock Company must abide by and comply with the provisions of these Regulations, the Company Charter, and current legal regulations.
- Scope of application: These regulations are used for organizing the 2026 Extraordinary General Meeting of Shareholders of CNG Vietnam Joint Stock Company in a virtual format, governing voting and election via electronic voting.

Article 3. Definition of Terms/Abbreviations

- Company	:	CNG Vietnam Joint Stock Company
- BOD	:	Board of Directors
- BKS	:	Supervisory Board
- MOC	:	Meeting Organizing Committee
- GMS	:	General Meeting of Shareholders

- Delegate : Shareholder, representative (authorized person)
- GMS meeting livestream system : Video broadcast system for the GMS meeting live on the website https://cng.ezgsm.fpts.com.vn and www.youtube.com
- Meeting : General Meeting of Shareholders

Article 4. Conditions for Holding the General Meeting of Shareholders

- The General Meeting of Shareholders shall be held when the number of delegates attending represents more than 50% of the total voting shares.
- In case the first meeting does not meet the conditions for holding as prescribed in Clause 1, Article 18 of the Company Charter, the notice for the second meeting shall be sent within 30 days from the intended date of the first meeting. The second General Meeting of Shareholders shall be held when the number of shareholders attending represents 33% or more of the total voting shares.
- In case the second meeting does not meet the conditions for holding as prescribed in Clause 2, Article 18 of the Company Charter, the notice for the third meeting shall be sent within 20 days from the intended date of the second meeting. The third General Meeting of Shareholders shall be held regardless of the total voting shares of the shareholders attending.
- **Note:**

  The ratio of shareholders attending the GMS in a virtual format is determined when the delegate has performed the "Confirm attendance at virtual GMS" on the electronic voting system as stipulated in Article 5 of these Regulations.

Article 5. Delegates attending the 2026 Extraordinary General Meeting of Shareholders

- All shareholders of the Company according to the list finalized on September 11, 2026, have the right to attend the virtual GMS through the Electronic Voting System or authorize their representatives to attend. In the case where more than one authorized representative is appointed to attend according to the law, the specific number of shares for each representative must be determined.
- When attending virtually, delegates should note:

* Technical requirements: Shareholders need an electronic device with an internet connection (e.g., computer, tablet, mobile phone, or other electronic device with an internet connection).
* Implementation method: Delegates access the link, log in using the information provided to attend the virtual GMS, and perform electronic voting.
* Method of recording delegates attending the virtual GMS: A delegate is recorded by the electronic voting system as attending the virtual GMS when the delegate accesses the system using the access information provided in the meeting invitation notice and has performed the "confirm attendance at virtual GMS" on the electronic voting system.
* Confirmation time: Starting from 12:00 PM on October 7, 2026.

Article 6. Guests at the Meeting

- These include the Company's management titles, guests, and members of the Meeting Organizing Committee who are not shareholders of the Company but are invited to attend the Meeting.
- Guests do not participate in speaking at the Meeting (except when invited by the Meeting Chair, or have registered in advance with the Meeting Organizing Committee and obtained the approval of the Meeting Chair).

Article 7. Chair and Presidium

- The Presidium consists of 02 persons, including 01 Chair and 01 Member. The Chairman of the Board of Directors serves as the Chair, or the Chairman of the Board of Directors authorizes another member of the Board of Directors to serve as the Meeting Chair. Specifically as follows:

No.	Member name	Position
1	Trinh Van Khiem	Chairman of the Board of Directors - Chair
2	Vu Duy Dong	Member of the Board of Directors and Director – Member

- In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to serve as the Meeting Chair by majority rule. In case they cannot elect a Chair, the Head of the Supervisory Board shall preside over the General Meeting of Shareholders to elect a Meeting Chair from among those present, and the person with the highest number of votes shall serve as the Meeting Chair.
- In other cases, the person who signed the convocation of the General Meeting of Shareholders shall preside over the General Meeting of Shareholders to elect a Meeting Chair, and the person with the highest number of votes shall be appointed as the Meeting Chair.
- The Chair has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of those present.
- The Chair has the right to postpone the General Meeting of Shareholders that has a sufficient number of registered participants for no more than 03 working days from the intended opening date and may only postpone the meeting or change the meeting location in accordance with Clause 8, Article 146 of the Law on Enterprises.
- Duties of the Presidium:

• Directing the activities of the Company's General Meeting of Shareholders according to the agenda approved by the General Meeting of Shareholders.

• Guiding delegates and the General Meeting to discuss the items on the agenda;

• Presenting drafts and concluding necessary issues for the General Meeting to vote on;

• Answering issues requested by the General Meeting;

• Resolving issues arising throughout the duration of the General Meeting.

Article 8. Delegate Eligibility Verification Committee

- The Delegate Eligibility Verification Committee of the Meeting consists of 03 persons, responsible to the Presidium and the GMS for their duties.

- Duties:

- Verifying the eligibility and status of shareholders and shareholder representatives attending the meeting.
- The Head of the Delegate Eligibility Verification Committee reports to the General Meeting of Shareholders on the status of shareholders attending the meeting. If the meeting has a sufficient number of shareholders and authorized representatives with the right to attend representing more than 50% of the total voting shares, the Company's General Meeting of Shareholders shall proceed.
- Participating in counting votes for other content before the establishment of the Vote Counting Committee.

Article 9. Meeting Secretary:

- The Secretariat of the Meeting consists of 02 persons appointed by the Chair, responsible to the Presidium and the GMS for their duties, and under the direction of the Presidium.

- Recording the contents of the Meeting fully and truthfully;
- Receiving registration slips for speaking from delegates;
- Preparing the Meeting Minutes and drafting the Resolution of the General Meeting of Shareholders;
- Other duties as requested by the Chair.

Article 10. Vote Counting Committee

- The Vote Counting Committee, introduced by the Chair, consists of 03 persons.
- The Vote Counting Committee includes:

No.	Member name	Note
1	Tran Phu Binh	Head of Committee
2	Tran Ngoc Lan	Member
3	Pham Thi Tuyet Trinh	Member

- Duties:

- Disseminating principles, rules, and instructions on voting and election methods;
- Reviewing and reporting to the General Meeting on cases of violation of voting or election rules or complaints regarding voting or election results;
- Counting and recording voting slips, preparing vote counting minutes, announcing results; transferring minutes to the Chair for approval of voting or election results.

Article 11. Discussion at the Meeting

1. Principles:

- Discussion shall only be conducted within the specified time and within the scope of issues presented in the GMS agenda;

- Only delegates may participate in the discussion;
- Delegates register their discussion content in the prescribed form as follows:
  - Delegates may ask questions in the Discussion section on the virtual meeting interface at the link http://cng.ezgsm.fpts.com.vn or send an email to: suong.vtt@cngvietnam.com (before the discussion time). (Questions are valid when sent from an email registered in the shareholder list provided by the Vietnam Securities Depository and Clearing Corporation or an email registered by the Shareholder in the Meeting Registration Form or authorization where the hard copy has been sent to the Company).
  - The Secretariat will organize the delegates' questions and forward them to the Chair.

2. Answering delegates' opinions:

- Based on the delegate's Question Slip, the Chair or a member designated by the Chair will answer the delegate's opinions;
- In case of time constraints, questions not answered at the Meeting will be answered by the Company through other forms.

Article 12. Voting at the Meeting

1. Principles:

- All issues in the program and content of the Meeting must be discussed and voted on publicly by the GMS. Delegates vote by electronic ballot at the link: http://cng.ezgsm.fpts.com.vn

2. Electronic voting:

- Method of voting:

- Delegates choose one of three voting options: "Approve", "Disapprove", or "No opinion" for each issue brought to a vote at the Meeting, which has been set up on the electronic voting system.
- Afterward, the delegate proceeds to confirm the vote so that the electronic voting system records the result.

- Method of election voting (specified in the election regulations).
- Some other regulations when performing electronic voting:

- In case a delegate does not complete the voting or election on all issues according to the Meeting agenda, the issues not voted or elected on are considered as the delegate not having voted on those issues.
- In case issues arise outside the sent meeting agenda, delegates may vote or elect additionally. If a delegate does not vote or elect on the arising issues, it is considered that the delegate did not vote or elect on those arising issues.
- Delegates may change voting or election results (but cannot cancel them); this includes results of voting or electing on issues arising outside the Meeting agenda. The online system only records the vote count for the final voting or election results at the time the electronic voting concludes for each vote counting period as specified in the meeting working regulations.

- Electronic voting time is specifically stipulated as follows:

- 1st voting content (including Meeting Agenda; Meeting Working Regulations; Election Regulations; approval of the Presidium, Secretariat, and Vote Counting Committee personnel): Delegates vote from 12:00 PM on October 7, 2026, until the Organizing Committee announces the end of the voting time for the 1st voting content.
- 2nd voting content (including Proposals at the Meeting): Delegates vote from 12:00 PM on October 7, 2026, until the Organizing Committee announces the end of the voting time for the 2nd voting content.
- Election content: Delegates vote from 12:00 PM on October 7, 2026, until the Meeting approves the election contents.
- 3rd voting content (Approval of Meeting Minutes and Resolution): Delegates vote from 12:00 PM on October 7, 2026, until the Organizing Committee announces the end of the voting time for the 3rd voting content.
- Delegates can access the electronic voting system and vote 24 hours a day, 7 days a week, except in cases of system maintenance or other reasons beyond the Company's control. Once the voting time ends, the system will not record any further electronic votes from delegates.

3. Voting rules:

- Each (01) share is equivalent to one voting right. Each delegate attending represents one or more voting rights.
- As of the shareholder list closing date (September 11, 2026), the total number of voting shares of the Company is: 35,099,298 shares, equivalent to 35,099,298 voting rights.
- Issues requiring a vote at the Meeting are only approved when shareholders owning over 50% of the total voting shares of all attending shareholders agree. For certain voting issues specified in Clause 1, Article 20 of the Company Charter, the consent of 65% or more of the total voting shares of all attending shareholders is required.
- Note:

- Shareholders/authorized representatives with related interests do not have the right to vote on contracts and transactions valued at 35% or more of the total value of the Company's assets recorded in the most recent financial statement; these contracts or transactions are only approved when shareholders/authorized representatives accounting for 65% or more of the remaining total voting shares agree (according to Clause 4, Article 167, Law on Enterprises 2020).
- Shareholders/authorized representatives of shareholders owning 51% or more of the total voting shares or related persons of such shareholders do not have the right to vote on contracts and transactions valued at more than 10% (of the total value of the Company's assets recorded in the most recent financial statement) between the Company and such shareholder (according to Point b, Clause 3 and Clause 4, Article 167, Law on Enterprises 2020).

4. Recording voting/election results

- The Vote Counting Committee will check, summarize, and report the vote counting results for each issue according to the meeting agenda to the Chair. The vote counting results will be announced by the Chair immediately before the meeting closes.

Article 13. Election of the Board of Directors

The election of members of the Board of Directors must be carried out according to the Regulations on the election of members of the Board of Directors and must be approved by the General Meeting of Shareholders at the meeting.

Article 14. Minutes and Resolutions of the General Meeting of Shareholders

All contents of the GMS meeting must be recorded by the Meeting Secretary in the GMS Meeting Minutes. The GMS Meeting Minutes must be read and approved before the Meeting closes.

Article 15. Implementation of Regulations

These organizational regulations are read publicly before the 2026 Extraordinary General Meeting of Shareholders and take effect immediately upon being approved by vote at the General Meeting of Shareholders of CNG Vietnam Joint Stock Company.

Shareholders, authorized representatives, and guests who violate these Regulations will be considered by the Presidium, depending on the specific level of violation, and handled in accordance with the Company Charter and the Law on Enterprises.

These regulations take effect immediately after being approved by vote at the Company's General Meeting of Shareholders.

Recipients:
- GMS;
- BOD, BOS; BOM;
- Archives VT; BOD. S.01.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

TRINH VAN KHIEM

PV GAS JOINT STOCK CORPORATION
CNG VIETNAM JOINT STOCK COMPANY

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REGULATIONS ON NOMINATION, CANDIDACY, AND SUPPLEMENTARY ELECTIONOF MEMBERS OF THE BOARD OF DIRECTORS FOR THE 2026 – 2031 TERM CNG VIETNAM JOINT STOCK COMPANY

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its guiding documents, as well as any amendments, supplements, or replacements thereto (if any);*
- *Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its guiding documents, as well as any amendments, supplements, or replacements thereto (if any);*
- *Decree No. 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities, passed on December 31, 2020;*
- *Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;*
- *The Charter of Organization and Operation of CNG Vietnam Joint Stock Company;*
- *Internal Regulations on Corporate Governance of CNG Vietnam Joint Stock Company.*

The Vote Counting Committee of the General Meeting hereby announces the Regulations on the nomination, candidacy, and supplementary election of members of the Board of Directors at the 2026 Extraordinary General Meeting of Shareholders of CNG Vietnam Joint Stock Company as follows:

Article 1: Definitions of terms/abbreviations:

- Company : CNG Vietnam Joint Stock Company.
- BOD : Board of Directors
- OC : Organizing Committee
- GMS : General Meeting of Shareholders
- Delegate : Shareholder, representative (authorized person)

Article 2: Chairperson of the General Meeting:

The Chairperson of the General Meeting is responsible for presiding over the election, specifically including:

- Introducing the list of nominees and candidates for the Board of Directors;
- Supervising the voting and vote counting process;
- Resolving complaints regarding the election (if any).

Article 3: Regulations on nomination and candidacy for the Board of Directors:

- Number of Board members: 01 person
- Term: 2026 – 2031 (05 years)
- Maximum number of Board candidates: unlimited

Article 4: Right to nominate and stand for election to the Board of Directors: (pursuant to Article 24 of the Company Charter)

Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 10% to less than 20% of total voting shares have the right to nominate one (01) candidate; from 20% to less than 35% may nominate up to two (02) candidates; from 35% to less than 50% may nominate up to three (03) candidates; and from 50% or more may nominate up to five (05) candidates.

Nominated candidates must meet all the standards specified in Article 5 of these Regulations.

In the event that the number of candidates for the Board of Directors through nomination and candidacy is insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations according to a mechanism specified by the Company in the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors.

Article 5: Standards for candidates for the Board of Directors: Candidates for the Board of Directors must meet all the following standards and conditions (pursuant to Article 155 of the Law on Enterprises 59/2020/QH14, Decree 155/2020/ND-CP, Decree 245/2025/ND-CP; and Article 24 of the Company Charter):

- Possess full civil act capacity, have permanent residence in Vietnam, and not be subject to the prohibitions on establishing and managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises;
- Possess educational qualifications, competence, and experience in corporate governance;
- Have legal knowledge;
- Possess extensive experience, particularly in the Company's field of operation;
- Have good health, character, ethics, integrity, and honesty;
- Must not be a person with a family relationship (spouse, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, biological child, adopted child, son-in-law, daughter-in-law, biological sibling, brother-in-law, sister-in-law, or sibling-in-law) with the Director and other managers of the company, or with the manager or person with the authority to appoint the manager of the parent company.
- A member of the Company's Board of Directors may simultaneously serve as a member of the Board of Directors or the Board of Members of at most 05 other companies.

Article 6: Principles of election:

- Compliance with the provisions of the law and the Company Charter.
- Open election via voting through the Electronic Voting System as specified by the Company in the Working Regulations of the General Meeting of Shareholders.

- Voting rights are calculated based on the number of shares owned or represented. Election results are calculated based on the number of voting shares of shareholders attending the meeting.
- In each election, a shareholder may only use one ballot corresponding to the number of shares owned or represented.
- The Vote Counting Committee is nominated by the Chairperson and approved by the General Meeting. Members of the Vote Counting Committee must not be named in the list of nominees or candidates for the Board of Directors.

Article 7: Method of election:

- The list of Board candidates is arranged in alphabetical order by name, with full names clearly stated on the ballot.
- Method of election: (Pursuant to Clause 3, Article 148 of the Law on Enterprises 2020)
    - Conducted using the cumulative voting method: whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of Board members to be elected.
    - Attendees have the right to cast all their votes for one or more candidates.
- Attendees access the electronic voting system and proceed with their election (note: delegates must cast their votes within the electronic voting period specified in the Working Regulations).
- In case of an erroneous selection: Attendees access the electronic voting system and redo their election (note: delegates must cast their votes within the electronic voting period specified in the Working Regulations).

Article 8: Ballots:

- The ballot is an Online Ballot provided to delegates by the Company through the electronic voting system.

  In the event that a shareholder votes by entering numbers: An invalid ballot is one where the total number of votes cast for candidates exceeds the total number of votes permitted, as calculated at the time of vote counting.

Article 9: Conducting the election and determining the results:

1. Voting and Vote Counting

- How to select Board ballots:
    - ✓ Delegates vote for a maximum number of candidates equal to the number of members to be elected;
    - ✓ If casting all votes for one candidate or distributing votes equally among candidates, delegates check the "Distribute votes equally" box for the corresponding candidates.
    - ✓ If distributing an unequal number of votes to each candidate, delegates clearly record the number of votes in the "Number of votes" box for the corresponding candidates.

Note:

- In case of errors, shareholders may change the election results (but cannot cancel the election results); this includes the results of supplementary elections for issues arising outside the General Meeting agenda. The online system only records votes for the final election result at the time the electronic voting period for each vote-counting phase, as specified in the meeting's working regulations, concludes.
- After the voting concludes, the system will automatically record the end of the vote counting.
- The Vote Counting Committee is responsible for preparing the vote-counting minutes, announcing the results, and, together with the Chairperson, resolving any questions or complaints from shareholders (if any).

2. Principles for selecting successful candidates:

- Successful candidates are determined based on the number of votes received, from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is filled.
- In the event that two (02) or more candidates receive the same number of votes for the final position, a re-election will be held among those candidates with the same number of votes.
- If the first election result does not yield the required number of members, the election will continue until the required number of members is filled.

Article 10: Dossier for nomination and candidacy for the Board of Directors:

The dossier for candidacy and nomination for the Board of Directors includes:

- Application for candidacy/nomination for the Board of Directors (using the provided template).
- Curriculum Vitae (using the provided template).
- Copies of the following documents: Citizen ID card/Passport.
- Certificates of educational and professional qualifications (if any).

The nominator to the Board of Directors must be responsible before the law and the General Meeting of Shareholders for the accuracy and honesty of the content in their dossier.

Please send the dossier to CNG Vietnam Joint Stock Company before 10:00 AM on September 28, 2026, at the following address:

ORGANIZING COMMITTEE OF THE GMS - CNG VIETNAM JOINT STOCK COMPANY
Address: 475 Nguyen An Ninh, Tam Thang Ward, Ho Chi Minh City.
Tel: 0254 3574 635 – ext 601 Fax: 0254 3574 619

The above is the entire set of regulations on candidacy and nomination for the Board of Directors at the 2026 Extraordinary General Meeting of Shareholders of CNG Vietnam Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

These regulations shall take effect immediately upon approval by the General Meeting of Shareholders.

Recipient:
- GMS;
- BOD;
- BOS; BOM;
- Archive; BOD.01.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

TRINH VAN KHIEM

PV GAS JOINT STOCK CORPORATION
CNG VIETNAM JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

NOMINATION FORM

MEMBER OF THE BOARD OF DIRECTORS FOR THE 2026 – 2031 TERM

(Applicable to individual shareholders)

To: CNG Vietnam Joint Stock Company

- Full name of shareholder: ....
- ID Card/Passport/ERC No.: .... Date of issue: .... Place of issue:.........................
- Legal representative (if any): ....
- Number of shares owned: .... shares
- Corresponding to a total par value of: .... (VND)

I hereby request CNG Vietnam Joint Stock Company to allow me to nominate:

1. Mr./Ms.:...

ID Card/Passport No.: .... Date of issue: .... Place of issue: ....

Permanent address:...

Educational level: .... Major: ....

Currently owning: .... (shares)

Corresponding to a total par value of: .... (VND)

As a candidate for the Board of Directors of CNG Vietnam Joint Stock Company for the 2026 – 2031 term

Thank you very much!

Attached documents:

- Copy of ID Card/Passport.
- Curriculum vitae of the candidate.
- Certificates of educational level and professional qualifications (if any).

......., [Date] .... [Month] 2026

Nominator

(Signature, seal, and full name)

PV GAS JOINT STOCK CORPORATION
CNG VIETNAM JOINT STOCK COMPANY

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NOMINATION FORM

MEMBER OF THE BOARD OF DIRECTORS FOR THE 2026 – 2031 TERM

(Applicable to groups of shareholders)

To: CNG Vietnam Joint Stock Company

- Representative of the group of shareholders: ....
- ID Card/Passport/ERC No.: .... Date of issue: .... Place of issue: .... (attach the list of the group of shareholders)
- Number of shares owned by the group of shareholders: .... shares
- Corresponding to a total par value of: .... (VND)

We hereby request CNG Vietnam Joint Stock Company to allow us to nominate:

1. Mr./Ms.: ....

ID Card/Passport No.: .... Date of issue: .... Place of issue: ....

Permanent address: ....

Educational level: .... Major: ....

Currently owning: .... (shares)

Corresponding to a total par value of: .... (VND)

As a candidate for the Board of Directors of CNG Vietnam Joint Stock Company for the 2026 – 2031 term

Thank you very much!

Attached documents:

- Copy of ID Card/Passport.
- Curriculum vitae of the candidate.
- Certificates of educational level and professional qualifications (if any).

......., [Date] .... [Month] 2026

Representative of the nominating shareholder group

(Signature, seal, and full name)

LIST OF SHAREHOLDER GROUP

ATTACHED TO THE NOMINATION FORM OF THE SHAREHOLDER GROUP

(as per template)

No.	Full name	ID Card/Passport/ERC	Permanent address	Number of shares owned	Shareholder signature/signature and seal if an organization
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
….					
….					
…..					
…..					
Total					

GROUP MEETING MINUTES
NOMINATION OF CANDIDATES FOR THE BOARD OF DIRECTORS
FOR THE 2026 – 2031 TERM CNG VIETNAM JOINT STOCK COMPANY

- *Pursuant to the Charter of CNG Vietnam Joint Stock Company;*
- *Pursuant to the Regulations on the nomination of members to the Board of Directors of CNG Vietnam Joint Stock Company for the 2026 – 2031 term.*

Today, on ...../......./2026, at ...., we, the shareholders of CNG Vietnam Joint Stock Company, collectively holding .... shares (in words:............................ shares), accounting for ....% of the Company's voting shares, listed below:

No.	Shareholder Name	CITIZEN ID/PASSPORT/BUSINESS REGISTRATION	Address	Number of shares owned	Shareholder signature/signature and stamp if an organization
1					
2					
3					
	Total				

We unanimously agree to appoint:

Mr./Ms.: ....

Citizen ID/Passport No.:.......................... Date of issue:.................... Place of issue:...................

Permanent address: ....

To act as the group representative to carry out nomination procedures in accordance with the Regulations on participating in the nomination for the Board of Directors of CNG Vietnam Joint Stock Company for the 2026 – 2031 term.

And unanimously agree to nominate the following candidates for the Board of Directors:

1. **Mr./Ms.: ....**

   Citizen ID/Passport No.:.......................... Date of issue:.................... Place of issue:.................

   Permanent address: ....

   Educational level:...................................Major: ....

   Currently holding: ....(shares)

   Corresponding to a total value at par:.. (VND)

These minutes were prepared at ..... hours, on ...... /..../.......... at ....

......., [Day]..... [Month] .... [Year] 2026

Nominated group representative

(Signature, stamp, and full name)

PV GAS JOINT STOCK CORPORATION
CNG VIETNAM JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
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SELF-NOMINATION FORM

MEMBER OF THE BOARD OF DIRECTORS FOR THE 2026 – 2031 TERM

To: CNG Vietnam Joint Stock Company

- My name is: ....
- ID Card/Passport No.:................. Date of issue:.................Place of issue:......................................
- Number of shares owned:.. shares
- Corresponding to a total par value of: .... (VND)

I hereby request that CNG Vietnam Joint Stock Company allow me to self-nominate for the Board of Directors of CNG Vietnam Joint Stock Company for the 2026 – 2031 term.

If elected by the shareholders to the Board of Directors, I commit to dedicating my full capacity and dedication to contributing to the development of CNG Vietnam Joint Stock Company.

Thank you very much!

Attached documents:

- Copy of ID Card/Passport.
- Candidate's curriculum vitae.
- Certificates of educational qualifications and professional expertise.

......., date...... month .... year 2026
Self-nominee
(Signature, seal, and full name)

SOCIALIST REPUBLIC OF VIETNAM

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CURRICULUM VITAE

1/ Full name:	
2/ Gender:	
3/ Date of birth:	
4/ Place of birth:	
5/ ID Card/Citizen ID/Passport:	date of issue:
6/ Nationality:	
7/ Ethnicity:	
8/ Permanent address:	
9/ Company phone number: 10/ Email address:	*Mobile phone number:*
11/ Professional qualifications:	
12/ Work history: + *From ... to ... :* + *From ... to ... :*	
13/ Current positions held:	
14/ Total shares held (as of …/…/…) .... shares, accounting for ....% of charter capital, in which:	
+ Representing the capital of (name of organization which is a State shareholder/strategic shareholder/other):	.... ……….*shares, accounting for* …..*% of charter capital*
+ Personally owned:	.... ………*shares, accounting for* …..*% of charter capital*
15/ Holding commitments (if any)	
16/ Related persons holding company shares:	………….. *– Relationship:* ……..*; holding:* ……… *shares, accounting for* ………… *of charter capital*
	…………. *– Relationship:*………*; holding:* ……… *shares, accounting for* ………*% of charter capital*
17/ Related interests with the Company:	
18/ Conflicts of interest with the Company:	

I hereby certify that the above information is completely true and accurate; I take full legal responsibility for any inaccuracies.

………………, day …… month …… year 2026

Declarant

(Signature and full name)

PV GAS JOINT STOCK CORPORATION
CNG VIETNAM JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
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PETROVIETNAM
PV GAS CNG

No.:...../NQ-ĐHĐCĐ

Ho Chi Minh City, dated ... month ... year 2026

DRAFT

RESOLUTION
2026 Extraordinary General Meeting of Shareholders
CNG Vietnam Joint Stock Company

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 and relevant amending, supplementing, and guiding documents;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 and relevant guidelines on the governance of public companies;*
- *Pursuant to the Charter of CNG Vietnam Joint Stock Company;*
- *Pursuant to the Minutes of Meeting No. ..../BB-ĐHĐCĐ dated ....../......./2026 of the 2026 Extraordinary General Meeting of Shareholders of CNG Vietnam Joint Stock Company.*

M.S.D.N: 35008
CÔNG
CỔ PH
CN
VIỆT
THÀNH PHỐ

RESOLVES:

Article 1. Approve the Proposal on amending and supplementing the Company's Charter (Details as per the attached document).

The General Meeting voted to approve with .... shares in favor, accounting for ......% of the total voting shares present at the Meeting.

Article 2. Approve the Proposal on adding the Company's business lines (Details as per the attached document).

The General Meeting voted to approve with .... shares in favor, accounting for ....% of the total voting shares present at the Meeting.

Article 3. Approve the Proposal on amending and supplementing the Internal Regulations on Corporate Governance (Details as per the attached document).

The General Meeting voted to approve with ... shares in favor, accounting for ...% of the total voting shares present at the Meeting.

Article 4. Approve the Proposal on amending and supplementing the Operating Regulations of the Board of Directors (Details as per the attached document).

The General Meeting voted to approve with .... shares in favor, accounting for ....% of the total voting shares present at the Meeting.

Article 5. Approve the Proposal on amending and supplementing the Operating Regulations of the Supervisory Board (Details as per the attached document).

The General Meeting voted to approve with ... shares in favor, accounting for .....% of the total voting shares present at the Meeting.

Article 6. Approve the Proposal on the dismissal and supplementary election of members of the Board of Directors for the 2026 - 2031 term (Details as per the attached document).

The General Meeting voted to approve with .... shares in favor, accounting for ....% of the total voting shares present at the Meeting.

Article 7. Approve the supplementary election of Mr./Ms. ...... (date of birth: ......; citizen identification number: ......, date of issue: ......, place of issue: ......; address: .....; professional qualifications: ...) to serve as a Member of the Board of Directors of CNG Vietnam Joint Stock Company for the 2026 – 2031 term, effective from ..../10/2026.

The General Meeting voted to approve with ... shares in favor, accounting for ......% of the total voting shares present at the Meeting.

Election results:

Full name	Title	Number of votes	Percentage of votes
	Member of the Board of Directors		

Article 8. This Resolution takes effect from the date of signing. The Board of Directors, the Supervisory Board, and the Board of Management of the Company are responsible for implementing this Resolution./.

Recipient:
- As per Article 8;
- Shareholders;
- Archived, BOD.04.

ON BEHALF OF THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS
CHAIRPERSON
CHAIRMAN OF THE BOARD OF DIRECTORS

PV GAS JOINT STOCK CORPORATION **CNG VIETNAM JOINT STOCK COMPANY**	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness**
No.: /TTr - CNG.HĐQT	*Ho Chi Minh City, September , 2026*

Draft

PROPOSAL
Regarding the addition of the Company's business lines

To: The General Meeting of Shareholders - CNG Vietnam Joint Stock Company.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025, and guiding legal documents;

Pursuant to the Charter of CNG Vietnam Joint Stock Company, 18th amendment, as approved by the General Meeting of Shareholders (GMS) on May 24, 2024.

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval the addition of business lines for CNG Vietnam Joint Stock Company as detailed in the attached Appendix 01.

Respectfully,

Recipients:
- As stated above;
- BOD;
- BOS; BOM;
- Archived, BOD.S.01.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Trinh Van Khiem

APPENDIX 01:
Business lines of CNG Vietnam Joint Stock Company
(Attached to Proposal No. ……TTr-CNG.HĐQT dated ……/9/2026)

No.	Current business lines of the Company	Proposed business lines for amendment/addition	Explanation
1	Production, filling, and trading of: Gas (Liquefied Petroleum Gas - LPG, Compressed Natural Gas - CNG, Liquefied Natural Gas - LNG); Biomass and related products; Propane.	Production, filling, and trading of: Gas (Liquefied Petroleum Gas - LPG, Compressed Natural Gas - CNG, Liquefied Natural Gas - LNG, Hydrogen gas - H_2); Biomass and related products; Propane.	Addition of Hydrogen gas products in accordance with PV GAS development orientation
2	Electricity production and trading; production and trading of saturated steam and chilled water for energy supply and air conditioning.	Electricity production and trading; production and trading of saturated steam and chilled water for energy supply and air conditioning.	No adjustment
3	Provision of services for renovation, maintenance, repair, and installation of conversion equipment for vehicles using CNG, LNG, LPG, and Biomass fuels.	Provision of services for renovation, maintenance, repair, and installation of conversion equipment for vehicles using CNG, LNG, LPG, and Biomass fuels.	No adjustment
4	Trading of CNG, LNG, LPG transportation services and trading of other fuels in accordance with the law.	Trading of CNG, LNG, LPG transportation services and trading of other fuels in accordance with the law.	No adjustment
5	Provision of construction, installation, maintenance, and repair services for industrial and petroleum projects.	Provision of construction, installation, maintenance, and repair services for industrial and petroleum projects.	No adjustment
6	Production, installation, trading, and leasing of industrial equipment serving industrial and petroleum projects.	Production, installation, trading, and leasing of industrial equipment serving industrial and petroleum projects.	No adjustment
7	Road freight transport business, coastal and ocean freight transport, inland waterway freight transport.	Road freight transport business, coastal and ocean freight transport, inland waterway freight transport.	No adjustment
8	Office, warehouse, and goods storage leasing business.	Office, warehouse, and goods storage leasing business.	No adjustment
9	Other business lines not prohibited by law and in accordance with the orientation and coordination of Vietnam Oil and Gas Group and PetroVietnam Gas Joint Stock Corporation.	Other business lines not prohibited by law and in accordance with the orientation and coordination of Vietnam Oil and Gas Group and PetroVietnam Gas Joint	No adjustment

		Stock Corporation.	

PV GAS OINT STOCK CORPORATION **CNG VIETNAM JOINT STOCK COMPANY**	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness**
No.: ………../TTr- CNG.BOD	*HCMC, dated …….. month ……. year 2026.*

Draft

PROPOSAL
Regarding the amendment and supplementation of the Charter of CNG Vietnam Joint Stock Company

To: The General Meeting of Shareholders - CNG Vietnam Joint Stock Company.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents for implementation;

Pursuant to the Law on Securities No. 54/2019/QH14 and guiding documents on public company governance;

Pursuant to the Government's Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Government's Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Ministry of Finance's Circular No. 116/2020/TT-BTC dated December 31, 2020, guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP;

Pursuant to the 18th amended Charter of CNG Vietnam Joint Stock Company approved by the General Meeting of Shareholders (GMS) on May 24, 2024.

The Board of Directors hereby submits to the General Meeting of Shareholders for consideration and approval the amendment and supplementation of the Charter of CNG Vietnam Joint Stock Company with the following contents:

1. Necessity and purpose of the amendment

The amendment and supplementation of the Charter aim to update and ensure compliance with current legal regulations; align with the Company's governance model and internal regulations; and perfect inappropriate contents, ensuring consistency, clarity, and feasibility during implementation.

2. Main contents of the amendment and supplementation

Based on the review of the current Charter, the Company's Board of Directors proposes to amend and supplement the following main contents:

- Update and adjust business lines, abbreviated name, and operating term of the Company to comply with current legal regulations.

- Perfect regulations on the legal representative, cases where the position of Director is vacant, and the exercise of rights and obligations of the legal representative.
- Review and perfect regulations on shareholders, rights and obligations of shareholders; convening and organizing the General Meeting of Shareholders; voting and approval of resolutions.
- Review and perfect regulations on the Board of Directors, Director, Supervisory Board, and other management positions in accordance with legal regulations and the Company's governance model.
- Review and standardize wording, terminology, and references to ensure consistency, clarity, and convenience in implementation.

Details of the amendments and supplementations are presented in the Draft Charter of CNG Vietnam Joint Stock Company and the Summary Table of amendments and supplementations attached to this Proposal.

3. Recommendation to the General Meeting of Shareholders

The Board of Directors hereby submits to the General Meeting of Shareholders for consideration and approval the Charter of CNG Vietnam Joint Stock Company as amended and supplemented according to the Draft attached to this Proposal.

Sincerely!

Attachments:

- Draft amended and supplemented Charter;
- Summary table of amendments and supplementations to the Company Charter.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Trinh Van Khiem

Recipients:
- As above;
- BOD;
- BOS, BOM;
- Archived, BOD. S.01.

SOCIALIST REPUBLIC OF VIETNAM

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PETROVIETNAM
PV GAS CNG

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DRAFT

CHARTER

CNG VIETNAM JOINT STOCK COMPANY

(19TH AMENDMENT)

Date of issuance: 08 October 2026

Headquarters: No. 475 Nguyen An Ninh, Tam Thang Ward, Ho Chi Minh City

Tel: 0254 3574635; Fax: 0254 3574619

Đem nguồn năng lượng sạch tới mọi nơi

TABLE OF CONTENTS

INTRODUCTION

This Charter was adopted pursuant to Resolution of the Extraordinary General Meeting of Shareholders No. ……/NQ-ĐHĐCĐ dated 08 October 2026.

I. DEFINITIONS OF TERMS IN THE CHARTER

Điều 1. Explanation of terms

1. In this Charter, the following terms shall be understood as follows:

a) *Charter capital is the total par value of shares sold or registered for purchase upon the establishment of a joint stock company and in accordance with Article 6 of this Charter;*

b) *Voting capital is the share capital, by which the owner has the right to vote on matters falling under the decision-making authority of the General Meeting of Shareholders;*

c) *Law on Enterprises is Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020;*

d) *Law on Securities is Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019;*

e) *Vietnam is the Socialist Republic of Vietnam;*

f) *Company is CNG Vietnam Joint Stock Company;*

g) *Establishment date is the date the Company was granted the first Investment Certificate (28/05/2007);*

h) *Company Executives are: Director, Deputy Director, Chief Accountant;*

i) Company Managers are: Chairman of the Board of Directors, Members of the Board of Directors, Director and other Managers.

j) *Other Managers are: Deputy Director and Chief Accountant.*

k) *Related person is an individual or organization as specified in Clause 46, Article 4 of the Law on Securities and Clause 23, Article 4 of the Law on Enterprises;*

l) *"Non-executive member of the BOD": A member of the BOD who is not a Director, Deputy Director, or Chief Accountant;*

m) *Shareholder is an individual or organization that owns at least one share of the Company;*

n) *Founding shareholder is a shareholder who owns at least one ordinary share and signs the list of founding shareholders of the Company;*

o) *Major shareholder is a shareholder as specified in Clause 18, Article 4 of the Law on Securities;*

p) *Duration of operation is the operating period of the Company as stipulated in Article 2 of this Charter and approved by the General Meeting of Shareholders of the Company;*

q) *Stock Exchange is the Vietnam Stock Exchange and its subsidiaries;*

2. In this Charter, references to one or more regulations or other documents include any amendments, supplements or replacement documents.

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

II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, DURATION OF OPERATION AND LEGAL REPRESENTATIVE OF THE COMPANY

Điều 2. Name, form, headquarters, branches, representative offices, business locations and duration of operation of the Company

1. Company Name

- Company name in Vietnamese: CÔNG TY CỔ PHẦN CNG VIỆT NAM

- Company name in English: CLEAN NATURAL GAS VIETNAM JOINT STOCK COMPANY

- Abbreviated company name: PV GAS CNG

- Company logo:

The Company's logo is approved by the Board of Directors, designed to be consistent with the brand identity system of the Vietnam National Energy – Industry Group; managed and used on the basis of a trademark usage rights transfer agreement between the Company and the Vietnam National Energy – Industry Group.

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

3. Registered headquarters of the Company:

- Headquarters address: No. 475 Nguyen An Ninh, Tam Thang Ward, Ho Chi Minh City.

- Tel: (84-254) 3574635

- Fax: (84-254) 3574619

- E-mail: info@cngvietnam.com

- Website: www.cngvietnam.com

4. The Company may establish branches and representative offices in business areas to achieve the Company's operational objectives in accordance with the decision of the Board of Directors and within the scope permitted by law.

5. The duration of operation of the Company is indefinite.

Điều 3.Legal representative of the Company

The Company has 01 (one) legal representative. The legal representative of the Company is the Director. In the event that the Company lacks a legal representative, the Chairman of the Board of Directors shall be the legal representative of the Company until a new legal representative is appointed in accordance with the provisions of law and the Company's Charter.

The legal representative of the Company is the individual representing the Company in exercising the rights and obligations arising from the Company's transactions, representing the Company in the capacity of plaintiff, defendant, person with related interests and obligations before Arbitration and Courts. The responsibilities of the legal representative shall be implemented in accordance with Article 13 of the Law on Enterprises and other rights and obligations as prescribed by current law.

The legal representative of the Company must reside in Vietnam; and must authorize in writing another person to exercise the rights and obligations of the legal representative at the Company when exiting Vietnam.

In the event that the authorization expires and the legal representative of the Company has not returned to Vietnam and there is no other authorization, the authorized person shall continue to exercise the rights and obligations of the legal representative of the Company within the scope authorized until the legal representative of the Company returns to work, or until the BOD decides to appoint another person as a replacement.

In case of absence from Vietnam for more than 30 days without authorizing another person to exercise the rights and duties of the legal representative of the Company, the BOD shall appoint another person as a replacement.

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

Điều 4. Objectives of the Company's operations

1. The Company's business lines are:

- Production, filling and trading of: Gas (liquefied petroleum gas - LPG, compressed natural gas - CNG, liquefied natural gas - LNG, Hydrogen gas - H_2); Biomass and related products; Propane;
- Production and trading of electricity; production and trading of saturated steam and chilled steam to provide energy and air conditioning;
- Providing renovation, maintenance, repair and installation services for conversion equipment for vehicles using gas fuels CNG, LNG, LPG, Biomass;
- Trading in CNG, LNG, LPG transportation services and trading in other fuels in accordance with the provisions of law;
- Providing construction, installation, maintenance and repair services for industrial and petroleum works;
- Production, installation, trading and leasing of industrial equipment serving industrial and petroleum works;
- Road freight transport, coastal and ocean freight transport, inland waterway freight transport;
- Office, warehouse and goods storage leasing services.
- Other business lines not prohibited by law and consistent with the Company's development orientation.

2. Objectives of the Company's operations: To mobilize and use capital effectively, continuously develop production and business activities, enhance competitiveness, achieve

optimal profit productivity, improve the lives of employees in the Company, ensure the legitimate interests of shareholders, and fulfill obligations to the State.

Điều 5. Scope of business and operations of the Company

The Company is permitted to conduct business activities in accordance with the business lines specified in this Charter that have been registered, notified of changes in registration content to the business registration authority and announced on the National Business Registration Portal.

IV.CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Điều 6. Charter capital, shares, founding shareholders

1. The Company's charter capital is 350,996,250,000 VND (Three hundred fifty billion, nine hundred ninety-six million, two hundred fifty thousand VND).

The total charter capital of the Company is divided into 35,099,625 shares with a par value of 10,000 VND/share.

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

3. The Company's shares as of the date of adoption of this Charter are ordinary shares.

4. The Company may issue other types of preference shares after obtaining approval from the General Meeting of Shareholders and in accordance with the provisions of law.

5. The Company officially operates in the form of a joint stock company pursuant to the Investment Registration Certificate granted by the Management Board of Industrial Zones of Ba Ria - Vung Tau Province for the first time on 28/05/2007. Pursuant to the Law on Enterprises, as of now, the ordinary shares of the founding shareholders have passed the transfer restriction period.

Ordinary shares must be offered for priority sale to existing shareholders in proportion to their ownership of ordinary shares in the Company, except where the General Meeting of Shareholders decides otherwise; the number of shares that shareholders do not register to purchase shall be decided by the Company's Board of Directors. The Board of Directors may distribute such shares to shareholders and others on conditions no less favorable than those offered to existing shareholders, except where the General Meeting of Shareholders approves otherwise or securities laws provide otherwise.

6. The Company may purchase shares that it has issued itself in the manners prescribed in this Charter and current law.

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

Điều 7. Share certificates

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

2. A share certificate is a type of security confirming the legal rights and interests of the owner to a portion of the Company's share capital. The share certificate must contain full details as prescribed in Clause 1, Article 121 of the Law on Enterprises.

3. Within 30 days from the date of submitting the complete application for transfer of share ownership in accordance with the Company's regulations or within 30 days from the date of full payment for shares in accordance with the Company's share issuance plan (or other time limit as stipulated in the issuance terms), the share owner shall be issued a share certificate. Share owners do not have to pay the Company for the cost of printing share certificates.

4. In case a share certificate is lost, damaged or destroyed in any other form, the shareholder shall be issued a replacement share certificate by the Company upon the shareholder's request. The shareholder's request must include the following details:

a) Information about the share certificate that has been lost, damaged or destroyed in any other form;

b) Commitment to take responsibility for any disputes arising from the issuance of the new share certificate.

Điều 8. Other securities certificates

Bond certificates or other securities certificates of the Company issued shall bear the signature of the legal representative and the seal of the Company.

Điều 9. Transfer of shares

1. All shares are freely transferable unless otherwise provided by this Charter and the law; shares listed on the Stock Exchange are transferred in accordance with the regulations of securities and stock market laws.

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

V. ORGANIZATIONAL, GOVERNANCE AND CONTROL STRUCTURE

Điều 10. Organizational, governance and control structure

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

1. General Meeting of Shareholders.

2. Board of Directors, Supervisory Board

3. Director

VI.SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Điều 11. Rights of shareholders

1. Ordinary shareholders have the following rights:

a) To attend and speak at the General Meeting of Shareholders and exercise voting rights directly or through an authorized representative or other forms prescribed by the Company's Charter and law. Each ordinary share has one vote;
b) To receive dividends at the rate decided by the General Meeting of Shareholders;
c) To have priority in purchasing new shares in proportion to the ownership of ordinary shares of each shareholder in the Company;
d) To freely transfer their shares to others, except for cases specified in Clause 3, Article 120, Clause 1, Article 127 of the Law on Enterprises and other relevant provisions of law;
e) To examine, search and extract information about names and contact addresses related to shareholders and request correction of incorrect information;
f) To examine, search, extract or copy the Company Charter, minutes of the General Meeting of Shareholders and Resolutions of the General Meeting of Shareholders;
g) Upon the dissolution or bankruptcy of the Company, to receive a portion of the remaining assets corresponding to the proportion of share ownership in the Company;
h) To request the Company to repurchase shares in cases specified in Article 132 of the Law on Enterprises;
i) To be treated equally. Each share of the same type gives the owning shareholder equal rights, obligations and benefits. In case the Company has preference shares, the rights and obligations attached to the preference shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;
j) To have full access to periodic and extraordinary information disclosed by the Company in accordance with the provisions of law;
k) To have their legitimate rights and interests protected; to request the suspension or cancellation of resolutions or decisions of the General Meeting of Shareholders or the Board of Directors in accordance with the Law on Enterprises;
l) Other rights as prescribed by law and this Charter.

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

a) To 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) To examine, search and extract minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Supervisory Board, contracts and transactions that must be approved by the Board of Directors and other documents, except for documents related to trade secrets and business secrets of the Company;
c) To request the Supervisory Board to inspect specific issues related to the management and administration of the Company's operations when deemed necessary. The request must be in writing and must include the following details: full name, contact address, nationality, legal document number of the individual for individual shareholders; name,

enterprise identification number or legal document number of the organization, address of the headquarters for organizational shareholders; number of shares and time of share registration of each shareholder, total number of shares of the whole group of shareholders and ownership ratio in the total shares of the Company; the issue to be inspected, the purpose of the inspection;

d) To propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least 07 working days before the opening date. The proposal must clearly state the name of the shareholder, the number of each type of shares of the shareholder, and the issue proposed to be included in the meeting agenda. The proposal must clearly state full information as prescribed in Clause 4, Article 17 of this Charter;

e) Other rights as prescribed by law and this Charter.

3. Shareholders or groups of shareholders holding 10% or more of the total ordinary shares shall have the right to nominate candidates for the Board of Directors and the Supervisory Board. The nomination of candidates for the Board of Directors and the Supervisory Board shall be conducted as follows:

a) Ordinary shareholders forming a group to nominate candidates for the Board of Directors and the Supervisory Board must notify the shareholders attending the meeting about the group formation 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 more candidates for the Board of Directors and the Supervisory Board, as decided by the General Meeting of Shareholders. In the event that 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.

Điều 12. Obligations of shareholders

Ordinary shareholders shall have the following obligations:

1. To pay for the subscribed shares in full and on time.

2. Not to withdraw capital contributed by ordinary shares from the Company in any form, except where shares are repurchased by the Company or other persons. If a shareholder withdraws part or all of their contributed share capital in contravention of this clause, such shareholder and their related persons in the Company shall be jointly and severally liable for the debts and other property obligations of the Company to the extent of the value of the shares withdrawn and any damages incurred.

3. To comply with the Company's Charter and Internal Regulations on Corporate Governance.

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

5. To keep confidential the information provided by the Company in accordance with the Company's Charter and the law; to use the provided information only for the purpose of exercising and protecting their legitimate rights and interests; it is strictly prohibited to disseminate, copy, or send the information provided by the Company to other organizations or individuals.

6. To attend the General Meeting of Shareholders and exercise their voting/election rights through the following forms:

a) Attending and voting/electing directly at the meeting;
b) Authorizing other individuals or organizations to attend and vote/elect at the meeting;
c) Attending and voting/electing via online conference, electronic voting, or other electronic means;
d) Sending voting/election ballots to the meeting via mail, fax, or email;
e) Sending voting/election ballots in accordance with the provisions of the Company's Charter.

7. To be personally liable when acting in the name of the Company in any form to perform any of the following acts:

a) Violating the law;

b) Conducting business and other transactions for personal gain or for the benefit of other organizations or individuals;

c) Paying undue debts before financial risks to the Company.

8. To fulfill other obligations as prescribed by current law.

Điều 13. General Meeting of Shareholders

1. The General Meeting of Shareholders consists of all shareholders with voting rights and is the highest decision-making body of the Company. The General Meeting of Shareholders shall hold an annual meeting once a year within four (04) months from the end of the fiscal year. The Board of Directors may decide 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 venue of the General Meeting of Shareholders is determined as the place where the chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors shall convene the annual General Meeting of Shareholders and select a suitable venue. The annual General Meeting of Shareholders shall decide on matters as prescribed by law and the Company's Charter, particularly approving the audited annual financial statements. In case the audit report on the Company's annual financial statements contains material exceptions, adverse audit opinions, or disclaimers, the

Company must invite the representative of the audit firm approved to audit the Company's financial statements to attend the annual General Meeting of Shareholders, and such representative of the approved audit firm shall be responsible for attending the Company's annual General Meeting of Shareholders.

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

a) The Board of Directors deems it necessary for the interests of the Company;
b) The remaining number of members of the Board of Directors or members of the Supervisory Board is less than the minimum number required by law;
c) At the request of a shareholder or group of shareholders as specified in Clause 2, Article 115 of the Law on Enterprises; the request to convene a General Meeting of Shareholders must be in writing, clearly stating the reasons and purposes of the meeting, and bear the full signatures of the relevant shareholders, or the written request may be made in multiple copies and collected with the full signatures of the relevant shareholders;
d) At the request of the Supervisory Board;
e) Other cases as prescribed by law.

4. Convening an extraordinary General Meeting of Shareholders:

a) The Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of remaining members of the Board of Directors or members of the Supervisory Board is as specified in Point b, Clause 3 of this Article, or from the date the request specified in Point c and Point d, Clause 3 of this Article is received.
The Board of Directors must announce the case where an independent member of the Board of Directors no longer meets the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect an additional or replacement independent member of the Board of Directors within 06 months from the date of receiving the notice from the relevant independent member of the Board of Directors;
b) In case the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, the Supervisory Board shall, within the next 30 days, replace the Board of Directors in convening the General Meeting of Shareholders in accordance with Clause 3, Article 140 of the Law on Enterprises;
c) In case the Supervisory Board fails to convene a General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, the shareholder or group of shareholders specified in Point c, Clause 3 of this Article shall have the right to represent the Company to convene the General Meeting of Shareholders in accordance with the Law on Enterprises;
In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the order and procedures for convening and conducting the meeting and issuing decisions of the General Meeting of Shareholders. All costs for convening and conducting the General

Meeting of Shareholders shall be reimbursed by the Company. These costs do not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including travel and accommodation expenses.

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

Điều 14. Rights and obligations of the General Meeting of Shareholders

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

a) To approve the Company's development orientation;
b) To approve the annual financial statements;
c) To decide on the types of shares and the total number of shares of each type authorized to be offered; to decide on the annual dividend rate for each type of share;
d) To elect, remove, or dismiss members of the Board of Directors and members of the Supervisory Board;
e) To decide on the investment or sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statements;
f) To decide on amendments and supplements to the Company's Charter;
g) To decide on the repurchase of more than 10% (but not exceeding 30%) of the total sold shares of each type;
h) To decide on the reorganization or dissolution of the Company;
i) To decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;
j) To approve/amend and supplement the Internal Regulations on Corporate Governance; Regulations on the operation of the Board of Directors and the Supervisory Board;
k) To approve the list of approved audit firms (in accordance with Clause 22, Article 4 of the Law on Securities); to decide on the audit firm approved to audit the Company's operations, and to dismiss independent auditors when deemed necessary;
l) To consider and handle violations by members of the Board of Directors and members of the Supervisory Board that cause damage to the Company and its shareholders;
m) Other rights and obligations as prescribed by law.

2. The General Meeting of Shareholders shall discuss and approve the following matters:

a) The matters specified in Clause 1 of this Article;
b) The Company's annual business plan;
c) Report of the Board of Directors on corporate governance and the performance results of the Board of Directors and each member of the Board of Directors;
d) Report of the Supervisory Board on the Company's business results and the performance of the Board of Directors and the Director;
e) Self-assessment report on the performance of the Supervisory Board and its members;
f) Number of members of the Board of Directors and the Supervisory Board;
g) Division, separation, consolidation, merger, or conversion of the Company;

h) The Company's signing of contracts and transactions with entities specified in Clause 1, Article 167 of the Law on Enterprises valued at 35% or more, or transactions leading to a total transaction value arising within 12 months from the date of the first transaction of 35% or more of the total asset value recorded in the Company's most recent financial statements;
i) Approval of contracts and transactions for borrowing, lending, or selling assets valued at more than 10% of the total asset value of the enterprise recorded in the most recent financial statements between the company and shareholders owning 51% or more of the total voting shares or related persons of such shareholders;
j) Approval of contracts for leasing, subleasing, mortgaging, or pledging assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statements;
k) Other matters as prescribed by law and this Charter.

3. All matters included in the meeting agenda must be discussed and voted upon at the General Meeting of Shareholders.

4. The Board of Directors must report to the General Meeting of Shareholders at the nearest annual meeting on the contents passed in previous Resolutions of the General Meeting of Shareholders that have not yet been implemented. In case of changes to contents under the decision-making authority of the General Meeting of Shareholders, the Board of Directors must submit them to the General Meeting of Shareholders at the nearest meeting for approval before implementation.

Điều 15. Authorization to attend the General Meeting of Shareholders

1. A shareholder or the authorized representative of a shareholder that is an organization may attend the meeting in person or authorize one or more other individuals or organizations to attend the meeting or attend through one of the forms specified in Clause 3, Article 144 of the Law on Enterprises.

2. The authorization for an individual or organization to represent a shareholder at the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be in writing. The power of attorney shall be made in accordance with the 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 the authorization, the term of the authorization, and the signatures of the authorizing party and the authorized party.

The authorized person attending the General Meeting of Shareholders must submit the power of attorney when registering to attend the meeting. In case of re-authorization, the meeting attendee must present the original power of attorney of the shareholder or the authorized representative of the shareholder that is an organization (if not previously registered with the Company).

3. The voting ballot/election ballot of the authorized person attending the meeting within the scope of authorization remains valid unless one of the following cases occurs:

a) The authorizing person has died, has their civil act capacity restricted, or has lost their civil act capacity;

b) The authorizing person has revoked the authorization designation;

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

This provision does not apply in case 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.

Điều 16. Variation of rights

1. The variation or cancellation of special rights attached to a class of preference shares shall take effect when approved by shareholders representing 65% or more of the total voting shares of all shareholders attending the meeting. A Resolution of the General Meeting of Shareholders regarding content that adversely changes the rights and obligations of shareholders owning preference shares shall only be passed if approved by shareholders of the same class of preference shares attending the meeting who own 75% or more of the total preference shares of that class, or if approved by shareholders of the same class of preference shares owning 75% or more of the total preference shares of that class in case the resolution is passed by way of written opinion collection.

2. The meeting of shareholders holding a class of preference shares to approve the variation of rights mentioned above shall only be valid when there are at least 02 shareholders (or their authorized representatives) holding at least 1/3 of the par value of the issued shares of that class. In case there are not enough delegates as stated above, the meeting shall be reconvened within the next 30 days, and those holding shares of that class (regardless of the number of people and number of shares) present in person or through authorized representatives shall be considered a sufficient number of delegates. At the meetings of shareholders holding the aforementioned preference shares, those holding shares of that class present in person or through representatives may request a secret ballot. Each share of the same class has equal voting rights at the aforementioned meetings.

3. The procedures for conducting such separate meetings shall be carried out similarly to the provisions in Articles 18, 19, and 20 of this Charter.

4. Unless otherwise provided by the terms of share issuance, special rights attached to classes of preference shares regarding some or all matters related to the distribution of the Company's profits or assets shall not be changed when the Company issues additional shares of the same class.

Điều 17. Convening the meeting, 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 an extraordinary General Meeting of Shareholders in the cases specified in Clause 3, Article 13 of this Charter.

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

a) Prepare a list of shareholders eligible to attend and vote/elect at the General Meeting of Shareholders. The list of shareholders eligible to attend the General Meeting of Shareholders shall be prepared no more than 10 days before the date of sending the notice of the General Meeting of Shareholders. The Company must disclose information about the preparation of the list of shareholders eligible to attend the General Meeting of Shareholders at least 20 days before the final registration date;
b) Prepare the meeting agenda and contents;
c) Prepare documents for the meeting;
d) Draft the resolution of the General Meeting of Shareholders according to the expected contents of the meeting;
e) Determine the time and venue for the meeting;
f) Notify and send the notice of the General Meeting of Shareholders to all shareholders eligible to attend;
g) Other tasks serving the meeting.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring it reaches the shareholder's contact address, and simultaneously disclosed on the Company's website and the State Securities Commission, and the Stock Exchange where the Company's shares are listed. The person convening the General Meeting of Shareholders must send the meeting notice to all shareholders on the List of shareholders eligible to attend at least 21 days before the opening date of the meeting (calculated from the date the notice is validly sent or delivered). The agenda of the General Meeting of Shareholders and documents related to matters to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In case documents are not sent with the notice of the General Meeting of Shareholders, the meeting notice must clearly state the link to all meeting documents so that shareholders can access them, including:

a) Meeting agenda, documents used in the meeting;

b) List and detailed information of candidates in case of electing members of the Board of Directors and members of the Supervisory Board;

c) Voting/election ballot;

d) Draft resolution for each issue in the meeting agenda.

4. A shareholder or group of shareholders as specified in Clause 2, Article 11 of this Charter has the right to propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company in accordance with Clause 2, Article 11 of this Charter. The proposal must clearly state the name of the shareholder, the number of each type of share held by the shareholder, contact address, nationality, number of Citizen Identity Card, People's Identity Card, Passport, or other lawful personal identification for shareholders that are individuals; name, enterprise code or number of establishment decision, address of the head office for shareholders that are

organizations; the number and type of shares held by such shareholder, and the matter proposed to be included in the meeting agenda. The reason for the proposal; Signature of the shareholder; if the person signing the proposal is a representative of the shareholder, a valid power of attorney must be attached.

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

a) The proposal was not sent in accordance with 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 the ordinary shares as prescribed in Clause 2, Article 11 of this Charter;

c) The proposed matter does not fall within the decision-making 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 into the draft agenda and contents of the meeting, except in the cases specified in Clause 5 of this Article; the proposal shall be officially added to the agenda and contents of the meeting if approved by the General Meeting of Shareholders.

Điều 18. Conditions for conducting the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be conducted when the number of shareholders attending represents more than 50% of the total voting shares.

2. In case the first meeting does not meet the conditions for conduct as prescribed in Clause 1 of this Article, a notice for the second meeting shall be sent within 30 days from the intended date of the first meeting. The second General Meeting of Shareholders shall be conducted when the number of shareholders attending represents 33% or more of the total voting shares.

3. In case the second meeting does not meet the conditions for conduct as prescribed in Clause 2 of this Article, a notice for the third meeting must be sent within 20 days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total voting shares of the shareholders attending.

Điều 19. Procedures for conducting the meeting and voting at the General Meeting of Shareholders

1. Before opening the meeting, the Company must carry out shareholder registration procedures and must perform registration until all shareholders eligible to attend the meeting have registered, according to the following order:

a) When registering shareholders, the Company shall issue to each shareholder or authorized representative with voting rights a voting/ballot/election card, on which the registration number, full name of the shareholder, full name of the authorized representative, and the number of votes/ballots of that shareholder are recorded. The

General Meeting of Shareholders shall discuss and vote on each issue in the agenda. Voting shall be conducted by voting for, against, or abstaining. The vote counting results shall be announced by the Chairperson/Vote Counting Committee immediately before the closing of the meeting. The Meeting shall elect persons responsible for vote counting or supervising vote counting as proposed by the Chairperson. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the meeting Chairperson;

b) Shareholders, authorized representatives of shareholders that are organizations, or authorized persons arriving after the meeting has opened have the right to register immediately and subsequently have the right to participate and vote/elect at the meeting immediately after registration. The Chairperson is not responsible for stopping the meeting to allow late shareholders to register, and the validity of matters already voted/elected previously shall not change.

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

a) The Chairperson of the Board of Directors shall act as the chairperson or authorize another member of the Board of Directors to act as the chairperson of the General Meeting of Shareholders convened by the Board of Directors. In case the Chairperson is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to act as the chairperson of the meeting by majority principle. In case a chairperson cannot be elected, the Head of the Supervisory Board shall preside so that the General Meeting of Shareholders can elect the meeting chairperson from among those present, and the person with the highest number of votes shall act as the meeting chairperson;

b) Except for the case specified in Point a of this clause, the person signing the notice to convene the General Meeting of Shareholders shall preside so that the General Meeting of Shareholders can elect the meeting chairperson, and the person with the highest number of votes shall act as the meeting chairperson;

c) The Chairperson shall appoint one or more persons as meeting secretary.

d) The General Meeting of Shareholders shall elect one or more persons to the vote counting committee as proposed by the meeting Chairperson.

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

4. The meeting Chairperson 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 those present.

a) Arrange seating at the venue of the General Meeting of Shareholders;

b) Ensure safety for all people present at the meeting venues;

c) Facilitate shareholders' attendance (or continued attendance) at the meeting. The person convening the General Meeting of Shareholders has full authority to change the aforementioned measures and apply all necessary measures. The measures applied may include issuing admission tickets or using other selection forms.

5. The person convening the meeting or the chairperson of the General Meeting of Shareholders has the following rights:

a) Require all attendees to undergo security checks or other lawful and reasonable security measures;

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

6. The Chairperson has the right to postpone the General Meeting of Shareholders that has a sufficient number of registered attendees for a maximum of 03 working days from the intended opening date, and may only postpone the meeting or change the meeting venue in the following cases:

a) The meeting venue does not have enough convenient seating for all attendees;

b) Communication facilities at the meeting venue do not ensure that attending shareholders can participate, discuss, and vote;

c) There are attendees who obstruct or disrupt order, risking the meeting not being conducted in a fair and lawful manner.

7. In case the Chairperson postpones or pauses the General Meeting of Shareholders contrary to the provisions of Clause 6 of this Article, the General Meeting of Shareholders shall elect another person from among those present to replace the Chairperson and preside over the meeting until its conclusion; all resolutions passed at that meeting shall be legally effective.

8. In case the Company applies modern technology to organize the General Meeting of Shareholders via online meeting, the Company is responsible for ensuring that shareholders can attend and vote via electronic voting or other electronic forms as prescribed in Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of several articles of the Law on Securities.

Điều 20. Conditions for passing Resolutions of the General Meeting of Shareholders

1. A resolution on the following contents shall be passed if approved by shareholders representing 65% or more of the total voting shares of all shareholders attending the meeting, except for cases specified in Clauses 2 and 3 of this Article, Clause 8, Article 21 of this Charter, and Clause 6, Article 148 of the Law on Enterprises:

a) Types of shares and total number of shares of each type;

b) Change of business lines and sectors;
c) Change of the Company's organizational management structure;
d) Investment projects or sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statements;
e) Reorganization or dissolution of the Company;

2. Resolutions related to the election of members of the Board of Directors and the Supervisory Board shall be passed as follows:

a) In case the number of candidates for members of the Board of Directors and members of the Supervisory Board is greater than the number of members of the Board of Directors/Supervisory Board to be elected, the cumulative voting method prescribed in Clause 3, Article 148 of the Law on Enterprises shall be applied.
b) In case the number of candidates for members of the Board of Directors and members of the Supervisory Board 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 shall be conducted by the voting method (for, against, abstaining). The voting ratio for passing by the voting method shall be implemented according to Clause 3 of this Article.

3. Other resolutions shall be passed when approved by shareholders representing more than 50% of the total voting shares of all shareholders attending the meeting, except for cases specified in Clause 1, Point a, Clause 2 of this Article, and Clause 6, Article 148 of the Law on Enterprises.

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

Điều 21. Authority and procedures for collecting shareholders' written opinions to pass Resolutions of the General Meeting of Shareholders

The authority and procedures for collecting shareholders' written opinions to pass Resolutions of the General Meeting of Shareholders shall be implemented according to the following provisions:

1. The Board of Directors has the right to collect shareholders' written opinions to pass resolutions of the General Meeting of Shareholders on the following matters:
a) Amendments and supplements to the contents of the Company's Charter;
b) Approve/amend, supplement the Internal Regulations on Corporate Governance; the Operational Regulations of the Board of Directors; the Operational Regulations of the Supervisory Board;
c) Company development orientation;
d) Types of shares and total number of shares of each type;

e) Election, removal, or dismissal of members of the Board of Directors and the Supervisory Board;
f) Investment projects or sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statements;
g) Approval of annual financial statements
h) Reorganization or dissolution of the company.
i) Change of business lines and sectors;
j) Change of the Company's organizational management structure;
k) Other matters when deemed necessary for the interests of the Company.

2. The Board of Directors must prepare opinion collection ballots, draft resolutions of the General Meeting of Shareholders, and explanatory documents for the draft resolution and send them to all shareholders with voting rights at least 10 days before the deadline for returning the opinion collection ballots. The requirements and methods for sending opinion collection ballots and accompanying documents shall be implemented according to Clause 3, Article 17 of this Charter.

3. The opinion collection ballot must contain the following main contents:

a) Name, head office address, enterprise code;
b) Purpose of opinion collection;
c) Full name, contact address, nationality, legal identification document number for individual shareholders; name, enterprise code or legal identification document number of the organization, head office address for shareholders that are organizations, or full name, contact address, nationality, legal identification document number of the individual for the representative of a shareholder that is an organization; number of shares of each type and number of votes of the shareholder;
d) Matter requiring opinion collection to pass a decision;
e) Voting options including for, against, and abstaining for each matter for which opinions are collected;
f) Deadline for sending the answered opinion collection ballot back to the Company;
g) Full name and signature of the Chairperson of the Board of Directors.

4. Shareholders may send answered opinion collection ballots to the Company by mail, fax, or email in accordance with the following provisions:

a) In case of sending by mail, the answered opinion collection ballot must bear the signature of the individual shareholder, the authorized representative, or the legal representative of the shareholder that is an organization. The opinion collection ballot sent to the Company must be in a sealed envelope, and no one has the right to open it before vote counting;

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

c) Opinion collection ballots sent to the Company after the deadline specified in the ballot content, or that have been opened in case of sending by mail, or disclosed in case of sending by fax or email, are invalid. Opinion collection ballots not sent back shall be considered as ballots not participating in voting.

5. The Board of Directors shall organize vote counting and prepare a vote counting report under the witness of the Supervisory Board or a shareholder not holding a management position in the Company. The vote counting report must contain the following main contents:

a) Name, head office address, enterprise code;
b) Purpose and matters requiring opinion collection to pass a resolution;
c) Number of shareholders with the total number of votes/ballots participating in voting/election, distinguishing between valid and invalid votes/ballots and the method of sending voting/election ballots, accompanied by an appendix of the list of shareholders participating in voting/election;
d) Total number of votes for, against, and abstaining for each matter, total number of votes for each candidate (if any);
e) Matter passed and the corresponding voting ratio for passing;
f) Full name and signature of the Chairperson of the Board of Directors, the vote counter, and the vote counting supervisor.

Members of the Board of Directors, the vote counter, and the vote counting supervisor shall be jointly and severally liable for the truthfulness and accuracy of the vote counting report; and jointly and severally liable for damages arising from decisions passed due to dishonest or inaccurate vote counting.

6. The vote counting report and resolution must be sent to shareholders within 15 days from the date of completion of vote counting. Sending the vote counting report and resolution can be replaced by posting them on the Company's website within 24 hours from the time of completion of vote counting.

7. Answered opinion collection ballots, the vote counting report, the passed resolution, and related documents sent with the opinion collection ballot must be kept at the Company's head office.

8. A resolution is passed by way of collecting shareholders' written opinions if approved by shareholders owning more than 50% of the total voting shares of all shareholders with voting rights, and has the same value as a resolution passed at a General Meeting of Shareholders.

Điều 22. Resolution and Minutes of the General Meeting of Shareholders

1. The General Meeting of Shareholders must be recorded in minutes and may be recorded by audio or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese, may be prepared in a foreign language, and both shall have the same legal effect. In case of discrepancies in content between the Vietnamese and foreign language minutes, the content in the Vietnamese minutes shall apply. The minutes of the General Meeting of Shareholders must contain the following main contents:

a) Name, head office address, enterprise code;
b) Time and venue of the General Meeting of Shareholders;
c) Meeting agenda and contents;
d) Full name of the chairperson and secretary;
e) Summary of meeting proceedings and opinions expressed at the General Meeting of Shareholders regarding each matter in the meeting agenda;
f) Number of shareholders and total voting shares of shareholders attending the meeting, appendix of the list of registered shareholders, representatives of shareholders attending the meeting with corresponding number of shares and votes;
g) Total number of votes for each voting matter, clearly stating the voting method, total number of valid and invalid votes, votes for, against, and abstaining; corresponding ratio of the total voting shares of shareholders attending the meeting;
h) Summary of votes for each candidate (if any);
i) Matters passed and the corresponding voting ratio for passing;
j) Full name and signature of the chairperson and secretary. In case the chairperson or secretary refuses to sign the meeting minutes, such minutes shall be effective if signed by all other members of the Board of Directors attending the meeting and contain full contents as prescribed in this clause. The meeting minutes shall clearly state the refusal of the chairperson or 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 chairperson and secretary of the meeting or other persons signing the meeting minutes shall be jointly and severally liable for the truthfulness and accuracy of the minutes' content.

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

4. The Resolution, Minutes of the General Meeting of Shareholders, appendix of the list of shareholders registered to attend the meeting, power of attorney to attend the meeting, all documents attached to the Minutes (if any), and related documents accompanying the meeting notice must be kept at the Company's head office.

The Resolution, Minutes of the General Meeting of Shareholders, and documents attached to the minutes and resolution must be disclosed in accordance with the law on information disclosure in the securities market.

Điều 23. Request to cancel the Resolution of the General Meeting of Shareholders

Within 90 days from the date of receiving the resolution or minutes of the General Meeting of Shareholders or the report on the results of vote counting for collecting opinions of the General Meeting of Shareholders, shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises have the right to request a Court or Arbitrator to consider and cancel the resolution or a part of the content of the General Meeting of Shareholders' resolution in the following cases:

1. The order and procedures for convening the meeting and issuing decisions of the General Meeting of Shareholders violate significantly the provisions of the Law on Enterprises and the Company's Charter, except for the case specified in Clause 3, Article 20 of this Charter.

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

VII. BOARD OF DIRECTORS

Điều 24. Candidacy and nomination of members of the Board of Directors

1. In case the candidates for the Board of Directors have been identified, the Company shall disclose 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. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, prudently, and in the best interest of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors to be disclosed includes:

a) Full name, date, month, and year of birth;
b) Professional qualifications;
c) Work experience;
d) Other management positions (including Board of Directors positions at other companies);
e) Interests related to the Company and the Company's related parties;

The Company shall be responsible for disclosing information about companies where the candidate currently holds the position of member of the Board of Directors, other management titles, and interests related to the company of the candidate for the Board of Directors (if any).

2. A shareholder or group of shareholders holding 10% or more of the total ordinary shares has the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company Charter. Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 10% to less than 20% of the total voting shares has the right to nominate one (01) candidate; from 20% to less than 35% may nominate a maximum of two (02) candidates; from 35% to less than 50% may nominate a maximum of three (03) candidates; from 50% or more may nominate up to five (05) candidates.

3. In case the number of candidates nominated by shareholders or groups 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 incumbent Board of Directors and other shareholders. The introduction of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the provisions of the law.

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

a. Possess full civil act capacity, have permanent residence in Vietnam, and are not among the subjects prohibited from establishing and managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises;

b. Possess educational qualifications, capacity, and experience in corporate governance;

c. Possess legal knowledge;

d. Possess extensive experience, especially in the Company's field of operation;

e. Possess good health, character, and ethics, and be honest and upright;

f. Must not be a person with family relations (including but not limited to statuses such as spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, brother-in-law, sister-in-law) of the Director and other managers of the Company; or of the manager or person with the authority to appoint the manager of the Company's parent company.

5. Standards for independent members of the Board of Directors: In addition to the provisions on standards for members of the Board of Directors as stipulated in Clause 4, Article 24 of this Charter, independent members of the Board of Directors must also meet the conditions stipulated in Clause 2, Article 155 of the Law on Enterprises.

Điều 25. Composition and term of office 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 shall not exceed 05 years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors for no more than 02 consecutive terms. In case all members of the Board of Directors end their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected and take over the work.

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

The structure of the Company's Board of Directors must ensure that at least 1/3 of the total members of the Board of Directors are non-executive members. The Company shall limit the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors.

The total number of independent members of the Board of Directors is 01 member.

4. A member of the Board of Directors shall no longer hold the status of a member of the Board of Directors in case they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.

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

6. Members of the Board of Directors are not required to be shareholders of the Company.

Điều 26. Powers and obligations of the Board of Directors

1. The Board of Directors is the management body of the Company, having full authority in the name of the Company to decide and exercise the rights and obligations of the Company, except for 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 Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:

a) Decide on the strategy, medium-term development plan, and annual business plan of the Company;
b) Recommend the types of shares and the total number of shares authorized to be offered for each type;
c) Decide on the sale of unsold shares within the scope of the number of shares authorized to be offered for each type; decide on raising additional capital in other forms;
d) Decide on the selling price of shares and bonds of the Company;
e) Decide on share buybacks in accordance with Clause 1 and Clause 2, Article 133 of the Law on Enterprises;
f) Decide on investment plans and investment projects within its authority and limits as prescribed by law;
g) Decide on solutions for market development, marketing, and technology;
h) Approve contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the most recent financial statement of the Company, excluding contracts for leasing, subleasing, mortgaging, or pledging assets with a value of less than 35% and contracts or transactions under the authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138 and Point b, Clause 3, Article 167, and Clause 1 and Clause 3, Article 167 of the Law on Enterprises;
i) Elect, dismiss, or remove the Chairman of the Board of Directors; appoint, dismiss, sign contracts with, or terminate contracts with the Director and other managers; decide on the salary, remuneration, bonuses, and other benefits of those managers; appoint authorized representatives to participate in the Board of Members or General Meeting of Shareholders at other companies, and decide on the remuneration and other benefits of those persons;
j) Supervise and direct the Director and other managers in the daily business operations of the Company;
k) Decide on the organizational structure and internal management regulations of the Company; decide on the establishment of subsidiaries, branches, and representative offices, and on capital contribution or purchase of shares in other enterprises;
l) Approve the program and content of documents serving the General Meeting of Shareholders; convene the General Meeting of Shareholders or collect opinions for the General Meeting of Shareholders to pass resolutions;

m) Submit the audited annual financial statements to the General Meeting of Shareholders;
n) Recommend the dividend payout rate; decide on the deadline and procedures for dividend payment or handling losses incurred during business operations;
o) Recommend the reorganization or dissolution of the Company; request bankruptcy of the Company;
p) Decide on the issuance of the Board of Directors' Operating Regulations and the Internal Regulations on Corporate Governance after they have been approved by the General Meeting of Shareholders;
q) Require the Director of the Company to provide timely, complete, and accurate information and documents regarding the financial situation and business operations of the Company and its units. The sequence and procedures for requesting and providing information are specified in the Board of Directors' Operating Regulations.

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

Điều 27. Remuneration, bonuses, and other benefits of members of the Board of Directors

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

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

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

4. A member of the Board of Directors holding an executive position, or a member of the Board of Directors working in sub-committees of the Board of Directors, or performing other tasks 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, salary, commission, percentage of profits, or in other forms as decided by the Board of Directors.

5. Members of the Board of Directors have the right to be reimbursed for all travel, accommodation, and other reasonable expenses that they have incurred while 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 sub-committees of the Board of Directors.

6. Members of the Board of Directors may be covered by liability insurance purchased by the Company after approval by the General Meeting of Shareholders. This insurance does not include insurance for the responsibilities of members of the Board of Directors related to violations of the law and the Company Charter.

Điều 28. 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 shall not concurrently hold the position of Director.

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

a) Prepare the program and activity plan of the Board of Directors;
b) Prepare the program, content, and documents serving the meeting; convene, chair, and preside over meetings of the Board of Directors;
c) Organize the passing of resolutions and decisions of the Board of Directors;
d) Supervise the process of organizing the implementation of resolutions and decisions of the Board of Directors;
e) Preside over the General Meeting of Shareholders;
f) Other rights and obligations as prescribed by the Law on Enterprises and this Charter.

4. In case the Chairman of the Board of Directors submits their resignation or is dismissed or removed, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation letter or the dismissal or removal decision.

5. In case the Chairman of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member of the Board of Directors to exercise the rights and obligations of the Chairman of the Board of Directors according to the principles stipulated in the Company Charter. In case there is no authorized person, or the Chairman of the Board of Directors dies, goes missing, is temporarily detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification facility or compulsory education facility, absconds from their place of residence, has limited or lost civil act capacity, has difficulty in cognition or behavior control, or is prohibited by the Court from holding certain positions, practicing a certain profession, or doing certain work, the remaining members shall elect one from among them to hold the position of Chairman of the Board of Directors based on the majority principle of the remaining members until a new decision is made by the Board of Directors.

Điều 29. Meetings of the Board of Directors

1. The Chairman of the Board of Directors is elected at the first meeting of the Board of Directors within 07 working days from the date of completion of the election of that Board of Directors. This meeting is convened and chaired by the member with the highest number of votes or the highest voting ratio. In case there is more than one member with the same

highest number of votes or voting ratio, the members shall elect one of them by majority principle to convene the meeting of the Board of Directors.

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

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

a) There is a request from the Supervisory Board or an independent member of the Board of Directors;

b) There is a request from the Director or at least 05 other managers;

c) There is a request from 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 falling under 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 07 working days from the date of receiving the request specified in Clause 3 of this Article. In case of failure to convene the meeting of the Board of Directors as requested, the Chairman of the Board of Directors shall be responsible for damages occurring to the Company; the requester has the right to replace the Chairman of the Board of Directors in convening the 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 meeting invitation notice at least 05 working days before the meeting date (for regular meetings) and at least 03 working days before the meeting date (for urgent or extraordinary meetings). The meeting invitation notice must specify the time and location of the meeting, the program, and the issues to be discussed and decided. The meeting invitation notice must be accompanied by documents used at the meeting and the voting ballots of the members.

The meeting invitation notice of the Board of Directors can be sent by paper invitation, phone, fax, electronic means, or other methods as prescribed by the Company Charter and must ensure it reaches the contact address of each member of the Board of Directors registered at the Company.

7. The Chairman of the Board of Directors or the convener sends the meeting invitation notice and accompanying documents to members of the Supervisory Board in the same manner as for members of the Board of Directors.

8. A meeting of the Board of Directors is conducted when 3/4 or more of the total members are present. In case the meeting convened according to the provisions of this clause does not have enough members present as prescribed, it shall be convened for the second time within 07 days from the intended date of the first meeting. In this case, the meeting is conducted if more than half of the members of the Board of Directors are present.

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

a) Attending and voting directly at the meeting;
b) Authorizing another person to attend and vote in accordance with Clause 11 of this Article;
c) Attending and voting via online conference, electronic voting, or other electronic forms;
d) Sending voting ballots to the meeting via mail, fax, or email;
e) Sending voting ballots by other means as prescribed by the Company Charter and current law.

10. In case of sending voting ballots to the meeting via mail, the voting ballot must be in a sealed envelope and must be delivered to the Chairman of the Board of Directors at least 01 hour before the opening. The voting ballot shall only be opened in the presence of all attendees.

11. Voting

a) Except as provided in Point b, Clause 11, Article 29, each member of the Board of Directors or a person authorized in accordance with Clause 9 of this Article directly present in person at the meeting of the Board of Directors has one (01) vote;
b) Members of the Board of Directors shall not vote on contracts, transactions, or proposals in which that member or a person related to that member has an interest and such interest conflicts or may conflict with the interests of the Company.
c) According to the provisions of Point d, Clause 11, Article 29, when an issue arises at the meeting related to the interests or voting rights of a member of the Board of Directors and that member does not voluntarily waive their voting right, the ruling of the chair is final, unless the nature or scope of the interest of the related member of the Board of Directors has not been fully disclosed;
d) A member of the Board of Directors benefiting from a contract as stipulated in Point a and Point b, Clause 6, Article 41 of this Charter is considered to have a significant interest in that contract;
e) The Controller has the right to attend meetings of the Board of Directors, the right to discuss, but not the right to vote.

12. A member of the Board of Directors directly or indirectly benefiting from a contract or transaction that has been signed or is expected to be signed with the Company and knows that they are a person with an interest therein has the responsibility to disclose this interest at the first meeting of the Board discussing the signing of this contract or transaction. In case a member of the Board of Directors does not know that they and their related persons have an interest at the time the contract or transaction is signed with the Company, this member of the Board of Directors must disclose the related interests at the first meeting of the Board of Directors held after this member knows that they have an interest or will have an interest in the aforementioned transaction or contract.

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

14. Resolutions and decisions of the Board of Directors are passed if approved by the majority of voting members present; in case of a tie, the final decision belongs to the side with the opinion of the Chairman of the Board of Directors.

15. The Board of Directors has the right to collect opinions from members of the Board of Directors in writing to pass a Resolution of the Board of Directors when passing issues under the authority of the Board of Directors in Clause 2, Article 26 of this Charter.

Resolutions and decisions in the form of written opinion collection are passed based on the approval of the majority of voting members of the Board of Directors. This resolution has the same effect and validity as a resolution passed at a meeting.

16. Meetings of the Board of Directors can be held in the form of an online conference between members of the Board of Directors when all or some members are in different locations, provided that each member participating in the meeting can:

a) Hear each other member of the Board of Directors participating in the meeting speak;

b) Speak to all other participating members simultaneously. Discussions between members can be conducted directly via phone or by other communication means or a combination of these methods. A member of the Board of Directors participating in such a meeting is considered "present" at that meeting. The location of the meeting held according to this provision is the location where the largest number of members of the Board of Directors are present, or the location where the meeting Chair is present.

Decisions passed in a meeting held in the form of an online conference are organized and conducted legitimately, and have effect immediately upon the end of the meeting but must be confirmed by signatures in the minutes of all members of the Board of Directors attending this meeting.

17. The Chairman of the Board of Directors is responsible for sending the minutes of the Board of Directors meeting to the members, and such minutes are authentic evidence of the work conducted at the meeting unless there is an objection to the content of the minutes within ten (10) days from the date of sending. The minutes of the Board of Directors meeting are prepared in Vietnamese and may be prepared in a foreign language. The minutes must be signed by the chair and the minute-taker.

Điều 30. Sub-committees of the Board of Directors

The Board of Directors may establish assisting units/Boards/Sub-committees to advise, synthesize, and support the Board of Directors in performing management, orientation, and supervision functions and issues under the authority of the Board of Directors; and to be in charge of development policy, personnel, remuneration, internal audit, and risk management. The organization of the functions specified in this Article can be implemented according to an independent model or combined in the same unit; in particular, internal audit must ensure independence and objectivity in operation and the right to report directly to the Board of Directors. The number of members of the Board of Directors' assisting unit shall be decided by the Board of Directors. The activities of the Board of Directors' assisting unit must comply with the provisions of the law and the Board of Directors.

Điều 31. Corporate Governance Officer and Company Secretary

1. Corporate Governance Officer:

The Company's Board of Directors must appoint at least 01 corporate governance officer to support corporate governance work at the enterprise. The corporate governance officer may concurrently serve as Company Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises.

The corporate governance officer must not concurrently work for an approved auditing organization that is auditing the Company's financial statements.

The corporate governance officer has the following rights and obligations:

a) Advise the Board of Directors in 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 drafting resolutions of the Board of Directors in accordance with the provisions of the law;
f) Provide financial information, copies of minutes of Board of Directors meetings, and other information to members of the Board of Directors and members of the Supervisory Board;
g) Supervise and report to the Board of Directors on the Company's information disclosure activities;
h) Act as the contact point with stakeholders;
i) Maintain information confidentiality in accordance with the provisions of the law and the Company Charter;
j) Other rights and obligations as prescribed by law.

2. Company Secretary:

When deemed necessary, the Board of Directors decides to appoint at least one (01) person as Company Secretary with a term of office as decided by the Board of Directors. The Company Secretary has the following rights and obligations:

a) Assist in organizing the convening of the General Meeting of Shareholders and the Board of Directors; record meeting minutes;
b) Assist members of the Board of Directors in exercising their assigned rights and obligations;

c) Assist the Board of Directors in applying and implementing corporate governance principles;
d) Assist the company in building shareholder relations and protecting the legitimate rights and interests of shareholders; compliance with obligations to provide information, disclose information, and administrative procedures;
e) Other rights and obligations as prescribed by the Company Charter and the Company's Internal Regulations.

3. The Board of Directors may dismiss the Corporate Governance Officer or Company Secretary when necessary, but not contrary to current labor laws.

VIII. DIRECTOR AND OTHER EXECUTIVES

Điều 32. Organization of the management apparatus

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

Điều 33. Company Executives

1. At the proposal of the Director and with the approval of the Board of Directors, the Company is allowed to recruit other executives with numbers and standards suitable to the structure and management regulations of the Company as prescribed by the Board of Directors. Company executives have the responsibility to support the Company in achieving the goals set out in operations and organization.

2. The Director is paid a salary and bonus. The salary and bonus of the Director are decided by the Board of Directors.

3. The salary of executives is included in the Company's business expenses in accordance with the law on corporate income tax, presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

Điều 34. Appointment, dismissal, rights, and obligations of the Director

1. The Board of Directors appoints 01 member of the Board of Directors or hires another person as Director.

2. The Director is the person who manages the daily business operations of the Company; is under the supervision of the Board of Directors; and is responsible to the Board of Directors and before the law for the exercise of assigned rights and obligations.

3. The term of office of the Director shall not exceed 05 years and may be re-appointed for an unlimited number of terms. The Director must meet the standards and conditions as prescribed by law, the Charter, and the Internal Regulations on Corporate Governance.

4. The Director has the following rights and obligations:

a) Decide on issues related to the daily business operations of the Company that do not fall 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 projects;
d) Recommend plans for the organizational structure and internal management regulations of the Company;
e) Appoint, dismiss, or remove management titles in the Company, except for titles under the authority of the Board of Directors;
f) Decide on salaries and other benefits for employees in the Company, including managers under the appointment authority of the Director;
g) Recruit labor;
h) Recommend plans for dividend payment or handling business losses;
i) On October 31 each year, submit to the Board of Directors a detailed production and business plan for the next fiscal year based on the suitability of existing resources and the Company's development strategy.

5. The Board of Directors may dismiss the Director when the majority of voting members of the Board of Directors present at the meeting approve, and appoint a new Director as a replacement.

IX.SUPERVISORY BOARD

Điều 35. Candidacy and nomination of members of the Supervisory Board (Controllers)

1. The candidacy and nomination of members of the Supervisory Board are implemented similarly to the provisions in Clause 1, Article 24 of this Charter. Shareholders holding voting shares have the right to aggregate their voting rights to nominate Controllers. A shareholder or group of shareholders holding from 10% to less than 30% of total voting shares has the right to nominate one (01) candidate; from 30% to less than 50% may nominate a maximum of two (02) candidates; over 50% may nominate up to three (03) candidates.

2. In case the number of candidates nominated by shareholders or groups 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 incumbent Board of Directors, Supervisory Board, and other shareholders. The introduction of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the provisions of the law.

Điều 36. Composition of the Supervisory Board

1. The number of members of the Supervisory Board of the Company is 03. The term of office of a member of the Supervisory Board shall not exceed 05 years, calculated from the effective date of appointment, and may be re-elected for an unlimited number of terms.

2. Members of the Supervisory Board must meet the standards and conditions as prescribed in Clause 1, Article 169 of the Law on Enterprises and must not fall into the following cases:

a) Working in the accounting or finance department of the Company;

b) Being a member or employee of an independent auditing company that has audited the company's financial statements in the 03 consecutive years prior thereto.

c) Being a person with family relations to managers of the Company and the parent company; or being a representative of the Company's capital.

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

a) No longer meeting the standards and conditions to be a member of the Supervisory Board as prescribed in Clause 2 of this Article;

b) Submitting a resignation letter that is approved;

c) Other cases as prescribed by law or this Charter.

4. Members of the Supervisory Board shall be removed in the following cases:

a) Failing to complete assigned tasks and work;

b) Failing to exercise their rights and obligations for 06 consecutive months, except in cases of force majeure;

c) Violating the obligations of a member of the Supervisory Board multiple times or seriously violating them as prescribed by the Law on Enterprises and the Company Charter;

d) Other cases according to the resolution of the General Meeting of Shareholders.

Điều 37. Head of the Supervisory Board

1. The Head of the Supervisory Board is elected by the Supervisory Board from among the members of the Supervisory Board; election, dismissal, and removal are based on the majority principle. The Supervisory Board must have more than half of its members permanently residing in Vietnam. The Head of the Supervisory Board must have a university degree or higher in one of the majors: economics, finance, accounting, auditing, law, business administration, or a major related to the business activities of the enterprise.

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

a) Convene meetings of the Supervisory Board;

b) Request the Board of Directors, Director, and other executives to provide related information for reporting to the Supervisory Board;

c) Draft and sign reports of the Supervisory Board after consulting the Board of Directors to submit to the General Meeting of Shareholders.

d) Other rights and obligations according to the Operating Regulations of the Company's Supervisory Board.

Điều 38. 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 approved auditing organizations to audit the Company's financial statements; decide on the approved auditing organization to inspect the Company's activities; and remove the approved auditor when deemed necessary.

2. Be responsible to shareholders for its supervisory activities.

3. Supervise the financial situation of the Company and the compliance with the law in the activities of members of the Board of Directors, the Director, and other managers.

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

5. In case of discovering acts of violation of the law or the Company Charter by members of the Board of Directors, the Director, or other executives of the enterprise, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the violator to terminate the violation and have solutions 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 at the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP dated 31/12/2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

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

9. Have the right to request the Board of Directors, members of the Board of Directors, the Director, and other managers to provide full, accurate, and timely information and documents regarding the management, administration, and business activities of the Company.

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

Điều 39. Meetings of the Supervisory Board

1. The Supervisory Board must meet at least twice a year, with the number of members attending the meeting being at least 2/3 of the members of the Supervisory Board. The minutes of the Supervisory Board meeting are prepared in detail and clearly. The minute-taker and members of the Supervisory Board attending the meeting must sign the meeting minutes. The minutes of the Supervisory Board meetings must be kept to determine the responsibility of each member of the Supervisory Board.

2. The Supervisory Board has the right to request members of the Board of Directors, the Director, and representatives of the approved auditing organization to attend and answer issues that need clarification.

Điều 40. Salary, remuneration, bonuses, and other benefits of members of the Supervisory Board

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

1. Members of the Supervisory Board are paid salary, 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, bonus, other benefits, and the annual operating budget of the Supervisory Board.

2. Members of the Supervisory Board are reimbursed for food, accommodation, travel, and expenses for using independent consulting services at a reasonable level. The total amount of this remuneration and expenses shall not exceed the total annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless the General Meeting of Shareholders decides otherwise.

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

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

Members of the Board of Directors, members of the Supervisory Board, the Director, and other executives have the responsibility to perform their duties, including duties as members of sub-committees of the Board of Directors, honestly and prudently for the interests of the Company.

Điều 41. Responsibility of honesty and avoiding conflicts of interest

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

2. Members of the Board of Directors, members of the Supervisory Board, the Director, other managers, and their related persons shall only use information obtained by virtue of their positions to serve the interests of the Company.

3. Members of the Board of Directors, members of the Supervisory Board, the Director, and other managers have the obligation to notify the Board of Directors and the Supervisory Board in writing of any transactions between the Company, its subsidiaries, or other companies in which the Company holds a controlling interest of 50% or more of the charter

capital, and themselves or their related persons, in accordance with the law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company shall disclose information regarding these resolutions in accordance with the securities laws on information disclosure.

4. Members of the Board of Directors shall not vote on any transaction that brings benefits to themselves or their related persons, in accordance with the Law on Enterprises and the Company's Charter.

5. Members of the Board of Directors, members of the Supervisory Board, the Director, other managers, and their related persons shall not use or disclose internal information to others to execute related transactions.

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

a) For transactions with a value of less than 35% of the total asset value recorded in the most recent financial statement, the important contents of the contract or transaction, as well as the relationships and interests of the member of the Board of Directors, member of the Supervisory Board, Director, or other executive, have been reported to the Board of Directors and approved by the Board of Directors with a majority vote of the members of the Board of Directors who do not have related interests;

b) For transactions with a value of 35% or more, or transactions resulting in a total transaction value arising within 12 months from the date of the first transaction 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 member of the Board of Directors, member of the Supervisory Board, Director, or Company Executive have been disclosed to shareholders and approved by the General Meeting of Shareholders by a vote of shareholders who do not have related interests.

c) Contracts or transactions for borrowing or selling assets with a value greater than 10% of the total asset value recorded in the most recent financial statement between the Company and a shareholder owning 51% or more of the total voting shares, or a related person of that shareholder, have been disclosed to shareholders and approved by the General Meeting of Shareholders by a vote of shareholders who do not have related interests.

Điều 42. Liability for damages and compensation

1. Members of the Board of Directors, members of the Supervisory Board, the Director, and other executives who violate their duties, the responsibility of honesty and prudence, or fail to fulfill their obligations shall be liable for damages caused by their violations.

2. The Company shall indemnify persons who have been, are, or may become parties to claims, lawsuits, or prosecutions (including civil and administrative cases, but excluding lawsuits where the Company is the plaintiff) if such person is or was a member of the Board of Directors, member of the Supervisory Board, Director, other executive, employee, or

representative authorized by the Company, and has been performing duties under the Company's authorization, acting honestly and prudently in the best interest of the Company on the basis of compliance with the law, and there is no evidence confirming that the person has violated their responsibilities.

3. Compensation costs include judgment costs, fines, and amounts actually paid (including attorney fees) or considered reasonable when settling these cases within the framework permitted by law. The Company may purchase insurance for these persons to avoid the aforementioned compensation liabilities.

XI.RIGHT TO INSPECT BOOKS AND COMPANY RECORDS

Điều 43. Right to inspect books and records

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

a) Ordinary shareholders have the right to review, inspect, and extract information regarding the name and contact address related to shareholders and request the correction of inaccurate information; to review, inspect, 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 ordinary shares have the right to review, inspect, and extract the minute books and resolutions or decisions of the Board of Directors, mid-year and annual financial statements, reports of the Supervisory Board, contracts and transactions that must be approved by the Board of Directors, and other documents, excluding documents related to the Company's trade secrets or business secrets.

2. In case an authorized representative of a shareholder or group of shareholders requests to inspect books and records, they must attach the power of attorney from the shareholder or group of shareholders they represent, or a notarized copy of this power of attorney.

3. Members of the Board of Directors, members of the Supervisory Board, the Director, and other executives have the right to inspect the Company's register of shareholders, 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 its amendments and supplements, the Enterprise Registration Certificate, regulations, documents proving ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Supervisory Board, annual financial statements, accounting books, and other documents as required by law at the head office or another location, provided that shareholders and the Business Registration Authority are notified of the storage location of these documents.

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

XII. EMPLOYEES AND TRADE UNION

Điều 44. Employees and trade union

1. The Director shall prepare plans for the Board of Directors to approve matters related to recruitment, termination of employment, salaries, social insurance, benefits, rewards, and discipline for employees and corporate executives.

2. The Director shall prepare plans for the Board of Directors to approve matters related to the Company's relationship with trade union organizations in accordance with best management standards, practices, and policies, the practices and policies stipulated in this Charter, the Company's regulations, and current legal provisions.

XIII. PROFIT DISTRIBUTION

Điều 45. Profit distribution

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

2. The Company does not pay interest on dividend payments or payments related to a class of shares.

3. The Board of Directors may propose that the General Meeting of Shareholders approve the payment of all or part of dividends in shares, and the Board of Directors is the body that executes this decision.

4. In case dividends or other payments related to a class of shares are paid in cash, the Company shall pay in Vietnamese Dong. Payment can be made directly or through banks based on the bank account details provided by the shareholder. In case the Company has transferred funds 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 the Company transferred to that shareholder. Dividend payments for shares listed on the Stock Exchange may be conducted through a securities company or the Vietnam Securities Depository and Clearing Corporation.

5. Based on the Law on Enterprises and the Law on Securities, the Board of Directors shall pass a resolution or decision to determine a specific date to close the list of shareholders. Based on that date, those registered as shareholders or owners of other securities are entitled to receive dividends in cash or shares, or to receive notices or other documents.

6. Other matters related to profit distribution shall be implemented in accordance with the provisions of the law.

XIV. BANK ACCOUNTS, FISCAL YEAR, AND ACCOUNTING SYSTEM

Điều 46. Bank accounts

1. The Company opens accounts at Vietnamese banks or branches of foreign banks permitted to operate in Vietnam.

2. With the prior approval of the competent authority, in necessary cases, the Company may open bank accounts abroad in accordance with the provisions of the law.

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

Điều 47. Fiscal year

The Company's fiscal year begins on 01 January each year and ends on 31 December each year. The first fiscal year begins on the date of issuance of the Enterprise Registration Certificate and ends on 31 December immediately following the date of issuance of that certificate.

Điều 48. Accounting system

1. The accounting system the Company uses is the enterprise accounting system or a specific accounting system issued or approved by the competent authority.

2. The Company prepares accounting books in Vietnamese and keeps accounting records in accordance with the accounting laws and related laws. These records must be accurate, up-to-date, systematic, and sufficient to prove and explain the Company's transactions.

3. The Company uses Vietnamese Dong as the accounting currency. In case the Company has economic operations occurring mainly in a foreign currency, it may choose that foreign currency as its accounting currency, take responsibility for that choice before the law, and notify the direct tax management agency.

XV. FINANCIAL STATEMENTS, ANNUAL REPORTS, AND RESPONSIBILITY FOR INFORMATION DISCLOSURE

Điều 49. Annual, semi-annual, and quarterly financial statements

1. The Company must prepare annual financial statements, and the annual financial statements must be audited in accordance with the provisions of the law. The Company shall disclose the audited annual financial statements in accordance with the laws on information disclosure in the securities market and submit them to the competent state authority.

2. The annual financial statements must include full reports, appendices, and notes as required by the laws on enterprise accounting. The annual financial statements must reflect the Company's operational status honestly and objectively.

3. The Company must prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with the laws on information disclosure in the securities market and submit them to the competent state authority.

Điều 50. Annual report

The Company must prepare and disclose an Annual Report in accordance with the provisions of the laws on securities and the securities market.

XVI. COMPANY AUDIT

Điều 51. Audit

1. The General Meeting of Shareholders designates an approved auditing organization or approves a list of approved auditing organizations and authorizes the Board of Directors to decide on the selection of one of these entities to audit the Company's financial statements for the next fiscal year based on the terms and conditions agreed upon with the Board of Directors.

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

3. The independent auditor performing the audit of the Company's financial statements is entitled to attend meetings of the General Meeting of Shareholders and is entitled to receive notices and other information related to the General Meeting of Shareholders and to speak at the meeting on issues related to the audit of the Company's financial statements.

XVII. ENTERPRISE SEAL

Điều 52. Enterprise seal

1. The seal includes a seal made at a seal-making facility or a seal in the form of a digital signature in accordance with the laws on electronic transactions.

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

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

XVIII. DISSOLUTION OF THE COMPANY

Điều 53. Dissolution of the company

1. The Company may be dissolved in the following cases:

a) According to the resolution or decision of the General Meeting of Shareholders;

b) Upon revocation of the Enterprise Registration Certificate, except in cases where the Law on Tax Administration provides otherwise;

c) Other cases as prescribed by law.

2. The dissolution of the Company before the expiration of its term shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) in accordance with regulations.

Điều 54. Liquidation

1. At least 06 months before the end of the Company's operating term or after a decision to dissolve the Company, the Board of Directors must establish a Liquidation Committee consisting of 03 members, of which 02 members are appointed by the General Meeting of Shareholders and 01 member is appointed by the Board of Directors from an independent

auditing firm. The Liquidation Committee prepares its own operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs related to liquidation are prioritized by the Company to be paid before other debts of the Company.

2. The Liquidation Committee is responsible for reporting to the Business Registration Authority regarding the date of establishment and the date of commencement of operations. From that moment, the Liquidation Committee represents the Company in all matters related to the liquidation of the Company before the Court and administrative agencies.

3. Proceeds from the liquidation are paid in the following order:

a) Liquidation costs;
b) Debts for wages, severance pay, social insurance, and other benefits of employees under the signed collective labor agreement and labor contracts;
c) Tax debts;
d) Other debts of the Company;
e) The remainder after paying all debts from items (a) to (d) above is distributed to shareholders. Preference shares are prioritized for payment first.

XIX. INTERNAL DISPUTE RESOLUTION

Điều 55. Internal dispute resolution

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

a) Shareholders and the Company;

b) Shareholders and the Board of Directors, the Supervisory Board, the Director, or other executives;

The involved parties shall attempt to resolve such disputes through negotiation and mediation. Except in cases of disputes related to the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and require each party to present information related to the dispute within 15 working days from the date the dispute arises. In case of disputes related to the Board of Directors or the Chairman of the Board of Directors, any party may request the Head of the Supervisory Board to appoint an independent expert to act as a mediator for the dispute resolution process.

2. In case a mediation decision is not reached within 06 weeks from the commencement of the mediation process, or if the mediator's decision is not accepted by the parties, either party may take the dispute to Arbitration or Court.

3. The parties shall bear their own costs related to the negotiation and mediation proceedings. Payment of Court costs shall be made in accordance with the Court's judgment.

XX. AMENDMENTS AND SUPPLEMENTS TO THE CHARTER

Điều 56. Company charter

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

2. In case the law has provisions related to the Company's operations that are not mentioned in this Charter, or in case there are new legal provisions different from the terms in this Charter, those legal provisions shall apply to govern the Company's operations.

XXI. EFFECTIVE DATE

Điều 57. Effective date

1. This Charter consists of 21 sections and 57 articles, approved by Resolution of the Extraordinary General Meeting of Shareholders No. ………../NQ-ĐHĐCĐ dated 08 October 2026 in Ho Chi Minh City, with full agreement on the effectiveness of this Charter in its entirety.

2. The Charter is made into 05 (five) copies, having equal value, and must be kept at the Company's head office.

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

4. Copies or extracts of the Company's Charter are valid when signed by the Chairman of the Board of Directors, the Director, or at least 1/2 of the total number of members of the Board of Directors.

Full name and signature of the legal representative.

LEGAL REPRESENTATIVE OF THE COMPANY
DIRECTOR

SUMMARY TABLE OF PROPOSALS FOR AMENDING AND SUPPLEMENTING THE COMPANY CHARTER

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
			Article 1. Definition of terms		
1	1	i	*Article 1: Managers of the Company include: Chairman of the Board of Directors, Director*	Chairman of the Board of Directors, members of the Board of Directors, Director, and other Managers.	Add "members of the Board of Directors" as Company Managers to comply with the provisions of Clause 24, Article 4 of the Law on Enterprises
1	1	j	N/A	Other managers include the Deputy Director and Chief Accountant	Add the definition of "Other Managers" for further clarification, as many provisions in the Charter refer to "Other Managers"
1	1	p	The term of operation is the duration of the Company's operation as specified in Article 2 of this Charter and the extension period (if any) approved by the GMS	The term of operation is the duration of the Company's operation as specified in Article 2 of this Charter approved by the GMS	Remove "and the extension period (if any)" because Article 2 states "The Company's term of operation is indefinite"
			Article 2. Name, form, headquarters, branches, representative offices, business locations, and term of operation of the Company		
2	1		**Abbreviated Company name: CNG Vietnam**	**Abbreviated Company name: PV GAS CNG**	According to the Group's brand identity
2	1		...Vietnam Oil and Gas Group…	…Vietnam National Energy – Industrial Group…	Change the name to align with the current designation
2	3		Headquarters address: No. 475 Nguyen An Ninh, Ward 9, Vung Tau City, Ba Ria - Vung Tau Province	Headquarters address: No. 475 Nguyen An Ninh, Tam Thang Ward, Ho Chi Minh City.	Adjust to align with new administrative boundaries after the merger
			Article 3. Legal representative of the Company		
			The Company has 01 legal representative who is the Director.	The Company has 01 (one) legal representative. The legal representative of the Company is the Director. In case the Company lacks a legal representative, the Chairman of the Board of Directors shall be the legal representative of the Company until a new representative is appointed in accordance with the law and the Company Charter.	Adjust to align with operational reality
			Article 4. Objectives of the Company's operations		
4	1		Production, filling, and trading of: Gas (Liquefied Petroleum Gas - LPG, Compressed Natural Gas - CNG, Liquefied Natural Gas - LNG); Biomass and related products; Propane;	Production, filling, and trading of: Gas (Liquefied Petroleum Gas - LPG, Compressed Natural Gas - CNG, Liquefied Natural Gas - LNG, Hydrogen gas - H_2); Biomass and related products; Propane;	Supplement to align with the Corporation's development orientation
4	1		Other business lines not prohibited by law and consistent with the orientation and coordination of Vietnam Oil and Gas Group and Petrovietnam Gas Joint Stock Corporation.	Other business lines not prohibited by law and consistent with the Company's development orientation.	sửa đổi để phù hợp với quy định pháp luật do CNG VN không thuộc PVN và PV GAS cũng chỉ là 1 cổ đông lớn của CNG

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
			Article 11. Rights of shareholders		
11	2	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 07 working days before the opening date. The proposal must clearly state the shareholder's name, the number of each type of shares held by the shareholder, and the issue proposed for inclusion in the meeting agenda	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 07 working days before the opening date. The proposal must clearly state all information as prescribed in Clause 4, Article 17 of this Charter	Ensure consistency of provisions between articles and avoid duplication of content.
			Article 14: Rights and obligations of the GMS		
			1. The General Meeting of Shareholders has the following rights and obligations:		
14	1	g	Decide on the buyback of more than 10% of the total shares sold of each type;	Decide on the buyback of more than 10% (but not exceeding 30%) of the total shares sold of each type;	Align with the Company's share buyback rights as prescribed in Article 133 of the Law on Enterprises
			2. The General Meeting of Shareholders discusses and approves the following issues:		
14	2	h	The Company enters into contracts or transactions with subjects specified in Clause 1, Clause 3, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total value of the Company's assets recorded in the most recent financial statement;	The Company enters into contracts or transactions with subjects specified in Clause 1, Article 167 of the Law on Enterprises with a value of 35% or more, or transactions resulting in a total transaction value arising within 12 months from the date of the first transaction of 35% or more of the total asset value recorded in the Company's most recent financial statement	Remove "Clause 3, Article 167" because, according to Point b, Clause 3, Article 167 of the Law on Enterprises, loans, borrowings, and asset sales >10%... must be submitted to the GMS. Therefore, requiring >35% to be submitted to the GMS is inconsistent with the Law on Enterprises, the Law on Securities, and Clause 84, Article 1 of Decree 245 amending Clause 4, Article 293 of Decree 155
14		i	Approve transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;	Approve contracts and transactions for loans, borrowings, 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 a shareholder owning 51% or more of the total voting shares or a related person of that shareholder	Amend to align with the provisions of Point b, Clause 3, Article 167 of the Law on Enterprises and Clause 84, Article 1 of Decree No. 245/2025/ND-CP (Clause 4, Article 293 of Decree No. 155/2020/ND-CP has been replaced by Clause 84, Article 1 of Decree No. 245/2025/ND-CP)
			N/A	Approve contracts for leasing, renting, mortgaging, or pledging assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement	Amend to align with operational reality and Point h, Clause 2, Article 26
			Article 17. Convening meetings, meeting agenda, and notice of invitation to the General Meeting of Shareholders		

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
17	4		Shareholders or groups of shareholders as prescribed in Clause 2, Article 11 of this Charter have the right to propose issues to be included in the agenda of the General Meeting of Shareholders...issues proposed for inclusion in the meeting agenda;	Shareholders or groups of shareholders as prescribed in Clause 2, Article 11 of this Charter have the right to propose issues to be included in the agenda of the General Meeting of Shareholders...issues proposed for inclusion in the meeting agenda; Reason for the proposal; Signature of the shareholder; if the person signing the proposal document is a representative of the shareholder, a valid power of attorney must be attached.	Supplement to ensure completeness and rigor
			Article 19. Procedures for conducting meetings and voting at the General Meeting of Shareholders		
19	2		The election of the chairperson, secretary, the Committee for verification of shareholder status/delegates, and the Vote Counting Committee is provided as follows:	The election of the chairperson, secretary, and the Vote Counting Committee is provided as follows:	Remove the content "Committee for verification of shareholder status/delegates" because this content is decided by the Board of Directors before the GMS meeting takes place, and to align with Circular 116/2020 guiding Decree 155 on corporate governance for public companies
19		c	The chairperson appoints one or more people to act as the meeting secretary; the Committee for verification of shareholder status/delegates serving the meeting is elected before the opening of the General Meeting.	The chairperson appoints one or more people to act as the meeting secretary	Remove the content "Committee for verification of shareholder status/delegates" because this content is decided by the Board of Directors before the GMS meeting takes place, and to align with Circular 116/2020 guiding Decree 155 on corporate governance for public companies
			Article 20. Conditions for passing Resolutions of the General Meeting of Shareholders		
20	1		Resolutions on the following issues are passed if approved by shareholders representing 65% or more of the total voting shares of all shareholders attending the meeting, except for cases specified in Clauses 2 and 3 of this Article and Clause 6, Article 148 of the Law on Enterprises	Resolutions on the following issues are passed if approved by shareholders representing 65% or more of the total voting shares of all shareholders attending the meeting, except for cases specified in Clauses 2 and 3 of this Article, Clause 8, Article 21 of the Charter, and Clause 6, Article 148 of the Law on Enterprises:	Add the exclusion content in Clause 8, Article 21 of the Charter to ensure rigor, consistency, and compliance with the provisions of the Law on Enterprises

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
20	2		Resolutions related to the election of members of the Board of Directors and the Supervisory Board are passed using the cumulative voting method as prescribed in Clause 3, Article 148 of the Law on Enterprises. In case of electing 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 may be conducted using the cumulative voting method prescribed in Clause 3, Article 148 of the Law on Enterprises or using the voting method (in favor, against, abstention). The voting ratio for approval via the voting method is implemented according to Clause 3 of this Article.	Resolutions related to the election of members of the Board of Directors and the Supervisory Board are passed as follows: '-a. In case the number of candidates for election to the Board of Directors and Supervisory Board is greater than the number of members of the Board of Directors/Supervisory Board to be elected, the cumulative voting method prescribed in Clause 3, Article 148 of the Law on Enterprises shall be applied. '-b. In case the number of candidates for election to the Board of Directors and Supervisory Board 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 shall be conducted using the voting method (in favor, against, abstention). The voting ratio for approval via the voting method is implemented according to Clause 3 of this Article	Separate the provision in Clause 2 into 02 cases: (i) number of candidates for Board of Directors/Supervisory Board members is greater than the number of members needed ==> Election by cumulative voting; (ii) number of candidates for Board of Directors/Supervisory Board members is less than or equal to the number of members needed ==> Election by voting method.
20	3		Other resolutions are passed when approved by shareholders representing more than 50% of the total voting shares of all shareholders attending the meeting, except for cases specified in Clause 1 of this Article, Clause 8, Article 21 of the Company Charter, and Clause 6, Article 148 of the Law on Enterprises	Other resolutions are passed when approved by shareholders representing more than 50% of the total voting shares of all shareholders attending the meeting, except for cases specified in Clause 1, Point a, Clause 2 of this Article, and Clause 6, Article 148 of the Law on Enterprises	Add "Point a, Clause 2", remove "Clause 8, Article 21"
			Article 22. Resolutions and Minutes of the General Meeting of Shareholders		
22	1		The General Meeting of Shareholders must have minutes recorded, and may be recorded by audio or other electronic forms. The minutes must be prepared in Vietnamese, may be prepared in foreign languages, and must contain the following key contents:	The General Meeting of Shareholders must have minutes recorded, and may be recorded by audio or other electronic forms. The minutes must be prepared in Vietnamese, may be prepared in foreign languages, and both have equal legal validity. In case of discrepancies between the Vietnamese and foreign language minutes, the content in the Vietnamese minutes shall prevail. The minutes of the General Meeting of Shareholders must contain the following key contents:	Supplement to ensure rigor and clarity
			Article 24. Candidacy and nomination of members of the Board of Directors		
24	5		N/A	Standards for independent members of the Board of Directors: In addition to the standards for members of the Board of Directors prescribed in Clause 4, Article 24 of this Charter, independent members of the Board of Directors must also meet the conditions prescribed in Clause 2, Article 155 of the Law on Enterprises.	Supplement standards for independent members of the Board of Directors according to Clause 2, Article 155 of the Law on Enterprises and Circular 116/2020 guiding Decree 155 on corporate governance for public companies

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
			Article 25. Composition and term of members of the Board of Directors		
25	5		The appointment of members of the Board of Directors must be disclosed according to legal regulations on information disclosure in the securities market.	The election of members of the Board of Directors must be disclosed according to legal regulations on information disclosure in the securities market.	Members of the Board of Directors are elected via the election method instead of "appointment"
			Article 26. Powers and obligations of the Board of Directors		
26	2	h	Approve contracts for purchase, sale, borrowing, lending, and other contracts or transactions with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement…	Approve contracts for purchase, sale, borrowing, lending, and other contracts or transactions with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement, excluding contracts for leasing, renting, mortgaging, or pledging assets with a value of less than 35% and contracts or transactions under the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138 and Point b, Clause 3, Article 167, Clause 1 and Clause 3, Article 167 of the Law on Enterprises	Point h, Clause 2, Article 153 allows "Approval of contracts for purchase, sale, borrowing, lending, and other contracts or transactions with a value of 35% or more of the total asset value recorded in the company's most recent financial statement, unless the Company Charter specifies a different ratio or value"
			Article 29. Meetings of the Board of Directors		
29	6		The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send a notice of the meeting at least 05 working days before the meeting date. The notice must specify the time, location, agenda, issues to be discussed, and decisions. The notice must be accompanied by documents used at the meeting and voting ballots for members	The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send a notice of the meeting at least 05 working days before the meeting date (for regular meetings) and at least 03 working days before the meeting date (for urgent or extraordinary meetings). The notice must specify the time, location, agenda, issues to be discussed, and decisions. The notice must be accompanied by documents used at the meeting and voting ballots for members	Amend and supplement to align with the Company's practical situation
29	11	b	Members of the Board of Directors are not allowed to vote on contracts, transactions, or proposals in which they or their related persons have an interest that conflicts or may conflict with the Company's interests. Members of the Board of Directors are not counted in the minimum quorum of members required to hold a Board of Directors meeting regarding decisions on which they do not have the right to vote;	Remove the clause "Members of the Board of Directors are not counted in the minimum quorum of members required to hold a Board of Directors meeting regarding decisions on which they do not have the right to vote"	Amend to align with Clause 8, Article 29 of the Charter and Clause 8, Article 157 of the Law on Enterprises
29	14		Resolutions and decisions of the Board of Directors are passed if approved by a majority of members attending the meeting	Resolutions and decisions of the Board of Directors are passed if approved by a majority of members attending the meeting who have the right to vote	Amend to align with Point b, Clause 11 of this Article

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
29	15		The Board of Directors has the right to collect opinions from members of the Board of Directors in writing to pass Resolutions of the Board of Directors when approving issues under the authority of the Board of Directors in Clause 2, Article 26 of this Charter. Resolutions in the form of written opinion collection are passed based on the approval of a majority of members of the Board of Directors who have the right to vote. These resolutions and decisions have the same effect and validity as resolutions and decisions passed at a meeting.	The Board of Directors has the right to collect opinions from members of the Board of Directors in writing to pass Resolutions and decisions of the Board of Directors when approving issues under the authority of the Board of Directors in Clause 2, Article 26 of this Charter. Resolutions and decisions in the form of written opinion collection are passed based on the approval of a majority of members of the Board of Directors who have the right to vote. These resolutions and decisions have the same effect and validity as resolutions and decisions passed at a meeting.	Add the content "decisions" to align with the form of issuance of documents by the Board of Directors as prescribed.
			Article 30. Sub-committees under the Board of Directors	**Article 30. Assisting bodies of the Board of Directors**	
30	1		The Board of Directors may establish sub-committees under its authority to be in charge of development policy, personnel, remuneration, internal audit, and risk management. The number of members of a sub-committee is decided by the Board of Directors, with a minimum of 02 people, including members of the Board of Directors and outside members. Independent members of the Board of Directors/non-executive members of the Board of Directors should constitute a majority in the sub-committee, and one of these members shall be appointed as the Head of the Sub-committee by decision of the Board of Directors. The activities of the sub-committee must comply with the regulations of the Board of Directors. Resolutions of the sub-committee are only valid when approved by a majority of members attending and voting at the sub-committee meeting.	The Board of Directors may establish assisting bodies/Committees/Sub-committees under its authority to advise, synthesize, and support the Board of Directors in performing governance, orientation, supervision functions, and issues under the authority of the Board of Directors; and to be in charge of development policy, personnel, remuneration, internal audit, and risk management. The organization of the functions specified in this Article may be implemented under an independent model or combined within the same unit; specifically, the internal audit must ensure independence and objectivity in operations and the right to report directly to the Board of Directors. The number of members of the assisting body of the Board of Directors is decided by the Board of Directors. The activities of the assisting body of the Board of Directors must comply with the provisions of the law and the Board of Directors.	Amend to align with the draft orientation on the Company's organizational structure in the coming time
	2		The implementation of decisions of the Board of Directors or sub-committees under the Board of Directors must comply with current legal regulations and the provisions of the Company Charter.		
34			**Article 34. Appointment, dismissal, powers, and obligations of the Director**		
	1		The Board of Directors appoints 01 member of the Board of Directors as the Director	The Board of Directors appoints 01 member of the Board of Directors or hires another person as the Director	Amend to align with Article 3 of the Charter
			Article 35. Candidacy and nomination of members of the Supervisory Board (Supervisors)		

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
35	2		In case the number of candidates nominated by shareholders or groups of shareholders is lower than the number of candidates they are entitled to nominate according to the decision of the GMS, the remaining candidates shall be nominated by the incumbent Supervisory Board and other shareholders	In case the number of candidates nominated by shareholders or groups of shareholders is lower than the number of candidates they are entitled to nominate, the remaining candidates shall be nominated by the Board of Directors, the incumbent Supervisory Board, and other shareholders	Amend to align with Point b, Clause 1, Article 7 of Circular 116/2020/TT-BTC on corporate governance for public companies and to align with Clause 2, Article 35 of the Charter
			Article 36. Composition of the Supervisory Board		
36	2		Members of the Supervisory Board must meet the standards and conditions as prescribed in Article 169 of the Law on Enterprises and must not fall into the following cases:	Members of the Supervisory Board must meet the standards and conditions as prescribed in Clause 1, Article 169 of the Law on Enterprises and must not fall into the following cases:	
			a) Working in the accounting or finance department of the Company;	a) Working in the accounting or finance department of the Company;	
			b) Being a member or employee of an independent audit firm auditing the company's financial statements in the 03 consecutive years prior.	b) Being a member or employee of an independent audit firm auditing the company's financial statements in the 03 consecutive years prior.	
				c) Being a family member of the managers of the Company and the Parent Company; or a representative of the Company's capital contribution.	
			Article 37. Head of the Supervisory Board		
	2		Powers and obligations of the Head of the Supervisory Board:		
37	2	d	N/A	"The Head of the Supervisory Board has “other powers and obligations according to the Operating Regulations of the Company's Supervisory Board”."	- Add point d) to Clause 2, Article 37 of the Company Charter: '- Clause 2, Article 168 of the Law on Enterprises: "Powers and obligations of the Head of the Supervisory Board are prescribed by the Company Charter" '- According to the provisions of Clause 3, Article 7 of the Operating Regulations of the Supervisory Board, the Head of the Supervisory Board has additional powers beyond the Company Charter… Therefore, it is proposed to add provisions on the powers and obligations of the Head of the Supervisory Board to the Charter to be consistent with the Supervisory Board's Regulations
			Article 41. Responsibility for honesty and avoiding conflicts of interest		

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
41	6	a	Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the Director, other executives, and individuals or organizations related to these subjects are not void in the following cases:		
			For transactions with a value smaller than the total asset value...that have been reported to the Board of Directors and approved by the Board of Directors by a majority of votes of the members of the Board of Directors who have no related interest	For transactions with a value smaller than 35% of the total asset value...that have been reported to the Board of Directors and approved by the Board of Directors by a majority of votes of the members of the Board of Directors who have no related interest;	Add <35% of total asset value. If the transaction is >=35%, it does not fall under the authority of the Board of Directors
			Article 53. Dissolution of the company		
53	1		The Company may be dissolved in the following cases:		
		a	Expiration of the term of operation stated in the Company Charter without a decision for extension;	Remove this clause	Because Clause 5, Article 2 of the Company Charter states "the company's term of operation is indefinite"
	2		The dissolution of the Company before the expiration of the term (including the extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors.	The dissolution of the Company before the expiration of the term shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors.	Remove "including the extended term" to align with Article 1 of the Charter
			Article 56. Company Charter		
56	2		In case the law has provisions related to the Company's operations not mentioned in this Charter, or in case new legal provisions differ from the clauses in this Charter, those provisions shall be applied to regulate the Company's operations.	In case the law has provisions related to the Company's operations not mentioned in this Charter, or in case new legal provisions differ from the clauses in this Charter, those provisions of the law shall be applied to regulate the Company's operations.	Add "of the law" to ensure rigor and clarity
			Article 57. Effective date		
57	4		Copies or excerpts of the Company Charter are valid when signed by the Chairman of the Board of Directors or at least 1/2 of the total members of the Board of Directors.	Copies or excerpts of the Company Charter are valid when signed by the Chairman of the Board of Directors, or the Director, or at least 1/2 of the total members of the Board of Directors.	Supplement to facilitate flexibility in the operations of CNG Vietnam

PV GAS JOINT STOCK CORPORATION
CNG VIETNAM JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: ………../TTr- CNG.HĐQT

Ho Chi Minh City, dated …….. month ……. year 2026.

Draft

PROPOSAL
Regarding the amendment and supplementation of the Internal Regulations on Corporate Governance Of CNG Vietnam Joint Stock Company

To: The General Meeting of Shareholders - CNG Vietnam Joint Stock Company.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents for implementation;

Pursuant to the Law on Securities No. 54/2019/QH14 and guiding documents on the corporate governance of public companies;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025, on amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP;

Pursuant to the Charter of CNG Vietnam Joint Stock Company, 18th amendment, approved by the General Meeting of Shareholders (GMS) on May 24, 2024.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the (amended and supplemented) Internal Regulations on Corporate Governance, aiming to ensure consistency and compliance with the (amended and supplemented) Company Charter and relevant legal regulations, as per the Draft attached to this Proposal.

Sincerely!

Attachments:

- Draft of the amended and supplemented Internal Regulations on Corporate Governance;
- Summary table of amendments and supplementations.

Recipients:
- As above;
- Board of Directors;
- BOS, BOM;;
- Archived, BOD. S.01.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Trinh Van Khiem

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DRAFT

INTERNAL REGULATIONS ON CORPORATE GOVERNANCE CNG VIETNAM JOINT STOCK COMPANY

(Issued in conjunction with Decision No. ……../QD-CNG.HĐQT dated [Date]/[Month]/2026 of the Board of Directors of CNG Vietnam Joint Stock Company)

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and Law No. 76/2025/QH15 dated June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and Law No. 56/2024/QH15 dated November 29, 2024, amending and supplementing a number of articles of the Law on Securities;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government and Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies;

Pursuant to the Charter of CNG Vietnam Joint Stock Company;

Pursuant to Resolution No. ………/NQ-ĐHĐCĐ dated October 8, 2026, of the 2026 Extraordinary General Meeting of Shareholders of CNG Vietnam Joint Stock Company.

The Board of Directors hereby issues the Internal Regulations on Corporate Governance of CNG Vietnam Joint Stock Company, covering the following contents:

TABLE OF CONTENTS

CHAPTER I
GENERAL PROVISIONS

Article 1. Purpose and Scope of Regulation

1. These Internal Regulations on Corporate Governance ("Regulations") are developed and issued in accordance with the requirements of the law on the corporate governance of listed joint stock companies as prescribed by the Law on Enterprises, the Law on Securities, other relevant current legal regulations, and the Company Charter, in line with the Company's production and business activities.
2. To implement a clear policy on Corporate Governance and ensure the sustainable and transparent development of the Company, these Regulations stipulate the contents regarding (i) the roles, rights, and obligations of the General Meeting of Shareholders, the Board of Directors, the Supervisory Board, and the Director; (ii) the sequence and procedures for convening the General Meeting of Shareholders; (iii) the nomination, self-nomination, election, dismissal, and removal of members of the Board of Directors, the Supervisory Board, and the Director; and (iv) other activities as prescribed by the Company Charter and other current legal regulations. These Regulations also serve as a basis for evaluating the implementation of corporate governance at the Company.
3. These Regulations apply to the members of the Board of Directors, the Supervisory Board, the Director of CNG Vietnam Joint Stock Company, and their Related Persons.

Article 2. Interpretation of Terms

1. The following abbreviations/terms shall be understood as follows:
   a. "Company": means CNG Vietnam Joint Stock Company.
   b. "GMS": means the General Meeting of Shareholders of the Company.
   c. "BOD": means the Board of Directors of the Company.
   d. "Supervisory Board": means the Supervisory Board of the Company.
   e. "Supervisor": means a Supervisor/Member of the Supervisory Board of the Company.
   f. "Unit": means functional departments, branches under the Company, and their equivalents.
   g. "Corporate Governance": means the system of rules to ensure that the Company is directed, managed, and controlled effectively for the interests of shareholders and persons related to the Company.

h. Law on Enterprises: means the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020.

i. Law on Securities: means the Law on Securities No. 54/2019/QH14 dated November 26, 2019.

j. "Major Shareholder": means a shareholder as defined in Clause 18, Article 4 of the Law on Securities.

k. Company Executive includes: Director, Deputy Director, Chief Accountant;

l. Company Manager includes: Chairman of the Board of Directors, members of the Board of Directors, Director;

m. "Board of Management" includes the Director and Deputy Directors.

n. "Non-executive Member of the BOD": A member of the BOD who is not the Director, Deputy Director, or Chief Accountant;

o. "Independent Member of the BOD" or "Independent BOD member" or "Independent member": means a member of the BOD who meets the standards and conditions prescribed by the Company Charter and relevant laws.

p. "Corporate Governance Officer": means the person with the responsibilities and powers prescribed in Article 281 of Decree 155/2020/ND-CP dated December 31, 2020.

q. "Related Person": means an individual or organization as defined in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities.

r. "Majority" means more than 50%.

s. "Online General Meeting of Shareholders" means annual or extraordinary General Meetings of Shareholders organized in the form of participation via the internet to exercise the voting/election rights of shareholders.

t. "Electronic voting" means the act of a shareholder or an authorized representative of a shareholder connecting to the internet and casting a vote or electing through the Electronic Voting System prescribed and notified by the Company.

u. "Electronic Voting System" means the system that provides shareholders or their authorized representatives with tools to exercise relevant rights when attending an Online General Meeting of Shareholders.

v. "Identification element" means information necessary to accurately identify a subject in a specific context.

w. "Force majeure event" means events occurring beyond the control of the person convening the General Meeting of Shareholders, which are unforeseeable and unavoidable despite the application of all necessary measures within the permitted capability.

x. "Proportional Cumulative Voting" is a method of Cumulative Voting where a shareholder or an authorized representative of a shareholder pools their votes for 01 candidate or distributes their votes equally among multiple candidates. After equal distribution, the number of votes corresponding to each candidate is rounded down to the unit. The remaining fractional votes (if any) shall be discarded.

y. "Fixed Cumulative Voting" is a method of Cumulative Voting where a shareholder or an authorized representative of a shareholder records specific numbers of votes for each candidate such that the total number of votes for the selected candidates equals the total number of votes of the shareholder or their authorized representative.

2. In these Regulations, references to one or more legal provisions or documents shall include any amendments, supplements, or replacements thereof.

Article 3. Corporate Governance Principles

The Company's Governance Principles include:

- Compliance with current legal regulations;
- Ensuring an effective governance structure;
- Ensuring the interests of shareholders;
- Fair treatment of shareholders;
- Ensuring the role of stakeholders related to the Company;
- Transparency in the Company's operations;
- The BOD provides direction and oversight; the Supervisory Board effectively controls the Company.

CHAPTER II
GENERAL MEETING OF SHAREHOLDERS

Article 4. Preparation for the GMS meeting

1. The sequence and procedures for organizing and convening the annual GMS are prescribed in Articles 13 and 17 of the Company Charter. The Company shall publish on its website the regulations on the sequence and procedures for convening and voting at the GMS in accordance with the Law on Enterprises, relevant legal documents, and the Company Charter. The BOD is responsible for convening the annual GMS and selecting a suitable venue within the territory of Vietnam.
2. The rights and obligations of the GMS are prescribed in Article 14 of the Company Charter.
3. Steps for preparing for the annual GMS meeting:

   Regulations on convening the GMS, the meeting agenda, and the invitation notice for the GMS are prescribed in Article 17 of the Company Charter. Specifically, the steps to prepare for the annual GMS are as follows:

a. Establishing the list of shareholders entitled to attend the meeting, notifying the closing of the list of shareholders entitled to attend the GMS

Establishing the list of shareholders entitled to attend the meeting and notifying the closing of the list of shareholders entitled to attend the GMS shall be conducted in accordance with the provisions of Point a, Clause 2, Article 17 of the Company Charter and the provisions of securities law applicable to listed companies.

b. Notice of GMS convocation

The notice of the GMS meeting shall be conducted in accordance with the provisions of Clause 3, Article 17 of the Company Charter.

c. Approval of the agenda and contents of the GMS meeting

- The person responsible for preparing the agenda and contents of the GMS meeting: Conducted in accordance with Article 17 of the Company Charter.
- Shareholders or groups of shareholders prescribed in Clause 2, Article 11 of the Company Charter have the right to propose issues to be included in the GMS meeting agenda.
- Proposals for issues to be included in the GMS meeting agenda must be made in writing and sent to the Company at least 07 working days before the opening date of the GMS meeting. The written proposal for issues to be included in the GMS meeting agenda must include information as prescribed in Clause 4, Article 17 of the Company Charter.
- The person convening the GMS meeting has the right to refuse shareholder proposals in the cases prescribed in Clause 5, Article 17 of the Company Charter. In addition, the person convening the GMS meeting also has the right to refuse a shareholder proposal if that proposal does not comply with legal regulations.
- The person convening the GMS meeting shall notify shareholders of decisions to refuse shareholder proposals at the GMS meeting, along with the reasons for such refusal. The person convening the GMS meeting may also send a written refusal of the proposal along with the reasons for refusal.
- The person convening the GMS meeting must accept and include valid proposals (not refused) in the proposed agenda and contents of the meeting. A proposal is officially added to the agenda and contents of the meeting if approved by the GMS.

d. Issues to be included in the annual GMS meeting agenda include:

+ Approval of the dividend rate for each type of share;
+ Approval of the annual report and the annual financial statements of the Company;
+ Approval of the BOD Report and the Supervisory Board Report;
+ Other issues under the authority of the GMS.

e. Draft GMS Resolution

The BOD must prepare a draft resolution for the issues in the GMS meeting agenda as prescribed in Clause 2, Article 17 of the Company Charter.

f. Authorization for a representative to attend the GMS

Authorization for a representative to attend the GMS shall be conducted in accordance with Article 15 of the Company Charter.

Article 5. Organizing the GMS meeting

The sequence, procedures, and conditions for conducting the annual GMS are prescribed in Articles 18 and 19 of the Company Charter.

1. In addition, the specific steps for organizing the GMS meeting are supplemented as follows:

a. Registration for attending the GMS

Registration for attending the GMS meeting is prescribed in Article 19 of the Company Charter, specifically as follows:

- The Corporate Governance Officer, Company Secretary, or a department/individual designated by the BOD is responsible for conducting the registration for GMS attendance.
- Registration for attending the GMS includes registering shareholders and authorized representatives of shareholders attending before the opening of the GMS meeting. Shareholders are registered to verify the minimum ratio of shareholders or authorized representatives of shareholders attending in accordance with regulations for the GMS meeting to begin validly.
- In case a shareholder appoints more than one authorized representative, the specific number of shares and voting rights authorized for each representative must be determined.
- In case the Notice is accompanied by a ballot, a shareholder is considered to have attended the meeting if they have sent the ballot by registered mail to the BOD no later than 1 day before the opening of the meeting.
- The verification of delegate status is prescribed in the Regulations on Organizing the Company's GMS. Documents that need to be brought to the meeting, presented, and checked when registering to attend the GMS meeting will be clearly stated in the GMS meeting invitation, including: Identity card/citizen identification card, passport or copy of the business registration certificate, invitation letter, and power of attorney (in case of authorization). Registration is carried out at the venue of the GMS meeting.

b. Conditions for conducting; Checking and announcing the minimum ratio of attending shareholders

Conditions for conducting the GMS meeting shall be in accordance with Article 18 of the Company Charter.

The Corporate Governance Officer, Company Secretary, or a department/individual designated by the BOD is responsible for checking and announcing the number of delegates attending the meeting that meets the minimum attendance ratio as prescribed. This ratio must be announced by the GMS Meeting Chairperson immediately after the registration of attending shareholders is completed and before shareholders proceed to vote.

c. Opening the GMS meeting

- When the minimum number of shareholders attending the meeting as prescribed in the Company Charter is reached, the Chairman of the BOD declares the opening of the GMS meeting.
- The GMS meeting Chairperson is prescribed in Clause 2, Article 19 of the Company Charter.
- The Chairperson appoints one or more people to act as meeting secretaries; the Committee for Verification of Shareholder/Delegate Status serving the meeting is elected before the opening of the General Meeting.

d. Electing the Vote Counting Committee

- The Chairperson shall request the GMS to elect a Vote Counting Committee at each GMS meeting as prescribed.
- Conditions for members of the Vote Counting Committee include:
  + One of the members of the Vote Counting Committee is a person with knowledge of legal regulations, who may be an employee of the Company;
  + Members of the Vote Counting Committee are not members of the BOD or candidates for BOD membership;
  + Members of the Vote Counting Committee are not members of the Board of Management and candidates for the Board of Management;
  + Members of the Vote Counting Committee are not persons related to the above-mentioned subjects;
  + Members of the Vote Counting Committee should be people with experience in voting and election work.
- The Vote Counting Committee is responsible for counting votes and preparing a written report on the vote counting results after the GMS meeting concludes. This report will be provided to shareholders via the Company's website and in printed form at the Company's head office. The report on vote counting results must have the signatures of all members of the Vote Counting Committee. Members who refuse to sign this report must explain the reason for refusal, and this reason will be included in the appendix of the report.
- The GMS meeting Chairperson may appoint a person or department responsible for supervising the vote counting process.
- The person appointed to supervise the vote counting process has the right to:

+ Prevent any violations of the election regulations.
+ Report to the GMS Chairperson about any unusual signs during the vote counting process, if any.

- The Head of the Vote Counting Committee has the right to decide on the specific number of personnel or supplement/replace personnel of the assisting department for the Vote Counting Committee in the organization of voting at the GMS.

e. Guests attending the meeting

- An independent auditor may be invited to attend the GMS to express opinions on audit issues and issues related to the approval of annual financial statements. In case the audit report on the Company's annual financial statements contains material exceptions, adverse audit opinions, or disclaimers, the Company must invite a representative of the audit organization approved to audit the Company's financial statements to attend the annual GMS, and the representative of the aforementioned approved audit organization is responsible for attending the Company's annual GMS.
- In addition, the Company's BOD may invite creditors, potential investors, employees, government officials, journalists, experts, and other individuals and organizations that do not own shares of the Company to attend the GMS meeting through a decision on guests by the BOD when convening the GMS.

f. Announcing the agenda and rules of the meeting

- The GMS meeting Chairperson presents the meeting agenda to the shareholders. At the same time, the Chairperson will explain the sequence and procedures for conducting the meeting as prescribed in Article 19 of the Company Charter. The meeting agenda must specify in detail the time for discussion for each issue. The meeting agenda and contents must be approved by the GMS right at the opening session. Only the GMS has the right to change the meeting agenda that was sent along with the meeting invitation.
- Regarding the sequence, procedures, or events arising outside the GMS agenda, the decision of the Chairperson is final, as prescribed in Article 19 of the Company Charter.

g. Discussing issues on the agenda

The discussion of issues on the GMS agenda must comply with the following principles:

- Creating opportunities for shareholders to (i) ask questions to members of the BOD, the Supervisory Board, and the independent auditor and receive clear answers, and (ii) be able to make decisions based on full and unbiased information for all issues brought up in the meeting.
- Questions raised by shareholders should be answered immediately. If a question cannot be answered immediately, the Company needs to provide a written

response right after the GMS meeting.

- The independent auditor, members of the BOD, the Supervisory Board, and the Director, along with members of the Company's Board of Management, need to be present at the GMS meeting. In case of absence, the GMS Chairperson needs to explain the reason for their absence.
- Company Managers need to be allowed to speak at the GMS meeting when requested.
- The GMS Chairperson is only allowed to interrupt the presenter to ensure the sequence or compliance with the procedural requirements of the meeting.

h. *Forms of passing GMS resolutions, voting methods*

- When conducting shareholder registration, the Company issues each shareholder or authorized representative with voting rights a voting card, on which the registration number, full name of the shareholder, full name of the authorized representative, and the number of voting shares of that shareholder are recorded. When voting at the meeting, the number of cards in favor of the resolution is collected first, the number of cards against the resolution is collected later, and finally, the total number of votes in favor or against is counted to decide. The total number of votes in favor, against, abstaining, or invalid for each issue is announced by the Chairperson immediately after voting on that issue or announced immediately before closing the meeting.
- Shareholders or authorized representatives who arrive after the GMS meeting has opened have the right to register immediately and subsequently have the right to participate and vote at the GMS immediately after registration. The Chairperson is not responsible for stopping the GMS to allow late-arriving shareholders to register, and the validity of the contents already voted on previously is not affected.

i. *Methods of counting votes and recording voting results*

- The Vote Counting Committee organizes the vote counting and prepares a vote counting minutes under the witness of the Supervisory Board or shareholders who are not Company Executives. The vote counting minutes must contain the following main contents:
  + Name, head office address, business code;
  + Purpose and issues requiring consultation to pass a resolution;
  + Number of shareholders with the total number of voting shares that participated in the voting, distinguishing the number of valid votes and invalid votes and the method of sending ballots, accompanied by an appendix of the list of shareholders participating in the voting;
  + Total number of votes in favor, against, and abstaining for each issue;
  + Issues that have been passed;

+ Full names and signatures of the Chairman of the BOD, vote counters, and vote counting supervisors (if any).
- Members of the Vote Counting Committee and vote counting supervisors must be jointly responsible for the truthfulness and accuracy of the vote counting minutes; jointly responsible for damages arising from decisions passed due to dishonest or inaccurate vote counting.

j. Conditions for a resolution to be passed: Conducted in accordance with the provisions of the Company Charter.

k. Announcement of vote counting results:

After conducting the vote counting, the Vote Counting Committee will announce the vote counting results directly at the GMS meeting. The announcement of vote counting results must clearly state the number of votes in favor, the number of votes against, and the number of abstentions for each issue.

l. Closing the GMS meeting

The GMS meeting Chairperson declares the closing of the GMS meeting after: (i) All issues on the meeting agenda have been discussed and voted on, and (ii) The voting results have been announced.

m. Storing voting cards

After the GMS meeting concludes, the Vote Counting Committee must ensure that all voting cards and voting instruction documents are stamped and placed in the ballot box. All documents will be stored by the Corporate Governance Officer/Company Secretary under security protocols in accordance with the Company's Archiving Regulations.

n. Preparing the GMS meeting minutes, announcing the GMS Resolution

Conducted in accordance with the provisions of Article 22 of the Company Charter.

2. Sequence and procedures for the General Meeting of Shareholders to pass resolutions in the form of an online conference:

a. Method of registering to attend the online General Meeting of Shareholders:

- The method of registering to attend the online General Meeting of Shareholders before the opening date of the General Meeting of Shareholders is clearly prescribed in the General Meeting of Shareholders invitation notice.
- Technical requirements: Shareholders or their authorized representatives need to have an electronic device connected to the internet (e.g., computer, tablet, mobile phone, or other electronic device with an internet connection...).
- Providing login information and performing electronic voting:
  + Information on the link to access the electronic voting system, username, access password, and other identification elements (if any) to attend the online General Meeting of Shareholders will be provided in the General Meeting of Shareholders invitation notice (or the form of notification of login information

prescribed by the Board of Directors). Shareholders or their authorized representatives must be responsible for keeping the username, access password, and other provided identification elements confidential to ensure that only the shareholder or their authorized representative has the right to vote on the electronic voting system, and they shall be fully responsible for this registered information.

+ When a shareholder or their authorized representative requests to have their login information re-provided, the meeting organizing committee may notify them through the following forms: in person, by email, or by phone. The form of providing login information via email or phone is only carried out based on shareholder information from the list of shareholders entitled to vote established by the Vietnam Securities Depository and Clearing Corporation according to the Company's notice of rights implementation.
+ Shareholders or their authorized representatives use the username, access password, or other identification elements (if any) to access the electronic voting system and perform electronic voting according to the contents of the Online General Meeting of Shareholders Agenda.

- Method of recording shareholders or their authorized representatives attending the online General Meeting of Shareholders: A shareholder or their authorized representative is recorded by the electronic voting system as attending the online General Meeting of Shareholders when that shareholder or their authorized representative accesses the system using the provided access information and has performed voting on the online system to confirm their attendance at the online General Meeting of Shareholders.

b. Authorization for a representative to attend the online General Meeting of Shareholders;

- Shareholders perform authorization in accordance with the provisions of Clause 2, Article 15 of the Company Charter.
- Some regulations to note when performing online authorization:
  + Shareholders must provide full information to perform online authorization, especially providing information of the authorized party: phone number, contact address, and email address. This is the basis for granting the username, access password, and other identification elements (if any) to the authorized party.
  + Online authorization is only legally valid when the following conditions are met:
    * When the shareholder fills in all information according to the online authorization form and completes the online authorization.
    * The power of attorney is printed according to the online authorization form with full signatures, full names, and stamps (if it is an organization) of both the authorizing party and the authorized party.

* The Company receives the original Power of Attorney before the meeting opens.

+ Cancellation of authorization for shareholders who have authorized online: the shareholder sends an official written request to cancel the online authorization to the company before the meeting opens. Note that the time when the cancellation of authorization is recorded as effective is calculated according to the time the company receives the official written request to cancel the online authorization.
+ The cancellation of authorization will be void if the authorized representative has already proceeded to vote/elect on any issue in the content of the Online General Meeting of Shareholders Agenda.

c. *Conditions for conducting the meeting as prescribed in Article 18 of the Company Charter.*

d. *The form of passing resolutions at the online General Meeting of Shareholders is selected by the Board of Directors from one of the two following options and is prescribed in the Working Regulations of the online General Meeting of Shareholders:*

- Performed by electronic voting according to Point g, Clause 2 of this Article.
- Or other forms as prescribed by the Working Regulations of the online General Meeting of Shareholders.

e. *Discussion at the online General Meeting of Shareholders:*

- Principles:
  + Discussion is only carried out within the prescribed time and falls within the scope of the contents and agenda of the General Meeting of Shareholders;
  + Only shareholders or their authorized representatives are allowed to participate in the discussion;
  + Shareholders or their authorized representatives who wish to discuss must register the discussion content in the form specifically prescribed in the meeting's Working Regulations;
  + The Secretariat will arrange the discussion contents of shareholders or their authorized representatives in the order of registration and forward them to the Chairperson.
- Answering opinions of shareholders or their authorized representatives:
  + Based on the opinions of shareholders or their authorized representatives, the Chairperson or a member designated by the Chairperson will answer the opinions of the shareholders or their authorized representatives;
  + In case of time constraints, questions that have not been answered directly at the meeting will be answered by the Company later.

f. *Method of electronic voting:*

  + Method of voting:

+ Shareholders or their authorized representatives choose one of three voting options: in favor, against, or abstaining for each content brought up for voting at the meeting that has been set up on the electronic voting system.
+ After that, the shareholder or their authorized representative must confirm the vote for the electronic voting system to record the result.

- Method of election voting: the election of members of the Board of Directors and the Supervisory Board is carried out in accordance with the provisions of Clause 2, Article 20 of the Company Charter. In case of electing members of the Board of Directors and members of the Supervisory Board using the cumulative voting method ("Proportional Cumulative Voting" or "Fixed Cumulative Voting") prescribed in Point a, Clause 2, Article 20 of the Company Charter, the shareholder or their authorized representative performs the election by selecting the "Proportional Cumulative Voting" box or clearly recording the number of votes in the "Number of votes" box for the corresponding candidates on the Ballot already set up on the electronic voting system. After that, the shareholder or their authorized representative must confirm the election for the electronic voting system to record the result.
- Some other regulations when performing electronic voting:
  + In case a shareholder or their authorized representative does not complete all voting and election contents according to the meeting agenda, the contents not yet voted or elected on are considered as the shareholder or their authorized representative not proceeding to vote or elect on those contents.
  + In case contents arise outside the sent meeting agenda, the shareholder or their authorized representative may perform additional voting or election. If the shareholder or their authorized representative does not perform voting or election on the arising contents, it is considered as the shareholder or their authorized representative not proceeding to vote or elect on those arising contents.
  + Shareholders or their authorized representatives may change the voting or election results (but cannot cancel the voting or election results); including the results of additional voting or election on contents arising outside the agenda. The online system only records and counts the final voting or election results at the time the electronic voting period for each round of vote counting as prescribed in the meeting's Working Regulations ends.
  + In case a shareholder or their authorized representative performs fixed cumulative voting: Invalid ballots will be prescribed in the election regulations.
  + The electronic voting time is specifically prescribed in the meeting's Working Regulations. Shareholders or their authorized representatives can access the electronic voting system and vote 24 hours a day, 7 days a week, except in cases of system maintenance or other reasons beyond the Company's control. When

the voting time ends, the system will not record any further electronic voting results from shareholders or their authorized representatives.

g. *Method of online vote counting: the number of votes is recorded on the system according to the principle of the number of votes in favor, votes against, and abstentions.*

h. *Announcement of vote counting results: The Vote Counting Committee will check, synthesize, and report the vote counting results of each content according to the meeting agenda to the Chairperson. The vote counting results will be announced by the Chairperson/Vote Counting Committee immediately before closing the meeting. The results and data will be exported into soft files and hard copies and will be stored at the Company.*

i. *Preparing the GMS meeting minutes and announcing the GMS resolution;*

- Conducted in accordance with Point n, Clause 1 of this Article.
- The venue of the meeting recorded in the minutes of the online GMS meeting is the location where the Chairperson is present. This location must be within the territory of Vietnam.
- The form of passing the GMS meeting minutes is specifically prescribed in the Working Regulations of the General Meeting of Shareholders.

j. *In case of a force majeure event:*

- During the time the General Meeting of Shareholders is held online and electronic voting is taking place, force majeure events may occur at the location where the Chairperson is directing the meeting (not including force majeure events for one or some shareholders or their authorized representatives attending), such as: natural disasters, fires, power outages or loss of internet connection, technical incidents, or requirements or directives of competent authorities...
- In case force majeure events occur and cannot be remedied so that the meeting can continue within 60 minutes, the Chairperson will declare a temporary suspension of the meeting; all contents that were voted on and passed before the suspension (if any) will be canceled. These contents will be voted on again at the next convened General Meeting of Shareholders.

3. The sequence and procedures for the General Meeting of Shareholders to pass resolutions in the form of a conference combining in-person and online participation include the following:

a. Method of registering to attend the General Meeting of Shareholders in the form of a conference combining in-person and online participation:

- For shareholders or their authorized representatives registering to attend in person: follow Point a, Clause 1 of this Article;
- For shareholders or their authorized representatives registering to attend online: follow Point a, Clause 2 of this Article.

- Provide login information and conduct electronic voting via a meeting format combining in-person and online attendance (applicable to shareholders or their authorized representatives registering to attend online) in accordance with Point a, Clause 2 of this Article.

b. *Authorization for a representative to attend the General Meeting of Shareholders via a meeting format combining in-person and online attendance:*
   - For shareholders or their authorized representatives registering to attend in person: follow Point a, Clause 1 of this Article;
   - For shareholders or their authorized representatives registering to attend online: follow Point b, Clause 2 of this Article.

c. *Conditions for conducting the meeting pursuant to Article 18 of the Company Charter*

d. *Forms of passing resolutions of the General Meeting of Shareholders:*
   - For shareholders or their authorized representatives registering to attend in person: follow Point h, Clause 1 of this Article;
   - For shareholders or their authorized representatives registering to attend online: follow Point d, Clause 2 of this Article.

e. *Discussion at the General Meeting of Shareholders:*
   - For shareholders or their authorized representatives registering to attend in person: follow Point g, Clause 1 of this Article;
   - For shareholders or their authorized representatives registering to attend online: follow Point e, Clause 2 of this Article.

f. *Voting method:*
   - For shareholders or their authorized representatives registering to attend in person: follow Point h, Clause 1 of this Article;
   - For shareholders or their authorized representatives registering to attend online: follow Point f, Clause 2 of this Article.

g. *Vote counting method;*
   - For shareholders or their authorized representatives registering to attend in person: follow Point i, Clause 1 of this Article;
   - For shareholders or their authorized representatives registering to attend online: follow Point g, Clause 2 of this Article.

h. *Announcement of vote counting results: The Vote Counting Committee shall check, aggregate, and report the vote counting results for each agenda item to the Chairperson. The vote counting results shall be announced by the Chairperson/Vote Counting Committee immediately before the meeting is adjourned.*

i. *Preparation of the minutes of the General Meeting of Shareholders and announcement of GMS resolutions: Follow Point i, Clause 2 of this Article.*

Article 6. Methods for requesting the cancellation of GMS Resolutions

Requests for the cancellation of GMS Resolutions are detailed in Article 23 of the Company Charter.

Article 7. Extraordinary GMS

The sequence, conditions, and responsibilities for convening an Extraordinary GMS are stipulated in Article 13 of the Company Charter. In addition, specific provisions are as follows:

1. Cases for organizing an Extraordinary GMS

a. Responsibilities for convening an Extraordinary GMS, including the authority and time frame for convening, are stipulated in Clauses 3 and 4 of Article 13 of the Company Charter;

b. In the event that the Board of Directors or the Supervisory Board fails to convene a GMS as prescribed, the Chairperson of the Board of Directors and members of the Board of Directors, or the Supervisory Board, depending on the case, shall be held responsible before the law and must compensate for damages incurred by the Company;

c. The agenda of an Extraordinary GMS will vary depending on the specific purpose for which the GMS is convened.

2. Sequence and procedures for collecting shareholders' opinions in writing to pass GMS Resolutions

The sequence and procedures for collecting shareholders' opinions in writing to pass GMS resolutions are stipulated in Article 21 of the Company Charter.

Article 8. Passing GMS Resolutions

1. GMS Resolutions are passed in accordance with Article 20 or Article 21 of the Company Charter.

2. GMS Resolutions must be disclosed in accordance with the provisions of securities laws and the Company Charter.

Article 9. Reports of the Board of Directors and Supervisory Board at the GMS

1. Report on activities of the Board of Directors (as stipulated in Clause 3, Article 26 of the Company Charter)

The report on the activities of the Board of Directors submitted to the GMS must contain at least the following:

- Remuneration, operating expenses, and other benefits of the Board of Directors and each member of the Board of Directors as stipulated in Clause 3, Article 163 of the Law on Enterprises and the Company Charter;
- Summary of meetings of the Board of Directors and resolutions and decisions of the Board of Directors;
- Report on transactions between the Company, its subsidiaries, companies controlled by the Company with 50% or more of charter capital, and members of

the Board of Directors and their Related Persons; transactions between the Company and companies where a member of the Board of Directors is a founding member or a Company Manager within the 03 most recent years prior to the transaction;

- Activities of independent members of the Board of Directors and the independent members' assessment of the Board of Directors' performance;
- Activities of other sub-committees under the Board of Directors (if any);
- Supervision results regarding the Director and the Executive Board, and other Company Executives;
- Planned future strategies.

2. Report on activities of the Supervisory Board (as stipulated in Clause 7, Article 38 of the Company Charter)

The report on the activities of the Supervisory Board submitted to the GMS must contain at least the following:

- Remuneration, operating expenses, and other benefits of the Supervisory Board and each Supervisor as stipulated in Article 172 of the Law on Enterprises and the Company Charter;
- Summary of meetings of the Supervisory Board and its conclusions and recommendations;
- Results of supervision over the Company's operational and financial situation;
- Report evaluating transactions between the Company, its subsidiaries, companies controlled by the Company with 50% or more of charter capital, and members of the Board of Directors, the Director, other Company Executives, and their Related Persons; transactions between the Company and companies where a member of the Board of Directors, the Director, or other Company Executives are founding members or Company Managers within the 03 most recent years prior to the transaction;
- Results of supervision over the Board of Directors, members of the management apparatus, the Director, and other Company Executives;
- Report evaluating the coordination between the Supervisory Board, the Executive Board, the Director, and shareholders.

CHAPTER III
BOARD OF DIRECTORS AND MEMBERS OF THE BOARD OF DIRECTORS

Article 10. Roles, rights, and obligations of the Board of Directors, and responsibilities of Board members

1. The roles, rights, and obligations of the Board of Directors and the responsibilities of Board members are implemented in accordance with the Company Charter and the law.

2. Right of Board members to be provided with information:

Members of the Board of Directors have the right to request the Director of the Company to provide information and documents regarding the financial situation and business operations of the Company and its units.

The Director of the Company must provide information and documents in a timely, complete, and accurate manner as requested by members of the Board of Directors.

Article 11. Number, term, and structure of the Board of Directors

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

2. The term of office for members of the Board of Directors shall not exceed 05 years; members may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of the Company for a maximum of 02 consecutive terms. In the event that all members of the Board of Directors reach the end of their term simultaneously, those members shall continue to serve as members of the Board of Directors until new members are elected and take over the duties.

3. The structure of the Company's Board of Directors must ensure that at least one-third (1/3) of the total number of Board members are non-executive members. The Company minimizes the number of Board members concurrently holding executive positions within the Company to ensure the independence of the Board of Directors. The total number of independent members of the Board of Directors is 01.

Article 12. Standards and conditions for members of the Board of Directors

Standards and conditions for members of the Board of Directors are stipulated in detail in Clause 4, Article 24 of the Company Charter.

Article 13. Candidacy, nomination, and methods of introducing candidates for the Board of Directors

Candidacy, nomination, and methods of introducing members of the Board of Directors are stipulated in detail in Article 24 of the Company Charter.

Article 14. Regulations on members of the Board of Directors

1. Members of the Board of Directors are individuals who meet the standards and conditions as prescribed and are not prohibited by law or the Company Charter from serving as members of the Board of Directors, and have been elected as members of the Board of Directors by the GMS in accordance with regulations. Members of the Board of Directors are not required to be shareholders of the Company.

2. Members of the Board of Directors of the Company may not concurrently serve as members of the Board of Directors of more than 05 other companies.

Article 15. Method of electing members of the Board of Directors

Voting for the election of members of the Board of Directors is conducted as stipulated in Clause 2, Article 20 of the Company Charter.

Article 16. Dismissal, removal, and supplementary election of members of the Board of Directors

1. Members of the Board of Directors shall be dismissed or removed in the following cases:

a. Failing to meet the standards and conditions for serving as a member of the Board of Directors as prescribed by the Law on Enterprises or being prohibited by law from serving as a member of the Board of Directors;
b. Submitting a written resignation to the Company's head office;
c. Suffering from a mental disorder, with other members of the Board of Directors having professional evidence proving that the individual no longer has the capacity for civil acts;
d. Failing to attend meetings of the Board of Directors for 06 consecutive months, except in cases of force majeure;
e. Pursuant to a decision of the GMS;
f. Providing false personal information when submitting candidacy for the Board of Directors to the Company;
g. Other cases as prescribed by law.

2. The Board of Directors must convene a GMS to elect supplementary members of the Board of Directors in the following cases:

a. When the number of remaining members of the Board of Directors is less than the minimum required by law or has decreased by more than one-third (1/3) compared to the requirements in the Company Charter. In this case, the Board of Directors must convene a GMS within 60 days from the date the number of remaining members falls below the minimum required by law or decreases as stipulated above.
b. In other cases, at the next meeting, the GMS shall elect new members to replace the members of the Board of Directors who have been dismissed or removed.

Article 17. Notification of election, dismissal, and removal of members of the Board of Directors

Notification of the election, dismissal, and removal of members of the Board of Directors shall be in accordance with the disclosure regulations of the Law on Securities and the Company Charter.

Article 18. Election, removal, and dismissal of the Chairperson of the Board of Directors

The election, removal, and dismissal of the Chairperson of the Board of Directors are carried out in accordance with the Company Charter and the law.

Article 19. Meetings of the Board of Directors

The Board of Directors must hold meetings at least once every quarter and may hold extraordinary meetings as stipulated in the Company's Charter and by law.

Article 20. Notification of meetings of the Board of Directors

1. Notification of a meeting of the Board of Directors must be sent to members of the

Board of Directors and the Supervisory Board at least 05 days prior to the meeting. The meeting notification must be in Vietnamese in writing and must fully state the agenda, time, and location of the meeting, accompanied by necessary documents regarding the issues to be discussed, voting ballots for the meeting, and ballots for members of the Board of Directors unable to attend.

2. Meeting invitations shall be sent by post, fax, email, or other means, provided they reach the addresses of each member of the Board of Directors and the Supervisory Board registered with the Company.

Article 21. Conditions for conducting meetings of the Board of Directors

A meeting of the Board of Directors shall be conducted when at least 3/4 of the total number of members are present. In the event that a meeting convened as prescribed in this Clause does not have the required number of members present, it may be reconvened within 07 days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are present.

Authorization for another person to attend a meeting by a member of the Board of Directors is carried out in accordance with the Company Charter and the law.

Article 22. Voting method

1. Each member of the Board of Directors or authorized representative present in person at a meeting of the Board of Directors has 01 vote;

2. Supervisors have the right to attend meetings of the Board of Directors and participate in discussions, but do not have the right to vote.

Article 23. Method of passing resolutions of the Board of Directors

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

2. Resolutions passed via written opinion collection are approved based on the approval of a majority of the members of the Board of Directors with voting rights. Such resolutions shall have the same effect and validity as resolutions passed by members of the Board of Directors at a meeting convened and organized in the customary manner.

Article 24. Preparation of minutes of meetings of the Board of Directors

Meetings of the Board of Directors must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic formats. The minutes of a meeting of the Board of Directors must be recorded fully and truthfully. The Corporate Governance Officer, Company Secretary, a member of the Board of Directors, or another person requested by the Board of Directors shall serve as the meeting minute-taker.

The minutes of a meeting of the Board of Directors must contain the full signatures of the Chairperson, the minute-taker, and all other members of the Board of Directors present at the meeting. In the event that the Chairperson or the minute-taker refuses to sign the minutes, but the minutes are signed by all other members of the Board of Directors present who agree to pass the minutes and the minutes contain the full content as prescribed, such minutes shall be valid. The minutes shall clearly state that the Chairperson or the minute-taker refused to sign. The person signing the minutes shall be jointly liable for the accuracy and truthfulness of the content of the minutes of the meeting of the Board of Directors.

Article 25. Notification of resolutions and decisions of the Board of Directors

Resolutions and decisions of the Board of Directors must be notified to the Supervisory Board, the Director, Deputy Directors, and relevant Departments and Branches for implementation.

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

Remuneration and other benefits of members of the Board of Directors are implemented in accordance with Article 27 of the Company Charter and the law.

Article 27. Sub-committees of the Board of Directors

Sub-committees of the Board of Directors are stipulated in detail in Article 30 of the Company Charter.

Article 28. Corporate Governance Officer and Company Secretary

1. Corporate Governance Officer: The appointment, rights, and responsibilities of the Corporate Governance Officer are stipulated in detail in Clause 1, Article 31 of the Company Charter.

2. Company Secretary: The appointment, rights, and responsibilities of the Company Secretary are stipulated in detail in Clause 2, Article 31 of the Company Charter.

3. The Board of Directors may dismiss the Corporate Governance Officer/Company Secretary when necessary, provided such dismissal is not contrary to current labor laws. Notifications regarding the appointment and dismissal of the Corporate Governance Officer and Company Secretary shall be carried out in accordance with the Company Charter and current laws.

CHAPTER IV
SUPERVISORS AND THE SUPERVISORY BOARD

Article 29. Roles, rights, and obligations of the Supervisory Board, and responsibilities of Supervisors

The roles, rights, and obligations of the Supervisory Board and the responsibilities of Supervisors are implemented in accordance with the Company Charter and the law.

Article 30. Term of office, composition, and requirements for Supervisors

1. Number of members, term of office, composition, and structure

The number of Supervisors is stipulated in Clause 1, Article 36 of the Company Charter; specifically, the Supervisory Board consists of 03 members. The members shall elect one among them to be the Head of the Supervisory Board based on the majority principle.

The term of office for a Supervisor shall not exceed 05 years and may be re-elected for an unlimited number of terms.

More than half of the members of the Supervisory Board must be permanent residents in Vietnam.

2. Standards and conditions for Supervisors

Supervisors must meet the standards and conditions as stipulated in Article 36 of the Company Charter.

3. Head of the Supervisory Board

The Head of the Supervisory Board must hold a university degree or higher in one of the fields of economics, finance, accounting, auditing, law, business administration, or a field relevant to the Company's business operations, and must work full-time at the Company. The Head of the Supervisory Board has the rights and responsibilities stipulated in Clause 2, Article 37 of the Company Charter.

Article 31. Candidacy and nomination for the position of Supervisor

Candidacy, nomination, and methods of introducing members of the Supervisory Board are stipulated in detail in Article 35 of the Company Charter.

Article 32. Method of electing Supervisors

Voting for the election of members of the Supervisory Board is conducted as stipulated in Clause 2, Article 20 of the Company Charter.

Article 33. Cases of dismissal and removal of Supervisors

1. Supervisors shall be dismissed in the following cases:

a. No longer meeting the standards and conditions for serving as a Supervisor as prescribed in Clause 2, Article 36 of the Company Charter and Clause 2, Article 30 of these Regulations;

b. Submitting a resignation that is accepted;

c. Other cases as prescribed by law and the Company Charter.

2. Supervisors shall be removed in the following cases:

a. Failing to complete assigned tasks and duties;

b. Failing to exercise their rights and obligations for 06 consecutive months, except in cases of force majeure;

c. Committing serious or repeated violations of the obligations of a Supervisor as prescribed by the Law on Enterprises and the Company Charter;

d. Pursuant to a decision of the GMS;

e. Other cases as prescribed by law.

Article 34. Notification of election, dismissal, and removal of Supervisors.

Notification of the election, dismissal, and removal of Supervisors shall be in accordance with the disclosure regulations of the Law on Securities and the Company Charter.

Article 35. Salary and other benefits of Supervisors.

Implemented in accordance with Article 40 of the Company Charter and the law.

CHAPTER V
DIRECTOR AND OTHER COMPANY EXECUTIVES

Article 36. Organization of the management apparatus

1. The Company's management system must ensure that the management apparatus is responsible to the Board of Directors and under the leadership of the Board of Directors. The Company has a Director, Deputy Directors, and a Chief Accountant appointed by the Board of Directors. Except for the case stipulated in Clause 2, Article 28 of the Company Charter and in accordance with Clause 3, Article 25, the Director and Deputy Directors may concurrently be members of the Board of Directors. The appointment, dismissal, and removal of the aforementioned titles must be carried out via a resolution/decision of the Board of Directors.

2. The Director is responsible for managing all daily activities of the Company and is the legal representative of the Company. The Director must be responsible to the Board of Directors, the GMS, and the law for the exercise of their rights and obligations as stipulated in the Company Charter and these Regulations.

3. Deputy Directors and the Chief Accountant are responsible for assisting the Director according to the tasks assigned or authorized by the Director.

Article 37. Standards for Company Executives

1. The Director must meet the following standards and conditions:

- Having full capacity for civil acts and not being among the subjects prohibited from managing enterprises as prescribed by law;
- Having professional qualifications and at least five (05) years of practical experience in corporate governance in the main business lines of the Company;
- Having a university degree or higher in economic-technical fields relevant to the Company's main operations;
- Having business acumen, the ability to organize enterprise management, and an understanding of the law;
- The Director may not concurrently serve as the Director or General Director of another enterprise;
- The Director may not be a person with family relations to the Company's managers, Supervisors of the Company and the Company's parent company; the representative of state capital or the representative of enterprise capital at the Company and the Company's parent company.

2. Deputy Directors must meet the following standards and conditions:

- Having full capacity for civil acts and not being among the subjects prohibited from managing enterprises as prescribed by law;

- Having professional qualifications and at least five (05) years of practical experience in management in the main business lines of the Company;
- Having a university degree or higher.

3. The Chief Accountant must meet the following standards and conditions:

- Having professional qualifications and expertise in accounting;
- Holding a university degree or higher;
- Holding a certificate of chief accountant training;
- Having at least 05 years of practical experience in accounting;
- Not being among the subjects prohibited from practicing accounting as prescribed by law.

Article 38. Appointment of the Director and Company Executives

1. Appointment of the Director

- The nomination and candidacy for the position of Director shall be considered and decided by the Board of Directors at each time.
- The Board of Directors shall appoint one member of the Board of Directors as Director. The remuneration, salary, and other benefits of the Director must be reported at the annual General Meeting of Shareholders, be presented as a separate item in the annual Financial Statements, and be stated in the Company's Annual Report.
- The term of office for the Director shall not exceed 05 years and may be re-appointed for an unlimited number of terms. The Director must not be a person prohibited by law from holding this position and must meet the standards and conditions as prescribed by law, the Company Charter, and these Regulations.

2. Appointment of other Company Executives

- Upon the proposal of the Director and with the approval of the Board of Directors, the Company may recruit other Company Executives with numbers and standards suitable to the Company's organizational structure and management practices as stipulated by the Board of Directors. Company Executives must exercise due diligence to support the Company in achieving its set operational and organizational goals.
- Remuneration, salary, benefits, and other terms in employment contracts for other Company Executives shall be decided by the Board of Directors after consulting the Director.

Article 39. Cases of dismissal and removal of Company Executives

Company Executives shall be dismissed or removed in accordance with the provisions of the law and the Company's internal documents.

Article 40. Notification of appointment, dismissal, removal, signing of contracts, and termination of contracts for Company Executives

Upon the decision regarding the appointment, removal, dismissal, or demotion of a Company Executive, the Company is responsible for disclosing the information internally and to relevant authorities, via mass media, and on the Company's website in accordance with the sequence and regulations of the Law on Securities.

CHAPTER VI
COORDINATION BETWEEN THE BOARD OF DIRECTORS, THE SUPERVISORY BOARD, AND THE DIRECTOR

Article 41. Principles of coordination and work

1. Members of the Board of Directors, Supervisors, the Director, and other Company Executives must take personal responsibility during the performance of assigned tasks and must seriously coordinate their activities to protect the legitimate interests of shareholders and develop the Company.

2. All members have the right to reserve their opinions, whether in agreement or disagreement, on any issue and are responsible for justifying such opinions when requested.

3. The principle of general control and internal control is not to hinder production and business activities and not to directly interfere with the operational management of units; control participates in consulting, supervising, and advising on correcting the management of units and the Company.

4. Procedures and sequences for convening meetings, notifying meeting invitations, recording minutes, and announcing meeting results between the Board of Directors, the Supervisory Board, and the Director shall be carried out in accordance with the corresponding regulations on meetings of the Board of Directors and the Supervisory Board in the Company Charter and the law.

5. Resolutions and decisions of the Board of Directors shall be notified and provided to the Supervisory Board and the Director in the same manner as for members of the Board of Directors.

6. Cases where the Director and the Supervisory Board propose convening a meeting of the Board of Directors and issues requiring the opinion of the Board of Directors shall be carried out in accordance with the Company Charter, these Regulations, and the law.

7. The coordination of control, management, and supervision activities between members of the Board of Directors, Supervisors, and the Director according to the specific tasks of the aforementioned members shall be agreed upon between the Board of Directors, the Supervisory Board, and the Director from time to time.

Article 42. Working relationship between the Board of Directors and the Supervisory Board

The working relationship between the Board of Directors and the Supervisory Board is a relationship between the Company's governance activities and compliance control activities, ensuring that all governance and management of the Company reflect reasonableness, transparency, honesty, compliance with Company policies, GMS resolutions, and conformity with current legal regulations.

Governance work involves setting guidelines, policies, and operational mechanisms, and establishing the strategic vision and tactics for the Company's development in each period and for the Company's long-term strategies.

The control work of the Supervisory Board involves supervising the implementation of guidelines, policies, operational mechanisms, and the Company's development strategy, and supervising the governance activities of the Board of Directors.

1. Coordination relationship:

- The Board of Directors and the Supervisory Board shall establish, apply, and maintain a direct coordination mechanism in governance and management activities through meetings of the Board of Directors and during the governance and management process to ensure that the Supervisory Board always has sufficient necessary information to perform its inspection, supervision, and compliance control functions, and to notify the Board of Directors immediately upon discovering inappropriate content so that the Board of Directors may consider and adjust in a timely manner;
- The Supervisory Board shall advise the Board of Directors in issuing guidelines and policies for managing the Company, and recommend that the Board of Directors implement key tasks in the financial year to ensure the effective management of resources.

2. Control – supervision relationship:

- The Supervisory Board (SB) shall, on behalf of the GMS, supervise the Board of Directors (BOD) in the management and administration of the Company. The SB shall inspect and supervise the reasonableness, legality, honesty, and level of prudence in the management and administration of business operations; and the implementation of internal management regulations already issued to protect the interests of the Company and its Shareholders.
- The SB has the authority to inspect the BOD's compliance with the Law, as well as the resolutions and decisions of the GMS; and to evaluate the management efficiency of the BOD.
- The SB has the right to attend all regular and extraordinary meetings of the BOD to check the legality and validity of the meeting procedures and the decision-making process of the BOD in order to ensure the interests of the Shareholders.
- The SB has the right to request the BOD and members of the BOD to provide full and timely information related to the BOD's activities.
- When detecting that a member of the BOD has violated their obligations under the

provisions of the Law and the Company Charter, the SB must immediately notify the BOD in writing, requesting the violating party to terminate the violation and remedy the consequences.

- The SB is responsible for notifying the BOD in a timely manner of its control activity results and working with the BOD before submitting reports, conclusions, and recommendations to the GMS.

Article 43. Working relationship between the BOD and the Director

The working relationship between the BOD and the Director is a relationship between governance and the administration of daily production and business activities, specifically including:

1. According to the provisions of the law and the Company Charter, the BOD performs the governance function with the task of strategic planning and policy-making, while the Director performs the administration function, implementing the strategies approved by the BOD.

2. The BOD and the Director shall agree on short-term, medium-term, and long-term goals based on satisfying the interests of the Company.

3. The Director shall prepare the annual production plan of the Company and the adjusted production and business plan (when actual oil prices or actual sales volumes change significantly or other factors fluctuate abnormally, leading to a decrease in the Company's profit compared to the plan) for submission to the BOD for review and approval. When organizing the implementation of resolutions and decisions of the BOD, if any issues inconsistent with current laws are discovered, the Director shall report to the BOD so that the BOD may adjust such resolutions or decisions.

4. The Director has the right to proactively decide on matters within the Director's authority as stipulated in the Company Charter; and to decide on measures exceeding their authority in urgent cases but must take responsibility for such decisions and report them immediately to the BOD.

5. On a monthly, quarterly, 06-month, 09-month, and annual basis, the Director shall submit reports on the production and business situation of the Company to the BOD, recommending issues that need to be resolved by the BOD within its authority and the goals and tasks of the plan in the coming period.

6. When an abnormal fluctuation occurs or is perceived to be imminent, the Director shall promptly report it unexpectedly in writing or by the fastest means of communication to the BOD so that the BOD can take timely handling measures.

7. The Director is entitled to attend regular and extraordinary meetings of the BOD to report on the progress of implementing the BOD's resolutions, and to make recommendations and contribute opinions to develop the BOD's policies in accordance with the practical situation of the Company.

8. The BOD shall establish an inspection, examination, and internal control mechanism to monitor the implementation of the BOD's policies, and review the

execution of resolutions and other delegated tasks of the BOD by the Director.

Article 44. Working relationship between the SB and the Director

The working relationship between the SB and the Board of Management is a relationship between compliance control activity and production and business administration activity, specifically including:

1. Coordination relationship:

The coordination relationship is carried out based on two-way information exchange between the SB and the Director. The Director proactively provides information regarding administration activities, and the SB proactively reviews and provides advisory opinions to the Director in administration activities.

2. Control and supervision relationship:

- The SB has the right to request the Director or other managers to provide information related to the Company's production and business activities for the purpose of inspection and supervision.
- The SB has the right to review the compliance and legality of the Director's decision-making and evaluate the coordination between members of the Board of Management and between the Director and other managers and executives.
- The SB has the right to participate in meetings of the Director and other managers or request the Director to convene an extraordinary meeting to announce issues arising during the inspection and supervision process that the SB finds to be in violation of the Law, the Company's regulations, or causing/risking damage to the interests of the Company and Shareholders.
- The Director is responsible for providing information and creating all favorable conditions for the SB to perform its functions and duties.
- When discovering inconsistencies in the administration activities of the Board of Management, the SB shall notify the Director in writing, requesting adjustments to those inconsistencies.

Article 45. Duty of honesty and avoidance of conflicts of interest for members of the BOD, Supervisors, and the Director

Members of the BOD, Supervisors, the Director, and other Executives shall fulfill their duty of honesty and avoid conflicts of interest in accordance with the detailed provisions of Article 41 of the Company Charter.

CHAPTER VII
PERFORMANCE EVALUATION, REWARDS, AND DISCIPLINE

Article 46. Performance evaluation

1. Annually, based on assigned functions and duties, the BOD shall evaluate the level of task completion of each member of the BOD, the Director, Deputy Directors, the

Chief Accountant, and officers under their management according to the decentralization.

2. Annually, based on assigned functions and duties, the SB shall evaluate the level of task completion of each Supervisor.

3. The results of the task completion evaluation shall be used to settle the salary and bonus funds for the Company's management and executive board in accordance with the Regulations on salary, bonus, and remuneration for the Company's management and executive board.

Article 47. Rewards

Annually, the BOD shall submit to the GMS for approval the production and business plan targets for the financial year, along with the bonus fund for the BOD, SB, Board of Management, Chief Accountant, and managers under the BOD's management. Based on the level of business plan completion and the reward policy approved by the GMS, the BOD shall decide on specific bonus amounts for members of the BOD, SB, the Director, the Chief Accountant, and managers based on the results of the task completion evaluation and the provisions of the Regulations on salary, bonus, and remuneration for the Company's management and executive board.

Article 48. Discipline

1. Members of the BOD, Supervisors, the Director, and the Chief Accountant who violate their obligations, duty of honesty, and prudence, or fail to fulfill their duties with due diligence and professional competence, must be held responsible for the damages caused by their violations.

2. Forms of discipline and material liability for members of the BOD, Supervisors, the Director, and the Chief Accountant shall be implemented in accordance with the provisions of the Law, the Company Charter, and relevant internal regulations and rules of the Company.

CHAPTER VIII
INFORMATION DISCLOSURE – TRANSPARENCY AND INFORMATION SECURITY

Article 49. Principles of information disclosure

1. Definition: "Information disclosure is defined as a method to ensure that all interested parties can access information through a transparent process to ensure that searching for and collecting information is easy, regardless of the purpose of accessing the information."

2. Principles of information disclosure:

- Regular and timely;
- Easily and widely accessible;
- Accurate and complete;

- Consistent, appropriate, and supported by documentation.

3. The Company has the obligation to fully, accurately, and timely disclose periodic and extraordinary information regarding its production and business situation, financial situation, and corporate governance situation to shareholders and the public in accordance with the Information Disclosure Regulations of the Ho Chi Minh City Stock Exchange.

4. Information disclosure shall be carried out in ways that ensure shareholders and the investing public can access it fairly and simultaneously. The language used in information disclosure shall be clear, easy to understand, and avoid misleading shareholders and the investing public, ensuring transparency.

5. The Director of the Company or the authorized person for information disclosure shall perform the information disclosure. The Director must be responsible for the completeness, timeliness, honesty, and accuracy of the disclosed information.

Article 50. Confidential information

1. To avoid adverse effects on the legitimate rights and interests of the Company and its shareholders in information disclosure, the Company is permitted to maintain the confidentiality of information classified as Business Secrets according to the provisions of the Competition Law.

2. The scope of Business Secrets and other Confidential Information is stipulated in the Company's Regulations and Rules on information disclosure and information security.

Article 51. Insider information and insider trading

1. Insider information is information related to the Company that has not been disclosed, which, if disclosed, could significantly affect the Company's securities price.

2. Insider information shall be kept confidential by authorized persons in accordance with the Company's Regulations and Rules on information disclosure and information security.

3. Persons who have access to insider information are not permitted to:

- Trade securities related to the insider information they have accessed;
- Disclose insider information to other individuals unless such disclosure is made in the course of performing tasks assigned by the Company;
- Advise or induce others to trade securities related to the insider information they have accessed.

4. Illegal insider trading (insider dealing) refers to transactions that occur when persons with access to insider information use such information to gain profit or avoid losses in the securities market.

5. The Director is responsible for implementing the Company's Regulations and Rules on information disclosure and information security, and for concretizing the Company's regulations and procedures on avoiding conflicts of interest to regulate behaviors related to the use of insider information and insider trading.

Article 52. Organization of information disclosure, information management, and transparency

1. Organization of information disclosure

- The BOD is responsible for establishing, approving, and maintaining Regulations and Rules on information disclosure in accordance with the provisions of the Law on Securities, guiding documents, and other relevant legal regulations.
- To ensure accuracy and timeliness, the Company shall organize a specialized/concurrent department for information disclosure. The criteria and conditions for personnel/this department are mentioned in the Regulations and Rules on information disclosure. The Company's specialized officer for information disclosure shall perform their duties in accordance with the assigned rights and obligations.
- Information disclosure shall be carried out on the information media of the State Securities Commission and the Stock Exchange, and through the Company's publications and websites.

2. Management of confidential information and insider information

- The Director is the person with the highest responsibility for building/proposing criteria for information classification and the system for managing insider information and confidential information in accordance with current legal provisions. In principle, insider information needs to be managed centrally from top to bottom. Depending on the nature of their work, each department shall assess the sensitivity of the information generated within that department to have appropriate handling, security, and management methods.
- In the process of business development, the list of information must be regularly supplemented and updated to ensure strict management and monitoring, limiting the negative impacts of disclosing insider information to the outside.

3. Transparency: The Company commits to ensuring transparency in information disclosure in accordance with the provisions of the Regulations and Rules on information disclosure.
4. Liability for compensation: Individuals who violate the Information Disclosure Regulations, including but not limited to violations in (i) information disclosure, (ii) use and/or disclosure of information, (iii) preparation of disclosed information that is incomplete and inaccurate, must be held liable for compensation and/or be subject to disciplinary action depending on the severity of the violation.
5. Regular communication mechanism with Major Shareholders: The Company shall communicate with major shareholders whenever the BOD deems it necessary.

Article 53. Contents of information disclosure

1. Disclosure of information on corporate governance

- The Company must disclose information on its corporate governance situation during annual GMS meetings and in the Company's Annual Report, which must include at least the following information:

+ Members and structure of the BOD and SB;
+ Activities of the BOD and SB;
+ Activities of independent members of the BOD;
+ Plans to enhance efficiency in corporate governance;
+ Remuneration and expenses for members of the BOD, Supervisors, and the Director;
+ Information on Company stock transactions by members of the BOD, Supervisors, the Director, the Chief Accountant, Major Shareholders, and persons related to the aforementioned subjects;
+ Number of members of the BOD, Supervisors, and the Director who have participated in corporate governance training
+ Points not yet implemented according to the Regulations, reasons, and solutions.

- The Company has the obligation to report periodically and disclose information periodically on the corporate governance situation in accordance with the provisions of the law, the State Securities Commission, and the Ho Chi Minh City Stock Exchange.
- Members of the BOD, Supervisors, the Director, and the Board of Management have the responsibility to report and disclose information regarding:
  + Transactions between the Company and companies where the aforementioned members were founding members or members of the BOD or Directors within the 3 years prior;
  + Transactions between the Company and companies where related persons of the aforementioned members are members of the BOD, Directors, or major shareholders;
  + Transactions that may bring material and non-material benefits to the aforementioned members.

2. The content of information disclosure includes:

- Periodic information: audited financial statements and annual reports;
- Extraordinary information;
- Information required by the SSC and the Ho Chi Minh City Stock Exchange.
- Information related to transactions of major shareholders;
- Information related to treasury stock transactions;
- Information related to stock transactions of founding shareholders during the period of transfer restriction;
- Information related to public offerings and transactions;
- Information related to public securities offerings and the progress of using capital

obtained from the offering;

- Other information as required by law.

3. Voluntary information disclosure

Information that the Company may voluntarily disclose (not required by law) on its website includes:

- The Company's objectives;
- Ownership structure of major and important shareholders and voting rights;
- Information on members of the BOD and the Board of Management;
- Material risk factors that can be predicted;
- Employees and related parties;
- Corporate Governance structure and policies.

4. Scope of information with Major Shareholders

The scope of information with Major Shareholders includes:

- Insider information;
- Contributions and opinions of Major Shareholders on corporate governance.

Article 54. Disclosure of information on major shareholders

1. The Company must organize periodic information disclosure regarding each Major Shareholder, including the following main contents:

a. Name, year of birth (individual shareholder);
b. Contact address;
c. Occupation (individual shareholder), business sector (institutional shareholder);
d. Number and proportion of shares owned in the Company;
e. Fluctuation in ownership of Major Shareholders;
f. Information that may lead to major changes in the Company's shareholders;
g. Status of increase, decrease, and pledging or mortgaging of Company shares by Major Shareholders.

2. The Company has the obligation to report periodically on a quarterly and annual basis and disclose information on the fluctuation of shareholders in accordance with the regulations of the State Securities Commission to the State Securities Commission and the Ho Chi Minh City Stock Exchange.

3. To ensure the rights of shareholders, shareholders must regularly and promptly provide their information to the Company. In case a Shareholder fails to provide information, leading to their rights being affected, and if such impact does not arise from the Company's fault, the Company shall not be responsible for compensation.

Article 55. Information security

1. The Director is responsible for building and organizing the implementation of regulations and procedures on information security (as part of the Information Security Policy).

2. The scope of adjustment shall include insider information, confidential information, and other sensitive information of the Company that needs to be kept secure.

3. The main contents must include at least: information risk management, responsible department, asset management, storage, communication, access control, and management of confidentiality commitments with third parties.

CHAPTER IX: IMPLEMENTATION PROVISIONS

Article 56. Organization of implementation

1. These Regulations serve as the basis for the Company to issue a system of internal regulations applicable to units directly under the Company.

2. The BOD, SB, and the Director are responsible for implementing these regulations in the GMS, BOD meetings, SB meetings, and meetings of the Director according to the procedures stipulated in these Regulations. The reporting system of relevant Units must contain the main contents as prescribed in these Regulations.

3. The Director is responsible for coordinating with relevant Units to establish an operating regulation system for the Board of Management, and decentralizing authority among members of the Board of Management in accordance with the provisions of these Regulations.

Article 57. Effectiveness

1. These Regulations consist of 9 Chapters and 57 Articles, drafted by the Company's BOD and submitted to the GMS for approval based on the content of the Company's amended and supplemented Charter approved by the GMS at the extraordinary GMS meeting on October 8, 2026, and shall take effect from October 8, 2026. Documents previously issued by the Company that are contrary to the content of these Regulations shall no longer be effective.

2. Amendments to the Internal Regulations on Corporate Governance shall be considered by the Company's BOD and submitted to the GMS for approval.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

SUMMARY TABLE OF PROPOSALS FOR AMENDING AND SUPPLEMENTING INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
			Article 4. Preparation for the GMS meeting		
4	3	b	The notice of the GMS meeting is sent to all shareholders by a secure method to the shareholder's contact address, ... - Draft resolution for each issue in the meeting agenda.	The notice of the GMS meeting is implemented according to the provisions of Clause 3, Article 17 of the Company Charter.	Amend because this content has been specified in detail in Clause 3, Article 17 of the Company Charter, to avoid duplication.
		c	Approval of the agenda and content of the GMS meeting ... '- Shareholders or groups of shareholders as prescribed in Clause 4, Article 17 of the Company Charter have the right to propose issues to be included in the GMS meeting agenda. '- Proposals for issues to be included in the GMS meeting agenda must be made in writing and sent to the Company at least 07 working days before the opening date of the GMS meeting. The proposal document for issues to be included in the GMS meeting agenda must include the following information: '- Full name of the shareholder (for individual shareholders) / name of the shareholder (for institutional shareholders); '... '- Signature of the shareholder; if the person signing the proposal document is a representative of the shareholder, a valid power of attorney must be attached. '- The person convening the GMS meeting has the right to refuse the shareholders' proposals in cases prescribed in Clause 5, Article 17 of the Company Charter. In addition, the Board of Directors also has the right to refuse the shareholder's proposal if that proposal does not comply with legal regulations. '- The Board of Directors will notify the shareholder of the decisions to refuse the shareholder's proposal at the GMS meeting along with the reason for refusing the proposal. The Board of Directors may also send a written refusal of the proposal along with the reason for refusal. '- The Board of Directors must accept and include valid proposals ...	Approval of the agenda and content of the GMS meeting ... '- Shareholders or groups of shareholders as prescribed in Clause 2, Article 11 of the Company Charter have the right to propose issues to be included in the GMS meeting agenda. '- Proposals for issues to be included in the GMS meeting agenda must be made in writing and sent to the Company at least 07 working days before the opening date of the GMS meeting. The proposal document for issues to be included in the GMS meeting agenda must include the information as prescribed in Clause 4, Article 17 of the Company Charter. '- The person convening the GMS meeting has the right to refuse the shareholders' proposals in cases prescribed in Clause 5, Article 17 of the Company Charter. In addition, the person convening the GMS meeting also has the right to refuse the shareholder's proposal if that proposal does not comply with legal regulations. '- The person convening the GMS meeting will notify the shareholder of the decisions to refuse the shareholder's proposal at the GMS meeting along with the reason for refusing the proposal. The person convening the GMS meeting may also send a written refusal of the proposal along with the reason for refusal. - The person convening the GMS meeting must accept and include valid proposals ...	Amend the referenced articles to align with the Charter; remove contents already specified in the Charter to avoid duplication; amend the subject "Board of Directors" to "Person convening the GMS meeting" to align with the Law on Enterprises, because besides the Board of Directors, the Supervisory Board also convenes meetings…

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
		e	The Board of Directors must prepare a draft resolution for issues in the GMS meeting agenda according to the provisions of Clause 2, Article 17 of the Company Charter.	The person convening the GMS meeting must prepare a draft resolution for issues in the GMS meeting agenda according to the provisions of Clause 2, Article 17 of the Company Charter.	Amend the subject "Board of Directors" to "Person convening the GMS meeting" to align with the Law on Enterprises, because besides the Board of Directors, the Supervisory Board, Shareholders, etc., also convene GMS meetings…
			Article 5. Organization of the GMS meeting		
5	1	c	Opening the GMS meeting When the minimum number of members attending the meeting as prescribed in the Company Charter is reached... The chairperson appoints one or more people to act as the meeting secretary; the Committee for verification of shareholder status/delegates serving the meeting is elected before the opening of the General Meeting.	Opening the GMS meeting When the minimum number of shareholders attending the meeting as prescribed in the Company Charter is reached... The chairperson appoints one or more people to act as the meeting secretary before the opening of the General Meeting.	Amend to align with the provisions of the Law on Enterprises and the Company Charter
		n	Preparation of GMS meeting minutes, announcement of GMS Resolutions: The GMS meeting must have minutes recorded, and may be recorded by audio or other electronic forms. The minutes must be prepared in Vietnamese, may be prepared in English.... must be kept at the Company's headquarters.	Preparation of GMS meeting minutes, announcement of GMS Resolutions: implemented according to the provisions of Article 22 of the Company Charter.	Amend to unify the content of provisions between the Charter and the Internal Regulations on Corporate Governance, as this content has been specified in detail in Article 22 of the Company Charter, to avoid duplication.
	2	f	Voting method: Based on the company charter, the election of members of the Board of Directors and the Supervisory Board must be carried out using the cumulative voting method ("Cumulative voting" or "Recorded voting"). Accordingly, shareholders or shareholder representatives perform the election by selecting the "Cumulative voting" box or clearly recording the number of votes in the "Number of votes" box for the corresponding candidates on the Ballot already set up on the electronic voting system. After that, the shareholder or shareholder representative must confirm the election for the electronic voting system to record the results.	Voting method: The election of members of the Board of Directors and the Supervisory Board is carried out according to the provisions of Clause 2, Article 20 of the Company Charter. In case of electing members of the Board of Directors and members of the Supervisory Board using the cumulative voting method ("Cumulative voting" or "Recorded voting") as prescribed in Point a, Clause 2, Article 20 of the Company Charter, shareholders or shareholder representatives perform the election by selecting the "Cumulative voting" box or clearly recording the number of votes in the "Number of votes" box for the corresponding candidates on the Ballot already set up on the electronic voting system. After that, the shareholder or shareholder representative must confirm the election for the electronic voting system to record the results.	Clause 2, Article 20 of the Company Charter currently stipulates that, in addition to the cumulative voting method, the election of members of the BOD/SB may also be conducted via the voting method (in favor, against, abstain).
			Article 7. Extraordinary GMS		
7	2		2. Sequence and procedures for collecting written opinions from shareholders to adopt GMS Resolutions		
			The sequence and procedures for collecting written opinions from shareholders to adopt GMS resolutions are stipulated in Article 21 of the Company Charter, specifically as follows:	The sequence and procedures for collecting written opinions from shareholders to adopt GMS resolutions are stipulated in Article 21 of the Company Charter.	

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
			The BOD has the right to collect written opinions from shareholders to adopt GMS decisions when deemed necessary for the Company's interests, except for cases where collecting written opinions from shareholders is prohibited as stipulated in Clause 1, Article 20 of the Company Charter... Resolutions adopted via the collection of written opinions from shareholders must be approved by shareholders representing over 50% of the total voting shares of all shareholders with voting rights and shall have the same validity as resolutions adopted at a GMS meeting.	Remove the content of this clause	Because the phrase "except for cases where collecting written opinions from shareholders is prohibited as stipulated in Clause 1, Article 20 of the Company Charter" contradicts Article 21 of the Company Charter. Article 21 of the Company Charter stipulates that these cases are permitted for collecting written opinions from shareholders, and the amendment is made to unify the content between the Charter and the Internal Regulations on Corporate Governance, as this content has already been detailed in Article 21 of the Company Charter to avoid duplication.
8	1		Article 8. Adoption of GMS Resolutions GMS resolutions are adopted in accordance with Article 20 of the Company Charter.	GMS resolutions are adopted in accordance with Article 20 or Article 21 of the Company Charter	GMS resolutions may be adopted in accordance with Article 21 of the Charter if collecting written opinions from shareholders
			Article 15. Method of electing BOD members		
15	1		Voting for the election of BOD members must be conducted using the cumulative voting method, whereby each shareholder has a total number of voting shares corresponding to the total number of shares owned multiplied by the number of members to be elected to the BOD, and shareholders have the right to allocate all or a portion of their total votes to one or more candidates.	Voting for the election of BOD members is conducted as stipulated in Clause 2, Article 20 of the Company Charter.	Amended for consistency with the proposed Charter amendments and to avoid duplication.
	2		The elected BOD members are determined based on the number of votes, starting from the candidate with the highest number of votes until the number of members stipulated in the Company Charter is reached.		
	3		In the event that 02 or more candidates receive the same number of votes for the final BOD member position, a re-vote will be held among the candidates with the same number of votes.		

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
	4		In the case of electing BOD members, if the number of candidates is less than or equal to the number of BOD members to be elected, the election may be conducted using the cumulative voting method stipulated in Clauses 1-3 of this Article or via the voting method (in favor, against, abstain). The approval ratio is achieved when shareholders representing over 50% of the total voting shares of all attending shareholders vote in favor.		
			Article 16. Dismissal, removal, and supplementary election of BOD members		
16	2	a	When the number of remaining BOD members is less than the number of members stipulated by law or reduced by more than one-third (1/3) compared to the number stipulated in the Company Charter. In this case, the BOD must convene a GMS within 60 days from the date the number of members remains or is reduced as stipulated above.	When the number of remaining BOD members is less than the minimum number of members stipulated by law or reduced by more than one-third (1/3) compared to the number stipulated in the Company Charter. In this case, the BOD must convene a GMS within 60 days from the date the number of members becomes less than the minimum number stipulated by law or is reduced as stipulated above.	Amended and supplemented to comply with the Law on Enterprises and the Company Charter
			Article 19. BOD Meetings		
			The BOD must organize meetings with the minimum frequency per month/quarter/year as stipulated in the Company Charter and by law	The Board of Directors must hold meetings at least once every quarter and may hold extraordinary meetings as stipulated in the Company's Charter and by law.	Amended to comply with Clause 2, Article 29 of the Charter and Clause 2, Article 16 of the BOD Operating Regulations
			Article 24. Minutes of BOD meetings		
24			BOD meetings must be recorded in minutes and may be audio-recorded, recorded, and stored in other electronic formats. BOD meeting minutes must be recorded fully and truthfully. The Corporate Governance Officer, Company Secretary, a BOD member, or another person requested by the BOD shall serve as the meeting minute recorder. BOD meeting minutes must contain the full signatures of the chairperson, the minute recorder, and all other BOD members attending the meeting.	BOD meetings must be recorded in minutes and may be audio-recorded, recorded, and stored in other electronic formats. BOD meeting minutes must be recorded fully and truthfully. The Corporate Governance Officer, Company Secretary, a BOD member, or another person requested by the BOD shall serve as the meeting minute recorder. BOD meeting minutes must contain the full signatures of the chairperson, the minute recorder, and all other BOD members attending the meeting. In the event that the chairperson or minute recorder refuses to sign the meeting minutes, but all other BOD members attending the meeting agree to approve and sign the minutes, and the minutes contain full content as stipulated, then these minutes shall be valid. The meeting minutes shall clearly state the refusal of the chairperson or minute recorder to sign. The person signing the meeting minutes shall be jointly liable for the accuracy and truthfulness of the content of the BOD meeting minutes.	Amended to comply with Clauses 2 and 3, Article 17 of Circular 116/2020/TT-BTC on corporate governance for public companies
			Article 32. Method of electing SB members		

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
32	1		Voting for the election of SB members must be conducted using the cumulative voting method, whereby each shareholder has a total number of voting shares corresponding to the total number of shares owned multiplied by the number of members to be elected to the SB, and shareholders have the right to allocate all or a portion of their total votes to one or more candidates.	Voting for the election of SB members is conducted as stipulated in Clause 2, Article 20 of the Company Charter.	Amended similarly to the election of BOD members and to avoid duplication
	4		In the case of electing SB members, if the number of candidates is less than or equal to the number of SB members to be elected, the election may be conducted using the cumulative voting method stipulated in Clauses 1-3 of this Article or via the voting method (in favor, against, abstain). The approval ratio is achieved when shareholders representing over 50% of the total voting shares of all attending shareholders vote in favor.		
			Article 36. Management organizational structure		
36	1		... The Company has a Director, Deputy Directors, and a Chief Accountant appointed by the BOD. Except for cases stipulated in Clause 2, Article 28 of the Company Charter, the Director and Deputy Directors may simultaneously be BOD members...	Amended as follows: "Except for cases stipulated in Clause 2, Article 28 of the Company Charter and in accordance with the provisions of Clause 3, Article 25, the Director and Deputy Directors may simultaneously be BOD members"	May contradict or be inconsistent with Clause 3, Article 25 of the Company Charter (number of BOD members participating in management > 2/3): The company's BOD structure must ensure that at least 1/3 of the total number of BOD members are non-executive members.
			Article 42. Working relationship between the BOD and the SB		
			The control work of the SB is to monitor the implementation of policies, operational mechanisms, and the Company's development strategy, and to monitor the management activities of the Director.	The control work of the SB is to monitor the implementation of policies, operational mechanisms, and the Company's development strategy, and to monitor the management and governance activities of the BOD.	
			Article 43. Working relationship between the BOD and the Director		

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
43	3		The Director develops the Company's annual production plan to submit to the BOD for review and approval	The Director develops the annual production plan and adjusted production and business plans (when actual oil prices or actual sales output change significantly, or other factors fluctuate abnormally, causing a decrease in profits compared to the Company's plan) to submit to the BOD for review and approval	Supplemented with content on adjusting the annual production and business plan. There is currently no regulation on the extent to which the Company's annual production and business plan must change for the Director to submit it to the BOD for review and adjustment. In practice, the 2026 GMS Resolution contains the following: "The GMS authorizes the Board of Directors (BOD) of CNG Vietnam Joint Stock Company to review and approve adjustments to the 2026 production and business plan based on actual conditions (when actual oil prices or actual sales output change significantly, or other factors fluctuate abnormally, significantly affecting the production and business plan)."
			Article 44. Working relationship between the SB and the Director		
44	2		The SB has the right to review the compliance and legality of the Director's decision-making and evaluate the coordination between members of the Board of Directors and between the Director and management personnel	The SB has the right to review the compliance and legality of the Director's decision-making and evaluate the coordination between members of the Board of Directors and between the Director and other management personnel and executives	Added "other executives" to be consistent with Point b, Clause 2, Article 21, SB Regulations

PV GAS JOINT STOCK CORPORATION
CNG VIETNAM JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: ………../TTr- CNG

Ho Chi Minh City, dated …….. month ……. year 2026.

Draft

PROPOSAL

Regarding the amendment and supplementation of the Operating Regulations of the Supervisory Board CNG Vietnam Joint Stock Company

To: The General Meeting of Shareholders - CNG Vietnam Joint Stock Company.

Pursuant to the Law on Enterprises No. 59/2020/QH14 and relevant amending, supplementing, and implementing guidance documents;

Pursuant to the Law on Securities No. 54/2019/QH14 and guidance documents on public company governance;

Pursuant to the Government's Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Government's Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Ministry of Finance's Circular No. 116/2020/TT-BTC dated December 31, 2020, guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP;

Relevant specialized legal regulations concerning investment, finance-accounting, commerce, bidding, and labor activities;

Pursuant to the Company's Charter, Resolutions/Decisions of the General Meeting of Shareholders, the Board of Directors, and the Company's current internal regulations;

Pursuant to the Operating Regulations of the Supervisory Board of CNG Vietnam Joint Stock Company approved by the General Meeting of Shareholders on May 18, 2021;

Pursuant to the functions, duties, and powers of the Supervisory Board.

The Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval the amendment and supplementation of the Operating Regulations of the Supervisory Board with the following contents:

1. Necessity and purpose of the amendment

The amendment and supplementation of the Operating Regulations of the Supervisory Board (SB) are necessary to update and ensure compliance with current legal regulations on enterprises, securities, and corporate governance; to synchronize with the Charter, Internal Regulations on corporate governance, and relevant internal regulations. The amendment is also intended to resolve overlapping or impractical content, and to enhance the clarity, consistency, and feasibility of the Regulations, thereby reinforcing and strengthening the independence, objectivity, and effectiveness in performing the oversight and supervisory functions of the SB.

2. Main contents of the amendment and supplementation

Based on the review, the SB proposes to amend and supplement the Operating Regulations with the following main contents:

- Adding the Board of Directors as an entity capable of nominating members to the SB in cases where the shareholder/group of shareholders nominating candidates has not reached the required number as prescribed.
- Referencing the standards and conditions for SB members, as well as the method for electing SB members, to the Charter; and finalizing the grounds for dismissal and removal.
- Adjusting the inspection and supervision mechanism to be based on a plan developed by the SB and notified to the Board of Directors and the Director for coordination, replacing the mechanism that required prior agreement with the Board of Directors.
- Referencing the contents regarding coordination with the Board of Directors and the Board of Management to the Internal Governance Regulations; while retaining the specific duties unique to the SB.
- Adjusting the deadline for providing reports for the SB's appraisal before the Annual General Meeting of Shareholders from 15 days to 30 days.

Details of the amendments and supplementations are presented in the Draft Operating Regulations of the Supervisory Board of CNG Vietnam Joint Stock Company and the Summary Table of amendments and supplementations attached to this Proposal.

3. RECOMMENDATION TO THE GENERAL MEETING OF SHAREHOLDERS

Based on the contents mentioned above, the Supervisory Board respectfully requests the General Meeting of Shareholders to consider and approve the amended and supplemented Operating Regulations of the Supervisory Board of CNG Vietnam Joint Stock Company as per the attached documents, so that the Supervisory Board may issue them according to the Draft attached to this Proposal.

Sincerely!

Attachments:
- Draft Operating Regulations of the SB (amended and supplemented);
- Summary table of amendments and supplementations.

Recipients:
- As above;
- Board of Directors, Company Director;
- Company Supervisory Board;
- Office archives.

ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE BOARD

CNG VIETNAM JOINT STOCK COMPANY
SUPERVISORY BOARD

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

DRAFT

OPERATING REGULATIONS
OF THE SUPERVISORY BOARD OF CNG VIETNAM JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 and relevant amending, supplementing, and guiding documents;

Pursuant to the Law on Securities No. 54/2019/QH14 and guiding documents on corporate governance for public companies;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025, on amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP;

Pursuant to the Charter of CNG Vietnam Joint Stock Company;

Pursuant to the Resolution of the Extraordinary General Meeting of Shareholders No. ..... dated .../.../2026.

The Supervisory Board hereby issues the Operating Regulations of the Supervisory Board of CNG Vietnam Joint Stock Company. The Operating Regulations of the Supervisory Board of CNG Vietnam Joint Stock Company include the following contents:

Chapter I
GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of application

1. Scope of regulation: The Operating Regulations of the Supervisory Board stipulate the organizational structure, personnel, standards, conditions, rights, and obligations of the Supervisory Board and its members in accordance with the Law on Enterprises, the Company Charter, and other relevant regulations.

2. Subjects of application: The Operating Regulations of the Supervisory Board are applicable to the Supervisory Board and its members.

Article 2. Operating principles of the Supervisory Board

The Supervisory Board works on a collective principle. Members of the Supervisory Board are personally responsible for their assigned tasks and are jointly responsible before the

General Meeting of Shareholders and the law for the work and decisions of the Supervisory Board.

Article 3. Explanation of abbreviations

Law on Enterprises	:	Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and related documents amending, supplementing, or guiding its implementation.
General Meeting of Shareholders (GMS)	:	The highest authority of the Company, comprising all shareholders with voting rights.
Charter/Company Charter	:	The Charter of CNG Vietnam Joint Stock Company.
Company	:	CNG Vietnam Joint Stock Company.
Major shareholder	:	A shareholder as defined in Clause 18, Article 4 of the Law on Securities.
Board of Directors (BOD)	:	The Board of Directors of the Company.
General Director	:	The General Director of the Company.
Supervisory Board (SB)	:	The Supervisory Board of the Company.
Supervisor	:	Individuals who meet the standards and conditions prescribed in Clause 2, Article 36 of the Company Charter and are elected to the Supervisory Board by the General Meeting of Shareholders.
Internal Audit	:	The Internal Audit Department of the Company.

Chapter II
MEMBERS OF THE SUPERVISORY BOARD (SUPERVISORS)

Article 4. Rights, obligations, and responsibilities of members of the Supervisory Board

1. Comply strictly with the Law, the Company Charter, the resolutions of the General Meeting of Shareholders, and professional ethics in exercising the prescribed rights and obligations.

2. Exercise rights and obligations honestly, carefully, and in the best manner to ensure the maximum legitimate interests of the Company.

3. Be loyal to the interests of the Company and shareholders; not abuse their position or office, nor use information, know-how, business opportunities, or other assets of the Company for personal gain or to serve the interests of other organizations or individuals.

4. Other obligations as prescribed by the Law on Enterprises and the Company Charter.

5. In case of violation of the provisions in Clauses 1, 2, 3, and 4 of this Article causing damage to the Company or others, the member of the Supervisory Board shall be personally or jointly liable for such damage. Income and other benefits obtained by the member of the Supervisory Board due to the violation must be returned to the Company.

6. In case of discovering that a member of the Supervisory Board has committed a violation

in the performance of their rights and obligations, it must be notified in writing to the Supervisory Board, requesting the violating person to terminate the violation and remedy the consequences.

Article 5. Term and number of members of the Supervisory Board

1. The number of members of the Supervisory Board of the Company is 03 members. The term of a member of the Supervisory Board shall not exceed 05 years and they may be re-elected for an unlimited number of terms.

2. Members of the Supervisory Board are not necessarily shareholders of the Company.

3. The Supervisory Board must have more than half of its members residing in Vietnam.

4. In case the terms of all members of the Supervisory Board expire at the same time and the members for the new term have not been elected, the members whose terms have expired shall continue to exercise their rights and obligations until the new members are elected and take office.

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

Members of the Supervisory Board must meet the standards and conditions prescribed in Clause 2, Article 36 of the Company Charter.

Article 7. Head of the Supervisory Board

1. The Head 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.

2. The Head of the Supervisory Board is elected by the Supervisory Board from among its members; the election, relief of duty, and removal shall be based on the majority principle.

3. The Head of the Supervisory Board has the rights and obligations prescribed by the Law on Enterprises, the Law on Securities, and the Company Charter. In addition, the Head of the Supervisory Board also has the following rights and obligations:

a) On behalf of the Supervisory Board, request the Board of Directors to hold an extraordinary meeting to handle cases of violations of the provisions of the law, the Company, and resolutions of the General Meeting of Shareholders;

b) On behalf of the Supervisory Board, convene an extraordinary General Meeting of Shareholders in accordance with the Law on Enterprises and the Company Charter;

c) Request the Board of Directors, the General Director, and other Executives of the Company to provide relevant information to report to the Supervisory Board;

d) Discuss with the Chairman of the Board of Directors (or an authorized person) the contents of the Supervisory Board's report before officially reporting to the General Meeting of Shareholders;

e) Be responsible for the contents stated in the periodic or extraordinary reports of the Supervisory Board sent to the General Meeting of Shareholders;

f) Prepare and sign the report of the Supervisory Board after consulting with the Board of Directors to submit to the General Meeting of Shareholders;

g) Preside over the development, amendment, supplementation, and signing for issuance of the Operating Regulations of the Supervisory Board after being approved by the General Meeting of Shareholders;

h) Organize the implementation of the monitoring and inspection program on a quarterly and annual basis after being approved by the General Meeting of Shareholders;

i) Be responsible for urging Supervisors to implement the tasks and powers of the Supervisory Board; assign tasks to each Supervisor; convene and preside over meetings of the Supervisory Board;

j) Authorize a Supervisor to assume the work of the Head of the Board during their absence;

k) Attend the Company's briefing meetings and meetings of the Board of Directors.

Article 8. Nomination and self-nomination of members of the Supervisory Board

1. A shareholder or a group of shareholders holding common shares has the right to aggregate their voting rights to nominate candidates for the Supervisory Board. A shareholder or group of shareholders holding from 10% to less than 30% of total voting shares has the right to nominate one (01) candidate; from 30% to less than 50% may nominate up to two (02) candidates; over 50% may nominate up to three (03) candidates. The nomination of persons to the Supervisory Board shall be carried out as follows:

a) Common shareholders forming a group to nominate persons to the Supervisory Board must notify the shareholders attending the meeting of the group formation before the opening of the General Meeting of Shareholders;

b) Based on the number of members of the Supervisory Board, the shareholder or group of shareholders specified in this Clause is entitled to nominate one or several persons as decided by the General Meeting of Shareholders as candidates for the Supervisory Board.

2. In case 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 GMS, the remaining candidates shall be nominated by the incumbent BOD, the Supervisory Board, and other shareholders. The introduction of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.

Article 9. Method of election, relief of duty, and removal of members of the Supervisory Board

1. The election, relief of duty, and removal of members of the Supervisory Board fall under the authority of the General Meeting of Shareholders.

2. Voting to elect members of the Supervisory Board shall be carried out as prescribed in Clause 2, Article 20 of the Company Charter.

Article 10. Cases of relief of duty and removal of members of the Supervisory Board

1. The General Meeting of Shareholders shall relieve a member of the Supervisory Board of duty in the following cases:

a) No longer meeting the standards and conditions to be a member of the Supervisory Board as prescribed in Clause 2, Article 36 of the Company Charter;

b) Submitting a resignation letter which is accepted;

c) Other cases as prescribed by law.

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

a) Failing to complete assigned tasks and work;

b) Failing to exercise their rights and obligations for 06 consecutive months, except in cases of force majeure;

c) Violating the obligations of a member of the Supervisory Board multiple times or seriously in accordance with the Law on Enterprises and the Company Charter;

d) Other cases as per the resolution of the General Meeting of Shareholders.

Article 11. Notification of election, relief of duty, and removal of members of the Supervisory Board

1. In case the candidates for the Supervisory Board have been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the GMS or 10 days before the deadline for returning ballots for written shareholder consultation on the Company's website so that shareholders can learn about these candidates before voting. Supervisory Board candidates must have a written commitment regarding the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, carefully, and in the best interests of the Company if elected as a member of the Supervisory Board. Information related to the Supervisory Board candidate to be disclosed includes:

a) Full name, date of birth;

b) Professional qualifications;

c) Work history;

d) Other management positions;

e) Interests related to the Company and the Company's related parties;

f) Other information: as prescribed in the Company Charter;

g) The Company is responsible for disclosing information about companies where the candidate currently holds management positions and interests related to the Company of the Supervisory Board candidate (if any).

2. Notification of the results of the election, relief of duty, and removal of members of the Supervisory Board shall be carried out in accordance with the regulations on information disclosure.

Chapter III
SUPERVISORY BOARD

Article 12. Rights, obligations, and responsibilities of the Supervisory Board

1. The Supervisory Board supervises the Board of Directors and the General Director in the management and administration of the Company.

2. Inspect specific issues related to the management and administration of the Company's operations at the request of shareholders.

3. Inspect and review complaints and denunciations related to leadership positions under the Board of Directors and the General Director;

4. Request the Board of Directors to convene an extraordinary General Meeting of

Shareholders.

5. Replace the Board of Directors in convening the General Meeting of Shareholders within 30 days in case the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises.

6. Request the Chairman of the Board of Directors to convene a meeting of the Board of Directors to handle cases of violations of the provisions of the law, the Company Charter, and resolutions of the General Meeting of Shareholders.

7. Review, extract, and copy part or all of the content of the list of related persons and related interests declared as prescribed in Clause 1 and Clause 2, Article 164 of the Law on Enterprises.

8. Inspect the reasonableness, legality, truthfulness, and level of care in the management and administration of business activities; the systematic, consistent, and appropriate nature of accounting, statistical work, and financial reporting.

9. Appraise the completeness, legality, and truthfulness of the annual and 6-month business situation reports and financial statements of the Company, the report evaluating the management work of the Board of Directors, and submit the appraisal report at the annual General Meeting of Shareholders. Review contracts and transactions with related persons under the approval authority of the Board of Directors or the General Meeting of Shareholders and provide recommendations on contracts and transactions requiring approval from the Board of Directors or the General Meeting of Shareholders.

10. Review, inspect, and evaluate the effectiveness and efficiency of the Company's internal audit, risk management, and early warning systems. Provide necessary and appropriate recommendations and proposals.

11. Examine accounting books, accounting records, and other documents of the Company, as well as the management and administration of the Company's operations when deemed necessary or pursuant to a resolution of the General Meeting of Shareholders or at the request of a shareholder or group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises and Clause 2, Article 11 of the Company Charter.

12. Supervise the Company's financial situation and the compliance with the law by members of the Board of Directors, the General Director, and other managers in their activities. In case of discovering acts of violating the law or the provisions of Article 165 of the Law on Enterprises, or violating the Company Charter by members of the Board of Directors, the General Director, and other executives, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the violating person to terminate the violation and have solutions to remedy the consequences.

13. Conduct inspection and supervision of production and business activities at the Company and its Branches according to the established plan and notify the Board of Directors and the General Director for coordinated implementation. The Supervisory Board has the right to appoint persons to participate in internal inspection and audit teams organized by the Company at the Company and its branches. Regarding cases requiring contact with organizations or individuals outside the Company to serve inspection and supervision work, the Supervisory Board shall discuss with the Board of Directors before implementation.

14. Be provided with necessary tools and means for inspection and supervision work. Have the right to request the General Director and branch leaders to provide data, documents,

information, and explanations of the unit's activities that the Supervisory Board deems necessary, and be responsible for maintaining the confidentiality of the provided data, documents, and information. In necessary cases, the Head of the Supervisory Board shall request the Chairman of the Board of Directors and the General Director to decide on mobilizing specialists and managers of the Company to participate in implementing the inspection and supervision program.

15. Upon the request of a shareholder or group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises, the Supervisory Board shall conduct an inspection within 07 working days from the date of receiving the request. Within 15 days from the date of completing the inspection, the Supervisory Board must report on the requested issues to the Board of Directors and the requesting shareholder or group of shareholders. The inspection by the Supervisory Board specified in this Clause must not hinder the normal activities of the Board of Directors and must not disrupt the administration of the Company's business activities.

16. Recommend to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement, and improve the organizational structure of management, supervision, and administration of the Company's business activities.

17. Attend and participate in discussions at meetings of the General Meeting of Shareholders, the Board of Directors, and other meetings of the Company. Attend briefing meetings, conferences, and summary/closing meetings of the Company and its Branches.

18. The Supervisory Board has the right to use independent consultants, the Company's Internal Audit department, or hire auditing services to perform assigned tasks;

19. Report to the annual General Meeting of Shareholders as prescribed in Article 290 of Decree 155/2020/ND-CP and Clause 7, Article 38 of the Company Charter;

20. Propose and recommend that the General Meeting of Shareholders approve the list of auditing organizations accepted to audit the Company's financial statements and auditing organizations accepted to inspect the Company's activities when deemed necessary;

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

22. Be responsible to shareholders for its supervision activities;

23. Ensure coordination with the Board of Directors, the General Director, and shareholders;

24. Witness and supervise the Board of Directors in organizing vote counting and preparing vote counting minutes if requested by the Board of Directors in the case of collecting shareholder opinions in writing to pass resolutions of the General Meeting of Shareholders;

25. The Head of the Supervisory Board shall preside over the election of a meeting chairperson by the General Meeting of Shareholders in case the Chairman is absent or temporarily unable to work and the remaining members of the Board of Directors cannot elect a chairperson. In this case, the person with the highest number of votes shall chair the meeting;

26. Participate in professional training courses to improve professional knowledge at the request of the Supervisory Board. The General Director is responsible for notifying the Supervisory Board of the plan to organize the aforementioned contents;

27. Perform other rights and obligations as prescribed by the Law on Enterprises, the Company Charter, and resolutions of the General Meeting of Shareholders.

Article 13. Right of the Supervisory Board to be provided with information

1. Documents and information must be sent to members of the Supervisory Board at the same time and in the same manner as for members of the Board of Directors, including:

a) Meeting invitation notices, ballots for consultation of Board of Directors members, and accompanying documents;

b) Resolutions, decisions, and meeting minutes of the General Meeting of Shareholders and the Board of Directors;

c) Reports of the General Director submitted to the Board of Directors, documents issued by the Company, and other documents sent to the Board of Directors must be sent to Supervisors at the same time and in the same manner as for members of the Board of Directors. The Company Secretary must ensure that meeting invitation notices, ballots for consultation of Board of Directors members and accompanying documents, all copies of financial information, other information provided to members of the Board of Directors, and copies of minutes of Board of Directors meetings shall be provided to the Supervisory Board at the same time and in the same manner they are provided to the Board of Directors;

d) At meetings of the Board of Directors: The Supervisory Board is provided with relevant documents as for members of the Board of Directors; has the right to express opinions and recommendations, but does not participate in voting. If the Supervisory Board has a different opinion from the resolutions of the Board of Directors, it has the right to reserve its opinion in the meeting minutes and report directly to the General Meeting of Shareholders.

2. Members of the Supervisory Board have the right to access records and documents of the Company kept at the head office, branches, and other locations; have the right to come to the workplace of the Company's managers and employees during working hours.

3. The Board of Directors, members of the Board of Directors, the General Director, and other executives must provide full, accurate, and timely information and documents regarding the management, administration, and business activities of the Company at the request of a member of the Supervisory Board or the Supervisory Board.

Article 14. Responsibility of the Supervisory Board in convening an extraordinary General Meeting of Shareholders

1. The Supervisory Board is responsible for replacing the Board of Directors in convening the General Meeting of Shareholders within 30 days in case the Board of Directors fails to convene the General Meeting of Shareholders in the following cases:

a) When the number of remaining members of the Board of Directors or Supervisors is less than the minimum number prescribed by law or the number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number of members prescribed in the Charter;

b) At the request of a shareholder or group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises;

c) When there is a request to convene an extraordinary General Meeting of Shareholders from the Supervisory Board but the Board of Directors does not perform it.

2. In case the Supervisory Board fails to convene the General Meeting of Shareholders as prescribed, the Supervisory Board must compensate for the damage incurred to the Company.

3. Costs for convening and conducting the General Meeting of Shareholders as prescribed in Clause 1 of this Article shall be reimbursed by the Company.

Chapter IV
SUPERVISORY BOARD MEETINGS

Article 15. Meetings of the Supervisory Board

1. The Supervisory Board must meet at least two (02) times a year, with the number of members attending the meeting being at least two-thirds (2/3) of the members of the Supervisory Board.

2. The Supervisory Board has the right to request members of the Board of Directors, the General Director, and representatives of the accepted auditing organization to attend and answer issues that need clarification.

Article 16. Minutes of Supervisory Board meetings

Minutes of Supervisory Board meetings are prepared in a detailed and clear manner. The minute-taker and members of the Supervisory Board attending the meeting must sign the meeting minutes. The minutes of the Supervisory Board's meetings must be preserved to determine the responsibility of each member of the Supervisory Board.

Chapter V
REPORTING AND DISCLOSURE OF INTERESTS

Article 17. Annual reporting

Reports of the Supervisory Board at the annual General Meeting of Shareholders include the following contents:

1. Report on the Company's business results and on the performance of the Board of Directors and the General Director to be submitted to the General Meeting of Shareholders for approval at the annual General Meeting of Shareholders.

2. Self-assessment report on the performance of the Supervisory Board and its members.

3. Remuneration, operating expenses, and other benefits of the Supervisory Board and each of its members.

4. Summary of meetings of the Supervisory Board and conclusions and recommendations of the Supervisory Board; results of monitoring the Company's operational and financial situation.

5. Evaluation report on transactions between the Company and members of the Board of Directors, the General Director, and related persons of such members; transactions between the Company and companies in which a member of the Board of Directors is a founding member or a manager of the enterprise within the 03 years preceding the transaction.

6. Results of supervision over the Board of Directors, the General Director, and other

executives.

7. Results of evaluating the coordination between the Supervisory Board and the Board of Directors, the General Director, and shareholders.

8. Proposals and recommendations for the General Meeting of Shareholders to approve the list of auditing organizations accepted to audit the Company's financial statements and auditing organizations accepted to inspect the Company's activities when deemed necessary.

Article 18. Salary and other benefits

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

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

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

Article 19. Disclosure of related interests

1. Members of the Supervisory Board of the Company must declare their related interests to the Company, including:

a) Name, enterprise code, head office address, and business lines of the enterprise they own or possess capital contributions or shares; the ratio and time of ownership of such capital contributions or shares;

b) Name, enterprise code, head office address, and business lines of the enterprise owned, co-owned, or solely owned by their related persons with capital contributions or shares exceeding 10% of the charter capital.

2. The declaration as prescribed in Clause 1 of this Article must be carried out within 07 working days from the date the related interest arises; amendments and supplements must be notified to the Company within 07 working days from the date of the corresponding amendment or supplement.

3. Members of the Supervisory Board and their related persons may only use information obtained through their positions to serve the interests of the Company.

4. Members of the Supervisory Board are obliged to notify the Board of Directors and the Supervisory Board in writing of transactions between the Company and the member of the Supervisory Board or their related persons in accordance with the law. For the aforementioned 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 securities law on information disclosure.

5. Members of the Supervisory Board and their related persons must not use or disclose internal information to others to perform related transactions.

Chapter VI

RELATIONSHIPS OF THE SUPERVISORY BOARD

Article 20. Relationship between members of the Supervisory Board

Members of the Supervisory Board have an independent relationship, not dependent on each other, but have coordination and collaboration in common work to ensure the good performance of the responsibilities, rights, and tasks of the Supervisory Board in accordance with the law and the Company Charter. The Head of the Supervisory Board is the coordinator of the general work of the Supervisory Board but does not have the right to dominate the members of the Supervisory Board.

Article 21. Relationship with the Executive Board

The Supervisory Board has an independent relationship with the Company's Executive Board and is the unit that performs the function of supervising the activities of the Executive Board. The working relationship between the Supervisory Board and the Executive Board is the relationship between compliance control activities and business administration activities, specifically including:

1. Coordination relationship:

The coordination relationship is implemented in accordance with Clause 1, Article 44 of the Internal Regulations on Corporate Governance.

2. Control and supervision relationship:

The control and supervision relationship is implemented in accordance with Clause 2, Article 44 of the Internal Regulations on Corporate Governance and the following provisions:

a) The Company's annual production and business situation reports and the report evaluating the management work of the Board of Directors prepared for submission to the General Meeting of Shareholders at the annual meeting must be sent to the Supervisory Board 30 (thirty) days before the meeting date for appraisal;

b) The General Director is subject to the inspection and supervision of the Supervisory Board regarding the performance of their duties;

c) Reports sent by the General Director to the Board of Directors must be simultaneously sent to the Supervisory Board;

d) The General Director is responsible for providing full information, documents, and means to serve inspection and control work at the request of the Supervisory Board;

e) The General Director is responsible for implementing the recommendations of the Supervisory Board or reporting to the Board of Directors on points of disagreement with the Supervisory Board's recommendations. The General Director is responsible for implementing the directions of the Board of Directors, while notifying the Supervisory Board of these directions;

f) The General Director shall promptly notify the Supervisory Board when discovering weaknesses, shortcomings, violations, risks, or major asset losses, or when there are changes in the internal inspection and control system at the unit.

Article 22. Relationship with the Board of Directors

The Supervisory Board has an independent relationship with the Board of Directors and is the unit that performs the function of supervising the activities of the Board of Directors. The working relationship between the Supervisory Board and the Board of Directors is the relationship between compliance control activities and corporate governance activities to ensure that all corporate governance and administration activities reflect reasonableness, transparency, honesty, compliance with the Company's policies, resolutions of the General Meeting of Shareholders, and are in accordance with the provisions of current law;

Governance work involves setting policies, operating mechanisms, and establishing the Company's strategic vision and development tactics for each period and the Company's long-term strategies; the Supervisory Board's control work involves supervising the implementation of the Company's policies, operating mechanisms, and development strategies, and supervising the administration activities of the Board of Directors.

1. Coordination relationship:

The coordination relationship is implemented in accordance with Clause 1, Article 42 of the Internal Regulations on Corporate Governance.

2. Control - supervision relationship:

The control and supervision relationship is implemented in accordance with Clause 2, Article 42 of the Internal Regulations on Corporate Governance and the following provisions:

a) The Supervisory Board notifies the Board of Directors of the results of periodic quarterly or extraordinary internal inspection and supervision;

b) Upon receiving the inspection results, the Board of Directors will review them to reach conclusions and make handling decisions. The Supervisory Board supervises the implementation of the conclusions and handling decisions of the Board of Directors;

c) The Company's annual production and business situation reports and the report evaluating the management work of the Board of Directors prepared for submission to the General Meeting of Shareholders at the annual meeting must be sent to the Supervisory Board 30 (thirty) days before the meeting date for appraisal.

Article 23. Other working relationships of the Supervisory Board

1. Relationship with State management agencies

The Supervisory Board organizes and implements the regime of information and reporting on contents related to inspection and supervision work in accordance with current laws.

2. Relationship with shareholders

a) The Supervisory Board reports on its activities at the annual General Meeting of Shareholders as prescribed in the Company Charter;

b) The Supervisory Board is responsible for sending inspection and supervision reports and reports on issues related to control work to major shareholders and coordinating with major shareholders in inspections;

c) The Supervisory Board conducts an inspection within 7 (seven) working days upon the request of a major shareholder from the date of receiving the request. Within 15 (fifteen) days from the date of completing the inspection, the Supervisory Board must report and explain the requested issues to the Board of Directors and the major shareholder. The inspection by the Supervisory Board specified in this Clause must not hinder the normal activities of the Board of Directors and must not disrupt the administration of the Company's business activities.

3. Relationship with the Internal Audit Department and the Company's Internal Inspection and Supervision Team in the work of inspecting and supervising the unit:

The Supervisory Board, the Internal Audit Department, and the Company's Internal Inspection and Supervision Team conduct inspection and supervision activities at the Company's units together but with different functions, roles, and purposes.

a) Coordination relationship:

+ The Internal Audit Department and the Company's Internal Inspection and Supervision Team consult the Supervisory Board in planning annual inspection and supervision of Branches;

+ The Supervisory Board, the Internal Audit Department, and the Company's Internal Inspection and Supervision Team conduct inspection and supervision of Branches together according to the agreed time and plan. In case they cannot be conducted at the same time, the Supervisory Board will organize separate inspection and supervision.

b) Control and supervision relationship:

+ The Supervisory Board may use data and reports of the Internal Audit Department or the Company's Internal Inspection and Supervision Team, and use the Company's personnel to serve inspection and supervision work;

+ The Supervisory Board may have opinions on the content, scope, and inspection conclusions of the Internal Audit Department and the Company's Internal Inspection and Supervision Team if deemed necessary;

+ Inspection and supervision reports of the Internal Audit Department and the Company's Internal Inspection and Supervision Team sent to the Board of Directors and the General Director must be provided simultaneously to the Supervisory Board.

c) The Supervisory Board is responsible for maintaining the confidentiality of data and documents in accordance with the law.

Chapter VII
IMPLEMENTATION PROVISIONS

Article 24. Effectiveness

The Operating Regulations of the Supervisory Board of CNG Vietnam Joint Stock Company consist of 7 Chapters, 24 Articles, and shall take effect from …/…/2026, superseding the Regulations on the Organization and Operation of the Supervisory Board of CNG Vietnam Joint Stock Company issued on May 18, 2021.

ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD

SUMMARY TABLE OF PROPOSALS FOR AMENDMENT AND SUPPLEMENTATION OF THE SB OPERATING REGULATIONS

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENTATION	RATIONALE FOR AMENDMENT AND SUPPLEMENTATION
			Article 3. Explanation of abbreviations		
3			Controller (KSV): Are those who meet the standards and conditions stipulated in Article 169 of the Law on Enterprises and the Company Charter, and are elected to the Supervisory Board by the General Meeting of Shareholders	Controller (KSV): Are those who meet the standards and conditions stipulated in Clause 2, Article 36 of the Company Charter, and are elected to the Supervisory Board by the General Meeting of Shareholders	
			Article 6. Standards and conditions for Supervisory Board members		
6	1		Supervisory Board members must meet the following standards and conditions:	Supervisory Board members must meet the standards and conditions stipulated in Clause 2, Article 36 of the Company Charter	
			Not falling into the categories stipulated in Clause 2, Article 17 of the Law on Enterprises		
			…		
	2		…the representative of the State capital contribution at the parent company and at the Company		
			Article 8. Nomination and self-nomination of Supervisory Board members		
8	8		In the event that the number of candidates nominated by a shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate, the remaining candidates shall be nominated by the incumbent SB and other shareholders…	In the event that the number of candidates nominated by a shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate, the remaining candidates shall be nominated by the BOD, the incumbent SB, and other shareholders…	Amended to comply with Point b, Clause 1, Article 7 of Circular 116/2020/TT-BTC on corporate governance for public companies and to comply with Clause 2, Article 35 of the Charter
			Article 9. Method of electing, dismissing, and removing Supervisory Board members		
9	2		Voting for the election of Supervisory Board members must be conducted using the cumulative voting method, ...or selected according to criteria in the election regulations or the General Company Charter	Voting for the election of Supervisory Board members is conducted as stipulated in Clause 2, Article 20 of the Company Charter.	Amended similarly to the election of BOD members and to avoid duplication
	3		In the case where the number of candidates is less than or equal to the number of SB members to be elected... The approval ratio via the voting method is conducted in accordance with Clause 3, Article 20 of the Company Charter.		
			Article 10. Cases of dismissal and removal of Supervisory Board members		

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENTATION	RATIONALE FOR AMENDMENT AND SUPPLEMENTATION
10	1	a	1. The General Meeting of Shareholders shall dismiss a Supervisory Board member in the following cases:	1. The General Meeting of Shareholders shall dismiss a Supervisory Board member in the following cases:	Amended to include references to both the Law on Enterprises and the Company Charter, as the reference to Article 169 of the 2020 Law on Enterprises regarding standards and conditions for serving as a member of the Supervisory Board of a public joint-stock company is incomplete.
			a. No longer meeting the standards and conditions for serving as a member of the Supervisory Board as stipulated in Article 169 of the Law on Enterprises;	a. No longer meeting the standards and conditions for serving as a member of the Supervisory Board as stipulated in Clause 2, Article 36 of the Company Charter;	These standards and conditions are stipulated not only in Article 169 of the Law on Enterprises but also in Clause 2, Article 286 of Decree 155/2020/ND-CP (now consolidated and stipulated accordingly in Clause 2, Article 36 of the Company Charter).
			Article 12. Rights and obligations of the SB		
12	11		Examine accounting books, accounting records, and other documents of the Company,... as stipulated in Clause 2, Article 115 of the Law on Enterprises, Clause 3, Article 11 of the General Company Charter	Examine accounting books, accounting records, and other documents of the Company,... as stipulated in Clause 2, Article 115 of the Law on Enterprises, Clause 2, Article 11 of the General Company Charter	Corrected the reference
12	13		Perform inspection and supervision of production and business activities at the Company and its Branches according to the annual Operating Plan agreed upon with the Board of Directors…	Perform inspection and supervision of production and business activities at the Company and its Branches according to the established Plan and notify the Board of Directors and the Director for coordinated implementation…	Amended to ensure the independence of the Supervisory Board in accordance with the Law on Enterprises and the Company Charter
			Article 21. Relationship with the Executive Board		
21	1		Coordination relationship	The coordination relationship is implemented in accordance with Clause 1, Article 44 of the Internal Regulations on Corporate Governance	Amended to avoid duplication
			The coordination relationship is implemented…in management activities		
	2		Control and supervision relationship	Control and supervision relationship	
		a	The SB has the right to request the Director or other management personnel to provide information…	The control and supervision relationship is implemented in accordance with Clause 2, Article 44 of the Internal Regulations on Corporate Governance and the following provisions: (provisions from Point e to Point j of the issued SB regulations)	

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENTATION	RATIONALE FOR AMENDMENT AND SUPPLEMENTATION
		e	The Company's annual production and business reports and the management evaluation report of the Board of Directors prepared for submission to the General Meeting of Shareholders at the annual meeting must be sent to the Supervisory Board 15 (fifteen) days before the meeting date for appraisal.	The Company's annual production and business reports and the management evaluation report of the Board of Directors prepared for submission to the General Meeting of Shareholders at the annual meeting must be sent to the Supervisory Board 30 (thirty) days before the meeting date for appraisal.	Amended to comply with Clauses 3 and 4, Article 175 of the Law on Enterprises: "Reports stipulated in Points a, b, and c of Clause 1, Article 175 must be sent to the Supervisory Board for appraisal no later than 30 days before the opening date of the GMS meeting" and reports after being appraised by the Supervisory Board will be available at the Company's headquarters no later than 10 days before the opening date of the annual General Meeting of Shareholders.
		f	The Director is subject to the inspection and supervision of the Supervisory Board in the performance of their duties. The Director is responsible for providing information and creating all favorable conditions for the Supervisory Board to perform its functions and duties.	The Director is subject to the inspection and supervision of the Supervisory Board in the performance of their duties	Removed "The Director is responsible for providing information and creating all favorable conditions for the Supervisory Board to perform its functions and duties" as it is already stipulated in Clause 2, Article 44 of the Internal Regulations on Corporate Governance
		j	The Director shall promptly notify the Supervisory Board upon discovering weaknesses, shortcomings, …		
			Article 22. Relationship with the Board of Directors		
			Coordination relationship	The coordination relationship is implemented in accordance with Clause 1, Article 42 of the Internal Regulations on Corporate Governance	
			The Supervisory Board and the BOD shall establish…ensuring effective management of resources		
			Control - supervision relationship	Control - supervision relationship	
			The SB, on behalf of the GMS, supervises the BOD…	The control and supervision relationship is implemented in accordance with Clause 2, Article 42 of the Internal Regulations on Corporate Governance and the following provisions: (provisions from Point h to Point j of the current SB regulations)	
		…			
		g	The Supervisory Board is responsible for promptly notifying the Board of Directors of its control activity results and working with the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders		
		h	The Supervisory Board notifies the Board of Directors of the results of quarterly or extraordinary internal inspection and supervision		

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENTATION	RATIONALE FOR AMENDMENT AND SUPPLEMENTATION
		j	The Company's annual production and business reports and the management evaluation report of the Board of Directors prepared for submission to the General Meeting of Shareholders at the annual meeting must be sent to the Supervisory Board 15 (fifteen) days before the meeting date for appraisal.	The Company's annual production and business reports and the management evaluation report of the Board of Directors prepared for submission to the General Meeting of Shareholders at the annual meeting must be sent to the Supervisory Board 30 (thirty) days before the meeting date for appraisal.	Amended to comply with Clauses 3 and 4, Article 175 of the Law on Enterprises: "Reports stipulated in Points a, b, and c of Clause 1, Article 175 must be sent to the Supervisory Board for appraisal no later than 30 days before the opening date of the GMS meeting" and reports after being appraised by the Supervisory Board will be available at the Company's headquarters no later than 10 days before the opening date of the annual General Meeting of Shareholders.
24			**Article 24. Effectiveness**	**Article 24. Effectiveness**	
			The Operating Regulations of the Supervisory Board of CNG Vietnam Joint Stock Company consist of 7 Chapters, 24 Articles, and take effect from May 18, 2021, and replace the Regulations on organization and operation of the Supervisory Board of CNG Vietnam Joint Stock Company issued on May 26, 2021	The Operating Regulations of the Supervisory Board of CNG Vietnam Joint Stock Company consist of 7 Chapters, 24 Articles, and take effect from [Day] [Month] [Year] and replace the Regulations on organization and operation of the Supervisory Board of CNG Vietnam Joint Stock Company issued on May 18, 2021	Amended to be consistent with the amended and supplemented Regulations

PV GAS JOINT STOCK CORPORATION
CNG VIETNAM JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: ………./TTr- CNG.HĐQT

HCMC, dated ……… month ……. year 2026.

Draft

PROPOSAL
Regarding the amendment and supplementation of the Board of Directors Operational Regulations CNG Vietnam Joint Stock Company

To: General Meeting of Shareholders - CNG Vietnam Joint Stock Company.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents for implementation;

Pursuant to the Law on Securities No. 54/2019/QH14 and guiding documents on corporate governance for public companies;

Pursuant to the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Government's Decree No. 245/2025/NĐ-CP dated September 11, 2025, amending and supplementing a number of articles of the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Ministry of Finance's Circular No. 116/2020/TT-BTC dated December 31, 2020, guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP;

Pursuant to the Charter of CNG Vietnam Joint Stock Company, 18th amendment, approved by the General Meeting of Shareholders (GMS) on May 24, 2024.

The Board of Directors hereby submits to the General Meeting of Shareholders for consideration and approval the (amended and supplemented) Operational Regulations of the Board of Directors to ensure consistency and compliance with the Company's (amended and supplemented) Charter and relevant legal provisions, as per the Draft attached to this Proposal.

Respectfully,

Attachments:

- Draft of the amended and supplemented Operational Regulations of the Board of Directors;
- Summary table of amendments and supplementations.

Recipients:
- As above;
- BOD;
- BOS, BOM;
- Archives: BOD. S.01.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Trinh Van Khiem

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DRAFT

OPERATING REGULATIONS OF THE BOARD OF DIRECTORS CNG VIETNAM JOINT STOCK COMPANY

(Issued in conjunction with Decision No. ……../QD-CNG.HĐQT dated ……/……/2026 of the Board of Directors of CNG Vietnam Joint Stock Company)

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and Law No. 76/2025/QH15 dated June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and Law No. 56/2024/QH15 dated November 29, 2024, amending and supplementing a number of articles of the Law on Securities;

Pursuant to Government Decree No. 155/2020/ND-CP dated December 31, 2020, and Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance, guiding a number of articles on corporate governance applicable to public companies;

Pursuant to the Charter of CNG Vietnam Joint Stock Company;

Pursuant to Resolution No. ………/NQ-ĐHĐCĐ dated October 8, 2026, of the Extraordinary General Meeting of Shareholders of CNG Vietnam Joint Stock Company.

The Board of Directors of CNG Vietnam Joint Stock Company hereby issues the Operating Regulations of the Board of Directors (hereinafter referred to as the "Regulations"), with the following contents:

Chapter I
GENERAL PROVISIONS

Article 1. Scope and subjects of application

1.1. Scope: The Operating Regulations of the Board of Directors of CNG

Vietnam Joint Stock Company define the organizational structure, personnel, operating principles, powers, and obligations of the Board of Directors and its members to ensure compliance with the Law on Enterprises, the Law on Securities, the Company Charter, and other relevant legal provisions.

1.2. Subjects of application: The Board of Directors, the Board of Management, functional departments, and branches directly under the Company.

Article 2. Interpretation of terms

2.1. "Board of Management" means the Board of Management of CNG Vietnam Joint Stock Company, including the Director and Deputy Directors.

2.2. "Majority" means over 50%.

2.3. "General Meeting of Shareholders" or "GMS" means the General Meeting of Shareholders of CNG Vietnam Joint Stock Company.

2.4. "Charter" means the Charter of CNG Vietnam Joint Stock Company.

2.5. "Company" means CNG Vietnam Joint Stock Company.

2.6. "Unit" means functional departments and branches directly under the Company.

2.7. "Board of Directors" or "BoD" means the Board of Directors of CNG Vietnam Joint Stock Company.

2.8. "Day" means a calendar day, including holidays and weekends as prescribed by competent authorities (such as Saturdays, Sundays, and public holidays).

2.9. "Working day" means a "Day" excluding holidays and weekends.

2.10. "Related Person" means an individual or organization as defined in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities.

2.11. "Company Executive" means the Director, Deputy Director, and Chief Accountant;

2.12. "Company Manager" means the Chairperson of the Board of Directors, members of the Board of Directors, and the Director.

Unless otherwise defined, terms used in these Regulations shall be defined in accordance with relevant laws and the Company Charter.

Article 3. Operating principles of the BoD

3.1. The BoD operates on a collective basis. BoD members are individually responsible for their assigned tasks, while all members are collectively responsible to the GMS and before the law for the Resolutions/Decisions of the BoD regarding the development of the Company.

3.2. The BoD and its members shall exercise their rights and obligations as prescribed by law, the Company Charter, and the Company's internal management documents; resolve matters within the scope of their assigned authority and responsibilities; and ensure compliance with the order, procedures, and regulations of the law, the State, the Company Charter, and the Company's internal management documents.

3.3. The BoD delegates responsibility to the Director to organize and manage the implementation of the BoD's Resolutions/Decisions.

3.4. The Company seal shall be used on documents issued by the BoD.

Chapter II
MEMBERS OF THE BOARD OF DIRECTORS

Article 4. Rights and obligations of BoD members

4.1. BoD members have full rights as prescribed by relevant laws and the Company Charter, including the right to be provided with information and documents regarding the financial situation and business operations of the Company and its units.

4.2. BoD members have obligations as prescribed by the Company Charter and the following obligations:

a. To perform their duties honestly and carefully for the best interests of the shareholders and the Company.

b. To attend all BoD meetings and provide opinions on matters discussed.

c. To report promptly and fully to the BoD regarding remuneration received from subsidiaries, associates, and other organizations.

d. To report to the BoD at the nearest meeting regarding transactions between the Company, its subsidiaries, or other companies in which the Company holds a controlling interest of 50% or more of the charter capital, with the BoD member and their Related Persons; and transactions between the Company and a company in which the BoD member was a founding member or Company Manager within the 03 years immediately preceding the transaction.

e. To disclose information when trading Company shares in accordance with the law.

4.3. The Independent Member of the BoD of the Company must prepare an evaluation report on the performance of the BoD.

Article 5. Right of BoD members to be provided with information

5.1. BoD members have the right to request the Director, Deputy Directors, and Chief Accountant of the Company to provide information and documents regarding the financial situation and business operations of the Company and its units.

5.2. The requested person must provide information and documents promptly, fully, and accurately upon the request of a BoD member.

Article 6. Term and number of BoD members

6.1. The number of BoD members is five (05) members.

6.2. The term of a BoD member shall not exceed five (05) years. BoD members may be re-elected for an unlimited number of terms. An individual may be elected as an Independent Member of the BoD for no more than two (02) consecutive terms. The term of a BoD member and an Independent Member of the BoD is calculated from the effective date of their election.

6.3. In the event that all BoD members end their term simultaneously, they shall continue to serve as BoD members until new members are elected to replace them and take over the work.

Article 7. Standards and conditions for BoD members

7.1. BoD members and Independent Members of the BoD must meet the standards and conditions specifically prescribed in Clause 4 and Clause 5, Article 24 of the Company Charter.

7.2. An Independent Member of the BoD must notify the BoD if they no longer meet the standards and conditions as prescribed by law and the Company Charter.

Article 8. Chairperson of the BoD

8.1. The Chairperson of the BoD is elected, dismissed, or removed by the BoD from among its members.

8.2. The Chairperson of the BoD may not concurrently serve as the Director.

8.3. The Chairperson of the BoD has the following rights and obligations:

a. To prepare the program and operating plan of the BoD;

b. To prepare the program, agenda, and documents for meetings; to convene, preside over, and chair BoD meetings;

c. To organize the adoption of BoD resolutions and decisions;
d. To supervise the organization and implementation of BoD resolutions and decisions;
e. To chair the General Meeting of Shareholders;
f. Other rights and obligations as prescribed by the Law on Enterprises and the Company Charter.

8.4. In the event that the Chairperson of the BoD resigns or is removed, the BoD must elect a replacement within 10 days from the date of receiving the resignation or the removal.

8.5. In the event that the Chairperson of the BoD is temporarily unable to perform their duties for any reason, the Chairperson shall authorize another BoD member to perform their duties. In the absence of an authorized person, or if the Chairperson of the BoD dies, goes missing, is detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory drug rehabilitation center or compulsory education institution, flees from their place of residence, has their civil act capacity restricted or lost, has difficulty in perceiving or controlling their behavior, or is prohibited by the Court from holding certain positions or practicing certain professions, the remaining members shall elect one of them to serve as Chairperson by a majority vote of the remaining members until a new decision is made by the BoD.

Article 9. Dismissal, removal, replacement, and supplementation of BoD members

9.1. The GMS shall dismiss a BoD member in the following cases:

a. Failure to meet the standards and conditions as prescribed in Article 155 of the Law on Enterprises.
b. Submission of a resignation letter which is accepted.
c. Other cases as prescribed in the Company Charter.

9.2. The GMS shall remove a BoD member in the following cases:

a. Failure to participate in BoD activities for 06 consecutive months, except in cases of force majeure.
b. Other cases as prescribed in the Company Charter.

9.3. In addition to the cases prescribed in Articles 9.1 and 9.2 above, when necessary, the GMS may decide to replace, dismiss, or remove a BoD member.

9.4. The BoD must convene a GMS meeting to elect additional BoD members in the following cases:

a. The number of BoD members is reduced by more than one-third (1/3) of the number prescribed in the Company Charter. In this case, the BoD must convene a GMS meeting within 60 days from the date the number of members is reduced by more than one-third.

b. Except for the case prescribed in Point a of this Clause, the GMS shall elect a new member to replace the dismissed or removed BoD member at the nearest meeting.

Article 10. Methods of election, dismissal, and removal of BoD members

10.1. Shareholders or groups of shareholders holding ten (10)% or more of the total ordinary shares have the right to nominate candidates to the BoD. The nomination of candidates to the BoD shall be carried out as follows:

a. Ordinary shareholders forming a group to nominate candidates to the BoD must notify the other shareholders attending the meeting before the opening of the GMS.

b. Based on the number of BoD members, the shareholders or groups of shareholders specified in this Clause have the right to nominate one or more candidates as decided by the GMS. Shareholders or groups of shareholders holding from 10% to under 20% of total voting shares may nominate one (01) candidate; from 20% to under 35% may nominate up to two (02) candidates; from 35% to under 50% may nominate up to three (03) candidates; and from 50% or more may nominate up to five (05) candidates.

10.2. In the event that the number of candidates nominated by shareholders or groups of shareholders is lower than the number of candidates they are entitled to nominate as decided by the GMS, the remaining candidates shall be nominated by the incumbent BoD and other shareholders. The introduction of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect BoD members in accordance with the law.

10.3. Voting to elect BoD members shall be conducted as prescribed in Clause 2, Article 20 of the Company Charter.

10.4. The dismissal and removal of BoD members by the GMS shall be conducted by voting (in favor, against, abstention). The voting ratio for approval shall be in accordance with Clause 3, Article 20 of the Company Charter.

Article 11. Notice of election, dismissal, and removal of BoD members

11.1. Once BoD candidates have been identified, the Company must disclose information related to the candidates at least 10 days before the opening of the GMS or 10 days before the deadline for returning written ballots on the Company's website so that shareholders can research these candidates before voting. BoD candidates must provide a written commitment regarding the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, carefully, and for the best interests of the Company if elected as a BoD member. Information related to BoD candidates to be disclosed includes:

a. Full name, date of birth.
b. Professional qualifications.
c. Work history.
d. Other management positions (including BoD positions in other companies).
e. Interests related to the Company and the Company's Related Parties.
f. Other information (if any) as prescribed in the Company Charter.
g. Information regarding companies where the candidate currently holds the position of BoD member, other management positions, and interests related to the company of the BoD candidate (if any).

11.2. Notification of the results of the election, dismissal, and removal of BoD members shall be carried out in accordance with regulations on information disclosure.

Chapter III
BOARD OF DIRECTORS

Article 12. Rights and obligations of the BoD

12.1. The BoD is the management body of the Company, having full authority in the name of the Company to decide and exercise the rights and obligations of the Company, except for rights and obligations falling under the authority of the GMS.

12.2. The rights and obligations of the BoD are specifically prescribed in the Law on Enterprises, the Law on Securities, other legal provisions, and the Company Charter.

12.3. The BoD adopts Resolutions/Decisions by voting at meetings, collecting written opinions, or other forms as prescribed by the Company Charter. Each

BoD member has one vote.

12.4. In the event that a Resolution/Decision adopted by the BoD is contrary to the provisions of the law, the GMS Resolution, or the Company Charter, causing damage to the Company, the members who voted in favor of that Resolution/Decision shall be jointly and personally liable for it and must compensate the Company for the damage; members who voted against the Resolution/Decision shall be exempt from liability. In this case, shareholders of the Company have the right to request the court to suspend the implementation or cancel the said Resolution/Decision.

Article 13. Duties and powers of the BoD in approving and signing contracts and transactions

13.1. The BoD approves contracts and transactions valued at less than 35% or transactions leading to a total transaction value arising within 12 months from the date of the first transaction valued at less than 35% of the total asset value recorded in the most recent financial statement between the Company and one of the following subjects:

a. BoD members, Supervisory Board members, the Director, and their Related Persons.

b. Shareholders, authorized representatives of shareholders owning over 10% of the total ordinary share capital of the Company, and their Related Persons.

c. Enterprises related to the subjects specified in Clause 2, Article 164 of the Law on Enterprises.

13.2. Before signing a contract or transaction, the Company's representative must notify the BoD members and Supervisory Board members about the related subjects involved in that contract or transaction and attach the draft contract or the main contents of the transaction. The BoD shall decide on the approval of the contract or transaction within fifteen (15) days from the date of receiving the notice; BoD members with interests related to the parties in the contract or transaction do not have the right to vote.

Article 14. Responsibility of the BoD in convening an extraordinary GMS meeting

14.1 The BoD must convene an extraordinary GMS meeting in the following cases:

a. The BoD deems it necessary for the interests of the Company.

b. The remaining number of BoD members or Supervisory Board members is less than the minimum number prescribed by law.

c. At the request of shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises; the request to convene a GMS meeting must be in writing, clearly stating the reason and purpose of the meeting, and must be signed by the relevant shareholders, or the written request must be made in multiple copies and collected with sufficient signatures of the relevant shareholders.

d. At the request of the Supervisory Board.

e. Other cases as prescribed by law and the Company Charter.

14.2 Convening an extraordinary GMS meeting:

a. The BoD must convene a GMS meeting within 60 days from the date the number of remaining BoD members, Independent BoD members, or Supervisory Board members is less than the minimum number prescribed by law, or from the date of receiving the request specified in Point c and Point d, Clause 14.1 of this Article.

b. The BoD must notify the case where an Independent BoD member no longer meets the standards and conditions at the nearest GMS meeting, or convene a GMS meeting to elect an additional or replacement Independent BoD member within 06 months from the date of receiving the notice from the relevant Independent BoD member.

14.3 The person convening the GMS meeting must perform the following tasks:

a. Prepare a list of shareholders entitled to attend the meeting.

b. Provide information and resolve complaints related to the shareholder list.

c. Prepare the program and content of the meeting.

d. Prepare documents for the meeting.

e. Draft the Resolution of the GMS according to the expected content of the meeting; list and provide detailed information of candidates in case of electing BoD members or Supervisory Board members.

f. Determine the time and location of the meeting.

g. Send meeting invitations to each shareholder entitled to attend in accordance with the Law on Enterprises.

h. Other tasks serving the meeting.

Article 15. Assisting apparatus of the BoD

15.1. The BoD shall appoint at least one (01) Corporate Governance Officer to support corporate governance. The Corporate Governance Officer may concurrently serve as the Company Secretary as prescribed in Clause 5, Article 156 of the Law on Enterprises.

The Corporate Governance Officer may not work concurrently for the approved auditing organization currently auditing the Company's financial statements.

The BoD may dismiss the Corporate Governance Officer when necessary, provided it is not contrary to legal regulations. Notification of the appointment or dismissal of the Corporate Governance Officer shall be carried out in accordance with the Charter and securities laws.

The Corporate Governance Officer has rights and obligations as prescribed by law, the Charter, and other relevant internal management documents of the Company.

15.2. When necessary, the BoD may appoint a Company Secretary. The Company Secretary has rights and obligations as prescribed by law, the Company Charter, and other relevant internal management documents of the Company.

15.3. In accordance with the Company Charter, the BoD may establish Committees/Sub-committees to support BoD activities regarding development policy, personnel, remuneration, internal audit, and risk management. The activities of such Committees/Sub-committees must comply with the provisions of the law, the Company Charter, and the BoD. Resolutions of the Committee/Sub-committee are only valid when the majority of members attending and voting at the meeting are BoD members.

15.4. The implementation of decisions of the BoD or of the BoD's Committees/Sub-committees must be consistent with the provisions of the law, the Company Charter, and the Internal Regulations on Corporate Governance.

15.5. The BoD may establish specialized teams consisting of one or more BoD members and one or more non-BoD members if necessary, headed by a BoD member, to appraise and/or advise the BoD in considering and approving matters under the authority and responsibility of the BoD.

15.6. The BoD may request functional departments, branches, and/or Company employees to review and advise the BoD on relevant matters.

15.7. The BoD may invite consultants to conduct research and appraisal, either regularly or for specific tasks.

Chapter IV
MEETINGS AND WRITTEN CONSULTATION OF THE BOARD OF DIRECTORS

Article 16. BoD meetings

16.1. The Chairperson of the BoD is elected at the first BoD meeting within seven (07) working days from the date the BoD election concludes. This meeting is convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one member has the same highest number or percentage of votes, the members shall elect one (01) of them by majority vote to convene the BoD meeting.

16.2. The BoD must meet at least once (01) per quarter and may hold extraordinary meetings.

16.3. The Chairperson of the BoD convenes BoD meetings in the following cases:

a. At the request of the Supervisory Board or an Independent BoD member.

b. At the request of the Director or at least five (05) other Company Managers.

c. At the request of at least two (02) BoD members.

d. Other cases as prescribed by the Company Charter.

16.4. The request specified in Clause 16.3 of this Article must be in writing, stating the purpose and the matters requiring discussion and decision within the BoD's authority.

16.5. The Chairperson of the BoD must convene a BoD meeting within seven (07) working days from the date of receiving the request specified in Clause 16.3 of this Article. If the Chairperson fails to convene the meeting as requested, they shall be liable for any damages caused to the Company; the requester has the right to replace the Chairperson to convene the BoD meeting.

16.6. The Chairperson of the BoD or the person convening the meeting must send the meeting invitation at least five (05) days before the meeting (for regular meetings) and no later than 03 working days before the meeting (for urgent or extraordinary meetings). The invitation must specify the time and location of the meeting, the agenda, and the matters to be discussed and decided. The invitation must be accompanied by documents used at the meeting and the members' ballots. The invitation must be sent by post, fax, email, or other means, provided it reaches the address of each BoD member and Supervisory Board member registered with the Company.

16.7. The Chairperson or the person convening the meeting shall send the invitation and accompanying documents to Supervisory Board members in the same manner as for BoD members.

16.8. Supervisory Board members have the right to attend BoD meetings and discuss matters but may not vote.

16.9. A BoD meeting is conducted when at least 3/4 of the total members attend. If the meeting is convened according to this Clause but does not have sufficient attendees, it shall be reconvened within seven (07) days from the intended date of the first meeting. In this case, the meeting is conducted if more than half of the BoD members attend.

16.10. A BoD member is considered to be attending and voting at the meeting in the following cases:

a. Attending and voting directly at the meeting.

b. Authorizing another person to attend and vote as prescribed in Clause 16.11 of this Article.

c. Attending and voting through online conferences, electronic voting, or other electronic forms.

d. Sending a ballot to the meeting via post, fax, email, or other means as prescribed by the Company Charter and current law.

16.11. In the case of sending a ballot to the meeting via post, the ballot must be in a sealed envelope and delivered to the Chairperson of the BoD no later than one (01) hour before the opening of the meeting. Ballots shall only be opened in the presence of all meeting attendees.

16.12. Members must attend all BoD meetings. A member may authorize another person to attend and vote:

a. A BoD member may authorize another person in writing to attend a BoD meeting if approved by the majority of BoD members.

b. The written authorization of a BoD member must be sent to the Chairperson of the BoD no later than two (02) working days before the meeting for regular meetings and immediately before the opening time for extraordinary meetings. The authorization letter and the ID card, citizen identity card, or passport of the authorized person must be presented to the meeting chairperson.

c. The authorization letter must clearly state the full name, address, ID card/citizen identity card/passport of the authorizer and the authorized person, the content and scope of the authorization, and the validity period of the authorization.

d. The authorizer is fully responsible to the BoD for the actions and decisions taken by the authorized person in accordance with the authorization at the BoD meeting.

16.13. BoD Resolutions/Decisions are adopted if approved by the majority of members attending the meeting; in the event of a tie, the final decision belongs to the side with the Chairperson's vote.

Article 17. Meeting minutes and BoD written consultation

17.1. BoD meetings must be recorded in minutes and may be recorded by audio or other electronic means. Minutes must be prepared in Vietnamese and may also be prepared in a foreign language, including the following main contents:

a. Name, address of the head office, enterprise code.

b. Time and location of the meeting.

c. Purpose, agenda, and content of the meeting.

d. Full name of each member attending or the person authorized to attend and the method of attendance; full names of members not attending and the reasons.

e. Matters discussed and voted on at the meeting.

f. Summary of opinions of each attending member in the order of the meeting's proceedings.

g. Voting results, clearly stating members who voted in favor, against, and abstained.

h. Matters approved and the corresponding voting ratio.

i. Full name and signature of the chairperson and the minutes recorder, except in the case prescribed in Clause 2 of this Article.

17.2. In the event that the chairperson or the minutes recorder refuses to sign the meeting minutes, but all other BoD members attending approve the minutes and sign them, and the minutes contain full content as prescribed in Points a, b, c, d, e, g, and h, Clause 1 of this Article, then the minutes are valid. The meeting minutes shall clearly state the refusal of the chairperson or the minutes recorder to sign.

17.3. The chairperson, the minutes recorder, and those who sign the minutes are responsible for the truthfulness and accuracy of the content of the BoD meeting minutes.

17.4. BoD meeting minutes and documents used in the meeting must be kept at the Company's head office.

17.5. Minutes prepared in Vietnamese and in a foreign language have equal legal validity. In case of any discrepancy in content between the Vietnamese and foreign language minutes, the Vietnamese version shall prevail.

17.6. For matters requiring consultation with BoD members due to urgency or when a BoD meeting is deemed unnecessary, the Chairperson of the BoD shall decide to collect written opinions from BoD members.

17.7. BoD Resolutions/Decisions adopted via written consultation are passed based on the approval of the majority of BoD members with voting rights; in the event of a tie, the Chairperson's vote is the deciding vote. Resolutions/Decisions adopted in this form have the same validity and value as those adopted at a BoD meeting.

Chapter V
REPORTING AND DISCLOSURE OF INTERESTS

Article 18. Annual report submission

18.1. At the end of the fiscal year, the BoD must submit the following reports to the GMS:

a. Report on the Company's business results.

b. Financial statements.

c. Report evaluating the Company's management and administration.

d. Report of the Supervisory Board.

18.2. Reports specified in Points a, b, and c, Clause 1 of this Article must be sent to the Supervisory Board for appraisal at least 30 days before the opening of the Annual GMS meeting, unless the Company Charter provides otherwise.

18.3. Reports specified in Clauses 18.1 and 18.2 of this Article, the Supervisory Board report, and the audit report must be kept at the Company's head office at least 10 days before the opening of the Annual GMS meeting. Shareholders who have continuously owned Company shares for at least 01 year have the right to, either by themselves or together with a lawyer, accountant, or auditor with a practicing certificate, directly examine the reports specified in this Article.

Article 19. Remuneration, bonuses, and other benefits of BoD members

19.1. The Company has the right to pay remuneration and bonuses to BoD members based on business results and performance.

19.2. BoD members are entitled to remuneration for their work and bonuses. Work remuneration is calculated based on the number of working days required to complete the BoD member's duties and the daily remuneration rate. The BoD estimates the remuneration for each member based on the principle of consensus. The total remuneration and bonuses for the BoD are decided by the GMS at the Annual Meeting.

19.3. Remuneration for each BoD member is included in the Company's business expenses as prescribed by the law on corporate income tax, presented as a separate item in the Company's annual financial statements, and must be reported to the GMS at the Annual Meeting.

19.4. BoD members holding executive positions, BoD members working on BoD sub-committees, or performing tasks outside the scope of the normal duties of a BoD member may be paid additional remuneration in the form of a lump sum, salary, commission, profit percentage, or other forms as decided by the BoD.

19.5. BoD members have the right to be reimbursed for all travel, accommodation, and other reasonable expenses they have incurred while performing their duties as BoD members, including expenses incurred in attending meetings of the GMS, the BoD, or BoD sub-committees.

19.6. Members of the BoD may be covered by liability insurance provided by the Company upon approval by the GMS. Such insurance shall not cover liabilities of BoD members related to violations of the law and the Company Charter.

Article 20. Disclosure of related interests

20.1. BoD members must disclose to the Company their related interests, including:

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

b. The name, enterprise identification number, head office address, and business lines of any enterprise in which their Related Persons jointly or separately own capital contributions or shares exceeding 10% of the charter capital.

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

20.3. Any BoD member acting in their own name or on behalf of another person to perform work in any form within the scope of the Company's business must explain the nature and content of such work to the BoD and may only perform it upon the approval of the majority of the remaining BoD members; if performed without disclosure or without the BoD's approval, all income derived from such activities shall belong to the Company.

Chapter VI
RELATIONSHIPS OF THE BOARD OF DIRECTORS

Article 21. Relationships between BoD members

21.1. The relationship between BoD members is one of coordination; BoD members have the responsibility to inform each other of relevant issues during the process of handling assigned tasks.

21.2. During the process of handling tasks, the BoD member assigned primary responsibility must proactively coordinate the handling if there are issues related to areas overseen by other BoD members. In the event of differing opinions among BoD members, the member with primary responsibility shall report to the Chairperson of the BoD for consideration and decision within their authority, or organize a meeting, or solicit the opinions of BoD members in accordance with the law, the Charter, and this Regulation.

21.3. In the event of a reallocation of duties among BoD members, the BoD members must hand over relevant work, files, and documents. Such handover must be documented in writing and reported to the Chairperson of the BoD.

Article 22. Relationship with the Director/Executive Board

22.1. In their governance role, the BoD issues Resolutions/Decisions for the Director and the executive apparatus to implement. Simultaneously, the BoD inspects and supervises the implementation of such Resolutions/Decisions.

22.2. The BoD creates conditions for the Director and the executive apparatus to organize the implementation of Resolutions/Decisions of the GMS, the BoD, and the duties and powers of the Director and the executive apparatus in accordance with the law, the Charter, and the Company's regulations.

Article 23. Relationship between the BoD and shareholders

23.1. BoD members, in their capacity as shareholder representatives, strictly observe the information and reporting regime, providing honest and accurate reports to shareholders regarding the Company's operations and the results of implementing Resolutions/Decisions of the GMS.

23.2. The BoD directs the response to inquiries and the resolution of petitions from shareholders addressed to the BoD.

23.3. The BoD maintains close, regular, and long-term relationships with shareholders.

Article 24. Relationship between the BoD and the Supervisory Board

24.1. The relationship between the BoD and the Supervisory Board is one of coordination. The working relationship between the BoD and the Supervisory Board follows the principles of equality and independence, while simultaneously coordinating closely and supporting each other during the performance of their duties.

24.2. The BoD creates conditions for the Supervisory Board to receive full necessary information and exercise its inspection rights in accordance with the law; as well as to participate in, discuss, and contribute opinions on issues considered, decided, or approved by the BoD.

24.3. Upon receiving inspection minutes or summary reports from the Supervisory Board, the BoD has the responsibility to study them and direct relevant departments to develop plans and implement timely corrective actions.

Chapter VII
IMPLEMENTATION PROVISIONS

Article 25. Effectiveness

25.1. The Operational Regulation of the Board of Directors of CNG Vietnam Joint Stock Company shall be effective from October 8, 2026, replacing Decision No. 39/QĐ-CNG dated May 18, 2021, of the Board of Directors regarding the issuance of the Working Regulation of the Board of Directors of CNG Vietnam Joint Stock Company.

25.2. Amendments and supplements to the Operational Regulation of the Board of Directors of the Company shall be considered by the Board of Directors and submitted to the General Meeting of Shareholders for approval.

25.3. The Board of Directors may issue guidelines and procedures for the implementation of the Operational Regulation of the Board of Directors of the Company.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

TRINH VAN KHIEM

SUMMARY TABLE OF PROPOSALS FOR AMENDMENT AND SUPPLEMENTATION OF THE BOD OPERATING REGULATIONS

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENTATION	RATIONALE FOR AMENDMENT AND SUPPLEMENTATION
			Article 7. Standards and conditions for BOD members		
7	1		BOD members must meet the standards and conditions specifically stipulated in Clause 4, Article 24 of the Company Charter	BOD members and Independent BOD members must meet the standards and conditions specifically stipulated in Clause 4 and Clause 5, Article 24 of the Company Charter	Supplemented standards for Independent BOD members to be consistent with the draft Company Charter amendment
			Article 10. Method of electing, dismissing, and removing BOD members		
10	3		Voting for the election of BOD members must be conducted using the cumulative voting method... or selected according to criteria in the election regulations or the Company Charter	Voting for the election of BOD members is conducted as stipulated in Clause 2, Article 20 of the Company Charter.	Amended similarly to the election of SB members and to avoid duplication
	4		In the case where the number of candidates is less than or equal to the number of BOD members to be elected... The approval ratio via the voting method is conducted in accordance with Clause 3, Article 20 of the Company Charter		
			Article 14. BOD's responsibility in convening extraordinary GMS meetings		
14	2	a	The BOD must convene a GMS meeting within 60 days from the date the number of BOD members, Independent BOD members, or SB members remains less than the minimum number of members stipulated in the Charter or upon receiving a request as stipulated in Point c and Point d, Clause 14.1 of this Article	The BOD must convene a GMS meeting within 60 days from the date the number of BOD members, Independent BOD members, or SB members remains less than the minimum number of members stipulated by law or upon receiving a request as stipulated in Point c and Point d, Clause 14.1 of this Article.	Amended to comply with the Law on Enterprises
			Article 15. BOD supporting body		
15	3		In accordance with the Company Charter, the BOD may establish sub-committees to support the BOD's activities regarding development policy, personnel, remuneration, internal audit, and risk management. The operation of sub-committees must comply with the provisions of law, the Company Charter, and the BOD. Resolutions of sub-committees are only valid when the majority of members attending and voting at the sub-committee meeting are BOD members.	15.3. In accordance with the Company Charter, the BOD may establish Boards/sub-committees to support the BOD's activities regarding development policy, personnel, remuneration, internal audit, and risk management. The operation of the Board/sub-committee must comply with the provisions of law, the Company Charter, and the BOD. Resolutions of the Board/sub-committee are only valid when the majority of members attending and voting at the Board/sub-committee meeting are BOD members.	Amended to comply with Article 30 of the Company Charter
			Article 16. BOD meetings		
16	6		The BOD Chairperson or the person convening the BOD meeting must send a meeting notice at least five (05) days before the meeting is held.	The BOD Chairperson or the person convening the BOD meeting must send a meeting notice at least five (05) days before the meeting is held (for regular meetings) and no later than 03 working days before the meeting date (for urgent or extraordinary meetings).	Amended and supplemented to suit the Company's practical situation

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENTATION	RATIONALE FOR AMENDMENT AND SUPPLEMENTATION
			Article 17. BOD meeting minutes and written opinion collection		
17	2		In the event that the chairperson or minute recorder refuses to sign the meeting minutes, but all other BOD members attending the meeting sign and the minutes contain full content as stipulated in Points a, b, c, d, dd, e, g, and h of Clause 1 of this Article, then these minutes shall be valid.	In the event that the chairperson or minute recorder refuses to sign the meeting minutes, but all other BOD members attending the meeting agree to approve and sign the minutes, and the minutes contain full content as stipulated in Points a, b, c, d, dd, e, g, and h of Clause 1 of this Article, then these minutes shall be valid. The meeting minutes shall clearly state the refusal of the chairperson or minute recorder to sign.	Amended to comply with the Law on Enterprises

PV GAS JOINT STOCK CORPORATION
CNG VIETNAM JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: /TTr- CNG.HĐQT

Ho Chi Minh City, [Date] [Month], 2026

Dự thảo

PROPOSAL
Regarding the dismissal and supplementary election of members of the Board of Directors

To: General Meeting of Shareholders of CNG Vietnam Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents for implementation;

Pursuant to the Company's Charter (18th amendment) approved by the General Meeting of Shareholders (GMS) on May 24, 2024;

Pursuant to Minutes No. ...../BB-CNG.HĐQT dated ...../...../2026 of the Board of Directors of CNG Vietnam Joint Stock Company regarding the dismissal and supplementary election of members of the Board of Directors.

The Board of Directors of CNG Vietnam Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the dismissal and supplementary election of members of the Board of Directors for the 2026-2031 term, specifically as follows:

I. Report on the dismissal of a member of the Board of Directors:

1. Mr./Ms. ... – Position: Member of the Board of Directors

II. Supplementary election of a member of the Board of Directors:

1. Number to be elected: 01 person.
2. Term of office for members of the Board of Directors: 2026 - 2031.
3. Information regarding the supplementary election to the Board of Directors for the 2026-2031 term:

3.1. Candidate 1:

- Full name:	…
- Date of birth:	…
- Citizen ID:	…, date of issue: …/…/…., place of issue: Police Department for Administrative Management of Social Order
- Nationality:	Vietnam

- Ethnicity:	Kinh
- Permanent address:	...
- Professional qualifications	....

4. Information on the candidate for member of the Board of Directors for the 2026-2031 term: Details as per the attached curriculum vitae.

The Board of Directors of CNG Vietnam Joint Stock Company respectfully submits this to the General Meeting of Shareholders for consideration and approval.

Sincerely,

Recipient:
- As above;
- BOD; BOS; BOM
- Archived, Board of Directors.S01.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Trinh Van Khiem