VIETNAM NATIONAL INDUSTRY - ENERGY GROUP
PETROVIETNAM CA MAU FERTILIZER CORPORATION

No.: 1643/PVCFC-IR
Re: Disclosure of Documents for the 2026 Extraordinary GMS

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ca Mau, September 17th 2026

INFORMATION DISCLOSURE ON ELECTRONIC PORTAL OF THE STATE SECURITIES COMMISSION AND HCMC STOCK EXCHANGE

To: - The State Securities Commission;
- HCMC Stock Exchange.

Name of the Company: **PetroVietnam Ca Mau Fertilizer Corporation**
Stock code: **DCM**
Head office: No. 647-649, Ngo Quyen Street, Ward An Xuyen, Ca Mau Province.
Telephone: (0290) 3819 000 Fax: (0290) 3590 501
Person in charge of information disclosure: Mr. Do Thanh Hung
Address: No. 647-649, Ngo Quyen Street, Ward An Xuyen, Ca Mau Province.
Type of information disclosure:

☐ Periodic ☑ Irregular (24h) ☐ Irregular (72h) ☐ On demand

Information to disclose:

- On August 22, 2026, Petrovietnam Ca Mau Fertilizer Corporation (PVCFC) disclosed the Documents for the 2026 Extraordinary General Meeting of Shareholders. The documents were posted on PVCFC's website on the same date.

- PVCFC hereby discloses the updated documents for the 2026 Extraordinary General Meeting of Shareholders, with the following updates:

1. Proposal on the election of a Member of the Board of Directors and information on the candidate;
2. Updates and revisions to certain contents (marked in red in the attached Documents).

This information was posted on PVCFC's website at www.pvcfc.com.vn, under Investor Relations section on 17/09/2026.

The Corporation hereby declares to be responsible for the accuracy and completeness of the above information.

Recipients:
- As above;
- Board of Directors-PVCFC (to report);
- Supervisory Board -PVCFC(to report);
- General Director-PVCFC (to report);
- Filed: Archive, IR.

Attachment:
- Documents for the 2026 Extraordinary GMS

PERSON AUTHORIZED TO DISCLOSE INFORMATION PERSON IN CHARGE OF CORPORATE GOVERNANCE

(Signed & Sealed)

Do Thanh Hung

TỔNG CÔNG TY PHÂN BÓN DẦU KHÍ CÀ MAU
M.S.D.N: 2001012298 C.T.C.P
P. AN XUYÊN - T. CÀ MAU

CÔNG TY CỔ PHẦN - TỔNG CÔNG TY PHÂN BÓN DẦU KHÍ CÀ MAU
Digitally signed by CÔNG TY CỔ PHẦN - TỔNG CÔNG TY PHÂN BÓN DẦU KHÍ CÀ MAU
Date: 2026.09.17 15:06:00 +07'00'

PETROVIETNAM CA MAU FERTILIZER CORPORATION

MEETING DOCUMENTS

EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

2026

(updated as of September 17, 2026)

TABLE OF CONTENTS

AGENDA

OF THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

September 23rd, 2026

No.	Content	Time
1	Welcome of Delegates and Shareholders	8:00 - 8:30
2	General Meeting Procedures: - Opening of the General Meeting - Announcement of eligibility to convene the Meeting (shareholder attendance rate) - Announcement of Meeting Working Regulations, Agenda - Introduction of the Presidium and the Secretary of the Meeting	8:30 - 8:45
3	Election of the Vote Counting Committee	8:45 - 8:50
4	Approval of the Meeting Agenda	8:50 - 8:55
5	The Board of Directors reports the matters submitted for shareholder voting: 1. Approval of PVCFC's development orientation to 2050. 2. Amendment and Supplementation No. 12 to the Gas Sale and Purchase Agreement Contract No. 3918/HD-DKVN signed on 23/5/2012 (adding gas supply from the Nam Du - U Minh gas field); 3. Amendment and supplementation of business lines. 4. Amendment and supplementation of the Charter and the Internal Regulation on Corporate Governance, and the Regulation on the Operation of the Board of Directors.	8:55 - 09:35
6	The Meeting discusses matters relating to the Reports and Proposals	9:35 - 09:50
7	Voting to approve the reports and proposals	9:50 - 10:00
8	Election of a member of the Board of Directors	10:00 - 10:15
	Break	10:15 - 10:30
9	Announcement of Election results	10:30 - 10:35
10	Discussion on other matters related to the PVCFC's business and production activities	10:35 - 11:05
11	Approval of the draft Minutes and Resolution of the General Meeting	11:05 - 11:15
	Closing of the General Meeting	11:15

PART 1: REGULATION ON THE ORGANIZATION OF THE GENERAL MEETING OF SHAREHOLDERS

REGULATION ON THE ORGANIZATION OF THE 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS OF PETROVIETNAM CA MAU FERTILIZER CORPORATION

(In-person meeting combined with an online meeting, with voting by electronic ballot)

Chapter I:
GENERAL PROVISIONS

Article 1. Scope of Application

This Regulation governs the organization of the 2026 Extraordinary General Meeting of Shareholders (hereinafter referred to as the "Meeting") of Petrovietnam Ca Mau Fertilizer Corporation, held in the form of an in-person Meeting combined with an online Meeting, with voting by electronic ballot of shareholders at the General Meeting of Shareholders.

This Regulation specifically sets out the rights and obligations of the parties participating in the General Meeting of Shareholders, and the conditions and procedures for conducting the Meeting.

Shareholders and participating parties are responsible for complying with the provisions of this Regulation.

Article 2. Interpretation of Terms

In this Regulation, the following terms shall have the meanings set out below:

- *Shareholder:* A person who owns at least one share of Petrovietnam Ca Mau Fertilizer Corporation (Stock code: DCM), whose name appears on the list of shareholders entitled to attend the GMS as of the record date of August 13, 2026 provided by the Vietnam Securities Depository and Clearing Corporation (VSDC), or a person validly authorized by a shareholder and granted an access account by Petrovietnam Ca Mau Fertilizer Corporation (PVCFC) to attend the Meeting and cast an electronic vote.

- *Meeting:* A General Meeting of Shareholders held in the form of a in-person meeting combined with an online meeting, applying modern information-technology solutions to transmit the audio and/or video of the Meeting, enabling shareholders in different locations to attend, follow, discuss, and vote on matters of the Meeting.

- *Meeting Venue(s):* Comprises the main venue and other venues. The main venue is where the Chairperson attends and presides over the Meeting; the other venues are where shareholders log in to the online system using the access account provided by PVCFC to attend the Meeting.

- *Electronic voting:* The casting of votes by a shareholder or a shareholder's authorized representative, before or during the GMS meeting, by voting on the online system.

- *Election:* A shareholder/authorized representative of a shareholder casting an election vote by the cumulative voting method. Under this method, the shareholder/authorized representative casts votes by entering the number of votes for each candidate, or by selecting equal-allocation voting for all candidates, and clicking "Submit Vote" to save and send the voting result to the System.

- *"Equal-allocation cumulative voting":* A method of cumulative voting whereby the shareholder/authorized representative allocates all of their votes to one (01) candidate, or divides their votes equally among some or all of the corresponding candidates. After equal division, the number of votes corresponding to each candidate is rounded down to the nearest whole number. Any remaining fractional votes (if any) shall be counted as not voted for any candidate and shall not be counted.

- *Online System:* The application/software system/website used by PVCFC for the purpose of organizing the GMS meeting and electronic voting.

- *Registration to attend the Meeting:* A shareholder's use of an appropriate communication channel to notify PVCFC that the shareholder or the shareholder's representative will attend the Meeting.

- *Login Information:* Comprises the Username/ID and Password contained in the Meeting Invitation Letter, or the OTP code sent to the shareholder's phone number or the authorized representative's phone number. The password and OTP code are provided by PVCFC/the service provider uniquely to each shareholder or the shareholder's authorized representative, at the Meeting Invitation Letter or the shareholder's/authorized representative's phone number.

- *System Opening Time:* The time at which shareholders may begin to access the system, read materials, grant authorizations, and send comments to the Meeting.

- *Voting Portal Opening Time:* The time at which shareholders may begin to cast votes on the matters of the Meeting requiring a vote.

- *System Closing Time/Voting Portal Closing Time:* The time at which the online system closes access, locks voting, etc., as announced by the Chairing Board of the Meeting.

- Abbreviations shall have the following meanings: GMS/Meeting: General Meeting of Shareholders; BOD: Board of Directors; Issuing Organization/Company/PVCFC: Petrovietnam Ca Mau Fertilizer Corporation.

Article 3: Conditions for Organizing the Meeting

The Board of Directors has the right to decide to organize the General Meeting of Shareholders in the form of an in-person meeting, an online meeting, or a combination of both forms.

For shareholders attending the Meeting in person, the Organizing Committee shall provide login information and instruct shareholders on how to log in to the system to attend, provide comments, and vote electronically on the matters of the Meeting.

Where a shareholder attends in person but does not have a device, or the device is unable to connect to the internet, the Organizing Committee shall provide materials and paper ballots for the shareholder to exercise the shareholder's rights at the Meeting. The counting of paper ballots and ballots sent to PVCFC by post within the prescribed time limit shall be carried out in accordance with the Law on Enterprises.

The comments of shareholders and the voting results of shareholders attending in person, online, or by ballots sent by post shall all have equal validity.

Chapter II:
RIGHTS AND OBLIGATIONS OF SHAREHOLDERS AND PARTIES ATTENDING THE MEETING

Article 4. Rights and Obligations of Shareholders Attending the Meeting

4.1. Shareholders' right to attend the Meeting: All shareholders whose names appear on the shareholder list as of the record date are entitled to attend the Meeting. A shareholder may authorize another person to attend the Meeting. Authorization may be carried out by one of the following methods: sending the letter of authorization to PVCFC's head office; presenting the letter of authorization to the Organizing Committee when attending in person; carrying out the authorization online on the Meeting's system; or scanning the letter of authorization and emailing it to the Organizing Committee at: ir@pvcfc.com.vn.

PVCFC shall grant an account to the authorized representative attending the Meeting, and the authorized representative shall exercise the shareholder's rights after the shareholder has completed the authorization in accordance with this Regulation. Where a shareholder authorizes less than the full number of shares owned, the un-authorized shares shall be treated as shares not attending the Meeting and not participating in voting.

4.2. A shareholder shall be deemed to be attending the Meeting when:

- The shareholder has successfully logged in to the online system using a valid access account provided by PVCFC;

- The shareholder is present and has completed the registration procedure at the Meeting venue;

- The shareholder has sent a valid voting ballot to the Company within the prescribed time limit.

4.3. Access account and information security

- Each shareholder shall be provided with one access account and password to log in to the system. A shareholder's access account shall be encrypted to ensure authentication of the shareholder's status when attending.

- PVCFC shall notify shareholders of the access account and password in the Meeting Invitation Letter.

- Shareholders are responsible for keeping confidential the username, password/OTP code provided by PVCFC. The Issuing Organization is released from liability if a shareholder discloses their login information/password/OTP.

- The Organizing Committee shall open the system for shareholders to access from 8:00 a.m. on September 23, 2026.

4.4. Rights and obligations of shareholders when participating in the Meeting:

4.4.1. Rights of shareholders or authorized representatives:

a. Shareholders or authorized representatives are entitled to attend the Meeting, send comments to the Meeting, and vote on all matters of the Meeting in accordance with the Law on Enterprises and relevant legal instruments.

b. A shareholder attending the Meeting shall log in to the system at: dcm.bvote.vn to attend the Meeting and vote on matters of the Meeting. Shareholders may log in by the following methods:

- Using the Username and OTP code to log in to the system; or

- Using the Username and password contained in the Meeting Invitation Letter to log in to the system.

+ The shareholder's Username is: the identity card number; citizen ID card number; enterprise code; or foreign investor code. For an authorized representative, the Username is the identity card number, citizen ID card number, or enterprise code of the authorized representative.

+ OTP code: After the shareholder correctly enters the Username into the system, the OTP code shall be sent to the shareholder's phone number or the authorized representative's phone number. Where a shareholder changes their phone number, they should contact PVCFC to update the new phone number.

+ Password: Notified to the shareholder in the Meeting Invitation Letter.

c. Shareholders and their representatives have the right to attend the Meeting, send comments, and participate in voting on subsequent matters of the Meeting. The Meeting is not responsible for stopping or re-voting on matters already passed, and the validity of voting rounds already conducted shall remain unaffected.

d. A shareholder may authorize another person to attend the Meeting. Accordingly, for an authorized representative who is not a shareholder of PVCFC, after receiving valid authorization from both the authorizing party and the authorized party, PVCFC shall provide the authorized party with a username and password to enable the authorized representative to exercise the rights and obligations within the scope of the authorization. PVCFC shall provide the login information to the authorized representative by email or another method, based on the information provided by the authorizing party and the authorized party. The shareholder shall bear full responsibility for the authorization information sent to PVCFC. An authorized representative attending the Meeting must comply with the provisions of this Regulation, be subject to the direction of the Chairing Board, and respect the outcome of the Meeting's proceedings.

4.4.2. Obligations of shareholders or authorized representatives:

a. During the Meeting, shareholders must comply with the guidance of the Chairing Board and the Organizing Committee, behave in a civilized and courteous manner, and maintain order.

b. Shareholders and delegates shall dress in a courteous and formal manner.

c. Shareholders attending the meeting via the online system have the obligation to:

- Prepare and use a suitable device for the online meeting with an internet connection to ensure they can follow the proceedings of the online Meeting.

- Keep confidential information relating to the access account, such as the name, other identifying elements (if any) of the access account, and login password, to ensure that only the shareholder is entitled to attend the meeting on the online system. The shareholder is responsible for ensuring that the authorized representative complies with the provisions of this clause in the same manner as the shareholder.

- Bear responsibility for all risks and disputes relating to attendance at the meeting conducted using the shareholder's access account on the online system. Attendance at and voting during the meeting on the online system using the correct username and password and/or other identifying elements shall be deemed conclusively to be the will of the shareholder.

- Regularly update accurate, complete, and truthful information on phone number, contact address, and email address at the securities depository, to ensure receipt of the access account notification, and bear full responsibility for such registered information.

Article 5. Rights and Obligations of the Shareholder Verification Committee

5.1. The Shareholder Verification Committee comprises one (01) Head and a number of members designated by PVCFC. The Shareholder Verification Committee has the function of verifying the status of shareholders or authorized representatives attending the Meeting: verifying and confirming the status of shareholders attending the online Meeting in accordance with the law, PVCFC's Charter, and this Regulation; reporting to the Meeting on the results of the verification of shareholders attending the Meeting.

5.2. Verification method: The Shareholder Verification Committee confirms shareholder status based on the login information from shareholders' accounts, shareholders attending in person, and ballots sent by post, etc., as the basis for determining the number of shareholders attending the Meeting.

5.3. The Shareholder Verification Committee has the right to establish a supporting unit to complete the Committee's duties.

Article 6. Rights and Obligations of the Vote-Counting Committee

6.1. The Vote-Counting Committee comprises one (01) Head and other members approved by the Meeting through a vote. The composition of the Vote-Counting Committee comprises:

- One (01) independent unit supervising and confirming the vote-count results;
- Two (02) minority shareholders – Members.

6.2. The Vote-Counting Committee has the right to establish a supporting unit to complete the Committee's duties.

6.3. The Vote-Counting Committee has the following duties:

- Guiding shareholders on the method of voting at the Meeting.
- Recording the voting results of shareholders and shareholder representatives on matters submitted for approval at the Meeting.
- Compiling and reporting to the Chairing Board the voting results on matters of the Meeting.
- Compiling the vote-count results and preparing the Vote Counting Minutes on the matters submitted to the Meeting.
- Reporting the vote-count results before the Meeting.
- Handing over the vote-count minutes and all ballots to the Secretariat of the Meeting.
- Together with the Chairing Board, considering and resolving complaints and denunciations regarding the voting results (if any) and reporting for the Meeting's decision.
- Performing other duties assigned by the Chairing Board.

Article 7. Rights and Obligations of the Chairing Board

7.1. The Chairing Board of the Meeting, approved by the Meeting through a vote, comprises the Chairperson and a number of members, and has the function of directing the Meeting.

7.2. Rights and obligations of the Chairing Board:

a. Conducting the proceedings of the session in accordance with the agenda approved by the Meeting. Taking such actions as are necessary for the proceedings of the General Meeting of Shareholders to take place in an orderly manner and to meet the wishes of the majority of the shareholders attending;

b. Designating the Secretariat and introducing candidates for the Meeting to elect the Vote-Counting Committee;

c. Guiding the discussion at the session;

d. Submitting drafts on necessary matters for the Meeting to vote on;

e. Answering matters raised by shareholders or designating a person to answer;

7.3. A decision of the Chairperson on matters of order, procedure, or events arising outside the agenda of the Meeting shall be final.

7.4. The Chairperson shall take such actions as are deemed necessary to direct the Meeting in a valid and orderly manner, or to ensure that the Meeting reflects the wishes of the majority of the shareholders attending.

7.5. Without seeking the opinion of the Meeting, the Chairperson may at any time postpone the Meeting to another time (in accordance with the provisions of the Law on Enterprises and PVCFC's approved Charter) and to another venue determined by the Chairperson, if the Chairperson considers that:

a. The conduct of persons attending the Meeting obstructs or is likely to obstruct the orderly proceedings of the meeting; or

b. Such postponement is necessary for the business of the Meeting to be conducted in a valid manner.

Article 8. Rights and Obligations of the Secretariat

The Secretariat comprises one (01) Head and a number of members. The Secretariat has the following duties:

- Recording fully and truthfully the entire proceedings of the Meeting and matters approved by shareholders or noted at the Meeting;
- Drafting the Minutes of the Meeting and the Resolutions on matters approved at the Meeting;
- Assisting the Chairing Board in announcing draft documents, conclusions, and Resolutions of the Meeting, and notices from the Chairing Board sent to shareholders upon request.

Chapter III:
PROCEDURE FOR CONDUCTING THE MEETING

Article 9. Conducting the Meeting

The Meeting shall be conducted when the number of shareholders attending represents more than 50% of PVCFC's total voting shares, according to the list of shareholders prepared as of the record date. The Shareholder Verification Committee shall announce the number of shareholders attending, the number of shares held by the shareholders/authorized representatives attending, the total number of voting shares, and the attendance ratio, for the Meeting to be conducted in accordance with regulations.

Article 10. Method of Conducting the Meeting

- The Meeting is expected to take place over half a day.

- The Meeting shall discuss and approve, in turn, the matters set out in the Meeting's Agenda.

Article 11. Speaking at the Meeting

11.1. Discussion may only be conducted during the prescribed time and within the scope of the matters set out in the agenda and content of the Meeting.

11.2. Based on the number of shareholders attending and the time allotted for the Meeting, the Chairing Board may select a method for conducting the meeting. Shareholders shall conduct discussions in accordance with the Chairperson's guidance during the Meeting, by direct and/or online discussion and questioning. Shareholders may also send questions to the Chairing Board through the online system. Only one shareholder may speak at any given time. Where multiple shareholders wish to speak at the same time, the selection and invitation of delegates to speak shall be decided by the Chairing Board.

11.3. Shareholders shall speak concisely and focus on the core matter to be discussed, consistent with the approved agenda of the Meeting. The content of a shareholder's proposed comments must not violate the law and must fall within the authority and content of the Meeting. The Chairperson has the right to remind or request a shareholder to focus on the core matter to be raised, in order to save time and ensure the quality of the discussion.

11.4. The Meeting agrees that the total speaking time for a number of shareholders shall not exceed 02 (two) minutes per turn. If this time is exceeded, the Chairperson may request the shareholder to put their questions or proposals in writing; the Secretariat shall record them, and the BOD, within its authority, shall respond in writing or by email to the shareholder as soon as possible.

Article 12. Principles for Shareholders' Participation in Voting

12.1. General principle:

All matters in the Meeting's agenda must be approved by taking the votes of shareholders. Each shareholder is granted voting rights according to the number of voting shares (owned and represented) held by the shareholder.

12.2. Voting method:

For all matters that, as prescribed, must be approved by the Meeting, shareholders shall vote by electronic ballot. Shareholders shall select one of three options: "Approve", "Disapprove", or "No Opinion" for each matter when the Chairing Board announces the request for a vote. Each vote applies to only one matter requiring a vote, meaning that matters may not be combined into a single vote.

The general principle is electronic voting. Where a shareholder is unable to access the electronic voting method, the shareholder may use a paper ballot (if attending in person) or send a ballot by post. When voting by paper ballot, the shareholder marks one of the three boxes corresponding to "Approve", "Disapprove", or "No Opinion" for each matter submitted for comment.

Article 13. Conduct of Voting

13.1. Time of voting:

a. The time during which shareholders may begin to access the online system to cast an electronic vote shall run from 8:00 a.m. on September 23, 2026 (Wednesday) until the Chairing Board announces the close of voting.

b. Electronic voting may be conducted before the GMS takes place and/or at the GMS. Shareholders have the right to vote from the time the voting portal opens until the Chairing Board announces the close of the voting session. Shareholders may vote at any time once their account has been logged in to the system. Once a shareholder has logged in to the system, the shareholder may flexibly choose between the screen showing the online proceedings of the Meeting in progress or the screen for voting on the Meeting's matters.

c. For shareholders voting by paper ballot, after completing the selection of voting options, the shareholder shall sign, clearly state their full name, and then cast the ballot into the ballot box.

13.2. Method of voting:

a. When casting an electronic vote on the system, shareholders must comply with the obligations prescribed in Clause 4.3, Article 4 of this Regulation. Each shareholder who logs in to the system and votes using the access account provided to the shareholder in the Meeting Invitation Letter shall be deemed to have made the shareholder's decision. Instructions for shareholders on how to access the system are posted on PVCFC's website and shall be explained in detail by the Organizing Committee at the Meeting.

b. The voting result for each matter shall be calculated based on the total number of shares attending the Meeting at each point in time of voting.

c. Voting method:

- Shareholders or authorized representatives of shareholders shall vote in accordance with Clause 2, Article 12 of this Regulation. For any matter on which a shareholder does not vote, the shareholder's shares shall be counted as invalid with respect to that matter; the shareholder's other valid votes on other matters shall not be affected.

- Shareholders or authorized representatives of shareholders shall decide on their voting option and click the "Submit Vote" button to save and send the voting result to the system.

A shareholder or authorized representative of a shareholder may not change the voting result after the voting result has been successfully submitted to the system. For matters that are changed or that arise during the course of the Meeting, the shareholder or authorized representative shall cast an additional vote for such changed or newly arising matters. The voting result of a shareholder or authorized representative shall be the aggregate voting result recorded as of the time voting closes, as announced by the Chairperson at the Meeting.

From the time voting closes for each matter submitted to the GMS for comment, the voting portal for that matter shall be locked, and shareholders and authorized representatives of shareholders shall not be able to vote on the matter that has been locked. The voting result for each matter shall be reported by the Vote-Counting Committee at the Meeting in accordance with this Regulation.

d. Before the voting deadline ends, a shareholder may only know their own voting result. The voting result for each matter of the Meeting shall be announced by the Vote-Counting Committee before the entire GMS in accordance with the Meeting's agenda.

e. When directing the Meeting, the Chairperson must announce the time at which voting will close, so that shareholders may exercise their rights. Where a shareholder experiences difficulty with electronic voting, the shareholder may contact the support information stated in the Meeting Invitation Notice for guidance and assistance to complete the voting.

13.3. Validity of ballots: A valid ballot is a ballot of a shareholder or authorized representative of a shareholder that has participated in voting, has selected a voting/election option, and has been successfully submitted on the system.

Article 14. Voting Results

14.1. The voting result shall be calculated based on the number of shares participating in electronic voting and the number of shares participating in voting by paper ballot (if any).

14.2. The Vote-Counting Committee is responsible for compiling and counting the votes, preparing the Vote-Count Minutes, and announcing the vote-count results before the Meeting.

Article 15. Approval of Decisions of the Meeting

15.1. Resolutions on matters submitted to the General Meeting of Shareholders shall be approved when approved by shareholders representing more than 50% of the total number of votes of all shareholders attending and voting.

15.2. A resolution on matters specified in Clause 1, Article 148 of the Law on Enterprises 2020 shall be approved if approved by shareholders representing 65% or more of the total number of votes of all shareholders attending and voting.

Article 16. Minutes of the Meeting

16.1. The Meeting must be recorded in minutes and may be audio-recorded, video-recorded, or recorded and stored in another electronic form. The minutes must be prepared in Vietnamese and English, and may additionally be prepared in another foreign language, and must contain the following principal contents:

a. Name, head-office address, and enterprise code;

b. Time and venue of the Meeting;

c. Agenda and content of the meeting;

d. Full names of the Chairperson and Secretary;

e. Summary of the proceedings of the meeting and the comments made at the Meeting on each matter in the meeting agenda;

f. Number of shareholders and total number of votes of shareholders attending the meeting, together with an appendix listing shareholders/shareholder representatives registered to attend, with the corresponding number of shares and number of votes;

g. Total number of votes for each matter voted on, clearly stating the voting method, the total number of valid votes, invalid votes, votes to approve, votes to disapprove, and votes with no opinion; and the corresponding percentage of the total votes of shareholders attending the meeting;

h. Matters approved and the corresponding percentage of approving votes;

i. Signatures of the Chairperson and the Secretary.

16.2. The Minutes of the Meeting must be completed and approved before the Meeting is closed.

16.3. The Chairperson and the Secretary of the Meeting shall be jointly responsible for the truthfulness and accuracy of the content of the Minutes of the Meeting.

The Minutes of the Meeting shall be posted on PVCFC's website within 24 hours from the end of the meeting.

The Minutes of the Meeting, the appendix listing shareholders registered to attend, the resolutions approved, and related documents sent together with the meeting invitation notice must be kept at PVCFC's head office.

Article 17. Case of an Unsuccessful Meeting

17.1. Where the first meeting does not satisfy the conditions for being conducted as prescribed in Article 9 of this Regulation, the GMS shall be convened for a second meeting within 30 days from the date on which the first meeting was intended to be held. The second convened Meeting shall be conducted where the number of shareholders attending represents 33% or more of PVCFC's total voting shares.

17.2. Where the second convened meeting does not satisfy the conditions for being conducted as prescribed in Clause 1 of this Article, the GMS shall be convened for a third meeting within 20 days from the date on which the second meeting was intended to be held. In this case, the GMS meeting shall be conducted regardless of the total number of votes of the shareholders attending.

Chapter IV:
IMPLEMENTATION PROVISIONS

Article 18. Effective Date

18.1. This Regulation comprises 04 chapters and 18 articles, and shall take effect immediately upon approval by the GMS.

18.2. Shareholders, representative organizations, and other individuals and organizations participating in PVCFC's Meeting are responsible for complying with the provisions of this Regulation.

PART 2: ELECTION REGULATION

ELECTION REGULATION
FOR MEMBERS OF THE BOARD OF DIRECTORS
2026 Extraordinary General Meeting of Shareholders

This Regulation is unanimously adopted by the General Meeting of Shareholders (GMS) of Petrovietnam Ca Mau Fertilizer Corporation (PVCFC) as the basis for conducting the election of 01 member of the Board of Directors (BOD) at the 2026 Extraordinary General Meeting of Shareholders, with the following provisions:

1. Election Principles and Voting Rights at the GMS Meeting

1.1. Principles

The election of BOD members shall be conducted in accordance with the following principles:

- Compliance with current Vietnamese law on enterprises and securities;
- Compliance with PVCFC's current Charter;
- Ensuring transparency, democracy, and the lawful rights and interests of all shareholders.

1.2. Persons Entitled to Vote

Persons entitled to vote at the GMS are shareholders with voting rights, or persons authorized by shareholders with voting rights to attend the meeting (*as per the PVCFC shareholder list prepared by the Vietnam Securities Depository and Clearing Corporation as of the record date, August 13th, 2026*), who are present at the GMS meeting.

2. Number, Conditions, and Standards for BOD Members

2.1. Number of BOD Members

- PVCFC's BOD currently comprises seven (07) members. At the 2026 Extraordinary GMS, PVCFC's BOD submits to the GMS for approval an amendment to the Charter proposing the addition of one (01) BOD member.

- To ensure the number of eight (08) BOD members as prescribed by the Charter approved at the 2026 Extraordinary GMS, shareholders shall elect one (01) BOD member for a term of up to five (05) years (2026-2031).

2.2. Nomination and Candidacy Conditions

A person who self-nominates or is nominated for election to the BOD must satisfy the standards and conditions for BOD members, as well as the following candidacy/nomination conditions:

- A candidate who is an individual shareholder self-nominating must hold at least 10% of PVCFC's total ordinary shares as of the record date for the list of shareholders entitled to attend the GMS. Other nominated candidates must be nominated by a shareholder or group of shareholders holding at least 10% of PVCFC's total shares as of the record date for the list of shareholders entitled to attend the GMS.

- BOD members must satisfy the conditions prescribed in Clause 1, Article 155 of the current Law on Enterprises;

- Self-nominated persons and nominated persons (hereinafter collectively referred to as "candidates") must submit a valid candidacy dossier within the prescribed time limit.

2.3. Compilation of the List of BOD Candidates

- After the deadline for receiving candidacy dossiers as announced, the incumbent BOD shall compile the list of eligible candidates for disclosure to shareholders in accordance with regulations.

- Where the number of BOD candidates obtained through nomination and self-nomination remains insufficient, the incumbent BOD may nominate additional candidates under the following mechanism:

+ The candidate must satisfy all standards and conditions for BOD members.

+ The candidate must have a complete candidacy dossier.

- The list of valid candidates must be approved by the GMS at the GMS meeting prior to the election. Voting to approve the list of candidates shall be conducted by electronic voting.

3. Dossiers and Deadline for Receiving Nomination/Candidacy Dossiers for Election to the BOD

3.1. The nomination/candidacy dossier for the BOD shall comprise:

- An application for candidacy to the BOD, containing the candidate's commitment to perform the duties of a BOD member in an honest manner if elected to the BOD (refer to the attached form);

- A curriculum vitae self-declared by the candidate (refer to the attached form);

- A certificate confirming the number of shares held by the shareholder (in the case of self-nomination) or by the shareholder/group of shareholders (in the case of nomination), or an equivalent document issued by the securities company where the shareholder(s) maintain their account or by the Vietnam Securities Depository and Clearing Corporation (as of August 13th, 2026 - the record date for the list of shareholders for the purpose of convening the 2026 Extraordinary GMS meeting);

- Minutes of the group meeting for nomination and the list of the shareholder group (in the case where the candidate is nominated by a group of shareholders);

- Notarized copies of: ID card/Citizen ID card/Passport, and professional qualification certificates.

3.2. Deadline for Receiving BOD Nomination/Candidacy Dossiers

PVCFC has disclosed information on the nomination/candidacy for BOD members on PVCFC's information portal, whereby nomination/candidacy dossiers may be submitted directly or sent by registered mail to PVCFC's head office before 5:00 p.m. on September 12, 2026 (10 days prior to the opening date of the meeting).

Shareholders may also submit candidacy dossiers prior to the Meeting or make nominations directly at this meeting.

Only nomination/candidacy dossiers that satisfy the nomination/candidacy conditions, and candidates who satisfy the corresponding conditions for BOD members, shall be included in the list of candidates disclosed at the GMS meeting.

4. Voting Method

The election of BOD members shall be conducted by the cumulative voting method, specifically as follows:

- Each shareholder or authorized representative attending the meeting shall have total voting rights corresponding to the total number of voting shares (including shares owned and shares held under authorization) multiplied by the number of members expected to be elected to the BOD;

- A shareholder or authorized representative attending the meeting may accumulate all of their votes to vote for one (01) candidate, or may allocate their votes among selected candidates. However, the number of candidates to whom a shareholder or his/her authorized representative may allocate the votes shall not exceed the number of BOD members to be elected at the General Meeting (01 member).

5. Voting Procedure

- Shareholders attending the meeting shall cast their votes by accessing the system using the Account and Password provided by the Organizing Committee upon registration to attend the meeting.

- When a shareholder casts their vote, the number of votes for each candidate is recorded in the system according to the number of votes the shareholder directly entered for that candidate, or allocated equally among the candidate(s) selected by the shareholder when applying equal-allocation cumulative voting.

- At the close of voting, PVCFC's electronic voting system shall immediately record the election results.

6. Vote Counting Committee

a. The Vote Counting Committee shall be nominated by the Chairperson of the GMS and approved by the GMS. Members of the Vote Counting Committee must not be named on the list of candidates and/or nominees for the BOD.

b. The Vote Counting Committee shall have the following principal responsibilities:

- Providing a brief guidance on the election regulations;

- Checking and supervising the voting of shareholders and shareholder representatives;

- Organizing the vote counting;

- Preparing the vote counting minutes and disclosing before the GMS;

- Handing over the minutes and election results to the Chairperson;

c. The Vote Counting Committee must ensure the integrity of the election, and the vote counting must be conducted confidentially; the Vote Counting Committee shall be liable for any violations. After counting the votes, the Vote Counting Committee must prepare minutes of the vote counting results and disclose before the GMS.

7. Principles for Determining the Election Results of BOD Members

- Persons elected as BOD members shall be those receiving the highest number of votes, ranked from highest to lowest, starting with the candidate with the highest number of votes, until the number of members prescribed in this Regulation is reached, and must achieve a ratio of more than 50% of the total voting shares of all shareholders and authorized representatives of shareholders attending the meeting.

Formula: Voting ratio = (Total number of votes cast for the candidate / Total number of voting shares present at the meeting) x 100%.

- Where two or more candidates receive an equal number of votes and a smaller number of persons must be elected among them, a re-vote shall be conducted among the candidates with an equal number of votes.

8. Handling of Complaints Regarding the Election and Vote Count

- Where a shareholder lodges a complaint or requests a re-check of the election results, the incumbent Supervisory Board shall directly conduct the re-check; if intentional errors or fraud in the vote count are discovered, the Vote Counting Committee shall bear full responsibility.

- Responses to and resolution of complaints regarding the election and vote count shall be carried out by the Chairperson of the GMS meeting and recorded in the Minutes of the GMS meeting.

9. Validity

This Regulation shall take effect upon approval by PVCFC's GMS. The Organizing Committee and relevant departments of PVCFC shall be responsible for performance of relevant duties in accordance with this Regulation.

PART 3: PROPOSAL ON THE APPROVAL OF PVCFC’S DEVELOPMENT ORIENTATION TO 2050

PROPOSAL
On the Approval of PVCFC's Development Orientation to 2050

To: General Meeting of Shareholders
PetroVietnam Ca Mau Fertilizer Corporation.

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter of PetroVietnam Ca Mau Fertilizer Corporation (PVCFC), approved by the General Meeting of Shareholders;

The Board of Directors respectfully submits to the General Meeting of Shareholders of the Corporation for approval of PVCFC's development orientation to 2050, as set out in the attached Appendix.

Respectfully.

ON BEHALF OF THE BOD
CHAIRMAN

Van Tien Thanh

Appendix:
PVCFC'S DEVELOPMENT ORIENTATION TO 2050

In alignment with the development strategy of its major shareholder, the Vietnam National Industry - Energy Group (PetroVietnam), to 2030 with a vision to 2050, PVCFC formulates its development orientation on the basis of leveraging its core competitive advantages, expanding its growth space, and maximizing value for shareholders. Accordingly, PVCFC will not only maintain its pioneering position in the fertilizer industry but will also proactively create breakthrough solutions, progressively transforming its development model from pure production into a sustainable agricultural ecosystem that creates value for farmers.

PVCFC's development orientation is designed as an integration along two main dimensions:

- Vertical development: Optimizing the existing fertilizer value chain, shifting from single products to a suite of high-tech smart agricultural solutions, and expanding the production of industrial gas and fertilizer-related chemicals on the basis of the existing technology platform of the Ca Mau Fertilizer Plant.

- Horizontal development: Expanding into adjacent, integrated fields, participating comprehensively in the agricultural economy from inputs to outputs to create value and support farmers. Focusing on the development of biotechnology and post-harvest processing, including: breeding and cultivation areas; harvesting, preliminary processing, preservation, processing and export; and logistics.

PVCFC's development orientation to 2050 covers three main areas: (1) fertilizer production and trading; (2) industrial gas and fertilizer-related chemicals; and (3) biotechnology and post-harvest processing.

I. Overall objectives

PVCFC aims to become a leading enterprise in Southeast Asia in the fields of fertilizer production and trading, industrial gas, green chemicals, and applied biotechnology; focusing on providing comprehensive solutions across the agricultural value chain based on smart technology and sustainable development.

At the same time, PVCFC will implement selective and effective investment in three strategic areas: (1) expanding fertilizer production and trading; (2) developing industrial gas and fertilizer-related chemicals; and (3) applying biotechnology and post-harvest processing to increase value and enhance long-term competitiveness.

II. Development Orientation Objectives and Targets to 2050

By 2050, PVCFC aims to become a leading integrated agriculture-biotechnology enterprise in the region, playing a central role in the sustainable agricultural value chain in Vietnam and the region. The key orientations include:

- Average consolidated revenue growth rate of 11% per year for the 2031-2035 period, and 2-4% per year for the 2036-2050 period.

- Contribution to consolidated revenue from international business reaching 31-40%, and from new products reaching 42-68%, over the 2031-2050 period.

- Average annual ROA of at least 5% and average annual ROE of at least 10% over the 2031-2050 period.

- Establishing a position as a leading provider in Southeast Asia of integrated agricultural nutrition solutions, combining high-tech fertilizers, microbial products, farming solutions, and traceability-ESG technology.

- Developing platforms in biotechnology, new materials, enzymes, microorganisms, and superior breeds/varieties, applied in agricultural production, food, and green industry.

- Investing in the development of high value-added products from agricultural produce, such as medicinal herbs, functional foods, and urban agriculture solutions, associated with national branding and export standards.

- Positioning as a bridge between farmers, producers, and international markets through digitalization, traceability systems, and smart agricultural services.

- Maintaining sustainable growth, with climate adaptation, ESG, and innovation as the foundation for long-term development.

PART 4: PROPOSAL ON THE EXECUTION OF AMENDMENT NO.12

PROPOSAL

On the Execution of Amendment No. 12 to the Gas Sale and Purchase Agreement No. 3918/HD-DKVN with PV GAS

To: General Meeting of Shareholders
PetroVietnam Ca Mau Fertilizer Corporation.

Pursuant to the Charter of PetroVietnam Ca Mau Fertilizer Corporation (PVCFC), approved by the General Meeting of Shareholders;

Pursuant to the Gas Sale and Purchase Agreement No. 3918/HD-DKVN (hereinafter referred to as "Agreement No. 3918/HD-DKVN") entered into between PVCFC and the Vietnam Oil and Gas Group (now the Vietnam National Industry – Energy Group, hereinafter referred to as "Petrovietnam") on May 23rd, 2012, Amendment No. 01 signed on June 26th, 2013, Amendment No. 02 signed on June 11th, 2014, Amendment No. 03 signed on August 8th, 2014, Amendment No. 04 signed on November 17th, 2014, Amendment No. 05 signed on December 31st, 2015, Amendment No. 06 signed on October 26th, 2017, Amendment No. 07 signed on December 13th, 2018, Amendment No. 08 signed on May 27th, 2020, Amendment No. 09 signed on February 16th, 2023, and Amendment No. 10 signed on October 9th, 2023, entered into between the Vietnam Oil and Gas Group and PetroVietnam Ca Mau Fertilizer Corporation; and Amendment No. 11 signed on November 18th, 2025, entered into among the Vietnam National Industry - Energy Group, Petrovietnam Ca Mau Fertilizer Corporation, and PetroVietnam Gas Corporation (hereinafter referred to as "PV GAS");

Pursuant to Resolution No. 3040/NQ-CNNL dated April 17th, 2026 of the Members' Council of the Vietnam National Industry - Energy Group, approving the key contents of the Nam Du - U Minh Gas Sale and Purchase Agreement,

I- Reasons for the Execution of Amendment No. 12 to the Gas Sale and Purchase Agreement with PV GAS

To ensure the supply of feedstock gas to the Ca Mau Fertilizer Plant going forward, as the existing gas supply gradually declines, the Corporation needs to seek and purchase feedstock gas from other sources.

In recent years, with the support of its parent company, the Vietnam National Industry - Energy Group, the Corporation has worked with representatives of the Nam Du - U Minh field owners and partners who can provide an additional feedstock gas supply to PVCFC, which represents an important supplementary gas source for PVCFC.

As this is a new gas source outside the scope of those already specified in the Agreement and its related signed appendices, the execution of Amendment No. 12 to the Gas Sale and Purchase Agreement is necessary so that the supplier's representative - PV GAS - may enter into a contract with the field owners to proceed with field development, ensuring the supply of gas to consumers in the Ca Mau area, including the Ca Mau Fertilizer Plant.

II- Content of amendment

On the above basis, to ensure a stable and long-term gas supply for the Corporation's urea production, the Board of Directors hereby requests the GMS to approve:

(a) The execution of Amendment No. 12 to the Gas Sale and Purchase Agreement No. 3918/HD-DKVN dated May 23rd, 2012 with PetroVietnam Gas Corporation (PV GAS), with the key contents as attached;

(b) The authorization of PVCFC's Board of Directors to decide on and approve amendments and supplements to the basic contents of the Gas Sale and Purchase Agreement No. 3918/HD-DKVN dated May 23rd, 2012 (if any), in the event that the State's guidelines or policies change in a manner directly affecting the fundamental terms of the Agreement.

Respectfully.

ON BEHALF OF THE BOD
CHAIRMAN

Van Tien Thanh

APPENDIX: DRAFT OF AMENDMENT NO.12

ARTICLE 1. Amendment of Article 1 of the Agreement (Definitions and Interpretation)

1.1. The name of the Agreement, “PM3 CAA AND BLOCK 46 CAI NUOC GAS SALE AND PURCHASE AGREEMENT,” is amended to “GAS SALE AND PURCHASE AGREEMENT FOR THE CA MAU FERTILIZER PLANT.”

1.2. In this Amendment No. 12, unless the context otherwise requires, the following terms shall have the meanings set out below:

“Field Owners”	means the contractors developing the Specified Gas Sources.
“ND-UM Field Owners”	means the contractors developing Gas from the Nam Du field and the U Minh field.
“ND-UM Foreign Field Owners”	means the foreign seller(s), comprising Mitra Energy (Vietnam Nam Du) Pte. Ltd. and Mitra Energy (Vietnam Tho Chu) Pte. Ltd., under the ND-UM GSPA.
“PM3 CAA Field Owners”	means the contractors developing Gas from the PM3 CAA field.
“Other Consumers”	means consumers using the Specified Gas Sources, including the Seller's Ca Mau Gas Processing Plant (GPP) and the Ca Mau 1 & 2 power plants of PetroVietnam Power Corporation (PV Power).
“Specified Gas Sources”	means the sources of Gas Under PetroVietnam's Entitlement, Supplementary Gas, and Nam Du – U Minh Gas.
“Gas Delivery Facilities”	means all facilities of the PM3 CAA Field Owners, the ND-UM Field Owners, and the Seller relating to the exploitation, processing, and transportation of Gas for delivery by the Seller to the Buyer.
“ND-UM Plateau Period”	has the meaning defined in Article 4.17.
“ND-UM Minimum Plateau Period”	has the meaning defined in Article 4.17.
“ND-UM Decline Period”	has the meaning defined in Article 4.17.

"ND-UM Build-Up Period"	has the meaning defined in Article 4.17.
"Nam Du – U Minh Gas Sale and Purchase Agreement" or "ND-UM GSPA"	means the Nam Du – U Minh Gas Sale and Purchase Agreement between the Seller and the ND-UM Field Owners.
"PM3 CAA Gas Sale and Purchase Agreement PetroVietnam-PVGAS" or "PM3 CAA GSPA PetroVietnam-PVGAS"	means the PM3 CAA Gas Sale and Purchase Agreement between the Seller and PetroVietnam.
"PM3 CAA Maintenance Plan"	means the planned shutdown periods of the Gas Delivery Facilities relating to the PM3 CAA gas source.
"ND-UM Maintenance Plan"	means the planned shutdown periods of the Gas Delivery Facilities relating to the ND-UM gas source.
"Natural Gas" or "Sale Gas" or "Gas"	means gas produced from the PM3 CAA fields (comprising Gas Under PetroVietnam's Entitlement and Supplementary Purchased Gas), from the Nam Du – U Minh field, and from other gas fields in the future, delivered into the PM3 Ca Mau pipeline.
"Nam Du – U Minh Gas" or "ND-UM Gas"	means Natural Gas originating from the Nam Du field and the U Minh field, delivered and sold by the Seller to the Buyer at the Redelivery Point in accordance with the terms of this Agreement.
"ND-UM Advance Gas"	has the meaning defined in Article 4.18 of the Agreement.
"Nam Du – U Minh" or "ND-UM"	means the Natural Gas fields located offshore Vietnam, Block 46/07 and Block 51.
"ND-UM Price Escalation Start Date"	has the meaning defined in Article 9.1 of the Agreement.
"ND-UM First Gas Delivery Date"	has the meaning defined in Article 4.17.
"Contract Expiry Date"	has the meaning defined in Article 3.3.

1.3. In any context where the terms "Gas Under PetroVietnam's Entitlement" and "Supplementary Gas" are used together, they shall be understood and replaced by "Specified Gas Sources."

1.4. Wherever the term "Transporter" is used in the Agreement and the signed amendments thereto, it shall be replaced by "Seller."

ARTICLE 2. Amendment of Article 2 of the Agreement (Scope of the Agreement)

Article 2 of the Agreement is amended as follows:

<u>Gas Supply</u>

2.1 Subject to and in accordance with the terms and conditions of this Agreement, the Seller agrees to supply and the Buyer agrees to purchase Natural Gas, with quality, price, delivery and payment methods and timing complying with the terms and conditions of this Agreement.

2.2 The terms and conditions relating to the delivery and taking of ND-UM Gas under this Amendment No. 12 shall apply from the ND-UM First Gas Delivery Date.

ARTICLE 3. Amendment of Article 3.3 of the Agreement (Contract Expiry Date)

Article 3.3 of the Agreement is amended as follows:

3.3 Except for termination under Article 22 of this Agreement, or as otherwise agreed in writing by the Parties, the Contract Expiry Date shall be the **later** of the following Dates:

(i) The termination date of the PM3 CAA GSPA PetroVietnam-PVGAS;

(ii) The termination date of the ND-UM GSPA;

(iii) 20 years from April 24, 2012 (the Commercial Operation date of the Ca Mau Fertilizer Plant).

ARTICLE 4. Amendment of Articles 4.1, 4.2, 4.6(f), and addition of Articles 4.17, 4.18 of the Agreement (Annual Contract Quantity, Maximum Daily Quantity, ND-UM Make-Up Gas, ND-UM Gas Supply Phases, ND-UM Advance Gas)

4.1. Article 4.1 of the Agreement is amended as follows:

4.1

(a) Subject to Article 4.3 and the other terms and conditions of this Agreement, from the effective date of this Amendment No. 12 until 24:00 hours on April 24th, 2032, in each Contract Year, the Seller shall deliver and the Buyer shall take a quantity of Gas (hereinafter referred to as the "Annual Contract Quantity" or "ACQ") equal to 495 million Sm3; and the "Annual Minimum Take Quantity" or "AMTQ" shall correspondingly equal 445.5 million Sm3. Specifically:

4.1.1. For the PM3 CAA gas source (comprising Gas Under PetroVietnam's Entitlement and Supplementary Gas):

Subject to Article 4.1.2 below, the AMTQ for the PM3 CAA gas source shall equal 445.5 million Sm3 less the AMTQ for the ND-UM gas source.

4.1.2. For the ND-UM gas source:

(i) For each Month in each Contract Year, the AMTQ for the ND-UM gas source, less the quantity of ND-UM Advance Gas the Buyer is entitled to deduct under Article 4.12, then divided by twelve (12) Months (excluding the first and last years of receiving ND-UM Gas), is referred to as the Monthly Minimum Take Quantity for the ND-UM gas source ("MMTQ").

In accordance with Article 10.2, for each Month, the following two amounts shall be calculated separately:

- The cumulative total quantity of ND-UM Gas taken by the Buyer from the start of the Contract Year to the end of that Month; and
- The cumulative seventy percent (70%) of total MMTQ from the start of the Contract Year to the end of that Month, after deducting:
  + the total Daily Gas Quantity for the ND-UM gas source during ND-UM Maintenance Plan periods (net of the actual ND-UM gas quantity delivered on the corresponding Days);
  + the ND-UM gas quantities deducted under Articles 4.7 and 7.2 for the ND-UM gas source from the start of the Contract Year to the end of that Month.

Accordingly, the Buyer shall pay the Seller the greater of the two amounts above, after deducting:

- the cumulative monthly total of ND-UM gas quantities paid or payable for the period from the start of the Contract Year to the end of the immediately preceding Month (excluding the first Month of each Contract Year).

(ii) During the ND-UM Plateau Period, the AMTQ for the ND-UM gas source is 269.74 million Sm3.

(iii) During the ND-UM Build-Up Period and the ND-UM Decline Period, the AMTQ for the ND-UM gas source shall be notified by the Seller to the Buyer in writing, depending on the ND-UM gas source volumes the Seller commits to with the ND-UM Field Owners.

(b) For gas supply from April 25th, 2032 onward, the Annual Contract Quantity shall be notified by the Seller to the Buyer in writing, depending on the volumes of the Specified Gas Sources the Seller commits to with the Field Owners/PetroVietnam.

4.2. Article 4.2 of the Agreement is amended as follows:

4.2 Subject to Article 4.5, on any Day in each Contract Year, the Buyer's Valid Nomination quantity shall not exceed the maximum Daily gas quantity (hereinafter referred to as the "Maximum Daily Quantity" or "MDQ"). The Maximum Daily Quantity shall be 1.5 million Sm3/day at a calorific value of 37.3 MJ/Sm3, specifically as follows:

4.2.1. For the PM3 CAA gas source (comprising Gas Under PetroVietnam's Entitlement and Supplementary Gas):

Subject to Article 4.2.2 below, the MDQ for the PM3 CAA gas source shall equal 1.5 million Sm3/day less the MDQ for the ND-UM gas source.

4.2.2. For the ND-UM gas source:

(i) During the ND-UM Plateau Period, the MDQ for the ND-UM gas source is 0.81 million Sm3/day.

(ii) During the ND-UM Build-Up Period and the ND-UM Decline Period, the MDQ for the ND-UM gas source shall be notified by the Seller to the Buyer in writing, depending on the ND-UM gas source volumes the ND-UM Field Owners commit to with the Seller.

For nominated quantities exceeding the MDQ, the Seller shall supply the Buyer on a reasonable-efforts basis.

For the avoidance of doubt, the Annual Contract Quantity and the Daily Gas Quantity are calculated based on the Seller's forecast supply calorific value. Where there is a discrepancy between the actual supply calorific value and the Seller's forecast supply calorific value, the gas quantities specified in Articles 4.3 to 4.13 shall be converted to the same calorific value or as otherwise agreed by the Parties. The forecast supply calorific value shall be agreed by the Parties in the annual gas delivery program.

4.3. Article 4.6(f) of the Agreement is amended as follows:

4.6 (f)

f1- For the PM3 CAA gas source (under the existing provisions):

Subject to Article 4.7(a), the quantity of Gas taken by the Buyer in any Contract Year shall first be counted toward the ACQ for that Contract Year, and thereafter toward the quantity of Make-Up Gas.

f2- For the ND-UM gas source:

The Buyer shall have the right to recoup a quantity of Make-Up Gas for the ND-UM gas source (measured in calorific value) on a monthly basis, after having taken and paid for the cumulative total MMTQ from the start of the Contract Year to the end of any Month, in accordance with Article 4.1.2(i).

(ii) If the ND-UM GSPA is terminated due to the fault of the ND-UM Field Owners, and the Seller receives a refund of its outstanding unrecovered ND-UM make-up gas from the ND-UM Foreign Field Owners under the ND-UM GSPA, the Seller shall then refund to the Buyer the value of the Buyer's outstanding unrecovered ND-UM Make-Up Gas, corresponding to:

x- the ND-UM gas price at the time such ND-UM Make-Up Gas arose; and

y- the proportion of the Seller's remaining outstanding unrecovered ND-UM make-up gas refunded by the ND-UM Foreign Field Owners under the ND-UM GSPA.

(iii) In all cases, the total value refunded by the Seller to the Buyer and Other Consumers in respect of outstanding unrecovered ND-UM Make-Up Gas shall not exceed the actual value refunded to the Seller by the ND-UM Foreign Field Owners under the ND-UM GSPA.

4.4. Article 4.17 of the Agreement is added as follows:

4.17 ND-UM Gas Supply Phases

<u>ND-UM First Gas Delivery Date</u>

(a) The ND-UM First Gas Delivery Date is the Date on which the ND-UM Field Owners first deliver gas to the Seller at the delivery point specified in the ND-UM Gas Sale and Purchase Agreement, and shall be notified by the Seller to the Buyer in writing.

(b) The ND-UM First Gas Delivery Date shall be no later than Q4 2028.

(c) If the ND-UM First Gas Delivery Date is later than Q4 2028, the Shortfall Gas penalty mechanism shall apply from January 1st, 2029, taking into account the ND-UM Trial Operation Period and the ND-UM Build-Up Period.

For the avoidance of doubt, the ND-UM Trial Operation Period (including any extension) shall commence on January 1st, 2029 and shall be immediately followed by the ND-UM Build-Up Period; and shall not be recalculated once the actual ND-UM First Gas Delivery Date is determined.

<u>ND-UM Trial Operation Period</u>

(d) The ND-UM Trial Operation Period is a period of testing and operation of the ND-UM Field Facilities. The ND-UM Trial Operation Period shall last for a period of thirty (30) Days and may be extended by a maximum of ten (10) additional Days, commencing on and including the ND-UM First Gas Delivery Date.

(e) During the ND-UM Trial Operation Period, the Buyer shall pay for ND-UM Gas delivered at a price equal to ninety-seven percent (97%) of the then-current ND-UM Gas Price plus the Transportation Tariff.

(f) During the ND-UM Trial Operation Period, the delivery and taking of ND-UM gas shall be conducted on a reasonable-efforts basis, and the provisions of Articles 4.6 and 4.7 of the Agreement shall not apply.

<u>ND-UM Build-Up Period</u>

(g) The ND-UM Build-Up Period shall last thirty (30) Days from the Day following the end of the ND-UM Trial Operation Period (the "ND-UM Start Date").

<u>ND-UM Plateau Period</u>

(h) The ND-UM Plateau Period shall commence on the Day following the end of the ND-UM Build-Up Period and shall continue until its end as prescribed in the ND-UM Gas Sale and Purchase Agreement, and shall be notified by the Seller to the Buyer in writing.

(i) The ND-UM Minimum Plateau Period shall end on the earlier of:

- 55 Months from the commencement of the ND-UM Plateau Period;
- The Date on which the Seller has received a cumulative ND-UM Gas quantity of one hundred twenty point forty-five billion standard cubic feet (120.45 bscf) under the Nam Du – U Minh Gas Sale and Purchase Agreement.

<u>ND-UM Decline Period</u>

(j) The ND-UM Decline Period shall commence on the Day following the end of the ND-UM Plateau Period.

4.5. Article 4.18 of the Agreement is added as follows:

4.18 ND-UM Advance Gas

In any Contract Year, if the Buyer has taken ND-UM Gas in excess of the AMTQ for the ND-UM gas source and has paid for such ND-UM Gas under the terms of this Agreement (such excess quantity hereinafter referred to as "ND-UM Advance Gas"), the Buyer may apply such ND-UM Advance Gas quantity to offset its AMTQ obligation for the ND-UM gas source in subsequent Contract Years. The application of such offset by ND-UM Advance Gas in any Contract Year shall not exceed fifteen percent (15%) of the AMTQ for the ND-UM gas source for that Contract Year.

ND-UM Advance Gas shall expire or be offset on a first-in-first-out basis. On the Contract Expiry Date, any ND-UM Advance Gas quantity not offset for the Buyer shall no longer be available for offset by the Buyer on any basis.

ARTICLE 5. Addition of Article 7.2(iii) of the Agreement (Level of Impurities)

7.2.

(iii) Where the cause of Off-Specification Gas is determined to be due to the quality of the ND-UM Gas, the Buyer shall pay for the Off-Specification Gas quantity attributable to such off-specification ND-UM gas at a price equal to ninety percent (90%) of the then-current ND-UM Gas Price plus the Transportation Tariff.

ARTICLE 6. Amendment of Articles 9.1 and 9.2 of the Agreement (Gas Price)

6.1. Addition to Point (b), Article 9.1 of the Agreement (Price)

<u>Contract Gas Price</u>

9.1

- The ND-UM Gas Price (Pn3), rounded to six (6) decimal places, is determined according to the following formula:

  $Pn3 = P_0 \times (1 + I)^{t}$, where:

  + P_0 : is the base field gas price, equal to **10.39** USD/MMBTU as of the ND-UM Price Escalation Start Date, exclusive of VAT and other related taxes (if any).

  + I : is the fixed escalation factor, equal to two point two five percent (2.25%) per Year, applied from the ND-UM Price Escalation Start Date.

  + t : is the number of annual repetitions (0, 1, 2, 3, …) of the ND-UM Price Escalation Start Date, counted from the ND-UM Price Escalation Start Date.

  + The ND-UM Price Escalation Start Date is determined as follows:

    - Where the ND-UM First Gas Delivery Date occurs on or before December 31st, 2028, the Price Escalation Start Date is January 1 of the year in which the ND-UM First Gas Delivery Date occurs;

    - Where the ND-UM First Gas Delivery Date occurs after December 31st, 2028, the ND-UM Price Escalation Start Date is the ND-UM First Gas Delivery Date.

  + The GJ-to-MMBTU conversion factor applicable to the ND-UM gas price is 0.94781712.

6.2. Article 9.2 of the Agreement is amended as follows:

Notwithstanding the provisions of Article 9.1 above, the Buyer shall pay the Seller, for each GJ of Gas treated as Shortfall Gas for each gas source (taken by the Buyer under Article 4.7), a discounted Gas price for the Specified Gas Sources (“Discounted Contract Gas Price” or “DP”) as follows:

$$DP1 = 0.75 * Pn1 + Tp$$

$$DP2 = 0.75 * Pn2 + Tp$$

$$DP3 = 0.80 * Pn3 + Tp$$

Where:

+ DP1, DP2, DP3 are the Discounted Contract Gas Prices, corresponding to Gas Under PetroVietnam’s Entitlement, Supplementary Gas, and ND-UM Gas, respectively.
+ Pn1, Pn2, Pn3 are the Contract Gas Prices, corresponding to Gas Under PetroVietnam’s Entitlement, Supplementary Gas, and ND-UM Gas, respectively, determined under Article 9.1.
+ Tp is the Gas Transportation and Distribution Tariff determined under Article 9.1.

In accordance with the gas allocation principle under Article 10.1, the Shortfall Gas quantity arising for each gas source shall be determined based on the proportion of calorific value of the Specified Gas Sources allocated to the Ca Mau Fertilizer Plant for the month.

ARTICLE 7. Amendment of Articles 10.1(b), 10.2, and 10.8(a) of the Agreement (Invoicing, Payment)

7.1. Article 10.1(b) of the Agreement is replaced as follows:

<u>Report on Gas Quantity Delivered</u>

10.1

(b) Gas allocation principle for preparing monthly gas payment records:

As a basis for issuing monthly invoices, from the effective date of this Amendment No. 12, the quantity of Gas Sold in the month corresponding to the Specified Gas Sources shall be allocated to the Buyer based on the actual consumption proportion of the Buyer and Other Consumers, unless otherwise agreed or unless the Competent Authority decides otherwise.

7.2. Article 10.2 of the Agreement is amended as follows:

10.2

(a) As soon as the gas sale proceeds for a given Month are determined, and no later than the 10th day of the Month following the delivery Month, or, for ND-UM gas quantities, no later than the fifteenth (15th) Day of each Month, the Seller shall send the Buyer invoices (hereinafter referred to as “Gas Sale Invoices”) showing the amount payable to the Seller for the quantities corresponding to the Specified Gas Sources delivered during the Month, calculated according to the following formula:

$An_i = [(Qn_i - Qp_i - Qm_i) \times Pn_i] + (Qp_i \times DP_i)$

Where:

An_i	:	is the amount payable corresponding to the gas sources allocated to the Buyer, exclusive of VAT payable to the Seller, denominated in US Dollars and Rounded to two (2) decimal places
Qn_i	:	is the calorific value corresponding to the gas sources determined under Article 10.1, delivered by the Seller to the Buyer at the Redelivery Point in the "n"th Month, measured in GJ and Rounded to one (1) decimal place
Qp_i	:	is the calorific value of Shortfall Gas corresponding to the gas sources determined under Article 4.7, delivered by the Seller to the Buyer at the Redelivery Point in the "n"th Month, measured in GJ and Rounded to one (1) decimal place
Qm_i	:	is the calorific value of Make-Up Gas corresponding to the gas sources delivered to the Buyer at the Redelivery Point in the "n"th Month, measured in GJ and Rounded to one (1) decimal place
Pn_i	:	is the Contract Gas Price corresponding to the gas sources, determined under Article 9.1
DP_i	:	is the Discounted Contract Gas Price corresponding to the gas sources, determined under Article 9.2

(b) No later than the fifteenth (15th) Day of each Month following the delivery Month, in accordance with Article 4.1.2(i), the Seller shall issue and send the Buyer the ND-UM Gas Sale Invoice for the ND-UM gas quantities delivered during the Month, showing the amount payable to the Seller for the ND-UM gas quantities delivered during the Month, in US Dollars (USD). The exchange rate stated on the invoice for calculating the Seller's output VAT shall be the selling rate published by the Joint Stock Commercial Bank for Foreign Trade of Vietnam on its official website at the time of invoice issuance.

(c) For each ND-UM Gas Sale Invoice issued under the above provision, no later than 2 Working Days before the ND-UM Payment Date, the Seller shall send the Buyer an adjusted ND-UM Gas Sale Invoice, showing the Vietnamese Dong amount converted at the selling rate published by the Joint Stock Commercial Bank for Foreign Trade of Vietnam on its website at ten o'clock (10:00) on that Day, corresponding to the US Dollar value shown on the ND-UM Gas Sale Invoice.

7.3. Addition of Article 10.8(a) of the Agreement as follows:

<u>Payment</u>

10.8 (a)

- For ND-UM Gas Sale Invoices:

  The Buyer shall pay each adjusted ND-UM Gas Sale Invoice under Article 10.2(b) in Vietnamese Dong into the Seller's account(s) at the bank(s) designated by the Seller, on or before the ninth (9th) Day following the Month in which the Seller issued the ND-UM Gas Sale Invoice (referred to as the "ND-UM Payment Date"), in the corresponding Vietnamese Dong amount shown on the adjusted ND-UM Gas Sale Invoice. If the ND-UM Payment Date falls on a holiday, payment shall be made on the next Working Day.

7.4. For the avoidance of doubt, the issuance of invoices and payment for PM3 CAA gas quantities shall continue to be carried out in accordance with Articles 10.2 and 10.8 of the Agreement.

ARTICLE 8. Amendment of Item 2, Part II, Appendix A of the Agreement (Maintenance Plan)

2. No later than July 1st before the start of each Contract Year, the Seller and the Buyer shall provide, or facilitate the provision of, information to each other regarding the forecast Monthly gas supply quantity and the forecast Monthly gas requirement quantity, as well as the planned shutdown periods of the Gas Delivery Facilities (including the PM3 CAA Maintenance Plan and the ND-UM Maintenance Plan) and the Buyer's Facilities, as a basis for the Seller and the Buyer to prepare the gas delivery plan for the following Contract Year (the Annual Gas Delivery Program) and a forecast gas delivery plan for the following four (4) Contract Years.

ARTICLE 9. GENERAL PROVISIONS

9.1. This Amendment No. 12 shall take effect from the date of signing or the date this Amendment No. 12 is approved by the Buyer's competent authority, whichever is later (the "Effective Date"). The Buyer shall be responsible for notifying the Seller in writing of the Effective Date of Amendment No. 12.

9.2. This Amendment No. 12 forms an official and inseparable part of the Agreement. In the event of any discrepancy between this Amendment No. 12 and the Agreement, the provisions of this Amendment No. 12 shall prevail.

9.3. All other terms and conditions of the Agreement not amended by this Amendment No. 12 shall remain in full force and effect and continue to be performed by the Parties in accordance with the Agreement.

PART 5: PROPOSAL ON THE AMENDMENT OF DETAILS AND SUPPLEMENTATION OF REGISTERED BUSINESS LINES

PROPOSAL

On the Amendment of Details and Supplementation of Registered Business Lines

To: General Meeting of Shareholders
PetroVietnam Ca Mau Fertilizer Corporation

I. Legal basis:

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019 of the National Assembly;

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020 of the National Assembly (Law on Enterprises);

Pursuant to the Government Decree No. 168/2025/ND-CP dated June 30th, 2025 on enterprise registration, as amended and supplemented by the Government Decree No. 296/2026/ND-CP dated July 23rd, 2026;

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

Pursuant to Circular No. 68/2025/TT-BTC dated July 1st, 2025 of the Ministry of Finance, promulgating forms used in enterprise registration;

Pursuant to Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister, promulgating the Vietnam Standard Industrial Classification (VSIC);

Pursuant to the Charter of PetroVietnam Ca Mau Fertilizer Corporation (PVCFC), approved by the General Meeting of Shareholders;

II. Content:

1. Amendment of business lines:

1.1. Reasons for amendment:

The Corporation is currently preparing to implement the Industrial Gas Production and Trading Project at the Ca Mau Fertilizer Plant, which includes industrial liquid Argon products. The addition of “industrial gas” to the detail of business code 4679 is intended to ensure that the Corporation's registered business lines are consistent with the business activities it plans to carry out.

Under the Vietnam Economic Sector System promulgated together with Decision No. 36/2025/QD-TTg, the wholesale of industrial gas falls under business code group 4679 - Other specialized wholesale not elsewhere classified. Accordingly, adding “industrial gas” to the detail of business code 4679 is consistent with current regulations, while also clarifying the scope of the Corporation's business lines with respect to the wholesale of industrial gas, thereby facilitating procedures, documentation, and explanations to the business registration authority, tax authority, and other relevant specialized regulatory agencies.

1.2. Details of amendment:

No.	VSIC code	Current business line	Amended business line
1.	4679	Wholesale of fertilizers, pesticides, and other chemicals used in industrial and agricultural sectors; wholesale of biologically active preparations for agricultural, industrial, and ecological environment; wholesale of flowers, ornamental plants, soil and planting substrates, and agricultural tools and implements.	Wholesale of fertilizers, pesticides, **industrial gas**, and other chemicals used in industry and agriculture; wholesale of biological active-ingredient preparations for agriculture, industry, and ecological environment; wholesale of flowers, ornamental plants, soil and planting substrates, and agricultural tools and implements.

2. Addition of business lines:

No.	VSIC code	Business line	Reason for addition
1	5229	Other support service activities related to transportation	In the course of organizing its business operations, the Trading and Services Branch not only carries out the purchase and sale of goods but also organizes logistics activities such as coordinating transportation, goods delivery and receipt, warehouse coordination, and other related logistics services. In the initial phase, these activities primarily serve the Corporation's own goods and may be outsourced. However, in line with the Corporation's development orientation for its raw-material areas, supply chain, and value chain, the Branch may organize and coordinate logistics activities serving cooperatives, farmers, and partners participating in the chain. Accordingly, the addition of business code 5229 - Other support service activities related to transportation - is necessary in order to create a legal framework for the Corporation/Branch to organize and develop logistics activities serving the supply chain in line with its development orientation going forward.

Based on the foregoing, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the amendment of details and supplementation of PVCFC's registered business lines.

Respectfully.

ON BEHALF OF THE BOD
CHAIRMAN

Van Tien Thanh

PART 6: PROPOSAL ON THE AMENDMENT AND SUPPLEMENTATION OF THE CHARTER, THE INTERNAL REGULATIONS ON CG, AND THE REGULATION ON OPERATION OF THE BOD

PROPOSAL

On the Amendment and Supplementation of the Charter, the Internal Regulations on Corporate Governance, and the Regulation on Operation of the Board of Directors

To: General Meeting of Shareholders
PetroVietnam Ca Mau Fertilizer Corporation

I. Legal basis:

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26th, 2019 of the National Assembly;

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020 of the National Assembly (Law on Enterprises);

Pursuant to Government's Decree No. 168/2025/ND-CP dated June 30th, 2025 on enterprise registration, as amended and supplemented by Government Decree No. 296/2026/ND-CP dated July 23rd, 2026;

Pursuant to Government Decree No. 155/2020/ND-CP dated December 31st, 2020, providing detailed regulations on the implementation of a number of articles of the Law on Securities, and Government Decree No. 245/2025/ND-CP dated September 11th, 2025 on amendments and supplements to a number of articles of Decree No. 155/2020/ND-CP;

Pursuant to the Charter of PetroVietnam Ca Mau Fertilizer Corporation (PVCFC) approved by the General Meeting of Shareholders;

Pursuant to the Internal Regulations on Corporate Governance of PVCFC approved by the General Meeting of Shareholders;

II. Content:

1. Reasons for Proposing the Amendments and Supplements to the Charter, the Internal Regulations on Corporate Governance, and the Regulation on Operation of the Board of Directors:

- A number of provisions of the Charter, the Internal Regulations on Corporate Governance, and the Regulation on Operation of the Board of Directors are to be amended and supplemented to ensure compliance with current applicable laws, to align with the Corporation's actual operations, and to progressively approach the principles and practices of corporate governance under the OECD Corporate Governance Principles.

2. Amendments:

a. Amendment of the PVCFC Charter (details as per Appendix 01 attached).

b. Amendment and supplementation of the Internal Regulations on Corporate Governance and the Regulation on Operation of the Board of Directors: updating the relevant provisions in accordance with the amendments to the PVCFC Charter (details of amendments as per Appendix 02 attached).

Based on the above, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the following:

- Amendment, supplementation, and issuance of the full text of the PVCFC Charter.

- Approval of the Internal Regulations on Corporate Governance and the Regulation on Operation of the Board of Directors. The Board of Directors is assigned responsibility for issuing these Regulations in accordance with applicable laws.

Respectfully.

ON BEHALF OF THE BOD
CHAIRMAN

Van Tien Thanh

Appendix 01:
SUMMARY OF AMENDMENTS AND SUPPLEMENTS
TO THE CHARTER OF PETROVIETNAM CA MAU FERTILIZER CORPORATION

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
1.	**Article 1. Interpretation of Terms**	*Not yet regulated*	**Addition of Point h:** h. ‘Key Management Personnel’ means managerial personnel holding positions equivalent to Deputy Heads of Functional Divisions/Subordinate Units or higher.”	To meet the Corporation's practical operational needs and progressively approach OECD practices.
2.	**Article 11. Rights of Shareholders**	**Article 11.1.c Rights of Shareholders** *“c. To be given priority to subscribe for new shares in proportion to each shareholder's holding of ordinary shares in the Corporation;”*	**Article 11.1.c Rights of Shareholders** *“c. To be given priority to subscribe for new shares in proportion to each shareholder's existing shareholding* ***in the event that*** *the Corporation* ***issues additional shares, except where the General Meeting of Shareholders decides otherwise in accordance with law. Any restriction or exclusion of the preemptive right must be disclosed with full reasons and must ensure fair treatment among shareholders;”***	To meet the Corporation's practical operational needs and progressively approach OECD practices.
3.	**Article 11. Rights of Shareholders**	**Article 11.1.h Rights of Shareholders** *“h. To request the Corporation to repurchase shares in the cases stipulated in Article 132 of the Law on Enterprises;”*	**Article 11.1.h Rights of Shareholders** ***“h. When the Corporation carries out a merger, consolidation, division, split, or conversion, or any transaction materially affecting the rights and interests of shareholders, a shareholder who voted against the relevant resolution shall have the right to request the Corporation to repurchase such shareholder's shares, ~~or to apply other exit mechanisms~~, at market value or an agreed price, in accordance with Clause 2, Article 132 of the Law on Enterprises 2020;”***	To meet the Corporation's practical operational needs and progressively approach OECD practices.

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
4.	**Article 11. Rights of Shareholders**	**Article 11.1.i Rights of Shareholders** *"i. To be treated equally. Each share of the same class shall confer upon its holder equal rights, obligations and interests. In the event that the Corporation has preference shares, the rights and obligations attached to such preference shares shall be approved by the General Meeting of Shareholders and fully disclosed to shareholders;"*	**Article 11.1.i Rights of Shareholders** *"i. To be treated equally* ***within the same class of shares****. Each share of the same class shall confer upon its holder equal rights, obligations and interests. In the event that the Corporation has preference shares, the rights and obligations attached to such preference shares shall be approved by the General Meeting of Shareholders and fully disclosed to shareholders;"*	To meet the Corporation's practical operational needs and progressively approach OECD practices.
5.	**Article 11. Rights of Shareholders**	**Article 11.1.k Rights of Shareholders** *"k. To have full access to periodic and ad-hoc information disclosed by the Corporation in accordance with the provisions of law;"*	**Article 11.1.k Rights of Shareholders** *"k. To have full and* ***timely*** *access to periodic and ad-hoc information disclosed by the Corporation in accordance with the provisions of law,* ***including minority shareholders and foreign shareholders, and to be facilitated in exercising their rights in accordance with the provisions of law and this Charter;****"*	To meet the Corporation's practical operational needs and progressively approach OECD practices.
6.	**Article 24. Nomination and Candidacy for Members of the Board of Directors**	*1. Where candidates have been identified in advance, information relating to candidates for the Board of Directors shall be included in the meeting materials of the General Meeting of Shareholders and disclosed at least twenty-one (21) days prior to the opening date of the General Meeting of Shareholders on the Corporation's website so that shareholders may review such candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must undertake to perform*	**Article 24.1 Nomination and Candidacy for Members of the Board of Directors** *1. Where candidates have been identified in advance, information relating to candidates for the Board of Directors shall be included in the meeting materials of the General Meeting of Shareholders and disclosed at least twenty-one (21) days prior to the opening date of the General Meeting of Shareholders on the Corporation's website so that shareholders may review such candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must undertake to perform their duties* ***in a loyal****, honest, prudent manner and in*	To meet the Corporation's practical operational needs and progressively approach OECD practices.

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
		their duties honestly, prudently and in the best interests of the Corporation if elected as members of the Board of Directors. Information relating to candidates for the Board of Directors to be disclosed includes	*the best interests of the Corporation if elected as members of the Board of Directors. Information relating to candidates for the Board of Directors to be disclosed includes:*	
7.	**Article 25 Composition and Term of Office of Members of the Board of Directors**	**Article 25.1 Composition and Term of Office of Members of the Board of Directors** *"1. Number of members of the Board of Directors shall be from five (05) to seven (07) persons ."*	**Article 25.1 Composition and Term of Office of Members of the Board of Directors** *"1. Number of members of the Board of Directors shall be from six (06) to eight (08) persons."*	Amended to align with PVCFC's practical needs and to comply with the provisions of the Law on Enterprises
8.	**Article 25. Composition and Term of Office of Members of the Board of Directors**	**Article 25.5.a Composition and Term of Office of Members of the Board of Directors** *"5. The composition of the Board of Directors shall be as follows:* *a. The composition of the Board of Directors of the Corporation must ensure at least: (i) one (01) non-executive member where the Board of Directors of the Corporation consists of five (05) members; and (ii) two (02) non-executive members where the Board of Directors of the Corporation consists of six (06) to seven (07) members, to ensure the independence of the Board of Directors.* *b. The total number of independent members of the Board of Directors must be at least one*	**Article 25.5.a Composition and Term of Office of Members of the Board of Directors** *"5. The composition of the Board of Directors shall be as follows:* *a. The composition of the Board of Directors of the Corporation must ensure at least: (i) one (01) non-executive member where the Board of Directors of the Corporation consists of five (05) members; and (ii) at least* ***three (03)*** *non-executive members where the Board of Directors of the Corporation consists of six (06) to* ***eight (08)*** *members, to ensure the independence of the Board of Directors."* *b. The total number of independent members of the Board of Directors must be at least one (01) if the Board of Directors has five (05) members, and at least two (02)*	Amended to align with PVCFC's practical needs and to comply with the provisions of the Law on Enterprises

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
		(01) if the Board of Directors has five (05) members, and at least two (02) if the Board of Directors has six (06) to seven (07) members"	*if the Board of Directors has six (06) to **eight (08)** members.*	
9.	**Article 26. Rights and Obligations of the Board of Directors**	2. Rights and obligations of the Board of Directors as prescribed by law, the Corporation's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors shall have the following rights and obligations: a. Decide on the strategy, medium-term development plan and annual business plan of the Corporation; b. Recommend the class of shares and the total number of shares of each class to be offered for sale; c. Decide on the sale of unsold shares within the number of shares of each class approved for offering; decide on raising additional capital by other means; d. Decide on the sale price of shares and bonds of the Corporation; đ. Decide on share repurchases in accordance with Clauses 1 and 2 of Article 133 of the Law on Enterprises; e. Decide on investment plans and investment projects within the authority and limits prescribed by law; g. Decide on market development, marketing and technology solutions;	**Split Clause 2, Article 26 to retain only Clause 2. Rights of the Board of Directors:** ***2. The Board of Directors shall have the following rights :*** *a. Decide on the strategy, medium-term development plan and annual business plan of the Corporation.* *b. Recommend the class of shares and the total number of shares of each class to be offered for sale.* *c. Decide on the sale of unsold shares within the number of shares of each class approved for offering; decide on raising additional capital by other means.* *d. Decide on the sale price of shares and bonds of the Corporation.* *dd. Decide on share repurchases in accordance with law.* *e. Decide on investment plans and investment projects within the authority and limits prescribed by law.* *g. Decide on market development, marketing and technology solutions.* *h. Approve contracts for the purchase, sale, borrowing, lending, and other contracts/transactions with a value of thirty-five percent (35%) or more of the Corporation's total asset value as stated in its most recent quarterly/semi-annual/annual financial statements (total asset value being the lower figure as stated in*	To meet the Corporation's practical operational needs and progressively approach OECD practices.

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
		h. Approve contracts for the purchase, sale, borrowing, lending, and other contracts/transactions with a value of thirty-five percent (35%) or more of the Corporation's total asset value as stated in its most recent quarterly/semi-annual/annual financial statements (total asset value being the lower figure as stated in either the separate or the consolidated financial statements), except for contracts/transactions falling within the authority of the General Meeting of Shareholders under Point d, Clause 2, Article 138, and Clause 1 and Clause 3, Article 167 of the Law on Enterprises; i. Approve contracts/transactions with the persons specified in Clause 1, Article 167 of the Law on Enterprises with a value of less than thirty-five percent (35%) of the Corporation's total asset value as stated in its most recent quarterly/semi-annual/annual financial statements (total asset value being the lower figure as stated in either the separate or the consolidated financial statements); k. Elect, remove or dismiss the Chairman of the Board of Directors; appoint, remove, sign and terminate contracts with the General Director and other managers as prescribed by the Corporation's Charter; decide their salaries, remuneration, bonuses and other	*either the separate or the consolidated financial statements), except for contracts/transactions falling within the authority of the General Meeting of Shareholders under Point d, Clause 2, Article 138, and Clause 1 and Clause 3, Article 167 of the Law on Enterprises.* *i. Approve contracts/transactions with the persons specified in Clause 1, Article 167 of the Law on Enterprises with a value of less than thirty-five percent (35%) of the Corporation's total asset value as stated in its most recent quarterly/semi-annual/annual financial statements (total asset value being the lower figure as stated in either the separate or the consolidated financial statements).* *k. Elect, remove or dismiss the Chairman of the Board of Directors; appoint, remove, sign and terminate contracts with the General Director and other managers under the Corporation's Charter; decide their salaries, remuneration, bonuses and other benefits in accordance with applicable regulations; appoint authorized representatives to participate in management at other enterprises and decide the entitlements of such representatives.* *l. Decide on the organizational structure and internal management regulations of the Corporation; decide on the establishment of subsidiaries, branches and representative offices; decide on capital contribution to or purchase of shares in other enterprises.* *m. Decide on labor, wage, bonus and other welfare policies for employees.*	

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
		benefits; appoint authorized representatives to participate in the Members' Council or General Meeting of Shareholders of other companies, and decide on the remuneration and other entitlements of such representatives; l. Supervise and direct the General Director and other managers in the day-to-day business operations of the Corporation ; m. Decide on the organizational structure and internal management regulations of the Corporation; decide on the establishment of subsidiaries, branches and representative offices; and decide on capital contribution to or purchase of shares in other enterprises; n. Decide on labor policy, wages, bonuses (including safety bonus payments) and other welfare regimes for the Corporation's employees ; o. Approve the agenda and content of materials for General Meeting of Shareholders meetings; convene meetings, or collect written opinions for the General Meeting of Shareholders to adopt resolutions; p. Submit the audited annual financial statements to the General Meeting of Shareholders; q. Recommend the level of dividends to be paid; decide the timing and procedure for	*n. Approve the agenda and content of materials for General Meeting of Shareholders meetings; decide to convene meetings or to collect written opinions of the General Meeting of Shareholders.* *o. Recommend the level of dividends to be paid; decide the timing and procedure for dividend payment or handling of losses arising in the course of business.* *p. Recommend the reorganization, dissolution, or filing for bankruptcy of the Corporation in accordance with law.* *q. Decide to issue the Operating Regulation of the Board of Directors and the Internal Regulation on Corporate Governance after approval by the General Meeting of Shareholders; decide to issue the operating regulations of the Committees under the Board of Directors, the Information Disclosure Regulation, and other internal management regulations.* *r. Decide to grant loans or guarantees to individuals or organizations in accordance with law and the Corporation's internal regulations.* ***s. Members of the Board of Directors shall have direct access to the Corporation's key management personnel to perform their oversight, evaluation and decision-making duties within the authority of the Board of Directors, through an appropriate mechanism that does not affect regular management operations and complies with regulations on delegation of management authority and information confidentiality.***	

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
		dividend payment or the handling of losses arising in the course of business; r. Recommend the reorganization or dissolution of the Corporation; request bankruptcy of the Corporation; s. Decide to issue the Operating Regulation of the Board of Directors and the Internal Regulation on Corporate Governance after approval by the General Meeting of Shareholders; decide to issue the operating regulations of the Committees under the Board of Directors, the Corporation's Information Disclosure Regulation, and other internal management regulations of the Corporation; t. Exercise other rights and obligations in accordance with the Law on Enterprises, the Law on Securities, other applicable laws, and the Corporation's Charter; u. Each independent member of the Board of Directors shall prepare an assessment report on the activities of the Board of Directors. v. Implement dividend payments to shareholders in accordance with law and the Corporation's Charter, after approval by the annual General Meeting of Shareholders. x. Organize training and capacity-building programs on corporate governance and necessary skills for members of the Board of Directors, the General Director, the Person in	*t. Exercise other rights in accordance with the provisions of law and the Corporation's Charter*	

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
		Charge of Corporate Governance, and other managers of the Corporation. y. Grant loans or guarantees to individuals or organizations in accordance with law and the Corporation's internal regulations.		
10.	**Article 26. Rights and Obligations of the Board of Directors**	*Not yet regulated*	***Split Clause 2, Article 26 into a new Clause 3, Article 26 - Responsibilities of the Board of Directors:*** ***3. The Board of Directors shall be responsible to the General Meeting of Shareholders for the performance of its assigned duties and powers, including the following:*** *a. Supervise and direct the General Director and other managers in the day-to-day business operations of the Corporation.* *b. Submit the audited annual financial statements to the General Meeting of Shareholders.* *c. Implement dividend payments to shareholders in accordance with law and the Corporation's Charter after approval by the General Meeting of Shareholders.* *d. Organize training and capacity-building programs on corporate governance and necessary skills for members of the Board of Directors, the General Director, the Person in Charge of Corporate Governance, and other managers.* ***dd. Ensure full and timely access to material information on strategy, finance, investment, risk management, internal control, compliance, and events with a material effect on the Corporation.*** ***e. Oversee the development and implementation of policies on business ethics, human rights,***	To meet the Corporation's practical operational needs and progressively approach OECD practices

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
			environmental protection, fair competition, anti-corruption, anti-money laundering, tax governance, legal compliance, and the Corporation's sustainable development commitments. ***g. Periodically review material financial risks, including risks arising from loans, bonds, financial covenants, potential breaches of contractual obligations, and preventive measures.*** ***h. Review risks relating to digital transformation, data, cybersecurity, and new technologies that have a material effect on the Corporation's operations.*** ***i. Develop and oversee the tax risk management policy, ensuring full compliance with tax law and limiting risks arising from the tax policies of the Corporation and its member units.*** *k. Each independent member of the Board of Directors shall be responsible for preparing an assessment report on the activities of the Board of Directors.* *l. Perform other obligations in accordance with the provisions of law and the Corporation's Charter.*	
11.	**Article 27. Remuneration, Bonuses and Other Benefits of Members of the Board of Directors**	*Not yet regulated*	**Addition of Clause 7 Article 27. Remuneration, Bonuses and Other Benefits of Members of the Board of Directors** ***"The Corporation may apply a mechanism to withhold, adjust, or claw back part of the remuneration already paid in the event that misconduct, fraud, or a breach of the duty of honesty is discovered, or where the determination of performance results is materially revised, in accordance with the provisions of law and***	To meet the Corporation's practical operational needs and progressively approach OECD practices.

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
			the remuneration policy approved by the General Meeting of Shareholders.”	
12.	**Article 29. Meetings of the Board of Directors**	*“6. The Chairman of the Board of Directors or the person convening a meeting of the Board of Directors must send the meeting notice at least five (05) working days before the meeting date. The meeting notice must clearly specify the time and venue of the meeting, the agenda, matters for discussion and decision. The meeting notice must be accompanied by materials to be used at the meeting and the members' voting ballots.* *The notice of a Board of Directors meeting may be sent by invitation letter, telephone, fax, electronic means, or other methods as prescribed by the Corporation's Charter, provided that it reaches the registered contact address of each member of the Board of Directors on file with the Corporation.”*	**Article 29.6 Meetings of the Board of Directors** **“***“6. The Chairman of the Board of Directors or the person convening a meeting of the Board of Directors must send the meeting notice at least five (05) working days before the meeting date. The meeting notice must clearly specify the time and venue of the meeting, the agenda, matters for discussion and decision. The meeting notice must be accompanied by materials to be used at the meeting and the members' voting ballots.* *The notice of a Board of Directors meeting may be sent by invitation letter, telephone, fax, electronic means, or other methods as prescribed by the Corporation's Charter, provided that it reaches the registered contact address of each member of the Board of Directors on file with the Corporation.* ***In urgent or emergency cases requiring immediate resolution of necessary matters of the Corporation, the notice period for the meeting notice and materials may be shorter than 05 working days, provided that all attending members of the Board of Directors approve/confirm their attendance (or provide written/email approval prior to the meeting).”***	To enhance flexibility in convening BOD meetings so as to promptly address urgent, unforeseen matters of the Corporation.
13.	**Article 35. Appointment, Dismissal, Duties and Powers of the**	*Not yet regulated*	**Addition of point k Clause 4 Article 35. Appointment, Dismissal, Duties and Powers of the General Director** ***“k. Facilitate access by members of the Board of Directors, upon reasonable request, to full and timely information, data and key management personnel.”***	

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
	General Director			
14.	**Article 42. Duty of Honesty and Avoidance of Conflicts of Interest**	**Article 42.6. Duty of Honesty and Avoidance of Conflicts of Interest** *"6. A member of the Board of Directors shall not vote on any transaction that provides benefits to such member or to the related persons of such member in accordance with the Law on Enterprises and the Charter of the Corporation."*	**Article 42.6. Duty of Honesty and Avoidance of Conflicts of Interest** *"**6. A member of the Board of Directors must proactively declare any actual, potential, or reasonably foreseeable conflict of interest.** A member of the Board of Directors shall not **participate in the discussion of, or** vote on, any transaction that provides benefits to such member or to the related persons of such member in accordance with the Law on Enterprises and the Charter of the Corporation."*	To meet the Corporation's practical operational needs and progressively approach OECD practices.
15.	**Article 42. Duty of Honesty and Avoidance of Conflicts of Interest**	*Not yet regulated*	**Addition of Clause 11, Article 42. Duty of Honesty and Avoidance of Conflicts of Interest** ***"11. For related-party transactions of high value or of a complex nature, the Board of Directors may consider engaging an independent advisory organization to assess the reasonableness and fairness of the terms of the transaction before making a decision or submitting the matter to the General Meeting of Shareholders for consideration within its authority."***	To meet the Corporation's practical operational needs and progressively approach OECD practices.
16.	**Article 43. Liability for Damages and Indemnification**	**Article 43.1 Liability for Damages and Indemnification** *"1. Members of the Board of Directors, members of the Supervisory Board, the General Director and other executives who violate their duties of honesty and prudence or fail to fulfill their obligations shall be liable for any damages caused by such violations."*	**Article 43.1 Liability for Damages and Indemnification** *"1. Members of the Board of Directors, members of the Supervisory Board, the General Director and other executives who violate their duties of honesty and prudence, **commit acts of fraud, deliberately violate the law, abuse their position, or use inside information for personal gain**, or fail to fulfill their obligations shall be liable for any damages caused by such violations."*	To meet the Corporation's practical operational needs and progressively approach OECD practices.

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
17.	**Article 43. Liability for Damages and Indemnification**	*Not yet regulated*	**Addition of Clause 2, Article 43. Liability for Damages and Indemnification** ***"2. Members of the Board of Directors, members of the Supervisory Board, the General Director and other executives shall not bear personal liability for a decision made if it is proven that, at the time of making the decision, they acted honestly, diligently and prudently, in the best interests of the Corporation, on the basis of adequate and reasonable information, without any conflict of interest, and in compliance with the order and procedures prescribed by law and the Corporation's Charter."***	To meet the Corporation's practical operational needs and progressively approach OECD practices.
18.	**Article 54. Disclosure of Ownership Information**	"Ownership information of the following subjects must be disclosed: major shareholders, members of the Board of Directors and key management personnel, including their direct shareholding ratio and indirect shareholding ratio."	**Specific amendment to the phrase "key management personnel":** ***"Ownership information of the following persons/entities, including major shareholders, Corporate Managers, members of the Supervisory Board, the Company Secretary, and the Person in Charge of Corporate Governance, shall disclose both the direct and indirect shareholding ratios of such persons/entities."***	To specify the persons/entities subject to information disclosure requirements in order to avoid confusion with the term "key management personnel" in Point h, Article 1.
19.		Business Lines Appendix of the Corporation	Update, amendment, and supplementation of the Corporation's business lines.	To meet PVCFC's actual operational needs and to comply with the provisions of Decision No.

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
				36/2025/QD-TTg.

Appendix 02:
SUMMARY OF AMENDMENTS AND SUPPLEMENTS TO THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE
THE REGULATION ON OPERATION OF THE BOARD OF DIRECTORS

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
I/	**INTERNAL REGULATIONS ON CORPORATE GOVERNANCE**			
1	**Article 4. Corporate Governance System**	*Not yet regulated*	**Addition of Clause 3, Article 4. Corporate Governance System** ***"3. Dialogue with Stakeholders*** ***a. The Corporation encourages and facilitates regular, transparent and constructive dialogue between the Corporation and shareholders and other stakeholders.*** ***b. Dialogue activities aim to exchange views on the sustainable development strategy, environmental, social, and corporate governance matters, and other material issues relevant to the Corporation's operations.*** ***c. The Corporation shall appropriately review and take into account contributions from shareholders and other stakeholders in identifying, assessing, and managing material issues relating to its business strategy and sustainable development."***	Amended to align with the PVCFC Charter and OECD-standard corporate governance practices.

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
2	**Article 9. Convening of the General Meeting of Shareholders in Virtual or Hybrid Form**	*Not yet regulated*	**Addition of Article 9. Convening of the General Meeting of Shareholders in Virtual or Hybrid Form** ***1. The convening of a General Meeting of Shareholders in virtual or hybrid form must ensure that shareholders attending remotely are able to fully exercise the same shareholder rights as shareholders attending in person, including:*** ***a) The right to sufficient and timely access to meeting materials;*** ***b) The right to register for attendance and to verify shareholder status or lawfully authorized representative status;*** ***c) The right to follow the entire proceedings of the meeting in real time;*** ***d) The right to speak, raise proposals, and put questions to the Board of Directors, the Executive Board, and the Supervisory Board (if any);*** ***dd) The right to vote and to elect by electronic means in accordance with law and the Corporation's Charter.*** ***2. The technology system used to convene a virtual meeting must ensure:*** ***a) Accurate authentication of attendees;*** ***b) Security of shareholder information and data;*** ***c) Full recording of the voting and election process and vote-counting results;*** ***d) The ability to store and retrieve data for verification and reconciliation when necessary;***	Amended to align with the PVCFC Charter and OECD-standard corporate governance practices.

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
			dd) A contingency plan to ensure the continuity of the meeting in the event of a technical incident or technology disruption. ***3. The Corporation must ensure there is no discrimination between shareholders attending in person and shareholders attending remotely. Every shareholder lawfully participating in the meeting shall be assured a fair opportunity to access information, discuss, raise questions, and vote.*** ***4. Where the services of an organization providing virtual meeting, electronic voting, or other technology platforms for the General Meeting of Shareholders are used, the Board of Directors, or a person assigned by the Board of Directors, must assess the provider's capability with respect to:*** ***a) Data-processing capacity and the ability to accommodate the number of attendees;*** ***b) Information security, cybersecurity, and data protection;*** ***c) Technical solutions ensuring the accuracy, integrity, and confidentiality of data;*** ***d) The ability to respond to and remedy incidents and maintain continuous operation during the meeting.*** ***5. The Board of Directors shall be responsible for overseeing the organization of the General Meeting of Shareholders in virtual or hybrid form, ensuring that shareholder rights are exercised transparently, effectively, and in accordance with good corporate governance practices.”***	

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
3	**Article 16. Procedures and Process for Nomination, Candidacy, and Organization of BOD Member Elections**	*c. The composition of the Board of Directors of the Corporation must ensure at least (i) one (01) non-executive member where the Corporation has 05 members of the Board of Directors; ii) two (02) non-executive members where the Corporation has 06 to 07 members of the Board of Directors, to ensure the independence of the Board of Directors.* *d. The total number of independent members of the Board of Directors must be at least one (01) person if the number of members of the Board of Directors is five (05), and at least two (02) persons if the number of members of the Board of Directors is from six (06) to seven (07).*	**Amendment of point c, Clause 1, Article 16. Procedures and Process for Nomination, Candidacy, and Organization of BOD Member Elections** *c. The composition of the Board of Directors of the Corporation must ensure at least (i) one (01) non-executive member where the Corporation has five (05) members of the Board of Directors; (ii) at least three (03) non-executive members where the Corporation has six (06) to eight (08) members of the Board of Directors, to ensure the independence of the Board of Directors.* *d. The total number of independent members of the Board of Directors must be at least one (01) person if the number of members of the Board of Directors is five (05), and at least two (02) persons if the number of members of the Board of Directors is from six (06) to eight (08).*	Amended to align with the PVCFC Charter and OECD-standard corporate governance practices.
4	**Article 16. Procedures and Process for Nomination, Candidacy, and Organization of BOD Member Elections**	*d. The total number of independent members of the Board of Directors must be at least one (01) person if the number of members of the Board of Directors is five (05), and at least two (02) persons if the number of members of the Board of Directors is from six (06) to seven (07).*	**Amendment of point d, Clause 1, Article 16. Procedures and Process for Nomination, Candidacy, and Organization of BOD Member Elections** *d. The total number of independent members of the Board of Directors must be at least one (01) person if the number of members of the Board of Directors is five (05), and at least two (02) persons if the number of members of the Board of Directors is from six (06) to eight (08).*	Amended to align with the PVCFC Charter and OECD-standard corporate governance practices.
5	**Article 16. Procedures and Process for Nomination,**	*Not yet regulated*	**Addition of Clause 2, Article 16. Procedures and Process for Nomination, Candidacy, and Organization of BOD Member Elections**	Amended to align with the PVCFC Charter and OECD-standard

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
	Candidacy, and Organization of BOD Member Elections		***"2. The Board of Directors and/or the Nominating and Remuneration Committee assigned to prepare the Board of Directors' personnel matters must publicly disclose the criteria, conditions, and process for nominating and selecting candidates for the Board of Directors, whereby the candidate-selection process must:*** ***a) Ensure transparency and objectivity;*** ***b) Facilitate the consideration of multiple candidates with sufficient competence, experience, and suitable qualities;*** ***c) Encourage diversity, including professional expertise, experience, gender, age, and governance skills;*** ***d) Provide shareholders with full information on candidates prior to the election;*** ***dd) Broaden the search for candidates across multiple platforms."***	corporate governance practices.
~~6~~	~~**Article 16. Procedures and Process for Nomination, Candidacy, and Organization of BOD Member Elections**~~	~~*Nomination/candidacy dossiers may be submitted directly or sent by registered mail to the Corporation's head office prior to the date of the meeting.*~~	~~**Amendment of Clause 3, Article 16. Procedures and Process for Nomination, Candidacy, and Organization of BOD Member Elections**~~ ~~*"- Nomination/candidacy dossiers may be submitted directly or sent by registered mail to the Corporation's head office prior to the date of the* ***GMS meeting, at least twenty-one (21) days in advance.****"*~~	~~Amended to align with the PVCFC Charter and OECD-standard corporate governance practices.~~
6	**Article 58. Environmental and Social Responsibility**	*1. The BOD ensures that the Corporation has appropriate governance policies and processes relating to social and environmental activities linked to the Corporation's strategy and long-term stable success, and ensures the quality management of*	**Amendment of Article 58. Environmental and Social Responsibility** *"1. The BOD ensures that the Corporation has appropriate governance policies and processes relating to social and environmental activities linked to the Corporation's strategy and long-term stable success.*	Amended to align with the PVCFC Charter and OECD-standard corporate governance practices.

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
		disclosed information on social and environmental responsibility.	***2. The BOD is responsible for overseeing the development, operation, and improvement of the system for managing, collecting, compiling, verifying, approving, and disclosing the Corporation's information on sustainable development.*** ***3. The BOD shall periodically review the completeness, accuracy, timeliness, and reliability of sustainability data prior to external disclosure."***	
7	**Article 60. Risk Management**	4. Establishment of an Audit Committee and a Risk Management Committee under the BOD;	**Amendment of Clause 4 Article 60. Risk Management** 4. Establishment of an Audit Committee and a **separate** Risk Management **Committee** under the BOD;	Amended to align with the PVCFC Charter and OECD-standard corporate governance practices.
8	**Article 60. Risk Management**	*Not yet regulated*	**Addition of Clause 6, Article 60. Risk Management** ***"6. In performing its strategic oversight and risk-governance function, the BOD must fully consider material risks and opportunities relating to sustainable development. Matters for consideration include, but are not limited to:*** ***a) Physical risks and transition risks associated with climate change;*** ***b) Business opportunities linked to sustainable development;*** ***c) Environmental, social and governance (ESG) factors that may materially affect the Corporation's strategy, operations, business results, and long-term value."***	Amended to align with the PVCFC Charter and OECD-standard corporate governance practices.

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
9	**Article 66. Information Disclosure Policy and Practice**	*1. The BOD establishes a policy and process for the disclosure of information and discloses these documents on the Corporation's website. The Corporation's policy is to disclose material information, including financial statements, operational status, ownership structure and corporate governance structure, to shareholders and the public accurately, including:* *...* *c. Ownership structure:* *The Corporation ensures disclosure of information on shareholders holding 5% or more of voting share capital. Relationships within the same group of companies are also clearly identified and disclosed to the public. Material changes in ownership structure, takeover attempts (efforts to acquire sufficient shares to obtain voting control of another company), shareholder arrangements, mergers and acquisitions, demergers, share consolidations, or other ownership transactions.”*	**Amendment of the opening paragraph, point c, and addition of point d, Clause 1, Article 66. Information Disclosure Policy and Practice** *“1. The BOD establishes a policy and process for the disclosure of information and discloses these documents on the Corporation's website. The Corporation's policy is to disclose material information, including financial statements, operational status, ownership structure and corporate governance structure* ***and the Corporation's sustainable development****, to shareholders and the public accurately, including:* *...* *c. Ownership structure* *The Corporation ensures disclosure of information on* ***State shareholders (if any), major*** *shareholders,* ***shareholders*** *holding 5% or more of voting share capital. Relationships within the same group of companies are also clearly identified and disclosed to the public. Material changes in ownership structure, takeover attempts (efforts to acquire sufficient shares to obtain voting control of another company), shareholder arrangements, mergers and acquisitions, demergers, share consolidations, or other ownership transactions.* ***d. Information on sustainable development:*** ***The Corporation shall disclose information on sustainable development in accordance with the principles of consistency, comparability, reliability, and appropriateness to the scale, nature of operations, and material risks and opportunities of the Corporation, including:***	Amended to align with the PVCFC Charter and OECD-standard corporate governance practices.

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
			i) Historical information as well as forward-looking information, where relevant; ***ii) Reflecting material matters likely to have a significant effect on the Corporation's operations, strategy, business results, and long-term value;*** ***iii) Presented consistently across reporting periods to facilitate comparison and evaluation;*** ***iv) In accordance with high-quality sustainability-disclosure standards, frameworks, or practices selected by the Corporation."***	
10	**Article 68. Information Disclosure in accordance with Legal Regulations and Vietnam Corporate Governance Code of Best Practices**	*The Annual Report or Corporate Governance Report is disclosed on the website; the Corporation regularly discloses information in accordance with legal regulations and moving towards the best practices under Vietnam's Corporate Governance Code and its implementation process, including:* *1. Information on the Corporation's organizational and management model;* *2. Information on corporate governance;* *3. Information on the income of the General Director and executives;* *4. Other information as prescribed by law and the Corporation's Charter."*	**Amendment of Article 68. Information Disclosure in accordance with Legal Regulations and Vietnam Corporate Governance Code of Best Practices.** *"The Corporation discloses information in accordance with legal regulations and advanced international-standard corporate governance and the Corporate Governance Code applicable in Vietnam, including at minimum the following information:* *1. Information on the Corporation's organizational and management model;* *2. Information on corporate governance;* *3. Information on the income of members of the Board of Directors, the Supervisory Board, the General Director and executives.*	*Amended to align with the PVCFC Charter and OECD-standard corporate governance practices.*
II/	**REGULATION ON OPERATION OF THE BOARD OF DIRECTORS**			

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
1	**Article 5. Right of BOD Members to be Provided with Information**	*Not yet regulated*	**Addition of Clause 3, Article 5:** ***“3. Reports of the Committees under the Board of Directors must be sent in full to all members of the Board of Directors before the Board of Directors considers the relevant matters.”***	Amended to align with the PVCFC Charter and OECD-standard corporate governance practices.
2	**Article 6. Composition and Term of Office of BOD Members**	1. Number of members of the BOD is from five (05) to seven (07) persons.	**Amendment of Clause 1, Article 6:** *1. Number of members of the BOD is from six (06) to* ***eight (08)*** *persons.*	Amended to align with the PVCFC Charter.
3	**Article 6. Composition and Term of Office of BOD Members**	5. Composition of members of the BOD is as follows: a. Number of non-executive members of the Board of Directors of the Corporation must satisfy: i) at least 01 non-executive member where the Corporation has 05 members of the Board of Directors; ii) at least 02 non-executive members where the Corporation has 06 to 07 members of the Board of Directors to ensure the independence of the Board of Directors; b. The total number of independent members of the Board of Directors must be at least one (01) person if the number of members of the Board of Directors is five (05), and at least two (02) persons if the number of members of the Board	**Amendment of Clause 5, Article 6:** *5. Composition of members of the BOD is as follows:* *a. Number of non-executive members of the Board of Directors of the Corporation must satisfy: i) at least 01 non-executive member where the Corporation has five (05) members of the Board of Directors; ii) at least* ***three (03)*** *non-executive members where the Corporation has six (06) to* ***eight (08)*** *members of the Board of Directors to ensure the independence of the Board of Directors;* *b. The total number of independent members of the Board of Directors must be at least one (01) person if the number of members of the Board of Directors is five (05), and at least two (02) persons if the number of members of the Board of Directors is from six (06) to* ***eight (08)***.	Amended to align with the PVCFC Charter.

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
		of Directors is from six (06) to seven (07).		
4	**Article 12. Rights and Obligations of the BOD**	2. Rights and obligations of the BOD as prescribed by law, the Charter and the General Meeting of Shareholders. Specifically, the BOD shall have the following rights and obligations: a. Decide on the strategy, medium-term development plan and annual business plan of the Corporation. b. Recommend the class of shares and the total number of shares of each class to be offered for sale. c. Decide on the sale of unsold shares within the number of shares of each class approved for offering; decide on raising additional capital by other means. d. Decide on the sale price of shares and bonds of the Corporation. e. Decide on share repurchases in accordance with Clause 1 and Clause 2, Article 133 of the Law on Enterprises. f. Decide on investment plans and investment projects within the authority and limits prescribed by law. g. Decide on market development, marketing and technology solutions h. Approve contracts for the purchase, sale, borrowing, lending, and other	**Amendment of Clause 2, Article 12:** *2. Rights and obligations of the BOD* ***are set out in Article 26 of the Corporation's Charter****.*	Amended to reference the corresponding provision of the PVCFC Charter.

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
		contracts/transactions with a value of thirty-five percent (35%) or more of the Corporation's total asset value as stated in its most recent quarterly/semi-annual/annual financial statements (total asset value being the lower figure as stated in either the separate or the consolidated financial statements), except for contracts/transactions falling within the authority of the General Meeting of Shareholders under Point d, Clause 2, Article 138, and Clause 1 and Clause 3, Article 167 of the Law on Enterprises; i. Approve contracts/transactions with the persons specified in Clause 1, Article 167 of the Law on Enterprises with a value of less than thirty-five percent (35%) of the Corporation's total asset value as stated in its most recent quarterly/semi-annual/annual financial statements (total asset value being the lower figure as stated in either the separate or the consolidated financial statements). j. Elect, remove or dismiss the Chairman of the Board of Directors; appoint, remove, dismiss, sign and terminate contracts with the General Director, Deputy General Directors, the Chief Accountant, and other executives		

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
		under the management authority of the Board of Directors; decide the salaries, remuneration, bonuses and other benefits of the Corporation's managers; appoint authorized representatives to participate in the Members' Council or the General Meeting of Shareholders of other companies (subsidiaries, associate companies); and decide the remuneration and other entitlements of such representatives. k. Supervise and direct the General Director and other managers in the day-to-day business operations of the Corporation. l. Decide on the organizational structure and internal management regulations of the Corporation; decide on the establishment of subsidiaries, branches and representative offices; and decide on capital contribution to or purchase of shares in other enterprises. m. Decide on labor policy, wages, bonuses (including safety bonus payments) and other welfare regimes for the Corporation's employees n. Approve the agenda and content of materials for General Meeting of Shareholders meetings; convene General Meeting of Shareholders meetings, or collect written opinions for		

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
		the General Meeting of Shareholders to adopt resolutions. o. Submit the audited annual financial statements to the General Meeting of Shareholders. p. Implement dividend payments to shareholders in accordance with law, after approval by the annual General Meeting of Shareholders. q. Recommend the level of dividends to be paid; decide the timing and procedure for dividend payment or the handling of losses arising in the course of business. r. Recommend the reorganization or dissolution of the Corporation; request bankruptcy of the Corporation. s. Decide to issue the Operating Regulation of the Board of Directors and the Internal Regulation on Corporate Governance after approval by the General Meeting of Shareholders; decide to issue the operating regulations of the Committees under the Board of Directors, the Corporation's Information Disclosure Regulation, and other internal management regulations of the Corporation. t. Oversee the truthfulness of financial statements, compliance with relevant legal regulations, the status of		

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
		implementation, the professional qualifications and independence of the independent auditor, and the status of the internal audit function. u. Organize training and capacity-building programs on corporate governance and necessary skills for members of the Board of Directors, the General Director, the Person in Charge of Corporate Governance, and other managers of the Corporation. v. Grant loans or guarantees to individuals or organizations in accordance with law and the Corporation's internal regulations. *w.* Exercise other rights and obligations in accordance with the Law on Enterprises, the Law on Securities, other applicable laws, and the Corporation's Charter.		
5	Article 12. Rights and Obligations of the BOD	To be regulated	**Addition of Clause 3, Article 12:** ***"3. The responsibilities of BOD members are set out in Articles 42 and 43 of the Corporation's Charter."***	Amended to reference the corresponding provision of the PVCFC Charter.
6	**Article 16. Reporting Regime**	*To be regulated*	**Addition of Clause 3, Article 16:** ***3. Where the Chairman of the BOD or a member of the BOD is assigned by the BOD to perform a task or make a decision on behalf of the BOD, the content, scope of authorization, and results must be reported to the BOD at***	Amended to align with the PVCFC Charter and OECD-standard corporate

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision	Reason for Amendment
			its nearest meeting and kept on file in the governance records.	governance practices.
7	**Article 18. Meetings of the BOD**	6. The Chairman of the BOD or the person convening a BOD meeting must send the meeting notice at least 05 working days before the meeting date. The meeting notice must clearly specify the time and venue of the meeting, the agenda, matters for discussion and decision. The meeting notice must be accompanied by materials to be used at the meeting and the members' voting ballots. The notice of a BOD meeting may be sent by invitation letter, telephone, fax, electronic means, or other methods as prescribed by the Corporation's Charter, provided that it reaches the registered contact address of each member of the BOD on file with the Corporation.	**Amendment of Clause 6, Article 18:** *6. The Chairman of the BOD or the person convening a BOD meeting must send the meeting notice at least 05 working days before the meeting date. The meeting notice must clearly specify the time and venue of the meeting, the agenda, matters for discussion and decision. The meeting notice must be accompanied by materials to be used at the meeting and the members' voting ballots.* *The notice of a BOD meeting may be sent by invitation letter, telephone, fax, electronic means, or other methods as prescribed by the Corporation's Charter, provided that it reaches the registered contact address of each member of the BOD on file with the Corporation.* ***In urgent or emergency cases requiring immediate resolution of necessary matters of the Corporation, the notice period for the meeting notice and materials may be shorter than 05 working days, provided that all attending members of the Board of Directors approve/confirm their attendance (with written/email approval prior to the meeting).***	Amended to align with the PVCFC Charter and OECD-standard corporate governance practices.

PART 7: PROPOSAL ON THE ELECTION OF AN ADDITIONAL MEMBER OF THE BOARD OF DIRECTORS

PROPOSAL
On the Election of an Additional Member of the Board of Directors

To: General Meeting of Shareholders
PetroVietnam Ca Mau Fertilizer Corporation.

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;

Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26th, 2019;

Pursuant to the Government Decree No. 155/2020/ND-CP dated December 31st, 2020 and the Government Decree No. 245/2025/ND-CP dated September 11th, 2025;

Pursuant to the Charter on the organization and operation of Petrovietnam Ca Mau Fertilizer Corporation (PVCFC), approved by the General Meeting of Shareholders (GMS).

Pursuant to the provisions of PVCFC's Charter on the rights and obligations of the GMS, the Board of Directors (BOD) respectfully submits to the GMS the following content on the election of BOD members:

I. Number of BOD Members to Be Elected

- The number of PVCFC BOD members as prescribed by the current Charter is from five (05) to seven (07) persons. At the 2026 Extraordinary GMS, PVCFC's BOD submits to the GMS for approval an amendment to the Charter proposing to increase the number of BOD members to be from six (06) to eight (08) persons.

- PVCFC's BOD currently comprises seven (07) members, including one (01) member concurrently serving as General Director, two (02) independent members, and four (04) non-executive members. The BOD has four (04) Committees to support the BOD in specific matters (Committee members are all BOD members).

- Given the current practical situation and the Corporation's development orientation going forward, the BOD proposes that the GMS add one (01) additional member to the Corporation's BOD in 2026, for a five (05)-year term from 2026 to 2031 (up to the 2031 Annual General Meeting of Shareholders at the latest), to be elected at this Extraordinary GMS meeting.

II. Standards and Conditions for Nomination/Candidacy

Standards and conditions: As prescribed by the Law on Enterprises 2020, the Government's Decree No. 155/2020/ND-CP, and PVCFC's current Charter.

III. List of BOD Candidates

PVCFC has posted and sent to shareholders Notice No. 1481/TB-PVCFC dated 22/08/2026 on the candidacy and nomination of BOD members. Based on the valid nomination/candidacy dossiers of shareholders/groups of shareholders satisfying the nomination/candidacy conditions, PVCFC has compiled the following list of candidates:

1. Major shareholder - Vietnam National Industry - Energy Group (PetroVietnam) - holding 75.56% of PVCFC's total voting shares as of the record date for finalizing the list of shareholders entitled to attend the meeting, nominates Mr. Pham Van Phong under Official Letter No. 7980/CNNL-HDTV dated on 12/09/2026.

2. Other shareholders: Under PVCFC's Charter and the Law on Enterprises, any group of shareholders holding at least 10% of PVCFC's total voting shares as of the record date for the list of shareholders attending the Meeting is entitled to nominate candidates.

3. Based on the standards, conditions, and valid dossiers, there’s 01 candidate meeting the requirements to be included in the following list for the election of BOD Members:

1) Mr. Pham Van Phong - candidate for BOD Member;

The BOD respectfully submits to the General Meeting of Shareholders for approval of the following content, and requests that shareholders review the Election Regulation and the candidate's curriculum vitae in order to proceed with the election procedure:

- Approve the list of BOD Member candidates, specifically as follows:

i) Mr.Pham Van Phong - candidate for BOD Member.

Respectfully.

ON BEHALF OF THE BOD
CHAIRMAN

Van Tien Thanh

INFORMATION ON CANDIDATE
FOR MEMBER OF THE BOARD OF DIRECTORS
Petrovietnam Ca Mau Fertilizer Corporation

Candidate: **Mr. Pham Van Phong**, nominated by the major shareholder - Petrovietnam, which holds 75.56% of the total voting shares of PVCFC as of the record date for determining the list of shareholders entitled to attend the meeting, pursuant to Official Letter No. 7980/CNNL-HĐTV dated September 12, 2026 of Petrovietnam National Industry - Energy Group.

1. Full name: Pham Van Phong.
2. Gender: Male.
3. Date of birth: 21/12/1977.
4. Nationality: Vietnamese.
5. Citizen ID Card/Passport No.: ………… Date of issue: …….. Place of issue:……..
6. Permanent residence/Long-term temporary residence:…………..
7. Contact telephone number: …..
8. Email:…..
9. Professional qualifications: Doctor of Philosophy in Chemical Engineering, Master of Petrochemical Technology.
10. Education, professional training and certificates:

Period	Institution	Major	Degree/ Certificate
9/1995 - 6/2000	Hanoi University of Science and Technology	Chemical Technology	Engineer
2002 - 12/2005	Ho Chi Minh City University of Technology	Petrochemical Technology	Master's Degree
2015 - 12/2019	Hanoi University of Science and Technology	Chemical Engineering	Doctoral Degree
2020 - 2021	Academy of Politics Region II	Academy of Politics Region II	Advanced Level

11. Employment history:

Period	Workplace	Position/Job title
02/2001 - 02/2006	Research and Development Center for Petroleum Safety and Environment, Vietnam National Industry - Energy Group (PVN)	Risk Assessment Engineer
3/2006 - 9/2006	Nhon Trach Gas-Power Project Management Board - Ho Chi Minh City, PVN	Secretary to the Head of the Project Management Board; Deputy Head of the Production Preparation and Training Department

Period	Workplace	Position/Job title
10/2006 - 7/2008	Phu My - Ho Chi Minh City Gas Pipeline Project Management Board, Petrovietnam Gas Corporation (PV GAS)	Head of Organization and Administration Department /Head of Planning and Contracts Department.
8/2008 - 9/2011	Gas Project Management Company, PVGAS	Head of Ho Chi Minh City Office
10/2011 - 7/2015	Gas Project Management Company, PV GAS	Head of Project Development Department
8/2015 - 6/2016	Ca Mau Gas Processing Plant Project Management Board, PV GAS	Deputy Head of the Project Management Board
7/2016 - 8/2019	Vietnam LNG Joint Stock Company	Member of the Board of Directors, Director.
9/2019 - 01/2021	- Gas Products Trading Company, PV GAS; - Vietnam LNG Joint Stock Company.	- Director of Gas Products Trading Company, Chairman of the BOD; - Director of Vietnam LNG JSC.
01/2021 - 02/2023	- PV GAS; - Gas Products Trading Company, PV GAS; - Vietnam LNG JSC.	- Deputy General Director of PV GAS; - Director of Gas Products Trading Company - Chairman of the BOD, Director of Vietnam LNG JSC.
02/2023 - 5/2023	- PV GAS; - Vietnam LNG JSC.	- Deputy General Director of PV GAS; - Chairman of the BOD, Director of Vietnam LNG JSC.
5/2023 - 7/2026	PV GAS	Member of the Board of Directors, General Director
7/2026 - 9/2026	PV GAS	Member of the Board of Directors

12. Current position: None.
13. Names of companies in which the candidate currently holds a position as a BOD Member or other managerial positions: None.
14. Interests related to the Corporation (if any) [such as enterprises in which the candidate holds shares/capital contributions, has borrowings from the Corporation, or related enterprises having economic transactions with the Corporation, etc.]:
    - Number of DCM shares held: 0 share, representing 0% of the charter capital.
15. Other information (if any): None./.

PART 8: DRAFT OF RESOLUTION OF 2026 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

PETROVIETNAM CA MAU FERTILIZER CORPORATION	SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness
No.: /NQ-PVCFC	*Ca Mau, September 23rd, 2026*

RESOLUTION

2026 Extraordinary General Meeting of Shareholders

GENERAL MEETING OF SHAREHOLDERS

PETROVIETNAM CA MAU FERTILIZER CORPORATION

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter of PetroVietnam Ca Mau Fertilizer Corporation (PVCFC), approved by the General Meeting of Shareholders;

Pursuant to Meeting Minutes No. 02/BB-GMS-2026 and the voting results of the General Meeting of Shareholders (GMS) of PVCFC approving the contents at the extraordinary meeting held on September 23rd, 2026.

RESOLVED:

Article 1. Approve the Proposals with the following specific contents:

1.1. Approve PVCFC's development orientation to 2050 as as submitted to the General Meeting of Shareholders.

1.2. Approve the key content of Amendment No. 12 to the Gas Sale and Purchase Agreement No. 3918/HD-DKVN dated May 23, 2012 between Petrovietnam Ca Mau Fertilizer Corporation (PVCFC) and Petrovietnam Gas Joint Stock Corporation (PV GAS), as submitted to the General Meeting of Shareholders.

1.3. Approval of the amendment and supplementation of the details of business lines.

1.4. Approve the amendment, supplementation, and issuance of the full text of the Charter of PetroVietnam Ca Mau Fertilizer Corporation as per the draft submitted to the Meeting.

1.5. Approve the amendment and supplementation of the Internal Regulations on Corporate Governance as per the draft submitted to the Meeting.

The GMS assigns the Board of Directors responsibility for promulgation of this Regulation in accordance with applicable laws.

1.6. Approve the amendment and supplementation of the Regulation on Operation of the Board of Directors as per the draft submitted to the Meeting.

The GMS assigns the Board of Directors responsibility for promulgation of this Regulation in accordance with applicable laws.

1.7. Approve the following Board of Directors election results:

- Mr./Ms. …. was elected as a Board of Directors Member for the 2026-2031 term.

Article 2. This Resolution takes effect from September 23rd, 2026.

Article 3. All shareholders, the Board of Directors, the Executive Board, the Supervisory Board, Heads of Departments, and units directly under PVCFC are responsible for the implementation of this Resolution.

Recipients:
- As Article 3;
- Filed: Archive.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN

PART 9: DRAFT OF: THE CHARTER; THE INTERNAL REGULATION ON CORPORATE GOVERNANCE AND THE REGULATION ON OPERATION OF THE BOARD OF DIRECTORS

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

CHARTER
OF PETROVIETNAM CA MAU FERTILIZER CORPORATION

Approved by the General Meeting of Shareholders on September 23rd, 2026

--- 2026 ---

CONTENTS

PREAMBLE

This Charter is approved by the General Meeting of Shareholders of PetroVietnam Ca Mau Fertilizer Corporation at the meeting held on September 23rd, 2026.

I. DEFINITIONS OF TERMS IN THE CHARTER

Article 1. Interpretation of Terms

1. In this Charter, the terms below are construed as follows:

a. "Charter capital" means the total par value of shares sold or subscribed for upon the establishment of the enterprise and specified in Article 6 of this Charter;

b. "Voting capital" means share capital in respect of which the holder has the right to vote on matters falling within the decision-making authority of the General Meeting of Shareholders;

c. "Law on Enterprises" means the Law on Enterprises dated June 17th, 2020;

d. "Law on Securities" means Law on Securities dated November 26th, 2019;

dd. "Date of establishment" means the date on which the Corporation was first granted the Enterprise Registration Certificate (Business Registration Certificate);

e. "Executives" means the General Director, Deputy General Directors and Chief Accountant;

g. "Managers" means the Chairman of the Board of Directors, members of the Board of Directors, General Director, Deputy General Directors and Chief Accountant;

h. "Key Management Personnel" means managerial personnel holding positions equivalent to Deputy Heads of Functional Divisions/Subordinate Units or higher.

i. "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;

k. "Major shareholder" means a shareholder as defined in Clause 18, Article 4 of the Law on Securities;

l. "Term of operation" means the operating period of the Corporation as stipulated in Article 2 of this Charter and any extension period (if any) approved by the General Meeting of Shareholders of the Corporation;

m. "Vietnam" means the Socialist Republic of Vietnam;

n. "Corporation" means PetroVietnam Ca Mau Fertilizer Corporation;

o. "General Meeting of Shareholders" means the General Meeting of Shareholders of PetroVietnam Ca Mau Fertilizer Corporation, the highest decision-making body of the Corporation, comprising all shareholders with voting rights;

p. "Board of Directors" means the Board of Directors of PetroVietnam Ca Mau Fertilizer Corporation;

q. "Shareholder" means an individual or organization that owns at least one share of the Corporation;

r. "Dividend" means the amount of net profit paid for each share in cash or other assets from the remaining profit of the Corporation after fulfilling its financial obligations;

s. "In-person meeting" means a form of meeting in which participants are physically present at a specific location and directly follow, discuss and vote on/confirm the matters of the meeting;

t. "Online meeting" means a form of meeting conducted through technological devices connected to the internet/PSTN network, using software or technological solutions that transmit audio and/or images to connect multiple participants in different geographical locations to monitor, discuss and vote/confirm the matters of the meeting;

u. "Voting" means the act of shareholders or individuals or organizations authorized by shareholders to vote directly at a in-person meeting, vote at an online meeting, cast electronic votes or other forms of electronic voting, or send voting ballots to the meeting by mail, fax or email;

v. Internal Regulation on Corporate Governance means the corporate governance regulation prepared by the Board of Directors, submitted to the General Meeting of Shareholders for approval and promulgated by the Board of Directors, stipulating the governance and management of the Corporation in accordance with the laws applicable from time to time;

w. Internal management regulations means the regulations issued by the Corporation, in compliance with the applicable laws and the Charter of the Corporation;

x. Production and business operations means all activities related to investment, production, trading, services and other economic activities carried out by the Corporation and/or its subsidiaries to create products, goods or services for sale on the market, thereby generating revenue and profits in accordance with the registered business lines.

2. In this Charter, references to one or several provisions or other documents shall include any amendments or replacements thereof.

3. The headings (Chapters and Articles of this Charter) are used for convenience of reference and shall not affect the interpretation of the contents of this Charter.

4. Terms used in this Charter shall be construed in accordance with the definitions provided in Article 1, unless the context of a specific provision of this Charter requires otherwise. Terms not defined in this Charter shall be interpreted in accordance with the provisions of applicable laws.

II. NAME, FORM, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES, TERM OF OPERATION AND LEGAL REPRESENTATIVE OF THE CORPORATION

Article 2. Name, Form, Head Office, Branches, Representative Offices and Term of Operation of the Corporation

1. Name of the Corporation.

- Vietnamese name of the Corporation:

CÔNG TY CỔ PHẦN - TỔNG CÔNG TY PHÂN BÓN DẦU KHÍ CÀ MAU.

- English name of the Corporation:

PETROVIETNAM CA MAU FERTILIZER CORPORATION.

- Abbreviated name: **PVCFC.**

2. The Corporation is a joint stock company having legal entity status in accordance with the applicable laws of Vietnam.

3. Registered head office of the Corporation:

- Head office address: No. 647-649, Ngo Quyen Street, An Xuyen Ward, Ca Mau Province, Vietnam

- Phone number: 0290.3819.000.

- Fax: 0290.3590.501.

- Email: pvcfc@pvcfc.com.vn.

- Website: www.pvcfc.com.vn.

4. Stock code: DCM.

5. Listed on: Ho Chi Minh City Stock Exchange (HOSE).

6. Logo of the Corporation: The logo of the Corporation is designed to be consistent with the Brand Identity System of the Vietnam National Industry - Energy Group; it is managed and used on the basis of the agreement on the transfer of trademark use rights between the Corporation and the Vietnam National Industry - Energy Group in accordance with the regulations of the Vietnam National Industry - Energy Group.

7. The Corporation may establish branches and representative offices in areas where it conducts business in order to implement the operational objectives of the Corporation, in accordance with the decision of the Board of Directors and within the scope permitted by law.

8. Unless the operation is terminated ahead of schedule in accordance with Clause 2, Article 57 of this Charter, the term of operation of the Corporation shall commence from the date of establishment and shall be indefinite.

Article 3. Legal representative of the Corporation

The Corporation has one (01) legal representative, who is the General Director. The Board of Directors shall appoint, dismiss or remove the General Director in accordance with Article 35 of this Charter.

Rights and obligations of the legal representative:

1. To represent the Corporation in exercising the rights and performing the obligations arising from the transactions of the Corporation; to represent the Corporation as the petitioner in civil matters, plaintiff, defendant, or person with related rights and obligations before arbitration bodies, courts, and to exercise other rights and obligations in accordance with the law

2. The legal representative who exits Vietnam must authorize in writing another individual residing in Vietnam to exercise the rights and perform the obligations of the

legal representative. In case of authorization, the legal representative shall remain responsible for the performance of the authorized rights and obligations.

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

Article 4. Objectives of Operation of the Corporation

1. The business lines of the Corporation are specified in detail in the attached Appendix.

2. Objectives of operation of the Corporation:

- To conduct business efficiently, preserve and develop the capital of shareholders;
- To maximize the operational efficiency of the Corporation;
- To develop the Corporation into a leading enterprise in Vietnam and the region in the production and trading of fertilizers and chemicals serving agriculture and the oil and gas industry; to apply biotechnology and energy-saving technologies for investment in the development of products serving agriculture and other sectors.

Article 5. Scope of Business and Operations of the Corporation

The Corporation is permitted to conduct business activities in accordance with the business lines stipulated in this Charter that have been registered, for which changes to the enterprise registration contents have been notified to the business registration authority and publicly disclosed on the National Enterprise Registration Portal. In the event that the Corporation conducts business in conditional investment and business lines, the Corporation must satisfy the business conditions in accordance with the Law on Investment and other relevant specialized laws.

IV. CHARTER CAPITAL, SHARES.

Article 6. Charter Capital, Shares

1. The charter capital of the Corporation is **5,294,000,000,000** VND *(In words: Five trillion two hundred ninety-four billion dong).*

The total charter capital of the Corporation is divided into **529,400,000** shares with a par value of 10,000 VND (ten thousand dong) per share.

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

3. All shares of the Corporation as of the date of approval of this Charter are ordinary shares. The rights and obligations of shareholders holding such shares are stipulated in Article 11 and 12 of this Charter.

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

5. Ordinary shares shall be offered to existing shareholders on a preferential basis in proportion to their respective holdings of ordinary shares in the Corporation, unless otherwise decided by the General Meeting of Shareholders. The disposition of any

shares not fully subscribed for by shareholders shall be decided by the Board of Directors of the Corporation. The Board of Directors may distribute such shares to shareholders and other persons on terms no more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.

6. The Corporation may repurchase shares issued by itself in the manner provided for in this Charter and the applicable laws.

7. The Corporation may issue other types of securities when approved by the General Meeting of Shareholders and in accordance with the provisions of law.

Article 7. Share Certificates

1. Shareholders of the Corporation shall be issued share certificates corresponding to the number and class of shares they hold.

2. A share certificate is a type of security confirming the lawful rights and interests of the holder with respect to a portion of the share capital of the issuing organization. A share certificate shall contain all contents as prescribed in Clause 1, Article 121 of the Law on Enterprises.

3. Within fifteen (15) days from the date of submission of a complete dossier requesting the transfer of share ownership in accordance with the regulations of the Corporation, or within another time limit stipulated in the issuance terms from the date of full payment for the shares in accordance with the share issuance plan of the Corporation, the owner of the shares shall be issued a share certificate. The shareholder shall not be required to pay the Corporation any costs for printing the share certificate.

4. In case a share certificate is lost, damaged or otherwise destroyed, the shareholder shall be re-issued a share certificate by the Corporation upon the request of such shareholder. The shareholder’s request shall include the following contents:

a. Information on the share certificate that has been lost, damaged or otherwise destroyed;

b. A commitment to assume responsibility for any disputes arising from the re-issuance of the new share certificate.

Article 8. Other Securities Certificates

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

Article 9. Transfer of Shares

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

2. Shares that have not been fully paid for shall not be transferable and shall not carry the related rights, including the right to receive dividends, the right to receive shares issued to increase share capital from equity, the right to subscribe for newly offered shares, and other rights in accordance with law.

V. ORGANIZATIONAL STRUCTURE FOR MANAGEMENT, GOVERNANCE AND CONTROL

Article 10. Organizational Structure for Management, Governance and Control of the Corporation

The organizational structure for management, governance and control of the Corporation shall comprise:

1. General Meeting of Shareholders;

2. Board of Directors;

3. Supervisory Board;

4. General Director.

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 11. Rights of Shareholders

1. Ordinary shareholders shall have the following rights:

a. To attend and speak at meetings of the General Meeting of Shareholders and exercise voting rights directly, through an authorized representative, or by other forms as prescribed by the Charter of the Corporation and the applicable laws. Each ordinary share shall carry one vote;

b. To receive dividends at the level decided by the General Meeting of Shareholders;

c. To be given priority in subscribing for new shares in proportion to each shareholder's existing shareholding in the event the Corporation issues additional shares, unless otherwise resolved by the General Meeting of Shareholders in accordance with applicable laws. Any restriction or exclusion of such pre-emptive subscription right must be fully justified and disclosed, and must ensure equal treatment of shareholders.

d. To freely transfer their shares to others, except where otherwise provided for by the relevant laws;

dd. To be entitled to review, search and extract information on names and contact addresses from the list of shareholders entitled to vote; to request correction of his/her inaccurate information;

e. To examine, look up, extract or copy the Charter of the Corporation, the minutes of the General Meeting of Shareholders, and the resolutions of the General Meeting of Shareholders

g. In the event that the Corporation is dissolved or goes bankrupt, to receive a portion of the remaining assets corresponding to their shareholding ratio in the Corporation;

h. Where the Corporation carries out a merger, consolidation, division, separation, conversion or other transactions that materially affect the rights and interests of shareholders, a shareholder who votes against the resolution shall have the right to request the Corporation to repurchase such shareholder's shares ~~or to apply other exit~~

~~mechanisms~~ at market value or at an agreed price in accordance with Clause 2, Article 132 of the Law on Enterprises 2020.

i. To be treated equally within the same class of shares. Each share of the same class shall confer upon its holder equal rights, obligations and interests. Where the Corporation has classes of preference shares, the rights and obligations attached to such preference shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;

k. To be given full and timely access to periodic and extraordinary information disclosed by the Corporation in accordance with applicable laws; minority shareholders and foreign shareholders shall also be given such access and facilitated in exercising their rights in accordance with applicable laws and this Charter;

l. To have their lawful 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;

m. Other rights in accordance with the provisions of law and this Charter.

2. Shareholders or groups of shareholders holding five percent (05%) or more of the total number of ordinary shares shall have the following rights

a. To request the Board of Directors to convene a meeting of the 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, look up and extract the books of minutes and resolutions or decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Supervisory Board, contracts/transactions subject to approval by the Board of Directors, and other documents, except for documents related to the trade secrets or business secrets of the Corporation. The examination and extraction shall be carried out in accordance with the written guidelines of PVCFC;

c. To request the Supervisory Board to inspect specific issues related to the management and operation of the Corporation when deemed necessary. Such request shall be made in writing and shall include the following contents: full name, contact address, nationality, and number of legal documents of the individual in the case of an individual shareholder; name, enterprise code or number of legal documents of the organization, and head office address in the case of an organizational shareholder; number of shares and time of share registration of each shareholder, total number of shares of the group of shareholders and their ownership ratio in the total number of shares of the Corporation; the matters to be inspected and the purpose of the inspection;

d. To propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal shall be made in writing and sent to the Corporation no later than three (03) working days before the opening date of the meeting. The proposal shall clearly state the name of the shareholder, the number of each class of shares held by the shareholder, and the matters proposed to be included in the meeting agenda;

dd. Other rights in accordance with the provisions of law and this Charter.

3. Shareholders or groups of shareholders holding ten percent (10%) or more of the total number of ordinary shares shall have the right to nominate candidates to the Board of Directors and the Supervisory Board when the Corporation supplements or replaces members of the Board of Directors or the Supervisory Board. The nomination of candidates to the Board of Directors and the Supervisory Board shall be carried out as follows:

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

b. Based on the number of members of the Board of Directors and the Supervisory Board, shareholders or groups of shareholders specified in this Clause shall have the right, in accordance with the decision of the General Meeting of Shareholders, to nominate one or more persons as candidates for the Board of Directors and the Supervisory Board. In case the number of candidates nominated by shareholders or groups of shareholders is fewer than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders (if any).

c. Shareholders or groups of shareholders holding from ten percent (10%) to less than twenty-five percent (25%) shall be entitled to nominate a maximum of one (01) candidate; from twenty-five percent (25%) to less than forty percent (40%) shall be entitled to nominate a maximum of three (03) candidates; from forty percent (40%) to less than fifty percent (50%) shall be entitled to nominate a maximum of four (04) candidates; from fifty percent (50%) to less than sixty percent (60%) shall be entitled to nominate a maximum of five (05) candidates; from sixty percent (60%) to less than seventy percent (70%) shall be entitled to nominate a maximum of six (06) candidates; from seventy percent (70%) to eighty percent (80%) shall be entitled to nominate a maximum of seven (07) candidates; and from eighty percent (80%) to less than ninety percent (90%) shall be entitled to nominate a maximum of eight (08) candidates.

4. Shareholders or groups of shareholders holding at least one percent (01%) of the total number of ordinary shares shall have the right, on their own behalf or on behalf of the Corporation, to initiate legal proceedings to claim personal or joint liability against members of the Board of Directors or the General Director in order to request the return of benefits or compensation for damages to the Corporation or to other persons in the following cases:

a. Violation of the responsibilities of managers of the Corporation as prescribed in Article 165 of the Law on Enterprises;

b. Failure to perform, incomplete performance, untimely performance, or performance contrary to the provisions of law, the Charter of the Corporation, or resolutions or decisions of the Board of Directors with respect to the assigned rights and obligations;

c. Abuse of position or authority and use of information, know-how, business opportunities, or other assets of the Corporation for personal gain or for the benefit of other organizations or individuals;

d. Other cases as provided for by law and the Charter of the Corporation

The order and procedures for initiating a lawsuit shall be implemented in accordance with the provisions of civil procedure laws. Litigation costs in cases where shareholders or groups of shareholders initiate lawsuits on behalf of the Corporation shall be recorded as expenses of the Corporation, except where the claim is rejected.

5. A shareholder holding at least ten percent (10%) of the total number of ordinary shares may authorize a maximum of five (05) authorized representatives.

6. Shareholders or groups of shareholders as specified in this Article shall have the right to examine, look up and extract necessary information in accordance with the decision of a Court or Arbitration before or during the process of initiating legal proceedings.

Article 12. Obligations of Shareholders

Ordinary shareholders shall have the following obligations:

1 To fully and timely pay for the shares they have committed to purchase.

2. Not to withdraw the capital contributed in the form of ordinary shares from the Corporation in any form, except in cases where the shares are repurchased by the Corporation or by other persons. In case a shareholder withdraws part or all of the contributed share capital in violation of this Clause, such shareholder and the related persons in the Corporation shall be jointly liable for the debts and other property obligations of the Corporation within the value of the shares withdrawn and for any damages incurred.

3. To comply with the Charter of the Corporation and the internal management regulations of the Corporation.

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 Corporation in accordance with the Charter of the Corporation and the law; to use such information only for the purpose of exercising and protecting their lawful rights and interests; and it is strictly prohibited to disclose, copy or send the information provided by the Corporation to other organizations or individuals.

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

a. To attend and vote directly at the meeting;

b. To authorize another individual or organization to attend and vote at the meeting;

c. To attend and vote through an online conference, electronic voting, or other electronic forms;

d. To send voting ballots to the meeting by mail, fax, or email;

dd. To send voting ballots by other means as stipulated in the Charter of the Corporation.

7. To bear personal responsibility when acting in the name of the Corporation in any form to carry out any of the following acts:

a. Violating the law;

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

c. Paying debts that are not yet due when financial risks arise to the Corporation.

8. To be responsible for accurately and promptly notifying the Corporation of personal information, including contact address, and any changes thereto.

9. To maintain a cooperative attitude and behave in a proper and courteous manner when providing opinions and recommendations for the development of the Corporation.

10. To fulfill other obligations in accordance with the provisions of applicable laws.

Article 13. General Meeting of Shareholders

1. The General Meeting of Shareholders comprises all shareholders with voting rights and shall be the highest decision-making body of the Corporation. The General Meeting of Shareholders shall convene annually once a year and within four (04) months from the end of the financial year. The Board of Directors may decide to extend the convening of the annual General Meeting of Shareholders when necessary, but not exceeding six (06) months from the end of the financial year. In addition to the annual meeting, the General Meeting of Shareholders may convene extraordinary meetings. The location of the General Meeting of Shareholders shall be determined as the place where the Chairman attends the meeting and shall be within the territory of Vietnam.

2. The Board of Directors shall convene the annual General Meeting of Shareholders and select an appropriate venue. The annual General Meeting of Shareholders shall decide on matters in accordance with the provisions of law and the Charter of the Corporation, particularly the approval of the audited annual financial statements. The Corporation shall invite a representative of the approved auditing organization auditing the financial statements of the Corporation (under the annual audit contract signed between the parties) to attend the annual General Meeting of Shareholders, and such representative shall be responsible for attending the annual General Meeting of Shareholders of the Corporation.

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

a. The Board of Directors deems it necessary for the interests of the Corporation;

b. The number of members of the Board of Directors, independent members of the Board of Directors (independent Board members), or members of the Supervisory Board is fewer than the minimum number as prescribed by law;

c. At the request of shareholders or a group of shareholders as specified in Clause 2, Article 115 of the Law on Enterprises; the request for convening a meeting of the General Meeting of Shareholders shall be made in writing, clearly stating the reason and purpose of the meeting, and shall bear the signatures of the relevant shareholders, or the request may be made in several documents containing the signatures of the relevant shareholders;

d. At the request of the Supervisory Board;

dd. Other cases as provided for by law and this Charter.

4. Convening an extraordinary General Meeting of Shareholders

a. The Board of Directors shall convene a meeting of the General Meeting of Shareholders within thirty (30) days from the date on which the number of members of the Board of Directors, independent members of the Board of Directors, or members of the Supervisory Board remains as specified in Point b, Clause 3 of this Article, or from the date of receipt of the request specified in Points c and d, Clause 3 of this Article. In the event that the number of members of the Board of Directors is reduced by more than one-third (1/3) of the prescribed number, the Board of Directors shall convene a meeting of the General Meeting of Shareholders within sixty (60) days from the date on which the number of members falls below this threshold. To ensure uninterrupted production and business operations during this period, the Board of Directors may implement the measures provided in Clauses 3 and 4, Article 25 of this Charter;

b. In the event that the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, the Supervisory Board shall, within the following thirty (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 the event that the Supervisory Board fails to convene the 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 request the representative of the Corporation 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, conducting the meeting and adopting resolutions of the General Meeting of Shareholders. All expenses for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Corporation. These expenses shall not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

5. Meetings of the General Meeting of Shareholders may be held in the form of in-person meetings, online meetings, or a combination of both forms. The form of organizing the General Meeting of Shareholders shall be decided by the convener of the meeting and notified to shareholders in the decision on convening the meeting.

Article 14. Rights and Obligations of the General Meeting of Shareholders

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

a. To approve the development orientation of the Corporation;

b. To decide on the types of shares and the total number of shares of each type to be offered for sale; to decide on the annual dividend level of each class of shares;

c. To elect, dismiss or remove members of the Board of Directors and members of the Supervisory Board;

d. To decide on investment in or sale of assets valued at thirty-five percent (35%) or more of the total asset value recorded in the Corporation's most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements);

dd. To decide on amendments and supplements to the Charter of the Corporation;

e. To approve the annual financial statements;

g. To decide on the repurchase of more than ten percent (10%) of the total number of shares sold of each type;

h. To review and handle violations committed by members of the Board of Directors or members of the Supervisory Board that cause damage to the Corporation and its shareholders;

i. To decide on the reorganization or dissolution of the Corporation;

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

l. To approve the Internal Regulation on Corporate Governance; the Regulation on the Operation of the Board of Directors and the Supervisory Board;

m. To approve the list of independent auditing firms; to decide on the approved auditing firm to conduct the audit of the Corporation's operations; and to dismiss the approved auditor when deemed necessary;

n. Other rights and obligations in accordance with the provisions of law.

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

a. The annual business plan of the Corporation;

b. The audited annual financial statements;

c. The report of the Board of Directors on governance and the performance results of the Board of Directors and each member of the Board of Directors;

d. The evaluation report of the independent member of the Board of Directors on the performance of the Board of Directors and the activities of the Committees under the Board of Directors;

dd. The report of the Supervisory Board on the business performance of the Corporation and the performance results of the Board of Directors and the General Director;

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

g. The dividend level for each share of each type;

h. The number of members of the Board of Directors and the Supervisory Board;

i. The election, dismissal or removal of members of the Board of Directors and members of the Supervisory Board;

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

l. The approval of the list of independent auditing firms and the selection of the approved auditing firm to conduct audits of the Corporation's operations when necessary;

m. Amendments and supplements to the Charter of the Corporation;

n. The division, separation, consolidation, merger or conversion of the Corporation;

o. The reorganization and dissolution (liquidation) of the Corporation and the appointment of the liquidator;

p. Decide on investment in or sale of assets valued at thirty-five percent (35%) or more of the total asset value recorded in the Corporation's most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements);

q. The repurchase of more than ten percent (10%) of the total number of shares sold of each type;

r. The Corporation enters into contracts/transactions with persons specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than thirty-five percent (35%) of the total asset value of the Corporation as recorded in the most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements);

s. The approval of loan, lending or asset sale contracts/transactions with a value greater than ten percent (10%) of the total asset value recorded in the Corporation's most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements) between the Corporation and a shareholder owning fifty-one percent (51%) or more of the total voting shares, or a related person of such shareholder;

t. Approval of the following transactions:

t1. Transactions with a value of 35% or more, or transactions resulting in the total transaction value arising within 12 months from the date of the first transaction reaching 35% or more of the total asset value recorded in the most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements), or a lower ratio or value as stipulated in the Corporation's Charter, between the Corporation and any of the following parties:

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

- Shareholders or authorized representatives of shareholders owning more than ten percent (10%) of the total ordinary share capital of the Corporation and their related persons;

- Enterprises related to the persons specified in Clause 2, Article 164 of the Law on Enterprises;

t2. Contracts or transactions for loans or asset sales with a value exceeding 10% of the total asset value recorded in the most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements) between the Corporation and a shareholder owning 51% or more of the total voting shares or a related person of such shareholder;

u. The approval of the Internal Regulation on Corporate Governance, the Regulation on the Operation of the Board of Directors, and the Regulation on the Operation of the Supervisory Board;

v. Other matters in accordance with the provisions of law and this Charter.

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

Article 15. Authorization to Attend the General Meeting of Shareholders

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

2. The authorization of an individual or organization to attend the General Meeting of Shareholders as prescribed in Clause 1 of this Article shall be made in writing. The authorization letter shall be prepared in accordance with the provisions of civil law and shall clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the contents and scope of authorization, the term of authorization, and the signatures of both the authorizing party and the authorized party.

The authorized person attending the General Meeting of Shareholders shall submit the authorization letter upon registration for attendance. In case of re-authorization, the attendee shall additionally present the original authorization letter of the shareholder or the authorized representative of the shareholder that is an organization (if it has not previously been registered with the Corporation).

3. Voting ballots of an authorized person attending the meeting within the scope of authorization shall remain valid in the following cases:

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

b. The authorizing person has revoked the authorization;

c. The authorizing person has revoked the authority of the person carrying out the authorization.

This Clause shall not apply in cases where the Corporation receives notice of one of the above events before the opening of the General Meeting of Shareholders or before the reconvening of the meeting.

Article 16. Variation of Rights

1. Any variation or cancellation of special rights attached to any type of preference shares shall be valid only when approved by shareholders representing sixty-five percent (65%) or more of the total votes of all shareholders attending the meeting.

A resolution of the General Meeting of Shareholders on matters that adversely change the rights and obligations of shareholders holding preference shares shall be adopted only if approved by shareholders of the same type of preference shares attending the meeting representing seventy-five percent (75%) or more of the total number of such preference shares, or approved by shareholders of the same type of preference shares representing seventy-five percent (75%) or more of the total number of such preference shares in the case where the resolution is adopted in the form of collecting written opinions.

2. The organization of a meeting of shareholders holding a type of preference shares to approve the variation of rights mentioned above shall be valid only when at least two (02) shareholders (or their authorized representatives) attend and represent at least one-third (1/3) of the total par value of the issued shares of such type. In the event that the required quorum is not met, the meeting shall be reconvened within the following thirty (30) days, and the shareholders holding shares of such type who attend in person or through authorized representatives shall be deemed to constitute a valid quorum regardless of the number of persons and the number of shares represented. At such meetings of shareholders holding the aforesaid preference shares, shareholders holding shares of such type present in person or through representatives may request a secret ballot. Each share of the same type shall carry equal voting rights at such meetings.

3. The procedures for conducting such separate meetings shall be implemented in accordance with the provisions of Articles 17, 18 and 19 of this Charter.

4. Unless otherwise provided in the terms of issuance of shares, the special rights attached to types of preference shares with preferential rights in respect of certain or all matters relating to the distribution of profits or assets of the Corporation shall not be varied when the Corporation issues additional shares of the same type.

Article 17. Convening, Meeting Agenda and Notice of Meeting of the General Meeting of Shareholders

1. The Board of Directors shall convene the annual and extraordinary meetings of the 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 shall perform the following tasks:

a. To prepare the list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared not more than ten (10) days before the date of sending the notice of invitation to the General Meeting of Shareholders. The Corporation shall disclose information about the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least twenty (20) days before the record date;

b. To prepare the agenda and contents of the meeting;

c. To prepare documents for the meeting;

d. To draft resolutions of the General Meeting of Shareholders according to the expected contents of the meeting;

dd. To determine the form, time and venue of the meeting;

e. To notify and send the notice of meeting of the General Meeting of Shareholders to all shareholders entitled to attend the meeting;

g. Other tasks serving the meeting.

3. The notice of invitation to the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring delivery to the shareholders' contact addresses (which may be sent by email or fax number in accordance with the agreement/commitment/registration of the shareholders with the Corporation), and shall simultaneously be disclosed on the website of the Corporation and the websites of the State Securities Commission and the Stock Exchange where the shares of the Corporation are listed or registered for trading. The person convening the General Meeting of Shareholders shall send the notice of invitation to all shareholders on the list of shareholders entitled to attend the meeting no later than twenty-one (21) days before the opening date of the meeting (counted from the date the notice is validly sent or dispatched). The agenda of the General Meeting of Shareholders and documents related to the matters to be voted on at the meeting shall be sent to the shareholders and/or published on the website of the Corporation. In the event that such documents are not enclosed with the notice of meeting of the General Meeting of Shareholders, the notice shall clearly indicate the link to the full set of meeting documents for shareholders' access, including:

a. The meeting agenda and documents to be used at the meeting;

b. The list and detailed information of candidates in the case of election of members of the Board of Directors or members of the Supervisory Board. Detailed information of candidates shall include a brief curriculum vitae, experience, educational qualifications, working history, the time of commencement of holding the position of member of the Board of Directors or member of the Supervisory Board in the Corporation (if any), and information on current positions held in other listed and unlisted companies;

c. Voting ballots;

d. Draft resolutions for each matter in the meeting agenda. The draft resolutions of the General Meeting of Shareholders shall contain sufficient information and details providing the basis for shareholders to exercise their voting rights.

4. Shareholders or groups of shareholders as specified in Clause 2, Article 11 of this Charter shall have the right to propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal shall be made in writing and sent to the Corporation no later than three (03) working days before the opening date of the meeting. The proposal shall clearly state the name of the shareholder, the number of shares of each type held by the shareholder, and the matter proposed to be included in the meeting agenda.

5. The person convening the General Meeting of Shareholders shall have the right to refuse the proposal specified in Clause 4 of this Article in the following cases:

a. The proposal is not submitted in accordance with Clause 4 of this Article;

b. At the time the proposal is made, the shareholder or group of shareholders does not hold at least five percent (05%) of the ordinary shares as stipulated 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 provided for by law and this Charter.

6. The person convening the General Meeting of Shareholders shall accept and include the proposal specified in Clause 4 of this Article in the proposed agenda and contents of the meeting, except for the cases specified in Clause 5 of this Article; the proposal shall be officially included in the agenda and contents of the meeting if approved by the General Meeting of Shareholders.

Article 18. Conditions for Conducting a Meeting of the General Meeting of Shareholders

1. A meeting of the General Meeting of Shareholders shall be conducted when shareholders attending the meeting represent more than fifty percent (50%) of the total voting shares.

2. In the event that the first meeting does not satisfy the conditions for conducting the meeting as prescribed in Clause 1 of this Article, the notice of invitation to the second meeting shall be sent within thirty (30) days from the scheduled date of the first meeting. The second meeting of the General Meeting of Shareholders shall be conducted when shareholders attending the meeting represent thirty-three percent (33%) or more of the total voting rights.

3. In the event that the second meeting does not satisfy the conditions for conducting the meeting as prescribed in Clause 2 of this Article, the notice of invitation to the third meeting shall be sent within twenty (20) days from the scheduled date of the second meeting. The third meeting of the General Meeting of Shareholders shall be conducted regardless of the total voting rights represented by the shareholders attending the meeting.

4. Upon the proposal of the Chairman, the General Meeting of Shareholders shall have the right to change the meeting agenda enclosed with the notice of invitation to the meeting in accordance with the provisions of this Charter.

Article 19. Procedures for conducting meetings and voting at the General Meeting of Shareholders

1. Before the opening of the meeting, the Corporation shall conduct shareholder registration procedures and shall continue the registration process until all shareholders entitled to attend the meeting have completed registration in accordance with the following order:

a. When registering shareholders attending in the form of a in-person meeting: the Corporation shall issue to each shareholder or authorized representative with voting rights a voting card, which shall state the registration number, full name of the shareholder, full name of the authorized representative, and the number of voting rights of such shareholder. For shareholders attending the meeting in an online format: each shareholder shall be provided with an account and password to log in and participate in the meeting and vote online, and shareholders shall cast their votes in accordance with the regulations and/or instructions applicable to the online meeting format;

b. The General Meeting of Shareholders shall discuss and vote on each matter in the meeting agenda. The Corporation shall announce the voting procedures to be applied before the General Meeting conducts voting on the matters. Voting shall be conducted by affirmative vote, negative vote, or abstention. The vote counting results shall be announced by the Chairman immediately before the closing of the meeting. The General Meeting shall elect persons responsible for vote counting or supervising the vote counting upon the proposal of the Chairman. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairman of the meeting;

c. Shareholders or authorized representatives arriving after the meeting has commenced shall have the right to register immediately and thereafter shall have the right to participate in and vote at the meeting immediately after registration. The Chairman shall not be required to suspend the meeting to allow late-arriving shareholders to register, and the validity of the matters voted on prior to such registration shall remain unchanged.

2. The election of the Chairman, the Secretary and the Vote Counting Committee shall be conducted as follows:

a. The Chairman of the Board of Directors shall act as the Chairman of the meeting, or shall authorize another member of the Board of Directors to act as the Chairman of the General Meeting of Shareholders convened by the Board of Directors. In the event that the Chairman is absent or temporarily unable to perform his/her duties, the remaining members of the Board of Directors shall elect one of them to act as the Chairman of the meeting on the basis of the majority principle. If the Board of Directors fails to elect a Chairman, the Head of the Supervisory Board shall preside over the meeting in order for the General Meeting of Shareholders to elect the Chairman from among the attendees, and the person receiving the highest number of votes shall act as the Chairman of the meeting;

b. Except for the case specified in Point a of this Clause, the person signing the decision to convene the General Meeting of Shareholders shall preside over the meeting in order for the General Meeting of Shareholders to elect the Chairman of the meeting, and the person receiving the highest number of votes shall act as the Chairman of the meeting;

c. The Chairman shall appoint one or more persons to act as the Secretary of the meeting;

d. The General Meeting of Shareholders shall elect one or more persons to the Vote Counting Committee upon the proposal of the Chairman of the meeting. At least one member of the Vote Counting Committee shall be independent of the Executive Board and major shareholders.

3. The meeting agenda and contents shall be approved by the General Meeting of Shareholders at the opening session. The agenda shall clearly and specifically determine the time allocated for each matter included in the meeting agenda.

4. The Chairman of the meeting may carry out the necessary activities to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda and in a manner reflecting the wishes of the majority of the attendees.

a. Arranging seating at the venue of the in-person General Meeting of Shareholders;

b. Ensuring the safety of all persons present at the in-person meeting venues;

c. Facilitating shareholders to attend (or continue to attend) the meeting. The person convening the General Meeting of Shareholders shall have full authority to change the above measures and to apply all necessary measures. Such measures may include the issuance of admission cards or the application of other forms of selection.

5. The person convening the meeting or the Chairman of the General Meeting of Shareholders shall have the following rights:

a. To require all attendees to undergo inspection or other lawful and reasonable security measures;

b. To request the competent authorities to maintain order at the meeting; to expel persons who fail to comply with the authority of the Chairman, intentionally cause disorder, obstruct the normal progress of the meeting, or fail to comply with security inspection requirements from the General Meeting of Shareholders.

6. The Chairman shall have the right to postpone a meeting of the General Meeting of Shareholders for which a sufficient number of attendees has been registered for a period not exceeding three (03) working days from the scheduled opening date of the meeting and may only postpone the meeting or change the meeting venue in the following cases:

a. The meeting venue does not have sufficient seating conveniently arranged for all attendees;

b. The communication facilities at the meeting venue do not ensure that shareholders attending the meeting can participate in discussions and voting;

c. There are attendees obstructing or disrupting order, posing a risk that the meeting cannot be conducted in a fair and lawful manner.

7. In the event that the Chairman postpones or suspends 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 the attendees to replace the Chairman to preside over the meeting until its conclusion; all resolutions adopted at that meeting shall remain valid and effective.

8. In the event that the Corporation applies the online meeting format to organize the General Meeting of Shareholders, the Corporation shall be responsible for ensuring that shareholders may attend and vote by electronic voting or other electronic means in accordance with Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/ND-CP dated December 31st, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

Article 20. Conditions for Adoption of Resolutions of the General Meeting of Shareholders

1. Resolutions on the following matters shall be adopted when approved by shareholders representing sixty-five percent (65%) or more of the total voting rights of all shareholders attending and voting at the meeting, except for the cases specified in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises:

a. Types of shares and the total number of shares of each type;

b. Changes to business lines, trades and sectors;

c. Changes to the organizational and management structure of the Corporation;

d. Investment projects or asset sales with a value of thirty-five percent (35%) or more of the total asset value recorded in the Corporation's most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements);

dd. Reorganization or dissolution of the Corporation.

2. Other resolutions shall be adopted when approved by shareholders representing more than fifty percent (50%) of the total voting rights of all shareholders attending and voting at the meeting, except for the cases specified in Clause 1 of this Article and Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.

3. Resolutions of the General Meeting of Shareholders shall take effect from the date of adoption or from the effective date specified in such resolutions.

4. Resolutions of the General Meeting of Shareholders approved by one hundred percent (100%) of the total voting shares shall be lawful and effective even if the procedures for convening the meeting and adopting such resolutions violate the provisions of the Law on Enterprises and the Charter of the Corporation.

5. In the event that a shareholder or a group of shareholders requests a court or arbitration to annul a resolution of the General Meeting of Shareholders, such resolution shall remain valid and effective until a legally effective decision annulling such resolution is issued by the court or arbitration, except where interim emergency measures are applied in accordance with the decision of a competent authority.

Article 21. Authority and Procedures for Collecting Written Opinions of Shareholders to Adopt Resolutions of the General Meeting of Shareholders

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

1. The Board of Directors shall have the right to collect written opinions of shareholders to adopt resolutions of the General Meeting of Shareholders when deemed necessary for the interests of the Corporation, except for the following matters:

a. Amendment and supplementation of the contents of the Charter of the Corporation;

b. Development orientation of the Corporation;

c. Types of shares and the total number of shares of each type;

d. Election, dismissal or removal of members of the Board of Directors and the Supervisory Board;

dd. Decision on investment in or sale of assets with a value of 35% or more of the total asset value recorded in the Corporation's most recent audited quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements);

e. Approval of the annual financial statements;

g. Reorganization or dissolution of the Corporation.

2. The Board of Directors shall prepare the written opinion collection form, the draft resolution of the General Meeting of Shareholders, explanatory documents for the draft resolution, and shall send them to all shareholders with voting rights at least ten (10) days before the time limit for returning the written opinion forms. The requirements and methods for sending the written opinion forms and accompanying documents shall comply with the provisions of Clause 3, Article 17 of this Charter.

3. The written opinion form shall contain the following principal contents:

a. Name, address of the head office, and enterprise code of the Corporation;

b. Purpose of collecting written opinions;

c. Full name, contact address, nationality, and legal identification number of the individual shareholder; name, enterprise code or legal identification number of the organizational shareholder, and address of its head office; or full name, contact address, nationality, and legal identification number of the individual representative of an organizational shareholder; the number of shares of each type and the number of voting rights of the shareholder;

d. Matters on which opinions are sought for approval;

dd. Voting options including approval, disapproval, and abstention for each matter on which opinions are sought;

e. Time limit for returning the completed written opinion form to the Corporation;

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

4. Shareholders may return the completed written opinion forms to the Corporation by mail, fax or email in accordance with the following provisions:

a. In the case of sending by mail, the completed written opinion form must bear the signature of the shareholder who is an individual, or of the authorized representative or legal representative of the shareholder that is an organization. The written opinion form sent to the Corporation must be placed in a sealed envelope and must not be opened by anyone before the vote counting;

b. In the case of sending by fax or email, the written opinion form sent to the Corporation must be kept confidential until the vote counting time in accordance with the Corporation's confidentiality regulations;

c. Written opinion forms returned to the Corporation after the time limit specified in the written opinion form, or opened in the case of submission by mail, or disclosed in the case of submission by fax or email shall be invalid. Written opinion forms that are not returned shall be deemed as not participating in the voting.

5. The Board of Directors shall conduct the vote counting and prepare the vote counting record under the supervision of the Supervisory Board or of shareholders who do not hold managerial positions in the Corporation. The vote counting record shall contain the following principal contents:

a. Name, address of the head office, and enterprise code of the Corporation;

b. Purpose and matters on which opinions are sought for the resolution to be adopted;

c. Number of shareholders with the total number of voting rights participating in the voting, specifying the number of valid votes and invalid votes and the method of submission of voting forms, together with an appendix listing the shareholders participating in the voting;

d. Total number of votes in favor, against, and abstentions for each matter;

dd. Matters adopted and the corresponding voting ratios for adoption;

e. Full names and signatures of the Chairman of the Board of Directors, the vote counting officer, and the vote counting supervisor.

Members of the Board of Directors, the vote counting officer and the vote counting supervisor shall be jointly responsible for the truthfulness and accuracy of the vote counting record and shall bear joint liability for any damages arising from resolutions adopted due to dishonest or inaccurate vote counting.

6. The vote counting record and the resolution shall be sent to shareholders within fifteen (15) days from the date of completion of the vote counting. The sending of the vote counting record and the resolution may be replaced by posting them on the Corporation's website within twenty-four (24) hours from the time the vote counting is completed.

7. The completed written opinion forms, the vote counting record, the adopted resolution and the documents attached to the written opinion forms shall be kept at the head office of the Corporation.

8. A resolution adopted by collecting written opinions of shareholders shall be approved by shareholders representing the proportion of the total voting shares as prescribed in Article 20 of this Charter and shall have the same validity as a resolution adopted at a meeting of the General Meeting of Shareholders.

Article 22. Resolutions and minutes of the General Meeting of Shareholders

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

a. Name, address of the head office, and enterprise code of the Corporation;

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

c. Meeting agenda and contents of the meeting;

d. Full name of the Chairman and the Secretary;

dd. A list specifying in full the members of the Board of Directors, the Executive Board, and representatives of the independent auditing firm attending the General Meeting;

e. Summary of the proceedings of the meeting and details of the opinions expressed by shareholders at the General Meeting of Shareholders, and detailed responses of the Chairman and representatives of the Corporation to the shareholders' opinions on each matter in the meeting agenda;

g. Number of shareholders and the total voting rights of the shareholders attending the meeting, together with an appendix listing the registered shareholders and shareholder representatives attending the meeting with the corresponding number of shares and voting rights;

h. Total voting rights for each matter put to a vote, specifying the voting method, the total number of valid votes, invalid votes, votes in favor, votes against and abstentions, and the corresponding ratios to the total voting rights of shareholders attending the meeting;

i. Matters adopted and the corresponding voting ratios for adoption;

k. Signatures of the Chairman and the Secretary. In the event that the Chairman or the Secretary refuses to sign the meeting minutes, such minutes shall remain valid if signed by all other members of the Board of Directors attending the meeting and contain all contents as prescribed in Points a to i of this Clause. The minutes shall clearly state that the Chairman or the Secretary refused to sign the meeting minutes.

2. The minutes of the General Meeting of Shareholders must be completed and approved before the closing of the meeting. The Chairman and the Secretary of the meeting or other persons signing the minutes shall bear joint responsibility for the truthfulness and accuracy of the contents of the minutes.

3. The minutes prepared in Vietnamese and English shall have equal legal validity. In the event of any discrepancy between the Vietnamese version and the English version, the Vietnamese version shall prevail.

4. The resolutions and minutes of the General Meeting of Shareholders, the appendix listing shareholders registered to attend the meeting with the signatures of shareholders, the authorization letters for attendance at the meeting, all documents attached to the minutes (if any), and the documents enclosed with the notice of invitation to the meeting shall be disclosed in accordance with the laws on information disclosure in the securities market and shall be kept at the head office of the Corporation.

Article 23. Request for Annulment of Resolutions of the General Meeting of Shareholders

Within ninety (90) days from the date of receipt of the resolution or the minutes of the General Meeting of Shareholders, or the vote counting record of the collection of written opinions of the General Meeting of Shareholders, a shareholder or group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises shall have the right to request the Court or Arbitration to review and annul a resolution or part of the contents of a resolution of the General Meeting of Shareholders in the following cases:

1. The procedures for convening the meeting and adopting resolutions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the Charter of the Corporation, except for the case specified in Clause 4, Article 20 of this Charter.

2. The contents of the resolution violate the law or this Charter.

In the event that a resolution or decision of the General Meeting of Shareholders is annulled pursuant to a decision of the Court or Arbitration, the person convening the annulled General Meeting of Shareholders may consider convening another General Meeting of Shareholders within thirty (30) days in accordance with the procedures prescribed in the Law on Enterprises and this Charter.

VII. BOARD OF DIRECTORS

Article 24. Nomination and Candidacy for Members of the Board of Directors

1. Where candidates have been identified in advance, information relating to candidates for the Board of Directors shall be included in the meeting materials of the General Meeting of Shareholders and disclosed at least ten (10) days prior to the opening date of the General Meeting of Shareholders on the Corporation's website so that shareholders may review such candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must undertake to perform their duties loyally, honestly and prudently and in the best interests of the Corporation if elected as members of the Board of Directors. Information relating to candidates for the Board of Directors to be disclosed includes:

a. Full name, date of birth;

b. Educational qualifications;

c. Professional qualifications;

d. Working experience;

dd. The first date on which the candidate held a position at the Corporation;

e. Other managerial positions held (including positions as a member of the Board of Directors of other companies);

g. Interests related to the Corporation and its related parties;

h. Other information (if any);

i. Disclosure of information on companies in which the candidate holds the position of member of the Board of Directors, other managerial positions, and interests related to the Corporation of the candidate for the Board of Directors (if any). Information on candidates must be clearly stated as prescribed in Point b, Clause 3, Article 17 of this Charter.

2. Shareholders or a group of shareholders holding ten percent (10%) or more of the total ordinary shares shall have the right to nominate candidates to the Board of Directors in accordance with the Law on Enterprises and the Charter of the Corporation.

3. In the event that the number of candidates for the Board of Directors nominated or self-nominated is still insufficient as required under Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Charter of the Corporation, the Internal Regulation on Corporate Governance, and the Regulation on the Operation of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

4. Members of the Board of Directors must satisfy the standards and conditions prescribed in Clause 1 and Clause 2, Article 155 of the Law on Enterprises and the Charter of the Corporation.

Article 25. Composition and Term of Office of Members of the Board of Directors

1. Number of members of the Board of Directors shall be from six (06) to eight (08) persons.

2. Term of each member of the Board of Directors shall not exceed five (05) years and such member may be re-elected for an unlimited number of terms. An individual may only be elected as an independent Board of Directors member of the Corporation for no more than 02 terms (or a total period as independent Board of Directors member not exceeding 10 years). A Board of Directors member may simultaneously be a Board of Directors member or member of the Members' Council of no more than 05 other companies. A member of the Board of Directors may be a person who is not a shareholder of the Corporation, does not hold Vietnamese nationality and/or does not reside in Vietnam.

3. In the event that the terms of office of all members of the Board of Directors expire simultaneously, such members shall continue to serve as members of the Board of Directors until new members are elected to replace them and assume their duties.

4. In the event that a member of the Board of Directors submits a resignation prior to the time of the General Meeting of Shareholders (annual or extraordinary) and the number of members of the Board of Directors still satisfies the required number, the Board of Directors may reassign duties among the remaining members and submit the resignation for voting at the nearest General Meeting of Shareholders and disclose information in accordance with regulations. Pending the resolution of the General Meeting of Shareholders, the member of the Board of Directors who has submitted a resignation shall not exercise the rights or perform the duties of a member of the Board of Directors in accordance with this Charter and applicable laws.

5. The composition of the Board of Directors shall be as follows:

a. The composition of the Board of Directors of the Corporation must ensure that: (i) there is at least one (01) non-executive member in the event that the Board of Directors of the Corporation consists of five (05) members; and (ii) there are at least two (02) non-executive members in the event that the Board of Directors of the Corporation consists of six (06) to eight (08) members, in order to ensure the independence of the Board of Directors.

b. The total number of independent members of the Board of Directors must be at least one (01) if the Board of Directors has five (05) members, and at least two (02) if the Board of Directors has six (06) to eight (08) members.

6. A member of the Board of Directors shall cease to hold the position of member of the Board of Directors in the event of dismissal, removal, or replacement by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.

7. The appointment of members of the Board of Directors must be disclosed in accordance with the laws on information disclosure in the securities market.

8. A member of the Board of Directors is not required to be a shareholder of the Corporation.

Article 26. Rights and Obligations of the Board of Directors

1. The Board of Directors is the managing body of the Corporation and has full authority on behalf of the Corporation to decide and exercise the rights and obligations of the Corporation, except for the rights and obligations falling under the authority of the General Meeting of Shareholders as prescribed in Article 138 of the Law on Enterprises and Article 14 of this Charter.

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

a. To decide on the strategy, medium-term development plan and annual business plan of the Corporation.

b. To propose the types of shares and the total number of shares of each type to be offered for sale.

c. To decide on the sale of unsold shares within the number of shares of each type permitted to be offered for sale; and to decide on raising additional capital in other forms.

d. To decide on the selling price of shares and bonds of the Corporation.

dd. To decide on the repurchase of shares in accordance with the provisions of law.

e. To decide on investment plans and investment projects within its authority and limits as prescribed by law.

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

h. Approve contracts for the purchase, sale, borrowing, lending, and other contracts/transactions with a value of thirty-five percent (35%) or more of the Corporation's total asset value as stated in its most recent quarterly/semi-annual/annual financial statements (total asset value being the lower figure as stated in either the separate or the consolidated financial statements), except for contracts/transactions falling within the authority of the General Meeting of Shareholders under Point d, Clause 2, Article 138, and Clause 1 and Clause 3, Article 167 of the Law on Enterprises.

i. Approve contracts/transactions with the persons specified in Clause 1, Article 167 of the Law on Enterprises with a value of less than thirty-five percent (35%) of the Corporation's total asset value as stated in its most recent quarterly/semi-annual/annual financial statements (total asset value being the lower figure as stated in either the separate or the consolidated financial statements).

k. To elect, dismiss or remove the Chairman of the Board of Directors; to appoint, dismiss, enter into contracts with, and terminate contracts with the General Director and other managers as prescribed in the Charter of the Corporation; to decide on the salaries, remuneration, bonuses and other benefits of such managers in accordance with applicable regulations; to appoint authorized representatives to participate in the management of other enterprises and to decide on the entitlements of such appointees.

l. To decide on the organizational structure and internal management regulations of the Corporation; to decide on the establishment of subsidiaries, branches and representative offices, and on capital contributions to, or the purchase of shares of, other enterprises;

m. To decide on labor policies, salaries, bonuses and other welfare regimes for employees of the Corporation.

n. To approve the agenda and contents of documents serving the General Meeting of Shareholders; to convene the General Meeting of Shareholders or collect written opinions from the General Meeting of Shareholders.

o. To propose the dividend level to be paid; to decide on the time limit and procedures for dividend payment or the handling of losses arising in the course of business operations.

p. To propose the reorganization or dissolution of the Corporation or request the bankruptcy of the Corporation in accordance with the provisions of law.

q. To decide on the issuance of the Regulation on the Operation of the Board of Directors and the Internal Regulation on Corporate Governance after approval by the General Meeting of Shareholders; to decide on the issuance of the regulations on the operation of Committees under the Board of Directors, the Regulation on Information Disclosure and other internal management regulations.

r. To grant loans or provide guarantees to individuals and organizations in accordance with the law and the internal regulations of the Corporation.

s. Members of the Board of Directors shall have the right to directly access key management personnel of the Corporation in order to perform their supervisory, evaluation and decision-making duties within the authority of the Board of Directors through appropriate mechanisms, ensuring that such access does not affect the regular executive operations of the Corporation and complies with the regulations on management decentralization and information confidentiality.

t. To exercise other rights in accordance with the provisions of law and the Charter of the Corporation.

3. The Board of Directors shall be accountable to the General Meeting of Shareholders for the performance of its assigned duties and powers, including the following:

a. To supervise and direct the General Director and other managers in the management of the daily business operations of the Corporation.

b. To submit the audited annual financial statements to the General Meeting of Shareholders.

c. To pay dividends to shareholders in accordance with the law and the Charter of the Corporation after approval by the General Meeting of Shareholders.

d. To organize training and professional development on corporate governance and other necessary skills for members of the Board of Directors, the General Director, the Person in Charge of Corporate Governance and other managers.

dd. To ensure full and timely access to material information on strategy, finance, investment, risk management, internal control, compliance and events having a material impact on the Corporation.

e. To supervise the development and implementation of the Corporation's policies on business ethics, human rights, environmental protection, fair competition, anti-corruption, anti-money laundering, tax governance, legal compliance and sustainable development commitments.

g. To periodically review material financial risks, including risks arising from loans, bonds, financial covenants, potential breaches of contractual obligations and preventive measures.

h. To review risks related to digital transformation, data, cybersecurity and emerging technologies that have a material impact on the operations of the Corporation.

i. To develop and supervise the tax risk management policy, ensuring full compliance with tax laws and mitigating risks arising from the tax policies of the Corporation and its member units.

k. Each independent member of the Board of Directors shall be responsible for preparing an assessment report on the performance of the Board of Directors.

l. To perform other obligations in accordance with the provisions of law and the Charter of the Corporation.

4. The Board of Directors shall report to the General Meeting of Shareholders on the performance of the Board of Directors in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31st, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities and its amendments, supplements or replacements.

Article 27. Remuneration, Bonuses and Other Benefits of Members of the Board of Directors

1. The Corporation has the right to pay salaries, remuneration and bonuses to members of the Board of Directors based on business results and performance.

2. Members of the Board of Directors are entitled to salaries, remuneration for their work and bonuses. Salaries and remuneration shall be calculated based on the number of working days necessary for a member of the Board of Directors to perform his or her duties and the daily salary or remuneration rate. The Board of Directors shall estimate the salary and remuneration for each member based on the principle of unanimity. The total salary, remuneration and bonuses of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

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

4. A member of the Board of Directors who holds an executive position or a member of the Board of Directors who works in committees under the Board of Directors or performs other tasks which, in the opinion of the Board of Directors, fall outside the normal scope of duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump-sum payment for each assignment, salary, commission, percentage of profits or other forms as decided by the Board of Directors and shall be reported to the General Meeting of Shareholders at the annual meeting.

5. Members of the Board of Directors are entitled to reimbursement of all travel, meal, accommodation and other reasonable expenses incurred in performing their responsibilities as members of the Board of Directors, including expenses arising from attending meetings of the General Meeting of Shareholders, the Board of Directors or committees under the Board of Directors.

6. Members of the Board of Directors may be provided with liability insurance purchased by the Corporation after approval by the General Meeting of Shareholders.

Such insurance shall not cover liabilities of members of the Board of Directors arising from violations of law and the Charter of the Corporation.

7. The Corporation may apply mechanisms to withhold, adjust or recover a portion of remuneration already paid in the event of detected misconduct, fraud, breach of the duty of honesty, or a material adjustment to the determination of performance results, in accordance with the provisions of law and the remuneration policy approved by the General Meeting of Shareholders.

Article 28. Chairman of the Board of Directors

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

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

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

a. To formulate the agenda and operational plan of the Board of Directors;

b. To prepare the agenda, contents and documents for meetings; to convene and chair meetings of the Board of Directors;

c. To organize the adoption of resolutions and decisions of the Board of Directors;

d. To supervise the implementation of resolutions and decisions of the Board of Directors;

dd. To chair meetings of the General Meeting of Shareholders;

e. To organize the evaluation of the performance of each member of the Board of Directors and the committees under the Board of Directors at least once a year and report the results of such evaluation to the General Meeting of Shareholders;

g. To sign resolutions and decisions of the Board of Directors on behalf of the Board of Directors;

h. Other rights and obligations as prescribed by the Law on Enterprises and the Charter of the Corporation.

4. In the event that the Chairman of the Board of Directors submits a resignation or is dismissed or removed, the Board of Directors must elect a replacement within ten (10) days from the date of receipt of the resignation or from the date of dismissal or removal. During the period in which there is no Chairman of the Board of Directors, the remaining members shall elect one among them to temporarily perform the duties, powers and responsibilities of the Chairman of the Board of Directors from the date recorded in the minutes of the meeting, based on the principle of approval by the majority of the remaining members, until a decision of the Board of Directors is made.

5. In the event that the Chairman of the Board of Directors is absent or unable to perform his or her duties, he or she must authorize in writing another member to perform the rights and obligations of the Chairman of the Board of Directors in accordance with the principles stipulated in the Charter of the Corporation. In the event that no person is authorized, or the Chairman of the Board of Directors dies, is declared missing, is held

in temporary detention, is serving a prison sentence, is subject to administrative handling measures at a compulsory detoxification establishment or compulsory education establishment, absconds from the place of residence, has limited or lost civil act capacity, has difficulties in cognition or behavior control, or is banned by a court from holding positions, practicing a profession or performing certain work, the remaining members shall elect one among them to temporarily hold the position of Chairman of the Board of Directors or to perform the duties, powers and responsibilities of the Chairman of the Board of Directors from the date recorded in the minutes of the meeting, based on the principle of approval by the majority of the remaining members, until a decision of the Board of Directors is made.

Article 29. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the date of completion of the election of the Board of Directors. This meeting shall be convened and presided over by the member who receives the highest number of votes or the highest voting percentage. In the event that more than one member receives the highest and equal number of votes or voting percentage, the members shall elect one among them by majority vote to convene the meeting of the Board of Directors. The number of votes or voting percentage shall be calculated based on the number of votes or voting percentage obtained by that member of the Board of Directors at the General Meeting of Shareholders.

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

3. The Chairman of the Board of Directors shall convene an extraordinary meeting of the Board of Directors when deemed necessary for the interests of the Corporation or in one of the following cases:

a. Upon request of the Supervisory Board or an independent member of the Board of Directors;

b. Upon request of the General Director or at least five (05) other managers;

c. Upon request of at least two (02) members of the Board of Directors.

4. A request as prescribed in Clause 3 of this Article must be made in writing, clearly stating the purpose, issues to be discussed and decided which fall within the authority of the Board of Directors.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receipt of the request specified in Clause 3 of this Article. In the event that the Chairman of the Board of Directors fails to convene the meeting as requested, the Chairman of the Board of Directors shall be responsible for any damages incurred by the Corporation; the person making the request shall have the right to convene the meeting of the Board of Directors in place of the Chairman 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 the notice of meeting at least five (05) working days prior to the meeting date. The notice of meeting must clearly specify the time and venue

of the meeting, the agenda, and the issues to be discussed and decided. The notice of meeting must be accompanied by documents to be used at the meeting and voting ballots of the members.

The notice of meeting of the Board of Directors may be sent by invitation letter, telephone, fax, electronic means or other methods as prescribed in the Charter of the Corporation, provided that it is delivered to the contact address of each member of the Board of Directors registered with the Corporation.

In exceptional or urgent circumstances where necessary matters of the Corporation must be addressed immediately, the notice period for sending the meeting notice and accompanying documents may be shorter than five (05) working days, provided that all members of the Board of Directors attending the meeting approve/confirm their attendance (such approval shall be given in writing/by email prior to the meeting).

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

Members of the Supervisory Board have the right to attend meetings of the Board of Directors and to participate in discussions but shall not have the right to vote.

When necessary, the Board of Directors may invite and/or summon other participants to attend the meeting; such participants may discuss and give opinions but shall not have the right to vote.

8. A meeting of the Board of Directors shall be conducted when at least three quarters (3/4) of the total number of members are present. In the event that a meeting convened in accordance with this Clause does not have the required number of attending members, a second meeting shall be convened within seven (07) days from the date scheduled for the first meeting, and the notice of meeting must be sent in accordance with Clause 6 of this Article. In this case, the meeting shall be conducted if more than one half of the members of the Board of Directors attend the meeting.

9. When necessary, the Chairman of the Board of Directors shall review the contents and relevant documents and decide on the collection of written opinions from members of the Board of Directors in order to approve matters falling within the authority of the Board of Directors. A Resolution/Decision approved by the Board of Directors through written opinions shall have the same validity and effect as a resolution approved by the Board of Directors at a duly convened and conducted meeting.

10. A member of the Board of Directors shall be deemed to attend and vote 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 through a video conference, electronic voting or other electronic forms;

d. Sending voting ballots to the meeting by mail, fax or email;

dd. Sending voting ballots by other means.

11. In the case of sending voting ballots to the meeting by mail, the voting ballot must be placed in a sealed envelope and delivered to the Chairman of the Board of Directors no later than one (01) hour before the opening of the meeting. The voting ballots shall only be opened in the presence of all attendees of the meeting.

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

13. A resolution or decision of the Board of Directors shall be approved if it receives the approval of the majority of the attending members; in the event of an equal number of votes, the final decision shall follow the opinion of the Chairman of the Board of Directors.

14. Meetings of the Board of Directors may be conducted in the form of in-person meetings, online meetings, or a combination of both. Meetings of the Board of Directors shall be held at the head office of the Corporation or at other locations in Vietnam or abroad as proposed by the Chairman of the Board of Directors and approved by the Board of Directors.

15. In the event that a shareholder or a group of shareholders requests a Court or an Arbitral Tribunal to annul a resolution of the Board of Directors, such resolution shall remain valid and effective until a decision annulling that resolution issued by the Court or the Arbitral Tribunal becomes effective, except where interim emergency measures are applied in accordance with a decision of a competent authority.

Article 30. Committees Under the Board of Directors

1. The Board of Directors may establish committees under the Board of Directors to be responsible for specialized areas such as strategy, governance, nomination and remuneration, audit, risk management, sustainable development, etc. The number of members of each committee shall be decided by the Board of Directors and must consist of at least two (02) members. Members of such committees must be members of the Board of Directors. The Chairman of the Audit Committee must be an independent member of the Board of Directors. The duties of the Audit Committee must include supervising and evaluating the quality of the financial reporting process; supervising and evaluating the quality of the independent auditing firm.

The operation of the committees must comply with the operating regulations approved by the Board of Directors. Committees shall approve decisions through voting at meetings, collection of written opinions or other forms as prescribed in the operating regulations of each committee. Each committee member shall have one vote; a committee decision shall be approved if it receives the approval of the majority of attending members. In the event of an equal number of votes, the final decision shall follow the opinion of the chairman of that committee.

2. The implementation of decisions of the Board of Directors or Committees under the Board of Directors must comply with applicable laws and the provisions of the Charter of the Corporation and the Internal Regulation on Corporate Governance.

Article 31. Person in Charge of Corporate Governance, Company Secretary

1. The Board of Directors of the Corporation must appoint at least one (01) Person in charge of Corporate Governance to support corporate governance activities. The Person in charge of Corporate Governance may concurrently serve as the Company Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises.

2. The Person in charge of Corporate Governance must not concurrently work for an approved auditing organization that is conducting the audit of the financial statements of the Corporation.

3. The Person in charge of Corporate Governance shall have the following rights and obligations:

a. To advise the Board of Directors on the organization of meetings of the General Meeting of Shareholders in accordance with regulations and on matters relating to the relationship between the Corporation and its shareholders;

b. To 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. To advise on procedures for meetings;

d. To attend meetings;

dd. To advise on procedures for preparing resolutions of the Board of Directors in accordance with the law;

e. To provide financial information, copies of minutes of meetings of the Board of Directors and other information to members of the Board of Directors and members of the Supervisory Board;

g. To supervise and report to the Board of Directors on the information disclosure activities of the Corporation;

h. To act as the focal contact point with stakeholders;

i. To ensure confidentiality of information in accordance with the law and the Charter of the Corporation;

k. Other rights and obligations as prescribed by law and the Charter of the Corporation.

4. When deemed necessary, the Board of Directors shall decide on the appointment of the Company Secretary. The Company Secretary shall have the following rights and obligations:

a. To assist in organizing the convening of meetings of the General Meeting of Shareholders and the Board of Directors; to record the minutes of meetings;

b. To assist members of the Board of Directors in performing their assigned rights and obligations;

c. To assist the Board of Directors in applying and implementing corporate governance principles;

d. To assist the Corporation in developing shareholder relations and protecting the lawful rights and interests of shareholders; ensuring compliance with obligations on information provision, information disclosure and administrative procedures;

dd. Other rights and obligations as prescribed in the Charter of the Corporation.

Article 32. Engagement of Independent Professional Advisory Services

The Board of Directors and the Supervisory Board have the right to use external independent professional advisory or accounting services to perform related tasks in accordance with the provisions of this Charter and applicable laws (if necessary) in order to carry out their powers and duties, with expenses borne by the Corporation.

Decisions of the Board of Directors and the Supervisory Board made based on the results of such professional advisory services shall remain entirely under the responsibility of the Board of Directors and the Supervisory Board before the General Meeting of Shareholders.

VIII. GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 33. Organization of the Management Structure

The management system of the Corporation must ensure that the management structure is accountable to the Board of Directors and subject to the supervision and direction of the Board of Directors in the daily business operations of the Corporation. The Corporation shall have a General Director, Deputy General Directors, a Chief Accountant and other managerial positions appointed by the Board of Directors or the General Director. The appointment, dismissal or removal of the above-mentioned positions must be approved by a resolution or decision of the Board of Directors or by a decision of the General Director.

Article 34. Executives

1. Executives of the Corporation include the General Director, Deputy General Directors and the Chief Accountant.

2. Upon the proposal of the General Director and with the approval of the Board of Directors, the Corporation may recruit executives in a number and with qualifications appropriate to the organizational structure and management regulations of the Corporation as prescribed by the Board of Directors. Executives shall be responsible for supporting the Corporation in achieving its operational and organizational objectives.

3. The General Director shall receive salary and bonuses. The salary and bonuses of the General Director shall be decided by the Board of Directors. Contracts with other executives shall be decided by the Board of Directors after consulting the General Director.

4. Salaries of executives shall be included in the business expenses of the Corporation in accordance with the law on corporate income tax, shall be presented as a separate item in the annual financial statements of the Corporation and shall be reported to the General Meeting of Shareholders at the annual meeting.

Article 35. Appointment, Dismissal, Duties and Powers of the General Director

1. The Board of Directors shall appoint a member of the Board of Directors or hire another person to serve as the General Director.

2. The General Director is the person responsible for managing the daily business operations of the Corporation; is subject to the supervision of the Board of Directors; and shall be accountable to the Board of Directors and before the law for the performance of his or her assigned rights and obligations.

3. The term of office of the General Director shall not exceed five (05) years and may be reappointed for an unlimited number of terms. The General Director must satisfy the standards and conditions prescribed by law and the Charter of the Corporation.

4. The General Director shall have the following rights and obligations:

a. To decide on matters relating to the daily business operations of the Corporation that do not fall within the authority of the Board of Directors;

b. To organize the implementation of resolutions and decisions of the Board of Directors;

c. To organize the implementation of the business plan and investment plans of the Corporation;

d. To propose plans for the organizational structure and internal management regulations of the Corporation;

dd. To appoint, dismiss or remove managerial positions within the Corporation, except for positions falling under the authority of the Board of Directors;

e. To decide on salaries and other benefits for employees of the Corporation, including managers under the appointment authority of the General Director;

g. To recruit employees;

h. To propose dividend payment plans or measures for handling business losses;

i. To issue internal regulatory documents within his or her authority and operational procedures for the operation of the production and business management system and the information reporting system;

k. To facilitate members of the Board of Directors in obtaining full and timely access to information, data and key management personnel upon reasonable request.

l. Other rights and obligations as prescribed by law, the Charter of the Corporation, and resolutions and decisions of the Board of Directors.

5. The Board of Directors may dismiss the General Director if approved by the majority of voting members of the Board of Directors attending the meeting and appoint a new General Director as replacement.

- The General Director may be dismissed by the Board of Directors in the following cases:

a. Due to work requirements or personnel reassignment or rotation within the Corporation;

b. Submission of a resignation letter (clearly stating the reasons) to the Board of Directors;

c. Health conditions that do not allow the General Director to continue performing his or her duties;

d. Expiry of the labor contract without the need for extension or renewal;

dd. Retirement

- The General Director may be removed from office by the Board of Directors in the following cases:

a. Failure to fulfill assigned duties or violation of the internal rules or regulations of the Corporation;

b. Violation of the law to the extent that criminal liability is incurred or the labor contract must be terminated.

IX. SUPERVISORY BOARD

Article 36. Nomination and Candidacy of Members of the Supervisory Board

1. The nomination and candidacy of members of the Supervisory Board shall be carried out in accordance with the provisions of Clause 1 and Clause 2, Article 24 of this Charter.

2. In the event that the number of candidates for the Supervisory Board through nomination and candidacy is insufficient as required, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the Charter of the Corporation, the Internal Regulation on Corporate Governance and the Regulation on the Operation of the Supervisory Board. The nomination of additional candidates by the incumbent Supervisory Board must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.

Article 37. Composition of the Supervisory Board

1. The Supervisory Board of the Corporation shall consist of from three (03) to five (05) members. The term of office of members of the Supervisory Board shall not exceed five (05) years and may be re-elected for an unlimited number of terms.

2. Members of the Supervisory Board must satisfy the standards and conditions prescribed in 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 Corporation;

b. Being a member or employee of an independent auditing firm that has conducted the audit of the financial statements of the Corporation within the preceding three (03) consecutive years.

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

a. No longer meeting the standards and conditions for being a member of the Supervisory Board as prescribed in Clause 2 of this Article;

b. Submission of a resignation letter (clearly stating the reasons) to the head office of the Corporation and acceptance thereof;

c. Other cases as prescribed in this Charter.

4. A member of the Supervisory Board shall be removed from office in the following cases:

a. Failure to fulfill assigned duties or tasks;

b. Failure to exercise his or her rights and perform his or her obligations for six (06) consecutive months, except in cases of force majeure;

c. Repeated violations or serious violations of the obligations of a member of the Supervisory Board as prescribed by the Law on Enterprises and the Charter of the Corporation;

d. Other cases as decided by a resolution of the General Meeting of Shareholders.

5. In the event that the number of members of the Supervisory Board is reduced by more than one-third (1/3) or the number of members falls below the minimum required under the Charter of the Corporation, the Supervisory Board must promptly notify the Board of Directors to convene a meeting of the General Meeting of Shareholders to elect additional members of the Supervisory Board.

6. In the event that the terms of office of the members of the Supervisory Board expire at the same time but the members of the Supervisory Board for the new term have not yet been elected, the members whose terms have expired shall continue to exercise their rights and perform their obligations until the members of the Supervisory Board for the new term are elected and assume their duties.

Article 38. Head of the Supervisory Board

1. The Head of the Supervisory Board shall be elected by the Supervisory Board from among its members; the election, dismissal and removal from office shall be decided on the basis of the majority principle. The Supervisory Board must have more than half of its members residing in Vietnam. The Head of the Supervisory Board must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration or another discipline related to the business activities of the Corporation.

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

a. To convene meetings of the Supervisory Board;

b. To request the Board of Directors, the General Director and other executives to provide relevant information for reporting to the Supervisory Board;

c. To prepare and sign reports of the Supervisory Board on the business results of the Corporation and the operational results of the Board of Directors and the General Director, after consulting the Board of Directors, and the self-assessment report on the performance of the Supervisory Board and its members, for submission to the General Meeting of Shareholders.

Article 39. Rights and Obligations of the Supervisory Board

1. The Supervisory Board shall supervise the Board of Directors and the General Director in the management and administration of the Corporation.

2. To examine the reasonableness, legality, truthfulness and prudence in the management and administration of business operations; and the systematic nature, consistency and appropriateness of accounting, statistics and financial reporting activities.

3. To appraise the completeness, legality and truthfulness of the reports on the business performance, the annual and semi-annual financial statements of the Corporation, and the report evaluating the management activities of the Board of Directors, and submit the appraisal report at the Annual General Meeting of Shareholders. To review contracts/transactions with related persons that fall under the approval authority of the Board of Directors or the General Meeting of Shareholders and provide recommendations on contracts/transactions that require approval by the Board of Directors or the General Meeting of Shareholders.

4. To review, examine and evaluate the effectiveness and efficiency of the internal control system, internal audit, risk management and early warning systems of the Corporation.

5. To examine accounting books, accounting records and other documents of the Corporation, as well as the management and administration of the Corporation's operations when deemed necessary or pursuant to a resolution of the General Meeting of Shareholders or at the request of a shareholder or a group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises.

6. Upon the request of a shareholder or a group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises, the Supervisory Board shall conduct an inspection within seven (07) working days from the date of receipt of the request. Within fifteen (15) days from the completion of the inspection, the Supervisory Board must report on the matters requested for inspection to the Board of Directors and the requesting shareholder or group of shareholders. The inspection conducted by the Supervisory Board as prescribed in this Clause must not obstruct the normal operations of the Board of Directors nor interrupt the administration of the business operations of the Corporation.

7. To recommend to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement and improve the organizational structure for the management, supervision and administration of the Corporation's business operations.

8. To attend and participate in discussions at meetings of the General Meeting of Shareholders, meetings of the Board of Directors and other meetings of the Corporation.

9. To use independent advisors and the internal audit department of the Corporation to perform the assigned duties.

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

11. To propose and recommend that the General Meeting of Shareholders approve the list of approved auditing organizations to conduct the audit of the financial statements of the Corporation; to decide on the approved auditing organization to conduct inspections of the Corporation's operations and to dismiss the approved auditor when deemed necessary.

12. To be accountable to the shareholders for its supervisory activities.

13. To supervise the financial situation of the Corporation and the compliance with the law in the activities of members of the Board of Directors, the General Director and other managers.

14. To coordinate with, supervise and evaluate the work of the independent auditor.

15. To ensure coordination with the Board of Directors, the General Director and the shareholders.

16. In the event that a violation of the law or of the Charter of the Corporation by a member of the Board of Directors, the General Director or other executives of the enterprise is discovered, the Supervisory Board must notify the Board of Directors in writing within forty-eight (48) hours and request the person committing the violation to cease the violation and take remedial measures.

17. To develop the Regulation on the Operation of the Supervisory Board and submit it to the General Meeting of Shareholders for approval.

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

19. To have the right to access the records and documents of the Corporation kept at the head office, branches and other locations; and to visit the workplaces of managers and employees of the Corporation during working hours.

20. To have the right to request the Board of Directors, members of the Board of Directors, the General Director and other managers to provide full, accurate and timely information and documents relating to the management, administration and business operations of the Corporation.

21. Other rights and obligations as prescribed by law and this Charter.

Article 40. Meetings of the Supervisory Board

1. The Supervisory Board shall convene at least two (02) meetings each year. The number of members attending a meeting must be at least two-thirds (2/3) of the total members of the Supervisory Board. Minutes of the Supervisory Board meeting must be prepared in a detailed and clear manner. The minute-taker and the members of the Supervisory Board attending the meeting must sign the minutes of the meeting. The minutes of the Supervisory Board meetings must be retained 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 General Director and representatives of the approved auditing organization to attend the meeting and respond to issues requiring clarification.

Article 41. Salary, Remuneration, Bonuses and Other Benefits of Members of the Supervisory Board

The salary, remuneration, bonuses and other benefits of members of the Supervisory Board shall be implemented in accordance with the following provisions:

1. Members of the Supervisory Board shall be paid salary, remuneration, bonuses and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall decide the total amount of salary, remuneration, bonuses, other benefits and the annual operating budget of the Supervisory Board.

2. Members of the Supervisory Board shall be reimbursed for reasonable expenses for meals, accommodation, travel and the use of independent advisory services. The total remuneration and these expenses must not exceed the total annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

3. The salary and operating expenses of the Supervisory Board shall be accounted for as business expenses of the Corporation in accordance with the laws on corporate income tax and other relevant legal regulations, and must be presented as a separate item in the annual financial statements of the Corporation.

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

Members of the Board of Directors, members of the Supervisory Board, the General Director and other executives shall perform their duties, including duties as members of the committees under the Board of Directors, honestly and prudently in the best interests of the Corporation.

Article 42. Duty of Honesty and Avoidance of Conflicts of Interest

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

2. Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers and the related persons of these individuals may only use the information obtained by virtue of their positions for the benefit of the Corporation.

3. Members of the Board of Directors, members of the Supervisory Board, the General Director and other managers are obliged to notify the Board of Directors and the Supervisory Board in writing of transactions between the Corporation, its subsidiaries, and other companies in which the Corporation holds more than fifty percent (50%) of the charter capital with such persons or their related persons in accordance with the law. For the above-mentioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Corporation must disclose information on such resolutions in accordance with the securities laws on information disclosure.

4. The Board of Directors shall assign an independent member of the Board of Directors who is not related to the contracts/transactions falling under the approval authority of the General Meeting of Shareholders or the Board of Directors to determine

whether such transactions serve the best interests of the Corporation and its shareholders.

5. The Board of Directors must ensure that contracts/transactions between the Corporation and related persons are conducted on reasonable market terms.

6. A member of the Board of Directors must proactively disclose any actual, potential or possible conflict of interest. A member of the Board of Directors shall not participate in discussions or vote on any transaction that provides benefits to such member or to a related person of such member in accordance with the Law on Enterprises and the Charter of the Corporation.

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

8. The General Director must not be a related person of managers of the enterprise, Controllers of the Corporation and its parent company, representatives of the State capital portion, or representatives of the capital portion of enterprises in the Corporation and its parent company in accordance with Point d, Clause 46, Article 4 of the Law on Securities.

9. At least three (03) days before the commencement and no later than three (03) days after the completion of a transaction of shares of the Corporation, insiders and their related persons must disclose information on the transaction results.

10. Transactions between the Corporation and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, and individuals or organizations related to these persons shall not be deemed invalid in the following cases (except where a court determines that such transaction is unfair to minority shareholders and gives rise to a conflict of interest for the Corporation):

a. For transactions with a value less than or equal to thirty-five percent (35%) of the total asset value recorded in the most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements), the material terms of the contract or transaction, as well as the relationships and interests of Board of Directors members, Supervisory Board members, the General Director, and other executive officers, must be reported to the Board of Directors and approved by a majority vote of Board of Directors members without related interests;

b. For transactions with a value exceeding thirty-five percent (35%), or transactions resulting in the total transaction value arising within twelve (12) months from the date of the first transaction reaching thirty-five percent (35%) or more of the total asset value recorded in the most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements), the material terms of such transaction, as well as the relationships and interests of Board of Directors members, Supervisory Board members, the General Director, and other executive officers, must be disclosed to shareholders and approved by the General Meeting of Shareholders by votes of shareholders without related interests.

11. For related-party transactions of significant value or complex nature, the Board of Directors may consider engaging an independent advisory organization to assess the reasonableness and fairness of the transaction terms before making a decision or submitting the matter to the General Meeting of Shareholders for consideration within its authority.

Article 43. Liability for Damages and Indemnification

1. Members of the Board of Directors, members of the Supervisory Board, the General Director and other executives who breach their duties and responsibilities of honesty and prudence, commit fraud, intentionally violate the law, abuse their positions, use internal information for personal gain, or fail to fulfill their obligations shall be liable for damages caused by their violations.

2. Members of the Board of Directors, members of the Supervisory Board, the General Director and other executives shall not be personally liable for a decision made if they can demonstrate that, in making such decision, they acted honestly, diligently and prudently, in the best interests of the Corporation, on the basis of sufficient and reasonable information, without any conflict of interest, and in full compliance with the order and procedures prescribed by law and the Charter of the Corporation.

3. The Corporation shall indemnify persons who have been, are, or may become a party to claims, lawsuits or prosecutions (including civil and administrative cases and excluding cases where the Corporation is the plaintiff) if such person has been or is a member of the Board of Directors, a member of the Supervisory Board, the General Director, another executive, an employee, or an authorized representative of the Corporation performing duties as authorized by the Corporation, acting honestly and prudently in the interests of the Corporation in compliance with the law and where there is no evidence that such person has breached the assigned responsibilities.

4. Indemnification expenses include judgment costs, fines and actual payments incurred (including attorneys' fees) in resolving such matters within the limits permitted by law.

5. The Corporation may purchase liability insurance in accordance with the law for the persons specified in Clause 2 of this Article to cover the indemnification liabilities mentioned above, as follows:

a. The General Meeting of Shareholders shall approve the purchase of liability insurance for members of the Board of Directors and the Supervisory Board;

b. The Board of Directors shall approve the purchase of liability insurance for the General Director and other executives;

c. The General Director shall approve the purchase of liability insurance for cases not specified in Points a and b of this Clause.

XI. RIGHT TO INSPECT BOOKS AND RECORDS OF THE CORPORATION

Article 44. Right to Inspect Books and Records

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

a. Ordinary shareholders have the right to examine, inspect and extract information relating to their names and contact addresses in the list of shareholders with voting rights; request correction of inaccurate information relating to them; examine, inspect, extract or copy the Charter of the Corporation, minutes of meetings of the General Meeting of Shareholders and resolutions of the General Meeting of Shareholders;

b. A shareholder or a group of shareholders holding five percent (05%) or more of the total ordinary shares shall have the right to examine, 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/transactions that must be approved by the Board of Directors, and other documents, except for documents relating to trade secrets and business secrets of the Corporation.

2. In the event that an authorized representative of a shareholder or a group of shareholders requests inspection of books and records, such request must be accompanied by a power of attorney from the shareholder or group of shareholders represented by such person or a notarized copy of such power of attorney.

3. Members of the Board of Directors, members of the Supervisory Board, the General Director and other executives shall have the right to inspect the shareholder register of the Corporation, the list of shareholders, and other books and records of the Corporation for purposes related to their positions, provided that such information must be kept confidential.

4. The Corporation must retain this Charter and all amendments and supplements to the Charter, the Enterprise Registration Certificate, internal regulations, documents evidencing 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 at another location, provided that shareholders and the business registration authority are notified of the location where such documents are kept.

5. The Charter of the Corporation must be published on the official website of the Corporation in Vietnamese and English.

XII. EMPLOYEES AND TRADE UNION

Article 45. Employees and Trade Union

1. The General Director shall prepare plans for submission to the Board of Directors for approval on matters relating to recruitment, termination of employment, salaries, social insurance, welfare, rewards and disciplinary measures applicable to employees and executives of the Corporation.

2. The General Director shall prepare plans for submission to the Board of Directors for approval on matters relating to the relationship between the Corporation and trade union organizations in accordance with best standards, practices and management policies, as well as the practices and policies stipulated in this Charter, the internal regulations of the Corporation and applicable laws.

XIII. PROFIT DISTRIBUTION

Article 46. Profit Distribution

1. The General Meeting of Shareholders shall decide the level and form of annual dividend payment from the retained earnings of the Corporation. Depending on the production and business situation of the Corporation, the Board of Directors may consider the advance payment of dividends to shareholders.

2. The Corporation shall not pay interest on dividend payments or on any amounts payable in relation to any class of shares.

3. The Board of Directors may recommend that the General Meeting of Shareholders approve the payment of all or part of dividends in shares, and the Board of Directors shall implement such decision.

4. In the event that dividends or other amounts relating to a class of shares are paid in cash, the Corporation must make such payments in Vietnam Dong. Payment may be made directly or through banks based on the bank account details provided by shareholders. Where the Corporation has transferred the payment in accordance with the bank account details provided by a shareholder but such shareholder does not receive the payment, the Corporation shall not be liable for the amount already transferred to that shareholder. Payment of dividends for shares listed or registered for trading on a Stock Exchange may be carried out through securities companies or the Vietnam Securities Depository.

5. In accordance with the Law on Enterprises and the Law on Securities, dividends (if any) must be paid in full within three (03) months from the end of the Annual General Meeting of Shareholders. The Board of Directors shall adopt a resolution or decision determining a specific date to finalize the list of shareholders entitled to receive dividends, the dividend amount payable for each share, and the time limit and method of payment no later than thirty (30) days before each dividend payment. Based on that date, persons registered as shareholders or owners of other securities shall be entitled to receive dividends in cash or shares and to receive notices or other relevant documents.

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

Article 47. Establishment of Funds

Each year, the Corporation shall establish funds from after-tax profits in accordance with the provisions of law and resolutions of the General Meeting of Shareholders.

XIV. BANK ACCOUNTS, FINANCIAL YEAR AND ACCOUNTING SYSTEM

Article 48. Bank Accounts

1. The Corporation shall open bank accounts at banks in Vietnam or at foreign banks permitted to operate in Vietnam.

2. With the prior approval of the competent authorities, where necessary, the Corporation may open bank accounts abroad in accordance with the provisions of law.

3. The Corporation shall conduct all payments and accounting transactions through accounts in Vietnam Dong or foreign currencies opened by the Corporation at banks.

Article 49. Financial Year

The financial year of the Corporation shall commence on the first day of January and end on the thirty-first (31st) day of December each year.

Article 50. Accounting System

1. The accounting system used by the Corporation shall be the Vietnamese Accounting Standards (VAS), the enterprise accounting regime, the International Financial Reporting Standards (IFRS), or other specific accounting regimes issued by competent authorities and approved by the Ministry of Finance.

2. The Corporation shall maintain accounting books in Vietnamese and retain accounting records in accordance with the laws on accounting and other relevant laws. Such records must be accurate, up-to-date, systematic and sufficient to evidence and explain the transactions of the Corporation.

3. The accounting currency used by the Corporation shall be Vietnam Dong. In cases where the Corporation's transactions are mainly conducted in a foreign currency, the Corporation may choose such foreign currency as the accounting currency, shall be responsible for such choice before the law, and must notify the directly managing tax authority.

XV. ANNUAL REPORT, FINANCIAL STATEMENTS AND INFORMATION DISCLOSURE

Article 51. Annual, Semi-Annual and Quarterly Financial Statements

1. The Corporation shall prepare annual financial statements, and such annual financial statements must be audited in accordance with the law, approved by the Board of Directors and adopted at the Annual General Meeting of Shareholders. The Corporation 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 authorities.

2. The annual financial statements must include all reports, appendices and explanatory notes in accordance with the laws on enterprise accounting. The annual financial statements must present fairly and objectively the operational situation of the Corporation.

3. The Corporation must prepare and disclose semi-annual financial statements reviewed by an auditor and quarterly financial statements in accordance with the laws on information disclosure in the securities market, and submit them to the competent state authorities.

Article 52. Annual Report

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

Article 53. Information Disclosure

1. The Corporation shall disclose information in Vietnamese and may provide English translations for at least the following documents: the Charter of the Corporation, the Internal Regulation on Corporate Governance, the Regulation on the Operation of the Board of Directors, the regulations on the operation of the Committees and the Supervisory Board, the Internal Regulation on Information Disclosure, documents for the General Meeting of Shareholders, resolutions and minutes of the General Meeting of Shareholders, and updated information on the operational situation of the Corporation on the investor relations website of the Corporation.

2. Information disclosure in English shall be carried out in accordance with the applicable laws.

Article 54. Disclosure of Ownership Information

Ownership information of the following persons/entities, including major shareholders, Corporate Managers, members of the Supervisory Board, the Company Secretary, and the Person in Charge of Corporate Governance, shall disclose both the direct and indirect shareholding ratios of such persons/entities.

XVI. AUDIT OF THE CORPORATION

Article 55. Audit

1. The Annual General Meeting of Shareholders shall appoint an independent auditing company or approve a list of independent auditing companies and authorize the Board of Directors to select one of these entities to audit the financial statements of the Corporation for the following financial year(s) based on the terms and conditions approved by the Board of Directors.

The auditors of the independent auditing company must not be persons currently working for the Corporation, its parent company or its subsidiaries, or persons who have worked for the Corporation, its parent company or its subsidiaries during the preceding three (03) consecutive years.

2. The audit report shall be attached to the annual financial statements of the Corporation.

3. Independent auditors conducting the audit of the financial statements of the Corporation are encouraged to attend meetings of the General Meeting of Shareholders and are entitled to receive notices and other information relating to such meetings, and to express opinions at the meeting on matters relating to the audit of the financial statements of the Corporation.

XVII. SEAL OF THE CORPORATION

Article 56. Seal of the Corporation

1. The seal includes seals made by a seal engraving establishment or seals in the form of a digital signature in accordance with the law on electronic transactions.

2. The Board of Directors shall decide the type, quantity, form and contents of the seals of the Corporation, its branches and representative offices.

3. The Board of Directors, the General Director and the Supervisory Board shall manage and use the seals in accordance with the Charter of the Corporation, the internal regulations of the Corporation and the provisions of law.

XVIII. DISSOLUTION OF THE CORPORATION

Article 57. Dissolution of the Corporation

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

a. Expiry of the operational term stated in the Charter of the Corporation without a decision on extension;

b. Dissolution pursuant to a resolution or decision of the General Meeting of Shareholders;

c. Revocation of the Enterprise Registration Certificate;

d. Other cases as prescribed by law.

2. The dissolution of the Corporation prior to the expiry of its term (including any extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. The dissolution decision must be notified to or approved by the competent authority (if required) in accordance with the applicable regulations.

Article 58. Liquidation

1. At least six (06) months before the expiry of the operational term of the Corporation or after a decision on dissolution of the Corporation is issued, the Board of Directors must establish a Liquidation Board comprising three (03) members, of whom two (02) members shall be appointed by the General Meeting of Shareholders and one (01) member shall be appointed by the Board of Directors from an independent auditing firm. The Liquidation Board shall prepare its operating regulations. Members of the Liquidation Board may be selected from among employees of the Corporation or independent experts. All expenses relating to the liquidation shall be paid by the Corporation with priority over other debts of the Corporation.

2. The Liquidation Board shall be responsible for reporting to the Enterprise Registration Authority the date of its establishment and the date of commencement of its operation. From that time, the Liquidation Board shall represent the Corporation in all matters relating to the liquidation of the Corporation before the Court and administrative authorities.

3. Proceeds from the liquidation shall be paid in the following order:

a. Liquidation expenses;

b. Salary debts, severance allowances, social insurance and other benefits of employees in accordance with the collective labour agreement and signed labour contracts;

c. Tax debts;

d. Other debts of the Corporation;

dd. The remaining amount after all debts specified in items (a) to (d) above have been paid shall be distributed to the shareholders. Preference shares shall be given priority in payment.

XIX. INTERNAL DISPUTE RESOLUTION

Article 59. Internal Dispute Resolution

1. In the event that disputes or complaints arise relating to the operation of the Corporation or the rights and obligations of shareholders in accordance with the Law on Enterprises, the Charter of the Corporation, other legal provisions or agreements between:

a. Shareholders and the Corporation;

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

The relevant parties shall attempt to resolve such disputes through negotiation and conciliation. Except for disputes relating to the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the resolution of such disputes and request each party to present information relating to the dispute within ten (10) working days from the date the dispute arises. In cases where the dispute relates to the Board of Directors or the Chairman of the Board of Directors, any party may request the Supervisory Board to appoint an independent expert as a mediator for the dispute resolution process.

2. If no conciliation decision is reached within six (06) weeks from the commencement of the conciliation process or if the mediator's decision is not accepted by the parties, either party may refer the dispute to an Economic Arbitration Centre or a competent Court.

3. The parties shall bear their own costs related to the negotiation and conciliation procedures. Payment of court costs shall be implemented in accordance with the judgment of the Court.

XX. AMENDMENT AND SUPPLEMENTATION OF THE CHARTER.

Article 60. Amendment and Supplementation of the Charter of the Corporation

1. Any amendment or supplementation to this Charter must be considered and decided by the General Meeting of Shareholders.

2. In the event that there are provisions of law relating to the operation of the Corporation which are not mentioned in this Charter, or in the event that new legal provisions differ from the provisions of this Charter, such legal provisions shall automatically apply and govern the operation of the Corporation.

XXI. EFFECTIVE DATE

Article 61. Effective Date

1. This Charter comprises 21 Chapters, 61 Articles and one (01) Appendix, and was unanimously adopted by the General Meeting of Shareholders of PetroVietnam Ca Mau Fertilizer Corporation on September 23rd, 2026, which also approved the full effect of this Charter.

2. The language used in this Charter and in the regulations, rules and decisions of the Corporation, as well as in discussions and communications at meetings and in meeting minutes, shall be Vietnamese. Meeting attendees shall be responsible for arranging interpretation and translation at their own expense, if necessary. Where the Corporation provides an additional version in a foreign language, in the event of any discrepancy between the Vietnamese version and the foreign-language version, the Vietnamese version shall prevail.

3. This Charter is the sole and official Charter of the Corporation and shall be kept at the head office of the Corporation.

4. Copies or extracts of the Charter of the Corporation shall be valid when bearing the signature of the Chairman of the Board of Directors or at least one-half (1/2) of the total number of members of the Board of Directors.

Full name and signature of the legal representative of the Corporation:

Full name: ***Nguyen Thanh Tung*** *Title:* ***General Director***

Signature: ……………………………………………

ON BEHALF OF
THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS

APPENDIX: BUSINESS LINES OF THE CORPORATION

No.	Business Line	Code
1	Manufacture of fertilizers and nitrogen compounds	2012 (Main)
2	Other specialized wholesale not elsewhere classified *Details: Wholesale of fertilizers, pesticides, industrial gases and other chemicals used in industry and agriculture. Wholesale of biological active ingredient preparations serving agriculture, industry and the ecological environment. Wholesale of flowers, ornamental plants, soil and growing media, tools and equipment used in agriculture.*	4679
3	Other non-specialized retail sale *Details: Retail sale of fertilizers, pesticides and other chemicals used in industry and agriculture. Retail sale of biological active ingredient preparations serving agriculture, industry and ecological environment. Retail sale of flowers, ornamental plants, soil and growing media, tools and equipment used in agriculture.*	4719
4	Architectural activities and related technical consultancy *Details: Consultancy and technical guidance on the use of fertilizers and chemicals.*	7110
5	Warehousing and storage of goods	5210
6	Cargo handling *Details: Cargo handling services (excluding services provided at airports and airfields)*	5224
7	Scientific research and technology development in the field of natural sciences	7211
8	Scientific research and technology development in the fields of science, engineering and technology	7212
9	Technical testing and analysis Excluding: Inspection (testing and examination) and certification services for means of transport including systems, assemblies, equipment and components of vehicles; inspection services and issuance of certificates of technical safety and environmental protection for specialized vehicles and equipment, containers and dangerous goods packaging equipment used in transport; inspection services and issuance of certificates of technical safety and environmental protection for vehicles and equipment used for offshore oil and gas exploration, exploitation and transportation;	7120

No.	Business Line	Code
	occupational safety inspection services for machinery and equipment with strict occupational safety requirements installed on means of transport and on vehicles and equipment used for offshore oil and gas exploration, exploitation and transportation; fishing vessel registration services.	
10	Repair and maintenance of machinery and equipment *Details: Maintenance and repair of machinery and equipment.*	3312
11	Manufacture of basic chemicals	2011
12	Information technology infrastructure, data processing, hosting and related activities	6310
13	Web portal and other information service activities *Details: Establishment of websites. Establishment of social networks.*	6390
14	Wholesale of agricultural machinery, equipment and parts *Details: Trading and distribution of agricultural materials, supporting machinery, tools and equipment, and agricultural machinery parts.*	4653
15	Wholesale of agricultural and forestry raw materials (excluding wood, bamboo and rattan) and live animals *Details: Wholesale of agricultural products, various flowers and plants, including ornamental plants and plants used for propagation.*	4620
16	Retail intermediary service activities *Details: Trading through electronic transactions. (Excluding the exercise of export rights, import rights and distribution rights for goods included in the list of goods for which foreign investors or foreign- invested economic organizations are not permitted to exercise export rights, import rights or distribution rights).*	4790
17	Crop production support activities *Details: Fertilizer testing.*	0161
18	Manufacture of non-alcoholic beverages and mineral water	1105
19	Real estate business, land use rights owned, used or leased *Details: Leasing of assets under the ownership of the enterprise.*	6810
20	Other human resource provision activities	7822

No.	Business Line	Code
	Details: Provision of personnel for operation, inspection and repair of machinery and electrical systems for production (excluding services of sending workers to work abroad under contracts).	
21	Manufacture of other chemical products not elsewhere classified *Details: Manufacture of biological preparations serving agriculture, industry and ecological environment.*	2029
22	Advertising *Details: Provision, design, placement and implementation of advertisements on websites and on application software for electronic and handheld devices.*	7310
23	Landscape service activities	8130
24	Processing of milk and dairy products *Details: Processing of plant-based milk and plant-based dairy products.*	1050
25	Post-harvest service activities	0163
26	Growing of fruit trees	0121
27	Growing of perennial spice, medicinal and aromatic crops	0128
28	Propagation and cultivation of agricultural plant varieties	0130
29	Processing and preservation of fruit and vegetables	1030
30	Packaging activities	8292
31	Wholesale of food	4632
32	Wholesale of beverages	4633
33	Other supporting service activities related to transportation	5229
34	Conduct other business activities not prohibited by law.	

VIETNAM NATIONAL INDUSTRY - ENERGY GROUP

PETROVIETNAM CA MAU FERTILIZER CORPORATION

INTERNAL REGULATION ON CORPORATE GOVERNANCE OF PETROVIETNAM CA MAU FERTILIZER CORPORATION

No.: 2026 - DHDCD - QC - QTNB

(Promulgated together with Resolution No. /NQ-PVCFC dated September … 2026 of the Board of Directors)

--- 2026 ---

TABLE OF CONTENTS

Chapter IV

PERSON IN CHARGE OF CORPORATE GOVERNANCE

Chapter V

SUPERVISORY BOARD

Chapter VI

GENERAL DIRECTOR, DEPUTY GENERAL DIRECTORS AND CHIEF ACCOUNTANT

Chapter VII

COMMITTEES UNDER THE BOARD OF DIRECTORS

Chapter VIII

OTHER ACTIVITIES

Chapter IX

CONTROL ENVIRONMENT

Chapter X

INFORMATION DISCLOSURE AND TRANSPARENCY

Chapter XI

MECHANISM FOR EVALUATING CORPORATE GOVERNANCE ACTIVITIES, REWARDS AND DISCIPLINE

Chapter XII

IMPLEMENTATION PROVISIONS

Chapter I:
GENERAL PROVISIONS

Article 1. Purpose

This Regulation stipulates the basic principles of corporate governance to protect the legitimate rights and interests of shareholders, ensure information transparency and operational transparency, and establish standards of conduct and professional ethics for members of the Board of Directors (BOD), the Board of Management (BOM), the Supervisory Board (SB) and managers of the Corporation.

Article 2. Scope of Regulation and Subjects of Application

1. Scope of regulation

The Internal Regulation on Corporate Governance stipulates the roles, rights and obligations of the General Meeting of Shareholders, the Board of Directors, and the General Director; the order and procedures for convening and conducting the General Meeting of Shareholders; the nomination, candidacy, election, dismissal and removal of members of the Board of Directors, the Supervisory Board, the General Director, and other activities as prescribed in the Charter of the Corporation and other applicable laws.

2. Subjects of application

This Regulation applies to members of the Board of Directors, the Supervisory Board, the General Director, and related persons.

Article 3. Interpretation of Terms

1. Corporation: means PetroVietnam Ca Mau Fertilizer Corporation;

2. General Meeting of Shareholders or GMS: means the General Meeting of Shareholders of PetroVietnam Ca Mau Fertilizer Corporation;

3. Board of Directors or BOD: means the Board of Directors of PetroVietnam Ca Mau Fertilizer Corporation;

4. Supervisory Board or SB: means the Supervisory Board of PetroVietnam Ca Mau Fertilizer Corporation;

5. Conventional meeting: means a form of meeting in which participants are present at a specific location and directly attend, monitor, discuss and vote/confirm the matters of the meeting;

6. Online meeting: means a form of meeting conducted through technological devices connected to the internet/Public Switched Telephone Network (PSTN), using software or technological solutions to transmit audio and/or video to connect multiple participants in different geographical locations for monitoring, discussion and voting/confirmation of the matters of the meeting;

7. Online system: means the application/software system/website used by the Corporation to organize the General Meeting of Shareholders online and/or to conduct electronic voting;

8. Conventional voting: means the act of a shareholder or the shareholder's authorized representative voting directly at the General Meeting of Shareholders, sending a completed written opinion form to the Corporation, or voting by other methods prescribed in the Charter, the Internal Regulation on Corporate Governance, and

applicable laws, other than electronic voting;

9. Electronic voting: means the act of a shareholder or the shareholder's authorized representative casting votes at the General Meeting of Shareholders or in the collection of shareholders' written opinions through the online system.

Article 4. Corporate Governance System

1. Key principles of corporate governance

a. PetroVietnam Ca Mau Fertilizer Corporation defines corporate governance as a system of organizational structures and processes used to direct and control the Corporation, including a set of relationships among shareholders, the Board of Directors, the Supervisory Board, and the Executive Board, with the objective of delivering long-term value to shareholders. Corporate governance is considered a tool to enhance operational efficiency, attract capital at lower costs, and build a stronger brand. A sound corporate governance system also makes an important contribution to the sustainable development of the Corporation in the best interests of shareholders, thereby promoting the long-term development of the economy.

b. The corporate governance framework of the Corporation is established based on the following principles:

- Fairness: The Corporation is committed to protecting shareholders' rights and ensuring equitable treatment of all shareholders. All shareholders are provided with the opportunity to protect their rights if such rights are infringed.

- Responsibility: The Corporation recognizes the rights of stakeholders in accordance with the law and encourages active cooperation between the Corporation and stakeholders in creating assets, generating employment, and ensuring sustainable development.

- Accountability: This Regulation defines the accountability of the Board of Directors to all shareholders and provides guidance for the Board of Directors in strategic planning, as well as in effectively directing, guiding, and supervising the Executive Board.

- Transparency: The Corporation ensures timely and accurate disclosure of information on all material matters of the Corporation, including its financial situation, operating results, ownership structure, and corporate governance structure.

2. Building a sound corporate governance system

a. By approving, complying with and updating this Regulation, the Corporation and the Board of Directors aim to build and promote a sound corporate governance system throughout the organization, and implement corporate governance principles at the Corporation not only at the level of compliance with applicable laws but also by applying the best domestic and international corporate governance practices.

b. The Board of Directors is responsible for supervising the development, compliance, and periodic review and updating of internal policies and regulations on corporate governance and their implementation, in order to maintain the Corporation's commitment to implementing good corporate governance practices at all times and throughout the organization.

3. Dialogue with Stakeholders

a. The Corporation encourages and facilitates regular, transparent and constructive dialogue between the Corporation and its shareholders and stakeholders.

b. Dialogue activities aim to exchange views on the sustainable development strategy, environmental and social issues, corporate governance, and other material matters relating to the operations of the Corporation.

c. The Corporation shall duly consider and incorporate feedback from shareholders and stakeholders in the process of identifying, assessing and managing material matters associated with its business strategy and sustainable development.

Chapter II:

GENERAL MEETING OF SHAREHOLDERS

Article 5. Roles, Rights and Obligations of the General Meeting of Shareholders

1. The General Meeting of Shareholders is the highest decision-making body of PetroVietnam Ca Mau Fertilizer Corporation, including all shareholders with voting rights (ordinary shareholders, voting preference shareholders and other shareholders) in accordance with the Charter of the Corporation.

2. The rights and obligations of the General Meeting of Shareholders are stipulated in Article 14 of the Charter of the Corporation.

Article 6. Convention of the General Meeting of Shareholders

1. Authority to convene:

a. The Board of Directors convenes the annual and extraordinary General Meeting of Shareholders;

b. The Supervisory Board shall replace the Board of Directors to convene an extraordinary General Meeting of Shareholders in cases where the Board of Directors shall convene such meeting but fails to do so within the time limit prescribed in the Charter of the Corporation;

c. Shareholders or a group of shareholders holding 5% or more of the total number of ordinary shares have the right to convene an extraordinary General Meeting of Shareholders in cases where an extraordinary meeting shall be convened but the Board of Directors and/or the Supervisory Board fail to convene the meeting within the time limit prescribed in the Charter of the Corporation.

2. Decision to convene:

a. The decision to convene the General Meeting of Shareholders specified in Clause 1 of this Article must comply with the regulations on organization, operation and authority of the convening entity.

b. Based on the lawful decision to convene the General Meeting of Shareholders, the management and Executive Board of the Corporation is responsible for carrying out preparations and organizing the meeting at the request of the person with authority to convene through the establishment of the Organizing Committee and other necessary supporting units, in compliance with the Charter of the Corporation and this Regulation.

Article 7. Notice of Convening the General Meeting of Shareholders

1. Preparation of the list of attending shareholders

a. The shareholder list of the Corporation is centrally managed at the Vietnam Securities Depository and Clearing Corporation (VSDC).

b. Based on the decision to convene the General Meeting of Shareholders, the Chairman of the Board of Directors/General Director of the Corporation shall issue a notice of the record date for determining shareholders entitled to attend the meeting in accordance with the regulations of VSDC and send such notice to VSDC and the Ho Chi Minh Stock Exchange (HOSE). Immediately after VSD/HOSE approve the notice on the record date and HOSE publishes it on its website, the notice of the record date shall be posted on the website of the Corporation at least twenty (20) days prior to the last registration date.

2. Meeting notice and invitation

a. The Corporation shall publish the notice of the General Meeting of Shareholders on the Corporation's website at least twenty-one (21) days prior to the meeting date and may publish it through other mass media if deemed necessary. At the same time, the notice shall be sent to the State Securities Commission of Vietnam and the Stock Exchange where the Corporation's shares are listed or registered for trading for information disclosure in accordance with applicable regulations.

b. Based on the list of shareholders entitled to attend the meeting prepared and provided by VSDC, the Corporation shall send meeting invitation letters to shareholders. The invitation letters shall be sent by a guaranteed delivery method to each shareholder at the address recorded in the list of shareholders entitled to attend the meeting prepared by VSDC at least twenty-one (21) days prior to the meeting date (calculated from the date on which the notice is duly sent or transmitted).

3. Agenda and contents of the General Meeting of Shareholders

a. The person convening the General Meeting of Shareholders is responsible for preparing the draft agenda and contents of the meeting, and preparing documents in accordance with the meeting agenda.

b. Shareholders or groups of shareholders meeting the conditions prescribed in Clause 2, Article 11 of the Charter of the Corporation have the right to propose and recommend agenda items and contents for the General Meeting of Shareholders in accordance with Clause 6, Article 17 of the Charter of the Corporation.

c. The agenda of the General Meeting of Shareholders and documents relating to matters to be voted on at the meeting shall be sent to shareholders and/or posted on the website of the Corporation and the online system in the case of electronic voting. In cases where the documents are not attached to the invitation letter of the General Meeting of Shareholders, the meeting notice and invitation letter must indicate the location where the meeting documents and relevant guidelines are posted on the website for shareholders to access and review.

4. Authorization for representatives to attend the General Meeting of Shareholders

The authorization for representatives to attend the General Meeting of Shareholders shall be carried out in accordance with Article 15 of the Charter of the Corporation.

Article 8. The General Meeting of Shareholders and Registration for Attendance at the General Meeting of Shareholders.

The General Meeting of Shareholders may be organized in the form of a conventional meeting, an online meeting, or a combination of both forms, depending on the decision of the convener of the General Meeting in accordance with the provisions below.

1. Before the opening date of the meeting

a. Shareholders are responsible for notifying their attendance in advance through appropriate communication methods as instructed in the meeting invitation and meeting notice, in order to assist the Organizing Committee in preparing for the meeting.

b. Shareholders have the right to attend the meeting in person or through an authorized representative. Procedures for authorization to attend the meeting shall be carried out in accordance with the instructions provided in the meeting notice/invitation letter.

2. On the date of the General Meeting of Shareholders

a. For a conventional General Meeting of Shareholders and shareholders attending in person

- Shareholders attending the meeting on the meeting date shall be guided by the Organizing Committee to register for attendance, verify their shareholder status, and receive meeting documents and voting ballots/election ballots.

- Shareholders or authorized representatives arriving after the meeting has been opened still have the right to register immediately and thereafter participate in voting at the meeting. The Chairman of the meeting is not required to suspend the meeting to allow late shareholders to register, and the validity of matters already voted on prior to that time shall not be affected.

b. For an online meeting and shareholders attending only through the online system

- Each shareholder shall be provided with an access account and password to log into the online system. The shareholder’s access account shall be encrypted to ensure authentication of the attending shareholder. The Corporation shall notify shareholders of their access account and password in the meeting invitation letter.

- Shareholders registering to attend the meeting online shall be authenticated for eligibility to attend the General Meeting of Shareholders and shall be deemed present at the meeting if they fully comply with the procedures and methods required by the online system for shareholder authentication and meeting registration.

- Shareholders wishing to attend the meeting through the online system must satisfy the conditions prescribed in Point b, Clause 1, Article 11 of this Regulation and have the following obligations:

+ To keep confidential the information related to the access account provided by the Corporation, such as the account name, other identification factors (if any), and the login password, in order to ensure that only the shareholder has the right to access and attend the meeting on the online system, except where such information is provided to the shareholder’s authorized representative to attend the meeting. Shareholders are responsible for ensuring that their authorized representatives comply with this provision in the same manner as the shareholders themselves.

+ To bear responsibility for all risks and disputes related to attending the meeting using the shareholder's access account on the online system. Attendance at the meeting and voting on the online system using the correct login name together with the correct password and/or other identification factors shall be deemed to represent the shareholder's will.

+ To regularly update accurate, complete and truthful information on telephone number, contact address and email address at the securities depository where the shares are deposited to ensure receipt of the access account notification, and to take full responsibility for the registered information.

c. For meetings organized in a combination of the forms specified in Points a and b of this Clause

- Shareholders attending the meeting in person at the General Meeting of Shareholders shall carry out the shareholder registration procedures in accordance with Point a of this Clause.

- Shareholders attending the meeting only through the online system shall carry out the shareholder registration procedures in accordance with Point b of this Clause.

- In cases where shareholders have registered to attend the meeting through the online system but still attend the meeting in person or authorize another person to attend in person, the Corporation shall conduct the shareholder registration procedures in the same manner as for shareholders attending the meeting in person.

3. Authorization to attend the General Meeting of Shareholders

Shareholders may authorize another person to attend the General Meeting of Shareholders in accordance with Article 15 of the Charter of the Corporation.

Article 9. Organizing the General Meeting of Shareholders in Online or Combined Form.

1. The organization of the General Meeting of Shareholders in online or combined form must ensure that shareholders attending remotely are able to fully exercise their shareholder rights equivalent to shareholders attending in person, including:

a) The right to fully and promptly access to the documents for the meeting;

b) The right to register for attendance and to have shareholder status or lawful authorization verified;

c) The right to follow the entire content of the meeting in real time;

d) The right to express opinions, make recommendations and ask questions to the Board of Directors, the Executive Board and the Supervisory Board (if any);

dd) The right to vote and elect by electronic means in accordance with the law and the Charter of the Corporation.

2. The technology system used to organize the online meeting must ensure:

a) Accurate authentication of attendees;

b) Confidentiality and security of shareholder information and data;

c) Full recording of the voting and election process and vote counting results;

d) The ability to store and retrieve data for inspection and reconciliation purposes when necessary;

dd) A contingency plan to ensure the continuity of the meeting in the event of a technical incident or technological disruption.

3. The Corporation must ensure that there is no discrimination between shareholders attending in person and shareholders attending remotely. All shareholders participating in the meeting in a valid form shall be guaranteed a fair opportunity to access information, discuss, raise questions and vote.

4. Where the Corporation uses the services of an organization providing online meeting solutions, electronic voting, or technology platforms serving the General Meeting of Shareholders, the Board of Directors or the person assigned by the Board of Directors must assess the provider's capability with respect to:

a) Data processing capacity and the ability to accommodate the number of attendees;

b) Information security, cybersecurity and data protection;

c) Technical solutions ensuring the accuracy, integrity and confidentiality of data;

d) The ability to respond to and remedy incidents and to maintain continuous operation during the organization of the meeting.

5. The Board of Directors shall be responsible for overseeing the organization of the General Meeting of Shareholders in online or combined form, ensuring that shareholder rights are exercised in a transparent and effective manner consistent with good corporate governance practices.

Article 10. Conditions for Holding the General Meeting of Shareholders

The General Meeting of Shareholders shall be conducted when the conditions prescribed in Article 18 of the Charter of the Corporation and the corresponding provisions of the laws on enterprises are satisfied.

Article 11. Procedures and Methods of Voting at the General Meeting of Shareholders

1. Forms of voting

For each form of meeting organization, including a conventional meeting, an online meeting, or a combination of both, shareholders may vote at the General Meeting of Shareholders by one of the following methods for each voting matter:

a. Conventional voting: voting directly at the meeting or authorizing another person to vote remotely (by post, fax or email);

b. Electronic voting: applied only where the person convening the General Meeting of Shareholders / collecting shareholders' written opinions decides to apply this method and notifies shareholders accordingly.

- In order to conduct electronic voting, shareholders must satisfy the conditions for accessing and voting on the online system, including having a device connected to the Internet and completing the shareholder authentication procedures (computer, tablet, mobile phone, or other electronic devices, etc.).

- Each shareholder shall log into the online system through the access account provided in the meeting invitation notice and cast votes on the online system. Detailed instructions for electronic voting shall be provided in the Regulation on Organization of the General Meeting of Shareholders or in the user guidelines of the online system.

- The electronic voting results shall only record the final voting results of the shareholder at the time the voting for each matter submitted to the General Meeting of Shareholders is closed. The online system shall then be locked, and shareholders will no longer be able to vote or elect for the locked matters.

- The time at which shareholders may start accessing the online system to conduct electronic voting shall be decided by the person convening the General Meeting of Shareholders and shall be notified to shareholders together with the meeting documents.

- Electronic voting may be conducted before the General Meeting of Shareholders takes place and/or during the course of the meeting, as decided by the person convening the General Meeting of Shareholders or the Chairman of the meeting.

c. In cases where the Corporation organizes voting using multiple methods, each shareholder may select only one method for voting. If a shareholder votes using both methods for the same matter, electronic voting shall prevail, and the conventional voting ballot shall not be counted in the voting results.

2. Voting methods

a. Approval of procedural matters of the General Meeting of Shareholders Procedural matters relating to the organization of the meeting include:

- Approval of the meeting agenda;

- Approval of the list of the Vote Counting Committee;

- Approval of the Regulation on election/vote counting;

- Approval of the list of candidates;

- Approval of the Minutes and Resolution of the meeting.

The voting to approve procedural matters relating to the organization of the meeting shall be conducted by raising voting cards (for shareholders attending the conventional meeting) and by electronic voting (for shareholders attending the online meeting), and such matters shall be approved when more than 50% of the total voting shares of shareholders attending the meeting vote in favor.

b. Approval of matters within the authority of the General Meeting of Shareholders

- Voting to approve matters submitted to the General Meeting of Shareholders for decision, except for the election of members of the Board of Directors and the Supervisory Board, shall be conducted by shareholders using voting ballots corresponding to the number of shares owned and entitled to vote, with the voting options being in favor, against, or abstention.

- Voting to approve matters submitted to the General Meeting of Shareholders for decision, except for the election of the Board of Directors and the Supervisory Board, shall be carried out by shareholders using voting ballots corresponding to the number of voting shares owned by the shareholders, with the voting options being in favor, against and no opinion.

- At a conventional meeting, the Corporation shall apply information technology solutions to ensure that vote counting is accurate, prompt and convenient for shareholders. Each attending shareholder shall be provided with one (01) voting ballot indicating the number of shares owned, and the voting ballot shall record all matters submitted to the General Meeting of Shareholders for approval. Shareholders shall select a voting option for each matter. Voting shall be completed when shareholders place their voting ballots into the ballot box at the time requested by the Chairman of the meeting.

- For electronic voting, shareholders shall cast their votes on the online system. Detailed instructions for electronic voting shall be provided in the Regulation on Organization of the General Meeting of Shareholders or in the instructions for using the online system.

3. Method of voting for the election of the Board of Directors and the Supervisory Board

a. The election of members of the Board of Directors and members of the Supervisory Board shall be conducted by the cumulative voting method. The ballots for the election of the Board of Directors and the Supervisory Board shall contain information on the number of votes of each shareholder corresponding to the number of shares owned, the list of candidates approved by the General Meeting of Shareholders, the maximum number of members to be elected, and a brief instruction on the cumulative voting method. The voting method shall be specified in detail in the Election and Vote Counting Regulation.

b. At a conventional meeting, shareholders shall complete the election by placing their election ballots into the ballot box at the time specified in the meeting agenda and at the request of the Chairman of the meeting.

c. For electronic voting, shareholders shall conduct the election on the online system. Detailed instructions for the election shall be provided in the Regulation on Organization of the General Meeting of Shareholders or in the instructions for using the online system.

3. Method of voting for the election of members of the Board of Directors and the Supervisory Board

a. The election of members of the Board of Directors and members of the Supervisory Board shall be conducted by the cumulative voting method. The ballots for the election of the Board of Directors and the Supervisory Board shall include information on the number of votes of each shareholder corresponding to the number of shares owned, the list of candidates approved by the General Meeting of Shareholders, the maximum number of members to be elected, and brief instructions on the cumulative voting method. The detailed procedures for election are stipulated in the Election and Vote Counting Regulation.

b. At a in-person meeting, shareholders shall complete the election by placing their ballots for election into the ballot box at the time specified in the meeting agenda and at the request of the Chairman of the meeting.

c. For electronic voting, shareholders shall conduct the election on the online system. Detailed instructions for the election shall be stipulated in the Regulation on Organization of the General Meeting of Shareholders or in the instructions for using the online system.

4. Vote counting method

a. The Vote Counting Committee shall conduct the vote counting in a separate area at the venue of the General Meeting of Shareholders. The Vote Counting Committee may use additional supporting personnel and apply appropriate vote counting methods to ensure the accuracy, honesty and objectivity of the vote counting results. At the request of shareholders, the Chairman of the meeting may invite several shareholder representatives to supervise the process of collecting and counting voting/election ballots.

b. The aggregation of vote counting results shall be carried out as follows:

- At the time of vote counting, the Vote Counting Committee shall aggregate the results of in-person voting and/or electronic voting to prepare the vote counting minutes.

- The vote counting results shall be calculated as the total of the in-person voting results and/or the electronic voting results.

c. The determination of the voting/election results of the General Meeting of Shareholders for the relevant matters shall be made in accordance with the Charter of the Corporation and applicable laws.

5. Announcement of vote counting results

a. After completing the vote counting, the Vote Counting Committee shall prepare the vote counting minutes and report to the Chairman of the meeting that the vote counting results have been obtained. The Chairman of the meeting shall invite the Vote Counting Committee to announce the vote counting results before the General Meeting of Shareholders.

b. The vote counting results publicly announced before the General Meeting of Shareholders shall serve as the basis for the Secretary of the meeting to include them in the draft Minutes and draft Resolution of the meeting.

6. Approval of the Minutes and Resolution of the meeting

The Secretary of the meeting shall present a summary of the draft Minutes of the meeting and the draft Resolution of the meeting. The Chairman of the meeting shall request the General Meeting of Shareholders to approve the Minutes and Resolution of the meeting in accordance with Clauses 1 and 2 of this Article.

Article 12. Authority and Procedures for Collecting Shareholders' Written Opinions to Approve Resolutions of the General Meeting of Shareholders

1. The authority and procedures for collecting shareholders' written opinions to approve resolutions of the General Meeting of Shareholders shall be implemented in accordance with Article 21 of the Charter of the Corporation.

2. The Board of Directors shall establish the Vote Counting Committee and supervise the vote counting, which shall include at least: an independent member of the Board of Directors, a representative of the Supervisory Board, and a member of the Secretariat, in which the independent member of the Board of Directors shall act as the Head of the Vote Counting Committee. In the absence of an independent member of the Board of Directors at the time of vote counting, the Chairman of the Board of Directors shall act as the Head of the Committee.

3. When collecting shareholders' written opinions, the Board of Directors shall assign a focal point to receive the voting opinions of shareholders sent to the Corporation, and the receiving unit shall be responsible for implementing measures to ensure that the information is kept confidential until the vote counting is conducted.

Article 13. Minutes of the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be recorded in minutes in accordance with the Law on Enterprises, the Charter of the Corporation, and this Regulation. The Secretary of the meeting shall use appropriate means and methods to record the entire course of the meeting, including statements, discussions, and the results of approving matters decided by the General Meeting of Shareholders. The minutes shall be prepared in Vietnamese and shall bear the signatures of the Chairman of the meeting and the Secretary of the meeting. Immediately after the closing of the meeting, the Secretary of the meeting and the Chairman of the meeting shall finalize the Minutes and Resolution of the meeting in accordance with the Charter of the Corporation for publication on the Corporation's website within 24 hours from the end of the meeting.

2. In the case where the Resolution of the General Meeting of Shareholders is approved by collecting shareholders' written opinions, the preparation of the minutes summarizing shareholders' opinions of the General Meeting of Shareholders shall be carried out in accordance with Article 21 of the Charter of the Corporation.

3. The Chairman of the General Meeting of Shareholders shall be responsible for organizing the retention of the minutes of the General Meeting of Shareholders. The minutes of the General Meeting of Shareholders shall be considered valid evidence of the matters conducted at the General Meeting of Shareholders, unless objections to the contents of the minutes are raised in accordance with the procedures prescribed in Article 14 of this Regulation. The records, minutes, attendance register of attending shareholders, and powers of attorney for attendance shall be kept at the head office of the Corporation.

Article 14. Complaints and Responses to Complaints Regarding the Minutes and Resolution of the General Meeting of Shareholders

1. Within ten (10) days from the date the Minutes and Resolution of the General Meeting of Shareholders are published, shareholders shall have the right to submit written opinions to the Chairman of the meeting to object to the contents of the minutes which they believe do not accurately reflect the matters conducted at the General Meeting of Shareholders. Such objections shall clearly state the reasons for the objection and provide supporting evidence.

2. The Chairman of the meeting shall convene a meeting to consider the objections, with the participants including: the Chairman of the meeting, the Secretary of the meeting, a representative of the Shareholder Eligibility Verification Committee, a representative of the Vote Counting Committee, and another shareholder who does not hold a managerial position in the Corporation.

3. The minutes of the meeting for considering objections shall summarize the objections, the reasons and the supporting evidence. The conclusion of the minutes shall clearly state whether the objections are reasonable and well-grounded, and shall provide the final conclusion on the authenticity of the resolutions and decisions of the General Meeting of Shareholders recorded in the Minutes of the meeting.

4. Based on the conclusion of the meeting considering the complaint, the Chairman of the meeting shall send a written response/notification to the complaining shareholder.

Chapter III:
BOARD OF DIRECTORS

Article 15. Roles, Rights and Responsibilities of the Board of Directors and Responsibilities of Members of the Board of Directors

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

2. The Board of Directors shall be responsible for ensuring that the operations of the Corporation comply with the law, the Charter of the Corporation, and the internal regulations of the Corporation, ensure equal treatment of all shareholders, and respect the interests of stakeholders of the Corporation.

3. The rights and responsibilities of the Board of Directors are stipulated in Article 26 of the Charter of the Corporation.

4. The responsibilities of members of the Board of Directors are stipulated in Articles 42 and 43 of the Charter of the Corporation.

Article 16. Procedures and Order for Nomination, Self-Nomination and Election of Members of the Board of Directors

1. Term, composition and number of members of the Board of Directors:

a. The term, composition and number of members of the Board of Directors are stipulated in Article 25 of the Charter of the Corporation.

b. The composition of the Board of Directors shall aim to ensure diversity in terms of gender, age, professional fields and expertise, ensuring alignment with the development strategy of the Corporation.

c. The structure of the Board of Directors of the Corporation must ensure at least

(i) at least two (02) non-executive member in the case where the Board of Directors consists of five (05) members; (ii) at least three (03) non-executive members in the case where the Board of Directors consists of six (06) to eight (08) members, in order to ensure the independence of the Board of Directors.

d. The total number of independent members of the Board of Directors must be at least one (01) if the Board of Directors consists of five (05) members, and at least two

(02) if the Board of Directors consists of six (06) to eight (08) members.

2. The Board of Directors and/or the Nomination - Remuneration Committee assigned to prepare Board of Directors personnel shall publicly disclose the standards, conditions, and procedures for nominating and selecting candidates for the Board of Directors, in which the candidate selection process must:

a) Ensure transparency and objectivity;

b) Facilitate the consideration of multiple candidates with adequate competence, experience and suitable qualities;

c) Encourage diversity, including in expertise, experience, gender, age and governance skills;

d) Provide shareholders with full candidate information prior to the election.

e) Broaden the search for candidates across multiple platforms.

3. Conditions for nomination, self-nomination of members of the Board of Directors, the number of candidates and the consolidation of the list of candidates for the Board of Directors:

a. Conditions for self-nomination or nomination of members of the Board of Directors:

A person who self-nominates or is nominated for election to the Board of Directors must satisfy the standards for members of the Board of Directors under the Law on Enterprises and the following nomination/self-nomination conditions:

- A candidate who is an individual shareholder self-nominating must hold at least 10% of the total voting shares of the Corporation as of the record date for determining the list of shareholders entitled to attend the General Meeting of Shareholders. Any other nominated person must be nominated by a shareholder or group of shareholders holding at least 10% of the total shares of the Corporation as of the record date for determining the list of shareholders entitled to attend the General Meeting of Shareholders.

- A self-nominated or nominated person (hereinafter collectively referred to as candidates) must submit a valid application dossier within the prescribed time limit in accordance with Article 24 of the Charter of the Corporation.

- A person shall not concurrently serve as a member of the Board of Directors of more than 05 other companies.

b. Number of candidates for the Board of Directors:

The number of candidates for election to the Board of Directors shall be nominated by shareholders who satisfy the conditions for self-nomination and nomination and must be equal to or greater than the number of members of the Board of Directors to be elected. Shareholders or groups of shareholders shall conduct the nomination or self-nomination in accordance with Clause 2, Article 24 of the Charter of the Corporation.

c. Consolidation of the list of candidates for the Board of Directors:

- After the time limit for receiving application dossiers for nomination and self-nomination expires, the incumbent Board of Directors shall consolidate the list of eligible candidates and disclose it to shareholders in accordance with regulations. In the event that the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient, the incumbent Board of Directors may nominate additional candidates subject to the following conditions:

+ The candidate satisfies all standards and conditions applicable to members of the Board of Directors;

+ The candidate must have a complete application dossier.

- The list of valid candidates must be approved by the General Meeting of Shareholders at the meeting before the election is conducted. The approval of the list of candidates shall be carried out by raising voting cards, and shall be adopted when more than 50% of the total voting rights of attending shareholders vote in favor.

4. Application dossier and time limit for submission of nomination/self-nomination dossiers for election to the Board of Directors:

a. Nomination/self-nomination dossier for the Board of Directors includes:

- An application for candidacy to the Board of Directors, including the candidate's commitment to perform the duties of a member of the Board of Directors honestly if elected to the Board of Directors;

- A curriculum vitae declared by the candidate;

- A confirmation of the number of shares held by the shareholder (in the case of self-nomination) or by the shareholder/group of shareholders (in the case of nomination), or an equivalent document issued by the securities company where such shareholder(s) maintain their account, or by the Vietnam Securities Depository (as of the record date for determining the list of shareholders for the purpose of the General Meeting of Shareholders);

- Minutes of the meeting of the shareholder group;

- A list of the shareholder group (in case the candidate is nominated by a group of shareholders);

- Notarized copies of: Passport/Citizen Identity Card, permanent residence registration book, and diplomas evidencing professional qualifications;

- Other contents as stipulated in Article 24 of the Charter of the Corporation.

b. Time limit for submission of nomination/self-nomination dossiers for the Board of Directors:

- The nomination/self-nomination dossier may be submitted directly or sent by registered mail to the head office of the Corporation before the date of the General Meeting of Shareholders.

- Only nomination/self-nomination dossiers that satisfy the nomination and self-nomination conditions and candidates who meet the eligibility requirements for members of the Board of Directors shall be included in the list of candidates announced at the General Meeting of Shareholders.

5. Method of electing members of the Board of Directors:

The election of members of the Board of Directors shall be conducted using the cumulative voting method:

a. Each shareholder or the shareholder's authorized representative attending the meeting shall have a total number of voting rights corresponding to the total number of voting shares (including owned shares and shares represented by authorization) multiplied by the number of members expected to be elected to the Board of Directors;

b. A shareholder or the authorized representative attending the meeting may allocate all of his/her votes to elect one candidate or distribute the votes among several selected candidates.

6. Principles for determining elected members of the Board of Directors:

a. The elected members of the Board of Directors shall be determined from the candidates receiving votes in descending order, starting from the candidate receiving the highest number of votes until the required number of members is reached, and each elected candidate must obtain more than 50% of the total voting shares of all shareholders and authorized representatives attending the meeting.

b. In the event that two or more candidates receive the same number of votes while fewer candidates must be selected, the selection of the elected candidate shall be conducted in accordance with the Election Regulation at the General Meeting.

Article 17. Procedures for Dismissal and Removal of Members of the Board of Directors

1. A member of the Board of Directors shall be considered for dismissal in the following cases:

a. The member submits a written resignation from the position of member of the Board of Directors and such resignation is approved;

b. The member loses legal capacity;

c. The member no longer satisfies the qualifications for being a member of the Board of Directors as stipulated by the Law on Enterprises, the Charter of the Corporation, or is prohibited by law from being a member of the Board of Directors.

2. A member of the Board of Directors shall be considered for removal in the following cases:

a. The member fails to attend meetings of the Board of Directors for a consecutive period of six (06) months without the approval of the Board of Directors;

b. The member seriously violates the obligations of a member of the Board of Directors or commits acts causing damage;

c. Other cases as stipulated in the Charter of the Corporation.

3. Election, dismissal and removal of the Chairman of the Board of Directors:

a. The Chairman of the Board of Directors shall be elected, dismissed or removed by the Board of Directors from among its members.

b. In the event that the Chairman of the Board of Directors submits a resignation or is dismissed or removed, the Board of Directors shall elect a replacement within ten

(10) days from the date of receipt of the resignation or the decision on dismissal or removal. During the period in which there is no Chairman of the Board of Directors, the remaining members shall elect one among themselves on a temporary basis, as recorded in the meeting minutes, to perform the duties, rights and responsibilities of the Chairman of the Board of Directors on the principle of majority approval of the remaining members until a decision of the Board of Directors is issued.

c. In the event that the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she shall authorize in writing another member to exercise the rights and perform the obligations of the Chairman of the Board of Directors in accordance with the principles stipulated in the Charter of the Corporation. In the absence of such authorization, or if the Chairman of the Board of Directors dies, is missing, is temporarily detained, is serving a prison sentence, is subject to compulsory administrative measures at a compulsory detoxification establishment or compulsory education establishment, absconds from the place of residence, has limited or lost civil act capacity, has difficulties in cognition or behavioral control, or is banned by a court from holding a position, practicing a profession or performing certain jobs, the remaining members shall elect one among themselves to temporarily hold the position of Chairman of the Board of Directors or perform the duties, rights and responsibilities of the Chairman of the Board of Directors, as recorded in the meeting minutes, based on the principle of majority approval of the remaining members until a decision of the Board of Directors is issued.

Article 18. Notification of the Election, Dismissal and Removal of Members of the Board of Directors

In cases where the election, dismissal or removal of a member of the Board of Directors is decided by the General Meeting of Shareholders, or where a member of the Board of Directors loses his/her status as a member in accordance with the Charter of the Corporation, such information shall be disclosed to shareholders and the public in accordance with the regulations on information disclosure under the law and the Charter of the Corporation.

Article 19. Remuneration and Other Benefits of Members of the Board of Directors

1. The remuneration, bonuses and other benefits of members of the Board of Directors are stipulated in Article 27 of the Charter of the Corporation.

2. Members of the Board of Directors working on a full-time basis shall receive salary and specific allowances in accordance with the regulations/policies of the Corporation, while non-executive or part-time members shall receive remuneration.

Article 20. Order and Procedures for Organizing Meetings of the Board of Directors

1. The Board of Directors shall hold regular and extraordinary meetings in accordance with Article 29 of the Charter of the Corporation. Regular meetings of the Board of Directors shall be convened and chaired by the Chairman of the Board of Directors. The meeting notice, agenda, discussion contents and documents used at the meeting shall be prepared in Vietnamese in writing and shall be sent to members of the Board of Directors and invited participants at least five (05) days before the meeting date. Vietnamese shall be the primary language used in discussions at the meeting. In the event that a foreign member of the Board of Directors attends the meeting, the Corporation shall provide maximum support for participants in arranging interpretation services to ensure effective participation in the meeting.

2. An extraordinary meeting of the Board of Directors shall be convened upon receipt of a written request from one of the following:

a. The General Director or at least five (05) other managers;

b. At least two (02) members of the Board of Directors;

c. The Supervisory Board or an independent member of the Board of Directors;

d. Other cases as stipulated in the Charter of the Corporation.

3. An extraordinary meeting of the Board of Directors shall be convened and chaired by the Chairman of the Board of Directors within seven (07) days from the date of receipt of the request for a meeting as stipulated in Clause 2 above. In the absence of the Chairman of the Board of Directors, a member of the Board of Directors authorized by the Chairman of the Board of Directors or a person selected by the other members of the Board of Directors shall convene and chair the meeting. The meeting notice, agenda and discussion contents shall be sent to the members of the Board of Directors and other participants at least five (05) days before the meeting is held.

In extraordinary or urgent cases requiring immediate resolution of necessary matters of the Corporation, the time limit for sending the meeting notice and documents may be shorter than 05 working days, provided that all members of the Board of Directors attending the meeting have given their consent/confirmation to attend (consent given in writing/by email prior to the meeting).

4. The contents of the extraordinary meeting shall be prepared by the Chairman of the Board of Directors or by the person requesting the convening of the extraordinary meeting, focusing on resolving important and urgent matters of the Corporation. Where possible, the person convening the meeting may request the General Director of the Corporation to prepare documents and materials for review and discussion at the meeting.

Article 21. Conditions for Conducting Meetings of the Board of Directors

1. A meeting of the Board of Directors convened for the first time shall be considered valid for conducting the meeting and passing resolutions only when three-quarters (3/4) of the members of the Board of Directors attend the meeting in person or through an authorized representative.

2. In the event that the first meeting is convened but the required quorum is not met, a second meeting shall be convened within seven (07) working days from the date scheduled for the first meeting. In this case, the meeting shall be conducted if more than one-half (1/2) of the members of the Board of Directors attend the meeting in person or through an authorized representative.

Article 22. Participants in Meetings of the Board of Directors

1. Participants in meetings of the Board of Directors include the Chairman of the Board of Directors, members of the Board of Directors, the General Director (if the General Director is not a member of the Board of Directors), the Supervisory Board, representatives of divisions/units under the Board of Directors, and the Company Secretary.

2. When necessary, the Board of Directors may invite and/or convene other participants to attend the meeting. These participants may discuss and express opinions but shall not have voting rights.

3. When discussing matters relating to the rights and obligations of employees in the Corporation, the Board of Directors may invite a representative of the Executive Committee of the Corporation’s grassroots trade union to attend the meeting.

4. Persons invited to attend the meeting who are not members of the Board of Directors shall have the right to express their opinions but shall not have voting rights.

Article 23. Order and Procedures for Conducting Meetings of the Board of Directors

Meetings of the Board of Directors shall be conducted in accordance with Article 29 of the Charter of the Corporation.

1. Preparation for the meeting:

a. Unless otherwise stipulated or required by the Board of Directors, the General Director shall be responsible for organizing the preparation of the contents to be presented at the meeting of the Board of Directors.

b. Members of the Board of Directors, in accordance with the regular assignments of the Board of Directors and specific assignments by the Chairman of the Board of Directors, shall be responsible for reviewing meeting dossiers and documents, working with relevant departments of the Corporation, and preparing opinions on matters expected to be discussed at the meeting.

c. The Company Secretary and the assisting unit of the Board of Directors shall be responsible for organizing the meeting and compiling and sending the meeting documents.

d. In the event that a member of the Board of Directors or an invited participant cannot attend the meeting, such person shall notify the Board of Directors and clearly state the reason for absence, and shall simultaneously send written opinions to the Board of Directors regarding the matters expected to be discussed at the meeting.

2. Order of conducting the meeting:

a. The Chairman of the Board of Directors or the authorized person presiding over the meeting shall announce the participants, contents and agenda of the meeting;

b. The person assigned to report at the meeting shall present the contents and proposals for the Board of Directors to consider and decide;

c. Members shall discuss and consider the matters based on the documents, reports and presentations at the meeting;

d. The person presiding over the meeting shall conclude and request voting on each matter discussed and the contents of the meeting resolutions;

e. Approval of the Resolution and Minutes of the meeting;

f. Members of the Board of Directors and the Company Secretary shall sign the Minutes of the meeting.

3. Submission of voting opinions and authorization to attend the meeting:

a. A member of the Board of Directors who is absent may vote on resolutions of the Board of Directors by submitting written opinions. Such written opinions shall be sent to the Chairman of the Board of Directors or the person authorized to preside over the meeting no later than one (01) hour before the opening of the meeting and shall be disclosed to all members of the Board of Directors attending the meeting.

b. In the event that a member of the Board of Directors is absent from the meeting and does not submit written voting opinions but authorizes another person to attend the meeting, such authorization must be made in writing clearly stating the scope of authorization for the authorized person to attend and vote, and confirming that the member of the Board of Directors shall be responsible for the voting opinion of the authorized person.

c. A member of the Board of Directors may authorize another person to attend meetings of the Board of Directors and vote on matters no more than 2 times per year in cases of illness, medical conditions preventing attendance, or force majeure circumstances.

Article 24. Online Meetings or Other Forms

1. Meetings of the Board of Directors may be conducted online or in other forms, or in a combination of multiple forms when all or some members attending the meeting are present at different locations, provided that each participating member is able to:

a. Hear each other member speaking during the meeting;

b. Present and directly exchange opinions with all other participating members.

2. Each member of the Board of Directors participating in the meeting by the above methods shall be deemed "present" at the meeting. A meeting conducted in accordance with this provision shall be deemed to take place at the location where the largest group of members of the Board of Directors is gathered; if no such group exists, the location where the Chairman of the meeting is present shall be deemed the meeting venue.

3. Resolutions approved at an online meeting or another valid form of meeting shall take effect immediately upon the conclusion of the meeting but shall subsequently be confirmed by the signatures of the members of the Board of Directors attending the meeting in the Minutes of the meeting.

Article 25. Approval of Resolutions of the Board of Directors

1. Resolutions of the Board of Directors shall be approved on the principle of majority approval of the total number of members of the Board of Directors validly attending the meeting (more than 50%). Each member of the Board of Directors, whether present in person, represented by a duly authorized representative, or submitting written voting opinions, shall have one vote of equal value. In the event that the number of votes in favor and against is equal, the final decision shall follow the opinion of the Chairman of the Board of Directors, unless otherwise stipulated by the Charter of the Corporation or by law. Voting shall be conducted openly by a show of hands, and the voting results shall be clearly and specifically recorded by the Company Secretary in the Minutes of the meeting of the Board of Directors.

2. Opinions expressed directly by each member during the meeting of the Board of Directors shall be recorded in the Minutes, and the person presiding over the meeting shall provide the final conclusion at the end of the meeting.

3. Voting:

a. Voting shall be conducted openly by a show of hands, and the voting results shall be clearly recorded by the Company Secretary in the Minutes of the meeting of the Board of Directors.

b. For important matters that require the opinions of all members of the Board of Directors, absent members shall vote by submitting written opinions and sending them to the Company Secretary no later than two (02) working days after the conclusion of the meeting.

4. A member of the Board of Directors shall not vote on any contract, transaction or proposal in which such member has an interest (together with the interests of any related persons) where such interest is significant compared to the benefits derived from the ownership of shares, bonds or other securities of the Corporation, or where such interest relates to responsibilities of that member that conflict or may conflict with the interests of the Corporation. Such member shall not be counted toward the minimum number of participants required to attend a meeting with respect to any resolution on which that member is not entitled to vote.

5. Decisions discussed and resolved at meetings of the Board of Directors shall be issued by the Board of Directors in appropriate document forms (such as Resolutions, Decisions, Directives, etc.) and sent to relevant individuals and units for implementation. Based on the contents resolved by the Board of Directors, the Chairman of the Board of Directors shall, on behalf of the Board of Directors, or authorize the member of the Board

of Directors in charge of the relevant area as assigned, sign and issue these official documents.

6. After being signed and issued by the Chairman of the Board of Directors, Resolutions, Decisions and other guiding documents shall be copied and sent to each member of the Board of Directors and the Supervisory Board for monitoring and supervision of implementation; and shall simultaneously be forwarded to the person responsible for information disclosure to carry out disclosure of information that is required to be disclosed in accordance with regulations to state management authorities, shareholders and the public.

Article 26. Approval of Resolutions of the Board of Directors by Written Opinion

1. In cases where opinions of members of the Board of Directors are collected in writing, resolutions of the Board of Directors shall be approved based on the principle of majority approval (more than 50%) of the total number of members of the Board of Directors. If the number of votes in favor and against is equal, the final decision shall follow the opinion of the Chairman of the Board of Directors, unless otherwise stipulated by the Charter of the Corporation or by law. The Chairman of the Board of Directors and the Company Secretary shall consolidate the voting results and record them in the Minutes of the written opinion collection for approval of the resolution of the Board of Directors.

2. A resolution approved by written opinion shall have the same validity and effect as a resolution approved by the Board of Directors at a duly convened and held meeting. The issuance of resolutions in this form shall comply with the provisions of Clauses 5 and 6, Article 24 of this Regulation.

Article 27. Minutes of the Meeting of the Board of Directors

1. The contents of meetings of the Board of Directors shall be truthfully and fully recorded by the Company Secretary in the Minutes of the meeting of the Board of Directors. The Minutes of the meeting of the Board of Directors shall be prepared in Vietnamese and must bear the signatures of the Company Secretary, the members of the Board of Directors attending the meeting, and the Chairman of the Board of Directors or the person authorized to preside over the meeting. The Minutes of the meeting of the Board of Directors shall serve as authentic evidence of the matters conducted at the meeting, the contents approved by the Board of Directors, or any reservations expressed by members of the Board of Directors.

2. In the event that the chairman of the meeting or the person recording the minutes refuses to sign the minutes, the minutes shall remain valid if they are signed and approved by all other members of the Board of Directors attending the meeting and contain all required contents as stipulated in the Charter of the Corporation.

3. The Minutes of the meeting shall clearly state the refusal of the Chairman of the meeting or the person recording the minutes to sign the minutes. The persons signing the minutes shall bear joint responsibility for the accuracy and truthfulness of the contents of the Minutes of the meeting of the Board of Directors. The Chairman of the meeting and the person recording the minutes shall bear personal responsibility for any damage caused to the Corporation due to the refusal to sign the minutes in accordance with regulations.

4. In the event that the Chairman of the Board of Directors and/or the person

authorized by the Chairman to preside over that meeting does not sign the resolution, the Board of Directors shall convene and elect a representative to sign and issue the resolution on the basis of the principle of majority approval of the members of the Board of Directors attending the meeting.

5. The person presiding over the meeting, the person recording the minutes, and the persons signing the minutes shall be responsible for the truthfulness and accuracy of the contents of the Minutes of the meeting of the Board of Directors.

6. Documents related to the meeting, including the Minutes of the meeting, Resolutions, Decisions, and other related documents, shall be kept at the Corporation in accordance with the confidentiality regulations of the Corporation.

7. The Company Secretary shall be responsible for copying or extracting the Minutes of the meeting of the Board of Directors and sending them to the members of the Board of Directors, the Supervisory Board, and the General Director for implementation, monitoring, and supervision.

Chapter IV:
PERSON IN CHARGE OF CORPORATE GOVERNANCE

Article 28. Standards of the Person in Charge of Corporate Governance

The Person in Charge of Corporate Governance shall meet the following standards:

1. Having knowledge of the law;

2. Not concurrently working for an independent auditing firm that is auditing the financial statements of the Corporation;

3. Other standards as stipulated by law, the Charter of the Corporation, and decisions of the Board of Directors.

Article 29. Rights and Obligations of the Person in Charge of Corporate Governance and the Company Secretary

1. The Person in Charge of Corporate Governance shall have the following rights and obligations:

a. Advising the Board of Directors on the organization of meetings of the General Meeting of Shareholders in accordance with regulations and on matters relating to the relationship between the Corporation and its shareholders;

b. Preparing 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. Advising on the procedures of meetings;

d. Attending meetings;

e. Advising on the procedures for preparing resolutions of the Board of Directors in compliance with the law;

f. Providing financial information, copies of the Minutes of meetings of the Board of Directors, and other information to members of the Board of Directors and Supervisors;

g. Supervising and reporting to the Board of Directors on the information disclosure activities of the Corporation;

h. Acting as the focal point for communication with stakeholders;

i. Maintaining confidentiality of information in accordance with the law and the Charter of the Corporation;

k. Other rights and obligations as stipulated by law and the Charter of the Corporation.

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

a. Assisting in organizing the convening of meetings of the General Meeting of Shareholders and the Board of Directors, and recording the Minutes of meetings;

b. Assisting members of the Board of Directors in performing their assigned rights and obligations;

c. Assisting the Board of Directors in applying and implementing corporate governance principles;

d. Assisting the Corporation in building shareholder relations and protecting the lawful rights and interests of shareholders; ensuring compliance with obligations regarding information provision, information disclosure and administrative procedures;

dd. Other rights and obligations as stipulated in the Charter of the Corporation.

Article 30. Appointment of the Person in Charge of Corporate Governance

The Board of Directors shall designate at least one (01) person as the Person in Charge of Corporate Governance to support corporate governance activities to be carried out effectively. The term of the Person in Charge of Corporate Governance shall be decided by the Board of Directors, but shall not exceed 05 years. The Person in Charge of Corporate Governance may concurrently serve as the Company Secretary.

Article 31. Cases of Dismissal of the Person in Charge of Corporate Governance

The Board of Directors may dismiss the Person in Charge of Corporate Governance when necessary, provided that such dismissal does not contravene the applicable labor laws. The Board of Directors may appoint an Assistant to the Person in Charge of Corporate Governance from time to time.

Article 32. Notification of Appointment and Dismissal of the Person in Charge of Corporate Governance

The appointment and dismissal of the Person in Charge of Corporate Governance shall be notified in accordance with the Charter of the Corporation and the provisions of law.

Chapter V:
SUPERVISORY BOARD

Article 33. Role, Rights and Obligations of the Supervisory Board, and Responsibilities of Supervisors

1. The Supervisory Board has the role of supervising the activities of the Board of

Directors and the General Director in the management and administration of the Corporation; coordinating with the Board of Directors and the General Director to supervise the activities of the independent auditing firm in order to ensure that the operations of the Corporation are transparent and lawful for the benefit of the shareholders and the Corporation.

2. The rights and obligations of the Supervisory Board are stipulated in Article 39 of the Charter of the Corporation.

3. The responsibilities of Supervisors are stipulated in Article 42 and Article 43 of the Charter of the Corporation and relevant provisions of law. Each year, the Supervisory Board shall report its evaluation of the performance of the Board of Directors, the Executive Board, and the independent auditing firm at the Annual General Meeting of Shareholders.

Article 34. Term, Number, Composition and Structure of Members, and Salary, Remuneration, Bonuses and Other Benefits of the Supervisory Board

1. Term, number, composition and structure of members of the Supervisory Board

a. The number of members of the Supervisory Board and the term of Supervisors of the Corporation are stipulated in Clause 1, Article 37 of the Charter of the Corporation. Supervisors must not be persons working in the accounting or finance departments of the Corporation, and must not be members or employees of the independent auditing firm currently auditing the financial statements of the Corporation.

b. Supervisors must satisfy the standards and conditions stipulated in Clause 2, Article 37 of the Charter of the Corporation.

c. The Supervisory Board shall elect one (01) member as the Head of the Supervisory Board. The Head of the Supervisory Board must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or other disciplines related to the business operations of the Corporation, and must work on a full-time basis at the Corporation. The Head of the Supervisory Board has the following rights and responsibilities:

- Convening meetings of the Supervisory Board;

- Requesting the Board of Directors, the General Director, and other managers to provide relevant information for reporting to the Supervisory Board;

- Preparing and signing reports of the Supervisory Board, after consulting the Board of Directors, for submission to the General Meeting of Shareholders.

2. Salary, remuneration, bonuses and other benefits of members of the Supervisory Board are stipulated in Article 41 of the Charter of the Corporation and the internal regulations of the Corporation.

Article 35. Procedures and Process for Nomination, Self-Nomination and Election of Supervisors

1. Conditions for nomination and self-nomination of Supervisors, number of candidates and consolidation of the list of candidates for the Supervisory Board

a. Conditions for self-nomination or nomination to the Supervisory Board:

- A person who self-nominates or is nominated for election to the Supervisory Board must satisfy the standards of a Supervisor in accordance with Article 169 of the

Law on Enterprises and the following nomination/self-nomination conditions:

- A candidate who is an individual shareholder self-nominating must hold at least 10% of the total voting shares of the Corporation. Other nominated candidates must be nominated by a shareholder or a group of shareholders holding at least 10% of the total shares of the Corporation.

- Persons who self-nominate or are nominated (hereinafter collectively referred to as candidates) must submit valid nomination/self-nomination dossiers within the prescribed time limit.

b. Number of candidates for the Supervisory Board:

The number of candidates for election to the Supervisory Board shall be determined by shareholders eligible to nominate or self-nominate and must be equal to or greater than the number of Supervisors to be elected to the Supervisory Board.

2. Method, dossiers and time limit for submission of nomination/self-nomination dossiers for election to the Supervisory Board

The Corporation shall notify the contents of the election of the Supervisory Board expected to be conducted at the General Meeting of Shareholders, including the number, standards and conditions, together with necessary dossier forms for shareholders to consider and carry out the nomination or self-nomination of candidates in accordance with the Charter of the Corporation. Shareholders or groups of shareholders eligible to nominate or self-nominate shall carry out the nomination or self-nomination in the following manner and with the following dossiers:

a. Nomination/self-nomination dossier for the Supervisory Board includes:

- An application for nomination/self-nomination to participate in the Supervisory Board, including a commitment by the candidate to perform the duties of a member of the Supervisory Board honestly if elected to the Supervisory Board;

- Curriculum vitae declared by the candidate;

- Minutes of the group meeting and the list of the shareholder group (in case the candidate is nominated by a group of shareholders);

- Certified copies of: Identity Card / Citizen Identity Card / Passport, permanent residence book, and diplomas evidencing the candidate's professional qualifications;

- Other contents as stipulated in Article 36 of the Charter of the Corporation.

b. Time limit for submission of nomination/self-nomination dossiers for the Supervisory Board:

Nomination/self-nomination dossiers may be submitted directly or sent by registered mail to the head office of the Corporation at least twenty-one (21) working days prior to the date of the General Meeting of Shareholders. Only nomination/self-nomination dossiers meeting the conditions for nomination and self-nomination, and candidates meeting the conditions to be Supervisors, shall be included in the list of candidates announced at the General Meeting of Shareholders.

c. Consolidation of the list of candidates for the Supervisory Board:

- After the deadline for submission of nomination/self-nomination dossiers expires, the incumbent Board of Directors shall consolidate the list of eligible candidates for announcement to the shareholders in accordance with regulations. In case the number of candidates for the Supervisory Board through nomination and self-nomination is still insufficient, the incumbent Supervisory Board may nominate additional candidates with the following conditions:

+ The candidate must meet all standards and conditions of a Supervisor;

+ The candidate must have a complete nomination dossier.

- The list of valid candidates must be announced at the General Meeting of Shareholders before the election is conducted.

3. Method of election, voting procedures, vote counting and principles for determining elected candidates:

The method of election, voting procedures, vote counting and principles for determining elected members of the Supervisory Board shall be implemented in the same manner as stipulated in Clause 4 and Clause 5, Article 15 of this Regulation.

Article 36. Procedures for Removal and Dismissal of Members of the Supervisory Board

1. A member of the Supervisory Board shall be considered for removal in the following cases:

a. The member submits a written resignation from the position of member of the Supervisory Board;

b. The member falls into a case where he/she no longer satisfies the qualifications to be a member of the Supervisory Board in accordance with the Law on Enterprises, the Charter of the Corporation, or is prohibited by law from being a member of the Supervisory Board;

c. The member loses civil act capacity.

2. A Supervisor shall be considered for dismissal in the following cases:

a. Failing to complete assigned duties and tasks;

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

c. Repeatedly violating or seriously violating the obligations of a Supervisor as stipulated in the Law on Enterprises and the Charter of the Corporation;

d. Other cases as decided by the General Meeting of Shareholders.

Article 37. Notification of Election, Removal and Dismissal of Members of the Supervisory Board

In cases where the election, removal or dismissal of members of the Supervisory Board is decided by the General Meeting of Shareholders, or where a member of the Supervisory Board loses his/her membership status in accordance with the Charter of the Corporation, such information must be notified to shareholders and the public in accordance with the information disclosure regulations of the law and the Charter of the Corporation.

Chapter VI:

GENERAL DIRECTOR, DEPUTY GENERAL DIRECTORS AND CHIEF ACCOUNTANT

Article 38. Authority to Appoint the General Director, Deputy General Directors and Chief Accountant

The Board of Directors shall appoint the General Director, Deputy General Directors and the Chief Accountant in accordance with the Charter of the Corporation.

Article 39. Role, Responsibilities, Rights and Obligations of the General Director

The General Director is the legal representative of the Corporation, and manages the daily business operations of the Corporation in accordance with Article 33, Article 34 and Article 35 of the Charter of the Corporation.

Article 40. Standards and Conditions for the General Director

A person appointed as the General Director must satisfy the following standards and conditions:

1. Having full civil act capacity and not being subject to prohibition from managing an enterprise in accordance with the Law on Enterprises; having good health, good moral qualities, honesty and integrity; having knowledge of and awareness of compliance with the law; and having permanent residence in Vietnam;

2. Holding a university degree or higher in business administration or in the main business sectors of the Corporation;

3. Having at least five (05) years of practical experience in business management or in the main business sectors of the Corporation;

4. Not concurrently serving as Director, General Director or holding an executive position in another enterprise;

5. Not being the spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adoptive child, biological brother, biological sister, brother-in-law or sister-in-law of a manager of the parent company or of the representative of state capital at that company.

Article 41. Procedures for Appointment of the General Director

1. A person proposed or nominated for appointment to the position of General Director must complete the appointment dossier and submit it to the Board of Directors for consideration. The Board of Directors shall discuss and decide on the appointment of the General Director by adopting a Resolution or Decision of the Board of Directors.

2. The decision on the appointment of the General Director must clearly state the bases for determining the scope of duties, powers, benefits and responsibilities of the General Director, including the law, the Charter of the Corporation, the Corporate Governance Regulation, and other regulations and rules of the Corporation. In addition, the Board of Directors may sign an employment contract and a responsibility contract with the General Director to specify these matters.

Article 42. Standards and Conditions for the Deputy General Director

A person appointed as Deputy General Director must satisfy the following standards and conditions:

1. Having full civil act capacity and not being subject to prohibition from managing an enterprise in accordance with the Law on Enterprises; having good health, good moral qualities, honesty and integrity; having knowledge of and awareness of compliance with the law; and having permanent residence in Vietnam;

2. Holding a university degree or higher in business administration or in the main business sectors of the Corporation;

3. Having at least five (05) years of practical experience in business management or in the main business sectors of the Corporation;

4. Not concurrently holding a managerial or executive position in another enterprise, except where appointed by the Board of Directors to participate in the management or administration of an enterprise in which the Corporation has contributed capital.

Article 43. Procedures for Appointment of the Deputy General Director

1. A person proposed or nominated for appointment to the position of Deputy General Director must complete the appointment dossier and submit it to the Board of Directors for consideration. The Board of Directors shall discuss and decide on the appointment of the Deputy General Director by adopting a Resolution or Decision of the Board of Directors.

2. The decision on the appointment of the Deputy General Director must clearly state the bases for determining the scope of duties, powers, benefits and responsibilities of the Deputy General Director, including the law, the Charter of the Corporation, the Corporate Governance Regulation, and other regulations and rules of the Corporation. In addition, the Board of Directors may require the Corporation to sign an employment contract and a responsibility contract with the Deputy General Director to specify these matters.

Article 44. Standards and Conditions for the Chief Accountant

1. Having full civil act capacity and not being a person prohibited from practicing accounting in accordance with the law on accounting;

2. Having good health, professional ethics, honesty and integrity; having awareness of compliance with the law; and having permanent residence in Vietnam;

3. Holding a university degree or higher in accounting;

4. Having at least five (05) years of practical experience in corporate accounting;

5. Holding a certificate of completion of the chief accountant training course;

6. Not concurrently holding a managerial or executive position in another enterprise, except where appointed by the Board of Directors to participate in the management or administration of an enterprise in which the Corporation has contributed capital.

Article 45. Procedures for Appointment of the Chief Accountant

1. A person proposed or nominated for appointment to the position of Chief Accountant must complete the appointment dossier and submit it to the Board of Directors for consideration. The Board of Directors shall discuss and decide on the appointment of the Chief Accountant by approving a Resolution or Decision of the Board

of Directors.

2. The decision on the appointment of the Chief Accountant must clearly state the bases for determining the scope of duties, powers, benefits and responsibilities of the Chief Accountant, including the law, the Charter of the Corporation, the Corporate Governance Regulation, and other regulations and rules of the Corporation. In addition, the Board of Directors may require the Corporation to sign an employment contract and a responsibility contract with the Chief Accountant to specify these matters.

Article 46. Removal of the General Director

1. The Board of Directors shall remove the General Director in the following cases:

a. The General Director is in a situation where he/she does not satisfy the conditions stipulated in Article 39 of this Regulation;

b. The General Director submits a resignation letter, or there is a written reassignment from the organization that introduced the appointment of the General Director, or the General Director is not in sufficient health to hold the position for six (06) consecutive months;

c. The General Director violates obligations and responsibilities in the management and administration of the Corporation, causing serious damage to the Corporation;

d. Poor management capacity resulting in the Corporation suffering business losses for two (02) consecutive years not due to objective causes;

e. The General Director is prosecuted, temporarily detained or indicted for criminal liability;

f. Other cases where the Board of Directors has grounds to determine that the General Director cannot continue to hold the position.

2. The removal of the General Director must be approved by the Board of Directors in accordance with the Charter of the Corporation.

3. The Board of Directors may request the removed General Director to compensate for damages caused to the Corporation (if any).

Article 47. Removal of the Deputy General Director

The Board of Directors shall remove the Deputy General Director in the following cases:

a. The Deputy General Director is in a situation where he/she does not satisfy the conditions stipulated in Article 41 of this Regulation;

b. The Deputy General Director submits a resignation letter, or there is a written reassignment from the organization that introduced the appointment of the Deputy General Director;

c. The Deputy General Director is not in sufficient health to hold the position for six (06) consecutive months;

d. The Deputy General Director violates obligations and responsibilities in the management and administration of the Corporation, causing serious damage to the Corporation;

e. The Deputy General Director is prosecuted, temporarily detained or indicted for criminal liability;

f. Other cases where the Board of Directors has grounds to determine that the Deputy General Director cannot continue to hold the position.

2. The Board of Directors may request the removed Deputy General Director to compensate for damages caused to the Corporation (if any).

Article 48. Removal of the Chief Accountant

1. The Board of Directors shall remove the Chief Accountant in the following cases:

a. The Chief Accountant is in a situation where he/she does not satisfy the conditions stipulated in Article 43 of this Regulation;

b. The Chief Accountant submits a resignation letter, or there is a written reassignment from the organization that introduced the appointment of the Chief Accountant;

c. The Chief Accountant is not in sufficient health to hold the position for six (06) consecutive months;

d. The Chief Accountant violates obligations and responsibilities in accounting work of the Corporation, causing serious damage to the Corporation;

e. The Chief Accountant is prosecuted, temporarily detained or indicted for criminal liability;

f. Other cases where the Board of Directors has grounds to determine that the Chief Accountant cannot continue to hold the position.

2. The Board of Directors may request the removed Chief Accountant to compensate for damages caused to the Corporation (if any).

Article 49. Notification of Appointment and Removal of the General Director, Deputy General Directors and Chief Accountant

The Corporation shall notify internally of the appointment and removal of the General Director, Deputy General Directors and the Chief Accountant, and disclose such information in accordance with the law and the Charter of the Corporation.

Article 50. Salary and Other Benefits of the General Director, Deputy General Directors and Chief Accountant

The salary and other benefits of the General Director, Deputy General Directors and the Chief Accountant shall be decided by the Board of Directors in accordance with the Charter of the Corporation and relevant regulations and policies of the Corporation.

Chapter VII:

COMMITTEES UNDER THE BOARD OF DIRECTORS

Article 51. Committees under the Board of Directors

1. The Board of Directors of the Corporation may establish committees to support the activities of the Board of Directors, including the Nomination - Remuneration Committee, Audit Committee, and other committees in accordance with Article 30 of the Charter of the Corporation.

2. In cases where the Nomination - Remuneration Committee, Audit Committee, or other committees are not established, the Board of Directors may assign independent members of the Board of Directors to assist the Board of Directors in matters relating to personnel, remuneration, audit or other activities.

3. The Board of Directors shall stipulate in detail the establishment of committees, the responsibilities of each committee, the responsibilities of members of the committees, or the responsibilities of the independent members assigned to be in charge of the areas specified in Clause 2 of this Article.

Article 52. Operating Principles of the Committees

The implementation of decisions of the Board of Directors, or of committees under the Board of Directors, or of persons holding the status of members of committees under the Board of Directors, must comply with applicable laws and the provisions of the Charter of the Corporation.

Chapter VIII: OTHER ACTIVITIES

Article 53. Procedures and Process for Convening Meetings, Sending Meeting Notices, Recording Minutes and Notifying Meeting Results between the Board of Directors, the Supervisory Board and the General Director

When the General Director, or at least five (05) other managers, or the Supervisory Board requests the convening of an extraordinary meeting of the Board of Directors or a meeting between the Board of Directors, the Supervisory Board and the General Director, the requesting persons must send a written request to the Board of Directors, clearly stating the reasons for the necessity of convening the meeting and attaching relevant information and documents. The procedures and process for conducting meetings of the Board of Directors shall comply with the provisions from Article 19 to Article 24 of this Regulation.

Article 54. Working Relationship between the Board of Directors and the Supervisory Board

1. The Board of Directors shall respect the rights of the Supervisory Board in examining the reasonableness and legality of the management and administration activities of the Corporation, and at the same time create conditions for the Supervisory Board to inspect the management and administration of production and business activities, the recording of accounting books and the financial statements of the Corporation in accordance with its functions, duties and powers as stipulated in the Charter of the Corporation and the Resolutions of the General Meeting of Shareholders.

2. The Board of Directors is responsible for receiving and taking measures to correct shortcomings or deficiencies in management and administration in accordance with the inspection conclusions of the Supervisory Board, and is also responsible for directing the General Director to implement necessary measures to handle violations (if any) and/or remedy shortcomings in administration, in the recording of accounting books and the preparation of financial statements of the Corporation.

3. The Supervisory Board shall conduct appraisal of the financial statements of the Corporation, the business performance report and the report evaluating the activities of the Board of Directors, and shall periodically notify the Board of Directors of the plan for inspection and supervision as well as the results of inspection and supervision of management and administration activities and the recording of accounting books and

preparation of financial statements of the Corporation.

4. All Resolutions and Decisions of the Board of Directors shall be notified and sent to the Supervisory Board.

Article 55. Working Relationship between the Board of Directors and the General Director and the Executive Board

1. The Board of Directors is the managing body of the Corporation, responsible for directing and supervising the General Director and the Executive Board in the management and operation of the Corporation, and in organizing the implementation of the duties and powers of the General Director in accordance with the Charter of the Corporation and the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors. The Board of Directors exercises its management and supervision through resolutions, decisions and directives, through direct supervisory activities and through the reporting activities of the General Director.

2. Responsibilities of the General Director:

a. The General Director is responsible for organizing the implementation of the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors. During the implementation of the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors, if any issue that is not beneficial to the Corporation is discovered, the General Director must report it to the Board of Directors for adjustment of such resolution or decision. If the Board of Directors does not adjust the resolution or decision within its authority, the General Director must still implement it but has the right to reserve his/her opinion and submit recommendations to the General Meeting of Shareholders at the nearest meeting or convene a General Meeting of Shareholders if the General Director has sufficient authority to convene such meeting in accordance with this Regulation and the Charter of the Corporation.

b. In the event of a force majeure incident resulting in the Corporation being unable to implement and/or causing interruption to the implementation of the Resolutions and Decisions of the Board of Directors, the General Director shall be responsible for explaining to the Board of Directors and proposing remedial measures. Incidents shall be considered force majeure when they occur objectively, beyond intention, unforeseeable and beyond the control of the General Director and the Executive Board.

c. The General Director has the right to decide on measures beyond his/her authority in emergency cases such as natural disasters, war, fire, force majeure incidents, etc., and must report to the Board of Directors within 24 hours (the report may initially be made by telephone but must subsequently be submitted in writing) and shall be responsible before the Board of Directors, the nearest General Meeting of Shareholders, and before the law.

d. The General Director shall propose to the Board of Directors the organizational structure, internal management regulations, measures to improve the management efficiency and operations of the Corporation, and the number and titles of managerial personnel that the Corporation needs to recruit in order to ensure the reasonable and effective implementation of the annual production and business activities and the achievement of the strategic objectives of the Corporation.

e. Annually, the General Director shall submit to the Board of Directors for approval the detailed business plan for the following fiscal year based on meeting the requirements of the appropriate budget as well as the five (05)-year financial plan.

f. The General Director shall prepare the Financial Statements in accordance with the laws on accounting and other relevant legal regulations. The annual Financial Statements must be accompanied by proposals on profit distribution, dividend payment, or handling of business losses.

g. The General Director shall send or copy relevant documents and reports to the Board of Directors and the Supervisory Board in accordance with the relevant regulations and requirements of the Board of Directors.

h. The General Director shall direct the Executive Board to prepare draft documents relating to the agenda items of meetings of the Board of Directors in accordance with the direction of the Chairman of the Board of Directors.

i. Other responsibilities in accordance with the provisions of law and the Charter of the Corporation.

3. Relationship between the Board of Directors and the General Director:

a. The Board of Directors shall not directly interfere in the management activities of the General Director. Annually, the Board of Directors shall establish a working plan with the member units of the Corporation to inspect and supervise the implementation of production and business plans and the implementation of the resolutions and decisions of the Board of Directors, in order to promptly address related recommendations within the authority of the Board of Directors.

b. The Board of Directors shall direct the General Director to recruit and maintain managerial personnel with good qualifications, competence and ethics for the Corporation, and the General Director shall ensure that such managerial personnel are capable of managing and operating the daily business activities in order to achieve the objectives and plans of the Corporation. Criteria on professional ethics and professional qualifications shall be prioritized when the General Director selects managerial personnel.

c. Except for matters that must be submitted to the Board of Directors, the General Director shall have the authority to proactively decide on the management and operation of the Corporation in accordance with the delegation of authority and the working procedures issued by the Board of Directors.

d. The General Director shall report to the Board of Directors in accordance with Clause 2, Article 55 of this Regulation.

e. Meetings for preparing proposals to be submitted to the Board of Directors chaired by the General Director must invite members of the Board of Directors to participate. Members of the Board of Directors shall provide comments, and matters falling under the authority of the Board of Directors must still be submitted by the General Director for approval in an official written form.

f. The Chairman of the Board of Directors, a representative of the Board of Directors, or an authorized person may attend the quarterly briefing meetings of the Executive Board of the Corporation (if any).

g. For domestic and overseas surveys, negotiations and contract signing related to the responsibilities of the Board of Directors or matters that must be submitted to the Board of Directors for decision, the General Director shall report so that the Chairman of the Board of Directors may attend or designate a member to attend in order for the Board of Directors to perform its management, direction or advisory functions.

h. For meetings convened by relevant authorities inviting the Corporation to attend (except where the invitation is addressed to a specific individual), participation shall be assigned depending on the nature of each meeting as follows:

- Meetings of particular importance relating to organizational restructuring, mechanisms, policies, medium- and long-term development directions, or the resolution of major issues of the Corporation shall be attended by both the Chairman of the Board of Directors and the General Director, or by one of the two positions, who shall subsequently inform the other.

- Meetings relating to short-term policies or operational matters shall be attended by the General Director or a Deputy General Director, who shall subsequently inform the Chairman of the Board of Directors.

4. Relationship between the Board of Directors and the Executive Board:

a. The Office of the Corporation shall be responsible for organizing and managing the files, documents and incoming and outgoing correspondence of the Board of Directors in accordance with the current regulations on clerical and archival work of the Corporation.

b. Correspondence and documents addressed to the Board of Directors, after being registered in the tracking log, must be forwarded to the Chairman of the Board of Directors or an authorized person for handling. Correspondence and documents from shareholders or from other agencies, organizations or individuals sent to the Corporation with contents related to management matters must be copied to the Chairman of the Board of Directors or an authorized person for coordinated handling.

c. Documents and correspondence issued or sent by the Board of Directors shall be registered under the code of the Board of Directors, and archived copies kept by the clerical unit must be managed separately, and a copy must also be kept by the Company Secretary.

d. The Board of Directors shall use the seal of the Corporation to issue documents for the purpose of leadership and management within the Corporation and/or to conduct transactions with organizations or individuals outside the Corporation.

e. The Board of Directors shall utilize functional divisions and/or other specialists within the Corporation to assist the Board of Directors in reviewing and providing advisory opinions on relevant matters.

f. For matters falling under the decision-making authority of the Board of Directors or requiring approval of the Board of Directors, the Board of Directors shall request the General Director to direct the functional divisions to propose and prepare plans and related documents.

Article 56. Working Relationship between the Supervisory Board and the Executive Board and Other Units

1. With the Board of Management:

a. The Board of Management shall be subject to the inspection and supervision of the Supervisory Board regarding the performance of its duties in accordance with the Charter of the Corporation and the Regulation on the Organization and Operation of the

Supervisory Board;

b. The General Director and other managerial personnel of the Corporation shall provide full and timely information and documents relating to the business operations of the Corporation at the request of the Supervisory Board, unless otherwise decided by the General Meeting of Shareholders.

2. With the Executive Board:

a. Subordinate units and functional divisions of the Corporation shall report their operational situation to the Supervisory Board regularly or irregularly upon request of the Supervisory Board;

b. Subordinate units and departments within the Corporation shall directly or in coordination with the Supervisory Board conduct inspections of management and operational activities in accordance with the provisions of law and internal regulations of the Corporation;

c. The Supervisory Board shall directly or in coordination with inspection delegations and independent auditing firms conduct inspections of the financial activities of the Corporation and supervise compliance with the accounting regime of the Corporation;

d. Officers and employees of subordinate units and departments shall provide documents and information related to supervisory activities to the Supervisory Board;

e. The provision of information, reports and coordination in inspections between the Executive Board and the Supervisory Board shall be carried out on the basis of a program agreed upon with the General Director.

3. With member units and Supervisors / Supervisory Boards at member units:

The working relationship regarding inspection and supervision between the Supervisory Board and member units and the Supervisors / Supervisory Boards at member units shall be implemented in accordance with the Charter of the Corporation, the Financial Management Regulation of the Corporation, the Regulation on Representatives of the Corporation, the Regulation on the Organization and Operation of the Supervisory Board, and other relevant regulations.

4. With the Independent Auditor:

a. The Supervisory Board shall coordinate with and supervise the activities of the Independent Auditor.

b. The Supervisory Board shall review the activities of the independent auditing firm in providing audit and non-audit services to ensure independence in audit activities.

c. Annually, the Supervisory Board shall report the evaluation of the activities of the Independent Auditor at the Annual General Meeting of Shareholders.

Article 57. Management and Use of the Seal

1. The Board of Directors shall decide on the type, quantity, form and contents of the seal of the Corporation, its branches and representative offices.

2. The Board of Directors, the General Director, and the Supervisory Board shall manage and use the seal in accordance with the Charter of the Corporation, internal regulatory documents of the Corporation, and the provisions of law.

3. The General Director shall be responsible for developing and issuing regulations on the management and use of the seal of the Corporation.

Article 58. Environmental and Social Responsibilities

1. The Board of Directors shall ensure that the Corporation has appropriate governance policies and procedures relating to social and environmental activities associated with the strategy of the Corporation and its long-term sustainable success.

2. The Board of Directors is responsible for overseeing the development, operation and improvement of the system for managing, collecting, consolidating, verifying, approving and disclosing information on the sustainable development of the Corporation.

3. The Board of Directors shall periodically review the completeness, accuracy, timeliness and reliability of sustainability data prior to external disclosure.

4. The Board of Directors shall ensure that these social and environmental responsibility requirements are also applied to suppliers.

Article 59. Anonymous Reports

The Board of Directors shall establish internal regulations governing the receipt, response and handling of questions or concerns raised by employees, or the receipt and handling of opinions and complaints from customers or other stakeholders. Such notifications may be submitted confidentially or anonymously, or by email, by letter, or by telephone through the hotline number or the address/email published on the website of the Corporation. The Corporation strictly prohibits any member of the Board of Directors or any employee from retaliating or taking any action that may harm a person who raises an issue or assists in resolving the issue thoroughly.

Chapter IX:
CONTROL ENVIRONMENT

The Corporation shall maintain an effective control framework to ensure stability in its operations and provide assurance to shareholders and other interested parties.

Article 60. Risk Management

The Corporation recognizes the importance of Risk Management and shall ensure the establishment of an effective Risk Management system. Accordingly, the duties of the Board of Directors include, but are not limited to, the following:

1. Approving the Risk Management Regulation, the risk appetite statement, the level of risk tolerance, risk metrics and the risk management strategy;

2. Analyzing, evaluating and improving internal risk management policies;

3. Developing continuous training programs and promoting a risk management culture to the Executive Board, units and all employees in order to enhance awareness;

4. Establishing the Audit Committee and the Risk Management Committee as separate entities under the Board of Directors.;

5. Ensuring that the Corporation complies with the law, as well as internal regulations, policies and procedures relating to risk management.

6. In performing its function of overseeing strategy and risk management, the Board of Directors must fully consider material risks and opportunities relating to

sustainable development. The matters to be considered include, but are not limited to:

a) Physical risks and transition risks relating to climate change;

b) Business opportunities associated with sustainable development;

c) Environmental, social and governance (ESG) factors that may have a significant impact on the strategy, operations, business results and long-term value of the Corporation.

Article 61. Internal Control

1. The Corporation recognizes the importance of the internal control system and shall ensure the establishment of an effective internal control system with unified integration between strategy, risk and control. The internal control system shall be applied throughout the Corporation, and shall be implemented and maintained to provide reasonable assurance regarding the achievement of the objectives of the Corporation, including ensuring the reliability of financial reporting, ensuring operational effectiveness and efficiency, and compliance with laws and relevant regulations.

2. The components of the internal control system include:

a. Control environment;

b. Risk assessment;

c. Control activities;

d. Information & Communication;

e. Monitoring.

3. The internal control system of the Corporation shall be developed based on the following principles:

a. Internal control activities shall be established and maintained for all activities of the Corporation, with strengthened controls over activities and functions with high risk.

b. Management at all levels of the Corporation shall identify and assess risks in operations in order to implement appropriate risk control and risk management measures.

c. Internal control activities shall be closely integrated with the daily operations of the Corporation. Internal control mechanisms shall be stipulated and implemented directly within operational processes in various forms, including:

- A mechanism of delegation of authority shall be established and implemented appropriately. Assignment of duties shall be clear and transparent; duties and powers of individuals and departments shall be separated; conflicts of interest shall be avoided; and no individual shall simultaneously hold positions or responsibilities with conflicting or overlapping objectives or interests. This is to ensure that there are no conditions for manipulating operations or concealing information for personal purposes or concealing violations of laws and relevant internal regulations, mechanisms, processes and policies.

- Mechanisms for inspection and supervision among individuals and departments during the implementation of activities and operational processes.

- Compliance with the principle of dual control, whereby at least two persons shall perform and verify each task to ensure asset safety and operational effectiveness, except where otherwise provided by law.

Article 62. Internal Audit (IA)

1. The Corporation shall establish an internal audit function to ensure objectivity and to advise the Board of Directors on matters relating to the effectiveness and efficiency of the corporate governance system, the risk management framework and the internal control system.

2. Internal auditors shall be suitably qualified in accordance with the requirements of auditing regulations and other relevant regulations, and shall report professionally to the Board of Directors / Audit and Risk Management Committee, and report administratively to the Senior Executive Board.

3. The internal audit function shall coordinate its activities with the Supervisory Board to support the assurance of an effective control environment. The authority, structure, working procedures and other related matters of Internal Audit shall be stipulated in the Internal Audit Regulation of the Corporation.

Article 63. Compliance

The Corporation shall establish a proactive compliance control function to ensure compliance with laws and external regulations as well as internal regulations and procedures. The compliance control function shall oversee the activities of the Corporation and its employees to ensure compliance and shall report periodically to the Board of Directors and the Executive Board.

Article 64. Independent Audit

The Corporation shall engage an independent auditing firm that is widely recognized and fully independent from the Corporation, the Executive Board of the Corporation, and major shareholders. The independent auditor shall be selected at the Annual General Meeting of Shareholders based on the proposal of the Supervisory Board. The Board of Directors / Supervisory Board shall establish criteria for selecting the independent auditing firm, procedures for assessing the independence and effectiveness of the Independent Auditor, and procedures for monitoring and evaluating the implementation of the recommendations of the Independent Auditor.

Chapter X:

INFORMATION DISCLOSURE AND TRANSPARENCY

Article 65. Information Disclosure Obligations

1. The Corporation shall disclose fully, accurately and in a timely manner periodic and extraordinary information on its production and business activities, financial situation and corporate governance to shareholders and the public. The information and methods of disclosure shall be implemented in accordance with the provisions of securities laws, the Charter of the Corporation, and this Regulation. In addition, the Corporation shall disclose promptly and fully other information if such information may affect the price of securities and the decisions of shareholders and investors.

2. Information disclosure shall be carried out in a manner that ensures shareholders and the investing public have fair and simultaneous access to such information. The language used in information disclosure must be clear, understandable and avoid causing misunderstanding to shareholders and the public.

Article 66. Policy and Practice of Information Disclosure

1. The Board of Directors shall establish the policy and procedures for information disclosure and publish these documents on the website of the Corporation. The policy of the Corporation is to disclose material information, including financial statements, operational performance, ownership structure and corporate governance and sustainable development structure in particular and the public in general in an accurate manner, including:

a. Financial information:

The Corporation shall account for and prepare reports on financial results and operational performance, business acquisition activities or transfers of valuable assets, remuneration of the Board of Directors and the Executive Board, and other financial information as required by law and relevant regulations.

b. Non-financial information:

The Corporation shall disclose important non-financial information such as: Risk Management and Internal Control policies; disclosure of qualitative and quantitative information on risks; summaries of the activities of the Executive Board, including appropriate notes and explanations; the situation of capital surplus/deficit, governance and management policies; the composition and structure of the Board of Directors and related functional information; transactions with related parties; environmental and social responsibilities; other non-financial information and decisions of the Board of Directors.

c. Ownership structure:

The Corporation shall ensure the disclosure of information regarding shareholders holding 5% or more of the voting shares. The relationships of the Corporation in cases where companies belong to the same group shall also be clearly identified and publicly disclosed. Material changes in ownership structure, takeovers (efforts to acquire sufficient shares to obtain voting control of another company), shareholder arrangements, mergers and acquisitions, share splits, share consolidations, or other ownership transactions shall also be disclosed.

d. Sustainable development information

The Corporation discloses sustainable development information on the principles of ensuring consistency, comparability and reliability, and in a manner suitable to the scale and nature of its operations and its material risks and opportunities, including:

i) Historical information and forward-looking information where appropriate;

ii) Reflecting material matters with a potential significant impact on the Corporation's operations, strategy, business results, and long-term value;

iii) Presenting information consistently across reporting periods to facilitate comparison and evaluation;

iv) Consistent with the high-quality sustainability disclosure standards, frameworks or practices selected and applied by the Corporation.;

2. The Corporation shall disclose fully, accurately and in a timely manner all matters or significant events that may adversely affect the interests of shareholders. The information disclosure system shall ensure fair access among major shareholders, investors and other shareholders and shall not allow the misuse of information or insider

trading.

Article 67. Annual Report and Website

1. The Board of Directors shall ensure easy access and non-discriminatory access among different groups of shareholders to disclosed information through various communication channels.

2. The Corporation shall publish a comprehensive Annual Report, including a section on corporate governance, the implementation of corporate governance, the corporate events calendar and other important information on the website within the prescribed time limits.

Article 68. Information Disclosure in accordance with Legal Regulations and the Vietnam Corporate Governance Code of Best Practices

The Corporation discloses information in accordance with the law and advanced corporate governance practices under international standards and the Corporate Governance Code applicable in Vietnam, including at a minimum the following information:

1. Information on the organizational and management model of the Corporation;

2. Information on corporate governance;

3. Information on the compensation of members of the Board of Directors, the Supervisory Board, the General Director and executive officers;

Article 69. Organization of Information Disclosure

1. The Corporation shall develop and promulgate regulations on information disclosure in the securities market in accordance with the Law on Securities and guiding documents.

2. The Corporation shall assign an officer in charge of information disclosure. The officer in charge of information disclosure shall be responsible for:

a. Disclosing information of the Corporation to the investing public in accordance with the provisions of law and the Charter of the Corporation;

b. Publicly disclose the name and working telephone number for shareholders to make contact.

Article 70. Confidentiality of Information

Unless otherwise required by law, no member of the Board of Directors or employee, during the period of working for the Corporation and thereafter, shall disclose any confidential information relating to the business of the Corporation or of any company in which the Corporation is known by such member or employee to hold shares. Members of the Board of Directors shall not use such confidential information for personal benefit.

Chapter XI:

MECHANISM FOR EVALUATING CORPORATE GOVERNANCE ACTIVITIES, REWARDS AND DISCIPLINE

Article 71. Mechanism for Evaluating Corporate Governance Activities, Rewards and Discipline

1. The Board of Directors shall develop and promulgate a mechanism for evaluating corporate governance activities applicable to members of the Board of Directors and the Board of Management. The General Director shall develop and promulgate a mechanism for evaluating corporate governance activities applicable to other managerial personnel.

2. Commendation and disciplinary measures applicable to members of the Board of Directors, the Supervisory Board, the Board of Management, and other managerial personnel shall be implemented in accordance with the regulations of the Corporation and relevant State regulations.

Chapter XII:

IMPLEMENTATION PROVISIONS

Article 72. Violations and Handling of Violations

1. The Board of Directors, members of the Board of Directors, the General Director, and relevant units and individuals within the Corporation shall be responsible for strictly complying with the provisions of this Regulation.

2. Any unit or individual that violates the provisions of this Regulation shall, depending on the level and nature of the violation, be subject to disciplinary measures commensurate with the violation in accordance with the current regulations of the Corporation.

Article 73. Authority to Amend and Supplement the Regulation

The amendment and supplementation of this Regulation shall fall under the authority of the General Meeting of Shareholders.

Article 74. Implementation Provision

This Regulation consists of 12 Chapters and 74 Articles and shall take effect from September 23rd, 2026. Members of the Board of Directors, the Board of Management, the Supervisory Board, functional divisions, subordinate units and member units of the Corporation shall be responsible for implementing and complying with this Regulation.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

VIETNAM NATIONAL INDUSTRY - ENERGY GROUP
PETROVIETNAM CA MAU FERTILIZER CORPORATION

REGULATION ON THE OPERATION OF THE BOARD OF DIRECTORS OF PETROVIETNAM CA MAU FERTILIZER CORPORATION

No.: 2026 - DHDCD - QC - HDQT

(Promulgated with Decision No. /NQ-PVCFC dated September 23rd, 2026 of the Board of Directors)

--- 2026 ---

TABLE OF CONTENTS

Chapter I
GENERAL PROVISIONS

Article 1. Scope of Regulation and Subjects of Application

1. Scope of regulation: The Regulation on the Operation of the Board of Directors of PetroVietnam Ca Mau Fertilizer Corporation stipulates the organizational structure, operating principles, coordination principles, rights and obligations of the Board of Directors and its members, to ensure compliance with the Law on Enterprises, the Charter of the Company, other relevant laws and regulations, and international best practices in corporate governance.

2. Subjects of application: This Regulation applies to the Board of Directors, the Board of Management, the Chief Accountant, and other relevant individuals, departments and units.

Article 2. Interpretation of Terms

1. "Board of Management" includes the General Director and the Deputy General Directors.

2. "Majority" means more than fifty percent (50%).

3. "GMS" means the General Meeting of Shareholders of PetroVietnam Ca Mau Fertilizer Corporation.

4. "Charter" means the Charter of PetroVietnam Ca Mau Fertilizer Corporation.

5. "Dependent units" means the collective term referring to the branches and representative offices of the Corporation.

6. "Member units of the Corporation" means enterprises in which the Corporation holds shares, capital contributions, or controlling interests.

7. "Division" is the general term referring to the Office and functional divisions of the Corporation.

8. "Representative of the Corporation at member units" means a person appointed by the Corporation to participate in the Board of Directors, Members' Council, Board of Management/Board of Directors, Supervisory Board, or as Chief Accountant at entities in which the Corporation has capital contributions.

9. "Board of Directors" or "BOD" means the Board of Directors of PetroVietnam Ca Mau Fertilizer Corporation.

10. "Day" means calendar days, including holidays and days off as prescribed by competent authorities (such as Saturday, Sunday, public holidays, and Tet holidays).

11. "Working day" means a day excluding holidays and days off.

12. "Law on Enterprises" means the Law on Enterprises dated June 17th, 2020.

13. "Law on Securities" means the Law on Securities dated November 26th, 2019.

14. "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.

15. “Managers” include the Chairman of the Board of Directors, members of the Board of Directors, the General Director, Deputy General Directors, and the Chief Accountant.

16. “Corporation” means PetroVietnam Ca Mau Fertilizer Corporation.

17. “General Director” means the General Director of PetroVietnam Ca Mau Fertilizer Corporation.

18. “Company Secretary” means the person appointed by the Board of Directors to perform duties as stipulated in the Charter of the Corporation and relevant laws.

19. “Person in charge of corporate governance” means the person appointed by the Board of Directors to perform duties as stipulated in the Charter of the Corporation and relevant laws.

20. Unless otherwise defined, the terms used in this Regulation shall be interpreted in accordance with the provisions of relevant laws and the Charter of the Corporation.

Article 3. Operating Principles of the Board of Directors

1. The Board of Directors operates on the principle of collective decision-making. Members of the Board of Directors shall bear individual responsibility for the performance of their assigned duties and shall collectively bear responsibility before the General Meeting of Shareholders and before the law for the resolutions and decisions of the Board of Directors relating to the development of the Corporation.

2. The Board of Directors and the members of the Board of Directors shall exercise their rights and perform their obligations in accordance with the provisions of law, the Charter, and the internal management regulations of the Corporation; handle matters within the scope of authority and responsibilities assigned; and ensure compliance with the order, procedures, and regulations of law, the State, the Charter, and the internal management regulations of the Corporation.

3. The Board of Directors shall designate the General Director to organize and administer the implementation of the resolutions and decisions of the Board of Directors.

4. The seal of the Corporation shall be used on documents issued by the Board of Directors.

Chapter II

MEMBERS OF THE BOARD OF DIRECTORS

Article 4. Rights and Obligations of Members of the Board of Directors

1. Members of the Board of Directors shall have full rights as stipulated by the Law on Securities, other relevant laws, and the Charter, including the right to be provided with information and documents relating to the financial status and business operations of the Corporation and its affiliated units.

2. Members of the Board of Directors shall have obligations as stipulated in the Charter, the Internal Regulation on Corporate Governance, and the following obligations:

a. To perform their duties honestly and prudently for the highest interests of the shareholders and the Corporation.

b. To attend all meetings of the Board of Directors and give opinions on matters brought for discussion.

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

d. To report to the Board of Directors at the nearest meeting any transactions between the Corporation, its subsidiaries, and other companies in which the Corporation holds more than 50% of the charter capital with members of the Board of Directors and their related persons; and transactions between the Corporation and companies in which the member of the Board of Directors is a founding member or an enterprise manager within the 03 years preceding the time of the transaction.

e. To disclose information when conducting transactions of the Corporation's shares in accordance with the provisions of law.

3. Members of the Board of Directors must fully understand their fiduciary duties and responsibilities, perform their duties on the basis of adequate information, with loyalty, diligence and prudence, and in the best interests of the Corporation and its shareholders, while also taking into consideration the interests of the Corporation's stakeholders.

a. Members of the Board of Directors must perform their responsibilities in good faith and in the best interests of the Corporation and all shareholders, and avoid all actual and potential conflicts of interest as stipulated in Article 42 - Charter.

b. Members of the Board of Directors must exercise the highest degree of care in performing their responsibilities in accordance with the standards expected of a good member of the Board of Directors in similar situations and circumstances.

c. Members of the Board of Directors must fully understand their roles and responsibilities within the Board of Directors in accordance with the provisions of law and the policies of the Corporation, and contribute to enabling the Board of Directors to perform its roles and responsibilities effectively.

d. Members of the Board of Directors must equip themselves with appropriate knowledge of corporate governance and ethical requirements, ensuring that the Corporation continuously acts on the basis of compliance with policies on good governance and codes of conduct.

e. Members of the Board of Directors must proactively participate in supervising the operations of the Corporation, take part in discussions, and make appropriate efforts to obtain information relevant to the matters under discussion. Members of the Board of Directors should review all documents provided prior to the meeting of the Board of Directors in order to be prepared to contribute to the meeting.

f. Each member of the Board of Directors shall be responsible for attending all meetings of the Board of Directors of the Corporation during the year.

g. During their tenure on the Board of Directors or thereafter, unless otherwise required by law, members of the Board of Directors shall not disclose any confidential information obtained during the course of their duties. Members of the Board of Directors shall not use such confidential information for personal benefit.

h. If a member of the Board of Directors resigns or is unable to fulfill his or her duties, the Board of Directors shall promptly take necessary steps to ensure a replacement in accordance with best practice guidelines and in compliance with applicable laws.

4. Each independent member of the Board of Directors of the Corporation shall prepare a report evaluating the activities of the Board of Directors.

Article 5. Right of Members of the Board of Directors to be Provided with Information

1. Members of the Board of Directors shall have the right to request the General Director, Deputy General Directors, and other managers of the Corporation to provide information and documents relating to the financial status and business operations of the Corporation and its affiliated units.

2. The requested managers must provide the required information and documents promptly, fully, and accurately in accordance with the request of the members of the Board of Directors. The procedures and process for requesting and providing information shall be stipulated in the Charter of the Corporation.

3. Reports of the committees under the Board of Directors must be fully sent to all members of the Board of Directors before the Board of Directors considers the relevant matters

Article 6. Composition and Term of Members of the Board of Directors

The composition and term of the members of the Board of Directors are stipulated in Article 25 of the Charter of the Corporation, specifically as follows:

1. The number of members of the Board of Directors shall be from six (06) to eight (08) persons.

2. The term of a member of the Board of Directors shall not exceed five (05) years and may be re-elected for an unlimited number of terms. However, an individual may serve as an independent member of the Board of Directors of the Corporation for no more than 02 terms (or a total period not exceeding 10 years as an independent member of the Board of Directors). A member of the Board of Directors may concurrently serve as a member of the Board of Directors or the Members' Council of no more than 05 other companies. A member of the Board of Directors may not necessarily be a shareholder of the Corporation, may be of non-Vietnamese nationality, and (or) may not reside in Vietnam.

3. In the event that the terms of all members of the Board of Directors expire at the same time, those members shall continue to serve as members of the Board of Directors until new members are elected to replace them and assume their duties.

4. In the event that a member of the Board of Directors submits a resignation

prior to the General Meeting of Shareholders (whether annual or extraordinary), but the number of members of the Board of Directors still meets the prescribed requirement, the Board of Directors may reassign duties among the remaining members of the Board of Directors and submit the resignation for approval at the nearest General Meeting of Shareholders, and disclose information in accordance with the regulations. During the period pending the resolution of the General Meeting of Shareholders, the member of the Board of Directors who has submitted the resignation shall not exercise the rights and obligations of a member of the Board of Directors as stipulated in this Charter and the applicable laws.

5. The composition of the Board of Directors shall be as follows:

a. The number of non-executive members of the Board of Directors of the Corporation must comply with the following requirements: i) At least two (02) non-executive member in the case where the Board of Directors of the Corporation consists of five (05) members; ii) At least three (03) non-executive members in the case where the Board of Directors of the Corporation consists of six (06) to eight (08) members, in order to ensure the independence of the Board of Directors.

b. The total number of independent members of the Board of Directors must include at least one (01) member if the Board of Directors consists of five (05) members, and at least two (02) members if the Board of Directors consists of six (06) to eight (08) members.

6. A member of the Board of Directors shall cease to hold such position in the event of being dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with the provisions of Article 160 of the Law on Enterprises.

7. The appointment of a member of the Board of Directors must be disclosed in accordance with the regulations on information disclosure in the securities market.

8. A member of the Board of Directors is not required to be a shareholder of the Corporation.

Article 7. Standards and Conditions for Members of the Board of Directors

Members of the Board of Directors shall meet the standards and conditions prescribed in Article 155 of the Law on Enterprises, specifically as follows:

1. A member of the Board of Directors shall meet the following standards and conditions:

a. Not being the subjects prescribed in Clause 2, Article 17 of the Law on Enterprises;

b. Having professional qualifications and experience in business administration or in the fields, sectors, or business lines of the Corporation, and not necessarily being a shareholder of the Corporation, unless otherwise stipulated in the Charter of the Corporation;

c. A member of the Board of Directors of the Corporation may concurrently serve as a member of the Board of Directors of another company;

d. A member of the Board of Directors shall not be a family member of the Director, the General Director, or other managers of the Corporation, or of the managers or persons having the authority to appoint managers of the parent company of the Corporation.

2. Except where otherwise provided by the law on securities, an independent member of the Board of Directors as prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises shall meet the following standards and conditions:

a. Not being a person currently working for the Corporation, the parent company, or any subsidiary of the Corporation; not having worked for the Corporation, the parent company, or any subsidiary of the Corporation for at least three (03) consecutive years immediately preceding the time of appointment;

b. Not being a person currently receiving salary or remuneration from the Corporation, except for allowances to which members of the Board of Directors are entitled in accordance with regulations;

c. Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, brother, sister, or sibling is a major shareholder of the Corporation; or a manager of the Corporation or any subsidiary of the Corporation;

d. Not directly or indirectly owning at least 01% of the total voting shares of the Corporation;

e. Not having served as a member of the Board of Directors or the Supervisory Board of the Corporation for at least five (05) consecutive years immediately preceding the time of appointment, except in the case of being appointed for two consecutive terms.

3. An independent member of the Board of Directors shall notify the Board of Directors if he or she no longer satisfies the standards and conditions prescribed in Clause 2 of this Article and shall automatically cease to be an independent member of the Board of Directors from the date on which such standards and conditions are no longer satisfied. The Board of Directors shall notify the case where an independent member of the Board of Directors no longer satisfies the prescribed 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 notification from the relevant independent member of the Board of Directors.

Article 8. Chairman of the Board of Directors

The Chairman of the Board of Directors is stipulated in Article 28 of the Charter of the Corporation, specifically as follows:

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

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

3. The Chairman of the Board of Directors shall have the following rights and

obligations:

a. To formulate the agenda and working plan of the Board of Directors;

b. To prepare the agenda, contents, and documents for meetings; convene, preside over, and act as the Chairman of meetings of the Board of Directors;

c. To organize the adoption of resolutions and decisions of the Board of Directors;

d. To supervise the implementation of the resolutions and decisions of the Board of Directors;

e. To act as the Chairman of the General Meeting of Shareholders;

f. To organize the evaluation of the performance of each member of the Board of Directors and the committees of the Board of Directors at least once a year and report the evaluation results to the General Meeting of Shareholders;

g. To sign, on behalf of the Board of Directors, the resolutions, decisions of the Board of Directors and other documents as assigned by the Board of Directors;

h. To perform other rights and obligations as prescribed by the Law on Enterprises and the Charter of the Corporation.

4. In the event that the Chairman of the Board of Directors submits a resignation or is dismissed or removed from office, the Board of Directors shall elect a replacement within ten (10) days from the date of receipt of the resignation or from the date of dismissal or removal. During the period in which there is no Chairman of the Board of Directors, the remaining members shall elect one among themselves to temporarily perform the duties, powers, and responsibilities of the Chairman of the Board of Directors from the date recorded in the meeting minutes, based on the principle of approval by the majority of the remaining members, until a decision is made by the Board of Directors.

5. In the event that the Chairman of the Board of Directors is absent or unable to perform his or her duties, he or she shall authorize in writing another member to exercise the rights and perform the obligations of the Chairman of the Board of Directors in accordance with the principles stipulated in the Charter of the Corporation. In the event that no authorization is given, or the Chairman of the Board of Directors dies, is missing, is temporarily detained, is serving a prison sentence, is subject to administrative measures at a compulsory detoxification establishment or compulsory education establishment, absconds from the place of residence, has limited or lost civil act capacity, has difficulties in perception or control of acts, or is prohibited by a court from holding certain positions, practicing certain professions, or performing certain jobs, the remaining members shall elect one among themselves to temporarily hold the position of Chairman of the Board of Directors or to perform the duties, powers, and responsibilities of the Chairman of the Board of Directors from the date recorded in the meeting minutes, based on the principle of approval by the majority of the remaining members, until a decision is made by the Board of Directors.

Article 9. Dismissal, Removal, Replacement and Addition of Members of the Board of Directors

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

a. No longer satisfying the standards and conditions prescribed in Article 155 of the Law on Enterprises.

b. Submitting a resignation and such resignation being accepted.

c. Other cases as stipulated in the Charter of the Corporation.

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

a. That member does not attend meetings of the Board of Directors for six (06) consecutive months without the approval of the Board of Directors.

b. Committing a serious violation of the obligations of a member of the Board of Directors.

c. Other cases as stipulated in the Charter of the Corporation.

3. When deemed necessary, the General Meeting of Shareholders shall decide on the replacement of a member of the Board of Directors; the dismissal or removal of a member of the Board of Directors other than the cases prescribed in Clause 1 and Clause 2 of this Article.

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

a. The number of members of the Board of Directors is reduced by more than one-third (1/3) of the number prescribed in the Charter. In this case, the Board of Directors shall convene a General Meeting of Shareholders within 60 days from the date on which the number of members is reduced by more than one-third (1/3).

b. The number of independent members of the Board of Directors decreases and no longer ensures the ratio prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises.

c. Except for the case prescribed in Point a of this Clause, the General Meeting of Shareholders shall elect a new member to replace the member of the Board of Directors who has been dismissed or removed at the nearest meeting.

Article 10. Method of Election, Dismissal and Removal of Members of the Board of Directors

1. Shareholders or groups of shareholders owning ten percent (10%) or more of the total ordinary shares shall have the right to nominate candidates to the Board of Directors. The nomination of candidates to the Board of Directors shall be conducted as follows:

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

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

2. In the event that the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient as prescribed in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Charter, the Internal Regulation on Corporate Governance, and the Regulation on the Operation of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly disclosed before the General Meeting of Shareholders conducts voting to elect members of the Board of Directors in accordance with the provisions of law.

3. The voting for the election of members of the Board of Directors shall be conducted by cumulative voting, whereby each shareholder shall have the total number of voting rights corresponding to the total number of shares owned multiplied by the number of members of the Board of Directors to be elected, and each shareholder has the right to allocate all or part of his or her total votes to one or more candidates. Candidates elected as members of the Board of Directors shall be determined based on the number of votes from highest to lowest, starting with the candidate receiving the highest number of votes until the number of members prescribed in the Charter is reached. In the event that two or more candidates receive an equal number of votes for the last seat on the Board of Directors, a re-election shall be conducted among the candidates with equal votes or selection shall be made in accordance with the criteria prescribed in the election regulation or the Charter of the Corporation.

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

Article 11. Notification of the Election, Dismissal and Removal of Members of the Board of Director

1. In the event that candidates for the Board of Directors have been identified, the Corporation must disclose information relating to such candidates at least 21 days prior to the opening date of the General Meeting of Shareholders on the website of the Corporation so that shareholders may review the candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, prudently, and in the best interests of the Corporation if elected as members of the Board of Directors. Information relating to candidates for the Board of Directors to be disclosed includes:

a. Full name; date, month and year of birth.

b. Professional qualifications.

c. Working experience.

d. Other managerial positions (including positions on the Board of Directors of other companies).

e. Related interests with the Corporation and related parties of the Corporation.

f. Other information (if any) as prescribed in the Charter.

g. Disclosure of information on companies in which the candidate currently holds positions as a member of the Board of Directors, other managerial positions, and interests related to the Corporation of such candidate for the Board of Directors (if any).

2. The notification of the results of the election, dismissal, and removal of members of the Board of Directors shall be carried out in accordance with the regulations on information disclosure.

Chapter III
BOARD OF DIRECTORS

Article 12. Rights and Responsibilities of the Board of Directors

1. The Board of Directors is the management body of the Corporation, having full authority on behalf of the Corporation to decide and exercise the rights and obligations of the Corporation, except for the rights and obligations falling under the authority of the General Meeting of Shareholders as prescribed in Article 138 of the Law on Enterprises and Article 14 of the Charter of the Corporation.

2. The rights and responsibilities of the Board of Directors are stipulated in Article 26 of the Charter of the Corporation.

3. The responsibilities of members of the Board of Directors are stipulated in Articles 42 and 43 of the Charter of the Corporation.

4. The Board of Directors shall adopt resolutions/decisions by voting at meetings, by collecting written opinions, or by other methods as stipulated in the Charter of the Corporation. Each member of the Board of Directors shall have one vote.

5. In the event that a Resolution/Decision adopted by the Board of Directors is contrary to the provisions of law, a resolution of the General Meeting of Shareholders, or the Charter, and causes damage to the Corporation, the members who vote in favor of such Resolution/Decision shall be jointly and severally liable for that Resolution/Decision and shall compensate the Corporation for the damage; members who vote against such Resolution/Decision shall be exempt from liability. In such case, shareholders of the Corporation shall have the right to request the Court to suspend the implementation of or annul such resolution or decision.

6. The Board of Directors shall 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 December 31st, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

Article 13. Duties and Authority of the Board of Directors in Approving and Signing Contracts and Transactions

1. The Board of Directors shall approve contracts and transactions with a value of less than 35% of the total asset value recorded in the most recent separate financial statements, or transactions that result in the total value of transactions arising within 12 months from the date of the first transaction being less than 35% of the total asset value recorded in the most recent separate financial statements, between the Corporation and one of the following parties:

a. Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and related persons of such persons.

b. Shareholders and authorized representatives of shareholders owning more than 10% of the total ordinary share capital of the Corporation, and their related persons.

c. Enterprises related to the persons prescribed in Clause 2, Article 164 of the Law on Enterprises.

2. The enterprise manager signing a contract or transaction shall notify the members of the Board of Directors and the members of the Supervisory Board of the related persons with respect to such contract or transaction and shall attach the draft contract or the principal contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within fifteen (15) days from the date of receipt of the notification; members of the Board of Directors having interests related to the parties to the contract or transaction shall not have the right to vote.

Article 14. Responsibilities of the Board of Directors in Convening an Extraordinary General Meeting of Shareholders

1. The Board of Directors shall convene an Extraordinary General Meeting of Shareholders in the following cases:

a. When the Board of Directors deems it necessary for the interests of the Corporation.

b. When the number of remaining members of the Board of Directors or the Supervisory Board is fewer than the minimum number of members as prescribed by law.

c. At the request of shareholders or a group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises. The request for convening a General Meeting of Shareholders must be made in writing, clearly stating the reasons and purposes of the meeting, and must bear the signatures of the relevant shareholders, or the request may be made in several documents which collectively contain the signatures of the relevant shareholders.

d. At the request of the Supervisory Board.

e. Other cases as prescribed by law and the Charter of the Corporation.

2. Convening an Extraordinary General Meeting of Shareholders:

The Board of Directors shall convene a General Meeting of Shareholders within 60 days from the date on which the number of remaining members of the Board of

Directors, independent members of the Board of Directors, or members of the Supervisory Board is fewer than the minimum number prescribed in the Charter, or from the date of receipt of the request prescribed in Point c and Point d, Clause 1 of this Article.

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

- To prepare the list of shareholders entitled to attend the meeting.
- To provide information and resolve complaints related to the list of shareholders.
- To prepare the agenda and contents of the meeting.
- To prepare documents for the meeting.
- To draft the resolutions of the General Meeting of Shareholders based on the proposed agenda of the meeting; and to prepare the list and detailed information of candidates in the case of the election of members of the Board of Directors or members of the Supervisory Board.
- To determine the time and venue of the meeting.
- To send the notice of invitation to the meeting to each shareholder entitled to attend the meeting in accordance with the Law on Enterprises.
- To perform other tasks serving the meeting.

Article 15. Committees and Units under the Board of Directors

1. The Board of Directors may establish committees under its authority to be responsible for specialized areas such as strategy, governance, nomination, remuneration, audit, risk management, sustainability, etc. The number of members of each committee shall be decided by the Board of Directors and shall consist of two (02) members or more. Members of the committees must be members of the Board of Directors. The Chairman of the Audit Committee must be an independent member of the Board of Directors. The duties of the Audit Committee must include the responsibility to supervise and evaluate the quality of the financial reporting process.

The operation of the committees must comply with the regulations on operation approved by the Board of Directors. Committees shall adopt decisions by voting at meetings, by collecting written opinions, or by other methods prescribed in the regulations on operation of each committee. Each member of a committee shall have one vote, and a decision of a committee shall be adopted if it is approved by the majority of members attending the meeting; in the event of an equal number of votes, the final decision shall follow the opinion of the Chairman of that committee.

2. The implementation of decisions of the Board of Directors or of committees under the Board of Directors must comply with the applicable laws and the provisions of the Charter of the Corporation and the Internal Regulation on Corporate Governance.

Article 16. Information and Reporting Regime

1. Documents issued by the General Director and Deputy General Directors and

sent to State management authorities, securities authorities, or mass media must also be copied simultaneously to the Board of Directors and the Supervisory Board through the electronic document management system of the Corporation.

2. In order to perform the assigned rights, obligations, and duties, a member of the Board of Directors may request the General Director, Deputy General Directors, Heads of Divisions/Dependent units, and the representatives of the Corporation at member units to provide necessary information and documents.

3. In case the Chairman of the Board of Directors or a member of the Board of Directors is assigned by the Board of Directors to perform a task or make a decision on behalf of the Board of Directors, the content, scope of authorization, and results of implementation must be reported to the Board of Directors at the nearest meeting and kept in the governance records.

4. All official reports submitted to the Board of Directors shall be archived in accordance with the provisions of law and the regulations of the Corporation.

Article 17. Evaluation, Training, and Succession Planning

Annually, the Board of Directors shall evaluate the performance of the Board of Directors in combination with the evaluation of each member of the Board of Directors, the Executive Board, and the committees/subcommittees under the Board of Directors.

1. The evaluation criteria shall be based on operational effectiveness reflected through the following aspects:

- Revenue, profit results, and other non-financial indicators.
- The proportion of independent members, executive members, and non-executive members within the structure of the Board of Directors.
- The number of meetings, the quality of meetings, and the problem-solving capacity of the Board of Directors and its committees, as well as the matters discussed at each meeting.
- The number of cases involving conflicts of interest that have occurred.
- Compliance with regulations on information confidentiality and information disclosure.
- Participation of the Board of Directors in management training programs.
- Development of remuneration, salary, and bonus policies for the Board of Directors.
- New policies developed and promulgated.
- Other criteria (if any).

2. The evaluation method shall be based on the following factors:

- Leadership capability and performance results.
- The combination of knowledge, experience, and diversity of characteristics among members of the Board of Directors.
- Dynamism.

- Operational processes and working methods.

3. Timing of the evaluation:

The evaluation shall be conducted in the fourth quarter of each year at the year-end meeting of the Board of Directors. The evaluation records shall be archived at the Corporation in accordance with the confidential information storage regime.

4. Training and Orientation:

a. The Corporation shall organize orientation programs for newly appointed members of the Board of Directors to provide an overview of the Corporation, its business performance, and other topics that may assist members in performing their responsibilities. The Corporation shall also develop and provide continuing training programs for members of the Board of Directors. The Board of Directors shall determine the training needs of its members annually and, based on the budget of the Board of Directors, decide on the training programs for each year.

b. To organize training and professional development programs on corporate governance and other necessary skills for members of the Board of Directors, the General Director (Director), the person in charge of corporate governance, and other managers of the Corporation, in order to ensure that such persons understand the key principles of corporate governance and are annually updated with the latest trends and requirements in corporate governance.

c. The Corporation shall disclose, in the corporate governance section of the annual report, the policy and the actual implementation of professional development and training programs for members of the Board of Directors, the General Director, the person in charge of corporate governance, and other managers (both orientation and continuous training).

d. Based on the evaluation results, training programs shall be developed to enhance knowledge and skills, focusing on the following areas:

- Developing new skills, enhancing professionalism, and improving awareness of related issues.
- Access to updated knowledge on corporate governance and other relevant matters, with opportunities to discuss such issues with colleagues and instructors.
- Enhancing awareness of ethical issues and the fundamental values of effective corporate governance.
- Providing effective training courses that help each individual fulfill his or her duties and responsibilities.

5. Succession Planning:

- The Board of Directors shall be responsible for ensuring and approving an effective succession planning program for the positions of members of the Board of Directors, the General Director, and key members of the Executive Board in order to ensure growth and the continuous enhancement of shareholder value.
- Succession planning shall be associated with clearly documented roles and

responsibilities for each position and shall begin with identifying the knowledge and competencies required for that position. For each identified potential candidate, a professional development plan shall be established to help that individual prepare adequately for the role (including training, mentoring, and accumulation of experience).

- Succession planning shall not be limited to identifying the names of potential leaders but shall also define plans to develop the Corporation's leadership resources. The Board of Directors shall periodically update this succession plan.

Chapter IV

MEETINGS OF THE BOARD OF DIRECTORS

Article 18. Meetings of the Board of Directors.

Meetings of the Board of Directors shall be conducted in accordance with Article 29 of the Charter of the Corporation and Articles 20 to 24 of the Internal Regulations on Corporate Governance. Specifically, as follows:

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 working days from the date of completion of the election of the Board of Directors. This meeting shall be convened and chaired by the member who receives the highest number of votes or the highest voting percentage. In case more than one member receives the highest and equal number of votes or voting percentage, the members shall elect, based on the majority principle, 01 person among them to convene the meeting of the Board of Directors.

2. The Board of Directors shall meet at least once every quarter and may hold extraordinary meetings when necessary. For the purpose of reviewing the implementation of strategy and risk management, the Board of Directors shall hold periodic meetings every 06 months.

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

a. At the request of the Supervisory Board or an independent member of the Board of Directors;

b. At the request of the Director or the General Director or at least 05 other managers;

c. At the request of at least 02 members of the Board of Directors;

d. Other cases as stipulated in the Charter of the Corporation.

4. The request specified in Clause 3 of this Article shall be made in writing, clearly stating the purpose, the issues to be discussed, and matters within the authority of the Board of Directors that require discussion and decision.

5. The Chairman of the Board of Directors shall 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. If the Chairman of the Board of Directors fails to convene the meeting as requested, the Chairman of the Board of Directors shall be responsible for any damage incurred by the Corporation; the person making the request shall have the

right to convene the meeting of the Board of Directors in place of the Chairman of the Board of Directors.

6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors shall send the notice of invitation to the meeting at least 05 working days prior to the meeting date. The notice of invitation must clearly specify the time and venue of the meeting, the agenda, and the issues to be discussed and decided. The notice of invitation must be accompanied by documents to be used at the meeting and voting ballots for the members.

The notice of invitation to the meeting of the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, or other methods as stipulated in the Charter of the Corporation and must ensure delivery to the contact address of each member of the Board of Directors registered with the Corporation.

In case of an unexpected or urgent situation requiring immediate resolution of necessary matters of the Corporation, the time limit for sending the notice of invitation and documents may be shorter than 05 working days, provided that all attending members of the Board of Directors approve/confirm their attendance (approval in writing/by email prior to the meeting).

7. The Chairman of the Board of Directors or the person convening the meeting shall send the notice of invitation and accompanying documents to the members of the Supervisory Board in the same manner as to the members of the Board of Directors. Members of the Supervisory Board have the right to attend meetings of the Board of Directors and to participate in discussions but shall not have voting rights.

8. A meeting of the Board of Directors shall be conducted when at least three-quarters (3/4) of the total number of members attend the meeting. In case the meeting convened in accordance with this Clause does not have the required number of attending members, a second meeting shall be convened within 07 days from the date scheduled for the first meeting, and the notice of invitation must be sent in accordance with Clause 6 of this Article. In this case, the meeting shall be conducted if more than one-half of the members of the Board of Directors attend the meeting.

9. A member of the Board of Directors shall be deemed to attend and vote 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 through an online conference, electronic voting, or other electronic forms;

d. Sending voting ballots to the meeting by mail, fax, or email;

e. Sending voting ballots by other means as stipulated in the Charter of the Corporation.

10. In case voting ballots are sent to the meeting by mail, the ballots must be placed in sealed envelopes and delivered to the Chairman of the Board of Directors at

least 01 hour prior to the opening of the meeting. The voting ballots shall only be opened in the presence of all attendees at the meeting.

11. Members shall attend all meetings of the Board of Directors in full. A member may authorize another person to attend and vote at the meeting if such authorization is approved by the majority of the members of the Board of Directors.

12. A resolution or decision of the Board of Directors shall be adopted if it is approved by the majority of the attending members; in case of a tie vote, the final decision shall be determined by the opinion of the Chairman of the Board of Directors.

13. Meetings of the Board of Directors may be held in the form of in-person meetings, online meetings, or a combination of both forms. Meetings of the Board of Directors shall be conducted at the head office of the Corporation or at other locations in Vietnam or abroad as proposed by the Chairman of the Board of Directors and approved by the Board of Directors.

14. In the event that a shareholder or a group of shareholders requests a court or arbitration to annul a resolution of the Board of Directors, such resolution shall remain valid and enforceable until a legally effective decision annulling such resolution is issued by the court or arbitration, except where interim emergency measures are applied pursuant to a decision of a competent authority.

15. Procedures for conducting meetings of the Board of Directors:

a. Preparation for the meeting:

- Unless otherwise provided or requested by the Board of Directors, the General Director shall be responsible for organizing the preparation of the contents to be presented at the meeting of the Board of Directors.

- Members of the Board of Directors, according to the regular assignment of the Board of Directors and the specific assignment of the Chairman of the Board of Directors, shall be responsible for reviewing the meeting dossiers and documents, working with the relevant departments of the Corporation, and preparing opinions on the issues proposed to be discussed at the meeting.

- The Company Secretary and the assisting unit of the Board of Directors shall be responsible for organizing the meeting, compiling and sending the meeting documents.

- In case a member of the Board of Directors or an invited participant is unable to attend the meeting, such person shall notify the Board of Directors and clearly state the reason for the absence, and at the same time send written comments to the Board of Directors on the issues proposed to be discussed at the meeting.

b. Procedures for conducting the meeting:

- The Chairman of the Board of Directors or the person authorized to chair the meeting shall announce the participants, contents, and agenda of the meeting.

- The person assigned to report at the meeting shall present the contents and proposals for the Board of Directors to consider and decide.

- Members shall discuss and review the matters based on the documents, reports, and presentations at the meeting.

- The Chairman of the meeting shall conclude the discussions and conduct voting to approve each matter discussed and the contents of the resolution of the meeting.

- Approval of the Resolution and the Minutes of the meeting.

- Members of the Board of Directors and the Company Secretary shall sign the Minutes of the meeting.

c. Submitting voting opinions and authorizing attendance at the meeting:

- A member of the Board of Directors who is absent has the right to vote on the resolutions of the Board of Directors by submitting written voting opinions. The written opinion must be delivered to the Chairman of the Board of Directors or the person authorized to chair the meeting no later than one (01) hour prior to the opening of the meeting and shall be disclosed to all members of the Board of Directors attending the meeting.

- In case a member of the Board of Directors is absent from the meeting and does not submit written voting opinions but authorizes another person to attend the meeting, such authorization must be made in writing, clearly specifying the scope of authorization for the authorized person to attend and vote, and confirming that the member of the Board of Directors shall be responsible for the voting opinion of the authorized person.

- A member of the Board of Directors may authorize another person to attend a meeting of the Board of Directors and vote on matters on his or her behalf no more than two (02) times per year in cases of illness or health conditions preventing attendance, or in cases of force majeure.

16. In-person meetings, online meetings, or other forms:

a. Meetings of the Board of Directors may be held in the form of in-person meetings, online meetings, other forms, or a combination of such forms where all or some members attend the meeting from different locations, provided that each participating member is able to:

- Hear each of the other members speaking during the meeting.

- Present and exchange their opinions directly with all members attending the meeting.

b. Each member of the Board of Directors participating in the meeting by the above methods shall be deemed to be “present” at such meeting. A meeting conducted in accordance with this provision shall be deemed to take place at the location where the largest group of members of the Board of Directors is assembled, or if there is no such group, the location where the Chairman of the meeting is present shall be deemed to be the location of the meeting.

c. Resolutions adopted at in-person meetings, online meetings, or other valid forms of meetings shall take effect immediately upon the conclusion of the meeting; however, they must subsequently be confirmed by the signatures of the members of the Board of Directors attending the meeting in the minutes of the meeting

Article 19. Minutes of the Meeting of the Board of Directors

1. Meetings of the Board of Directors must be recorded in minutes and may also be audio-recorded, recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language, and shall include the following principal contents:

a. Name, address of the head office, and enterprise registration number.

b. Time and venue of the meeting.

c. Purpose, agenda, and contents of the meeting.

d. Full name of each member attending the meeting or the person authorized to attend the meeting and the method of participation; full names of members not attending the meeting and the reasons for absence.

e. Issues discussed and voted on at the meeting.

f. Summary of opinions expressed by each member attending the meeting according to the sequence of developments of the meeting.

g. Voting results, clearly stating members voting in favor, against, and abstaining.

h. Matters approved and the corresponding voting ratio for approval.

i. Full names and signatures of the Chairman of the meeting and the minute-taker, except for the case specified in Clause 2 of this Article.

2. In case the Chairman of the meeting or the minute-taker refuses to sign the minutes, but the minutes are signed and approved by all other members of the Board of Directors attending the meeting and contain all the contents prescribed in Points a, b, c, d, dd, e, g, and h of Clause 1 of this Article, such minutes shall remain valid.

The minutes shall clearly state that the Chairman of the meeting and the minute-taker refused to sign the minutes. The persons signing the minutes shall bear joint responsibility for the accuracy and truthfulness of the contents of the minutes of the meeting of the Board of Directors. The Chairman of the meeting and the minute-taker shall bear personal responsibility for any damage incurred by the Corporation due to their refusal to sign the minutes in accordance with regulations.

3. The Chairman of the meeting, the minute-taker, and the persons signing the minutes shall be responsible for the truthfulness and accuracy of the contents of the minutes of the meeting of the Board of Directors.

4. The minutes of the meeting of the Board of Directors and the documents used in the meeting shall be kept and archived at the head office of the Corporation.

5. Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In the event of any discrepancy between the Vietnamese version and the foreign-language version, the Vietnamese version shall prevail.

Article 20. Regulations on obtaining written opinions of members of the Board of Directors

When necessary, the Chairman of the Board of Directors shall be responsible for reviewing the contents and relevant documents and deciding on obtaining written opinions from members of the Board of Directors in order to approve matters within the authority of the Board of Directors. A Resolution/Decision adopted by the Board of Directors in the form of obtaining written opinions shall have the same validity and legal effect as a resolution adopted by the Board of Directors at a duly convened and conducted meeting.

The procedures for obtaining written opinions from members of the Board of Directors are specified in detail in the Appendix attached to this Regulation.

Chapter V

REPORTING AND DISCLOSURE OF INTERESTS

Article 21. Submission of Annual Reports

1. At the end of the financial year, the Board of Directors shall submit the following reports to the General Meeting of Shareholders:

a. Report on the business performance of the Corporation.

b. Financial statements.

c. Report on the evaluation of the management and operation of the Corporation.

d. Appraisal report of the Supervisory Board.

e. Report of each independent member of the Board of Directors evaluating the activities of the Board of Directors.

2. The reports specified in Points a, b, and c of Clause 1 of this Article must be sent to the Supervisory Board for appraisal no later than 30 days prior to the opening date of the Annual General Meeting of Shareholders.

3. The reports specified in Clauses 1 and 2 of this Article, the appraisal report of the Supervisory Board, and the audit report must be kept at the head office of the Corporation no later than 10 days prior to the opening date of the Annual General Meeting of Shareholders. Shareholders holding shares of the Corporation continuously for at least 01 year shall have the right to personally, or together with a lawyer, accountant, or certified auditor, directly examine the reports specified in this Article.

Article 22. Remuneration, bonuses and other benefits of members of the Board of Directors

1. The Corporation shall have the right to pay remuneration and bonuses to members of the Board of Directors based on business performance and efficiency.

2. Members of the Board of Directors shall be entitled to salaries, remuneration for their duties, and bonuses. Salaries and remuneration for duties shall be calculated based on the number of working days required to fulfill the duties of a member of the Board of Directors and the daily salary or remuneration rate. The Board of Directors shall estimate the salary and remuneration for each member based on the principle of unanimity. The total salary, remuneration, and bonuses of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

3. The salary and remuneration of each member of the Board of Directors shall be included in the business expenses of the Corporation in accordance with the law on

corporate income tax, shall be presented as a separate item in the annual financial statements of the Corporation, 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 the committees of the Board of Directors, or performing other duties which, in the opinion of the Board of Directors, fall outside the normal scope of duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump-sum payment per assignment, salary, commission, percentage of profit, or other forms as decided by the Board of Directors, and such remuneration must be reported to the General Meeting of Shareholders at the annual meeting.

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

6. Members of the Board of Directors may be covered by liability insurance purchased by the Corporation after approval by the General Meeting of Shareholders. Such insurance shall not cover liabilities of members of the Board of Directors arising from violations of law or the Charter of the Corporation.

Article 23. Disclosure of Related Interests

Unless the Charter of the Corporation provides for stricter provisions, the disclosure of interests and related persons of the Corporation shall be implemented in accordance with the following provisions:

1. Members of the Board of Directors shall declare to the Corporation their related interests, including:

a. Name, enterprise registration number, address of the head office, and business lines of the enterprise in which they hold contributed capital or shares; the ratio and time of holding such contributed capital or shares.

b. Name, enterprise registration number, address of the head office, and business lines of the enterprise in which their related persons jointly or individually hold contributed capital or shares exceeding ten percent (10%) of the charter capital.

2. The declaration specified in Clause 1 of this Article must be made within seven (07) working days from the date the related interest arises; any amendment or supplementation must be notified to the Corporation within seven (07) working days from the date of such amendment or supplementation.

3. A member of the Board of Directors, acting in their own name or on behalf of another person, who performs work in any form within the scope of the business activities of the Corporation, must explain the nature and content of such work to the Board of Directors and may only perform such work upon approval by the majority of the remaining members of the Board of Directors. If such work is performed without

disclosure or without approval of the Board of Directors, all income derived from such activities shall belong to the Corporation.

Chapter VI
RELATIONSHIPS OF THE BOARD OF DIRECTORS

The relationships among members of the Board of Directors, and between the Board of Directors and the General Director, shareholders, the Supervisory Board, and the representatives of the Corporation at other enterprises, shall be governed by the relevant provisions of law, the Charter of the Corporation, internal management regulations of the Corporation, and the provisions of this Chapter.

Article 24. Relationship among Members of the Board of Directors

1. The relationship among members of the Board of Directors shall be one of coordination. Members of the Board of Directors shall be responsible for informing each other of matters related to the handling of the tasks assigned to them.

2. In the course of handling their assigned tasks, the member of the Board of Directors assigned primary responsibility shall take the initiative to coordinate with other members where the matters concerned fall within the areas under the responsibility of other members of the Board of Directors. In the event of differing opinions among members of the Board of Directors, the member with primary responsibility shall report to the Chairman of the Board of Directors for consideration and decision within his authority, or for convening a meeting or obtaining opinions from members of the Board of Directors in accordance with the law, the Charter of the Corporation, and this Regulation.

3. In the event of a reassignment of responsibilities among members of the Board of Directors, the members concerned shall hand over the relevant tasks, files, and documents. Such handover must be documented in writing and reported to the Chairman of the Board of Directors.

Article 25. Relationship with the Executive Board

1. In its governance role, the Board of Directors shall issue Resolutions/Decisions for the General Director and the executive apparatus to implement. At the same time, the Board of Directors shall examine and supervise the implementation of such Resolutions/Decisions.

2. The Board of Directors shall facilitate the Executive Board in organizing the implementation of the Resolutions/Decisions of the General Meeting of Shareholders, the Board of Directors, and the duties and powers of the General Director in accordance with the law, the Charter of the Corporation, and the regulations of the Corporation.

3. The General Director shall receive, consolidate, and analyze reports, requests for opinions, and proposals from the representatives of the Corporation's capital at other enterprises, and submit them to the Board of Directors for consideration and decision according to the delegated authority.

Article 26. Relationship between the Board of Directors and the Supervisory Board

1. The relationship between the Board of Directors and the Supervisory Board shall be one of coordination. The working relationship between the Board of Directors and the Supervisory Board shall be based on the principles of equality and independence, while maintaining close coordination, mutual support, and compliance with legal regulations in the performance of their duties

2. Upon receipt of inspection minutes or summary reports from the Supervisory Board, the Board of Directors shall be responsible for reviewing them and directing the relevant departments to develop plans and promptly implement corrective measures.

Chapter VII
IMPLEMENTATION PROVISIONS

Article 27. Effective Date

1. The Regulation on the Operation of the Board of Directors of PetroVietnam Ca Mau Fertilizer Corporation consists of 7 Chapters and 27 Articles and shall take effect from September 23rd, 2026.

2. The language used in this Regulation, as well as in discussions, communications at meetings, and in the minutes of meetings, shall be Vietnamese. Meeting participants shall be responsible for arranging interpretation/translation services by themselves where necessary. In the event that the Corporation has an additional version in a foreign language, if there is any discrepancy between the Vietnamese version and the foreign-language version, the Vietnamese version shall prevail.

3. In the event of any inconsistency between the Charter of the Corporation, the Internal Regulation on Corporate Governance, and the Regulation on the Operation of the Board of Directors, the order of precedence shall be: The Charter of the Corporation, the Internal Regulation on Corporate Governance, and finally the Regulation on the Operation of the Board of Directors.

4. The Regulation on the Operation of the Board of Directors shall be reviewed and amended annually where necessary. Any supplementation or amendment to this Regulation shall fall under the authority of the General Meeting of Shareholders of PetroVietnam Ca Mau Fertilizer Corporation.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Appendix:

REGULATIONS ON OBTAINING WRITTEN VOTING OPINIONS OF MEMBERS OF THE BOARD OF DIRECTORS

I. GENERAL PRINCIPLES:

1. The Chairman of the Board of Directors shall be responsible for reviewing the submitted contents and relevant documents and deciding on obtaining written opinions from members of the Board of Directors in order to approve matters within the authority of the Board of Directors.

2. The Chairman of the Board of Directors shall be responsible for organizing the drafting and sending of reports and submissions on the matters to be decided, the draft Resolution/Decision, and the voting forms to members of the Board of Directors.

3. The voting form for obtaining written opinions shall include the following principal contents:

a. Name, enterprise registration number, and address of the head office of the Corporation;

b. Full name, contact address, nationality, and number of legal identification documents of the individual;

c. The matter on which opinions are sought and the corresponding voting options in the following order: in favor, against, and no opinion;

d. The time limit for returning the voting form to the Corporation;

e. Full name and signature of the Chairman of the Board of Directors.

4. A voting form containing all required contents, bearing the signature of a member of the Board of Directors, and returned to the Corporation within the prescribed time limit shall be considered valid. The Chairman of the Board of Directors shall organize the vote counting, prepare a report, and notify the members of the results of the vote counting and the adopted Resolution/Decision within 07 working days from the expiry of the time limit for members to submit their opinions to the Corporation. The vote-counting report shall have the same validity as the minutes of the meeting of the Board of Directors and shall include the following principal contents:

a. Purpose and contents of the request for opinions;

b. Full names of the members who have returned valid voting forms; full names of the members from whom the Corporation did not receive voting forms or whose returned voting forms are invalid;

c. Matters submitted for opinions and voting; a summary of members' opinions on each matter for which opinions are sought (if any);

d. The total number of voting forms received, including valid, invalid, and nonreturned forms; and the total number of valid votes in favor, against, and with no opinion for each matter submitted for voting;

e. The Resolution/Decision adopted and the corresponding voting ratio;

f. Full name and signature of the vote counter and the Chairman of the Board of Directors. The vote counter and the Chairman of the Board of Directors shall bear joint responsibility for the completeness, accuracy, and truthfulness of the contents of the vote-counting report.

II. IMPLEMENTATION PROCEDURES:

- Step 1: When issues/matters arise that need to be submitted to the Board of Directors outside the regular meetings, the Office of the Board of Directors shall receive and send the relevant information and documents to the Board of Directors.

- Step 2: The Chairman of the Board of Directors shall review the submitted contents and the relevant documents and decide on obtaining written voting opinions from members of the Board of Directors.

The Chairman of the Board of Directors shall organize the drafting and sending of reports, submissions, explanatory documents on the matters to be decided, the draft Resolution/Decision, and sign the Voting Form for Obtaining Opinions to be sent to members of the Board of Directors (Form BM01.PLYK).

- Step 3: Within 07 working days from the date of receiving the Voting Form for Obtaining Opinions and the accompanying documents, each member of the Board of Directors shall submit their Voting Form (Form BM02.PBQ), clearly indicating their voting opinion: in favor; against; or no opinion, together with any additional comments on each matter for which opinions are sought, sign the form, and return it to the Office of the Board of Directors.

- Step 5: The Company Secretary, together with the Chairman of the Board of Directors, shall be responsible for compiling the voting opinions in the Minutes of Compilation of Opinions (Form BM03.BBTHYK) and signing the minutes.

- Step 6: Based on the voting results, the Office of the Board of Directors shall submit the matter to the Chairman of the Board of Directors or a member of the Board of Directors assigned to sign the Resolution of the Board of Directors (Form BM04.NQHDQT) or the Decision (Form BM05.QDHDQT).

- Step 7: The Correspondence Division of the Corporation shall issue the document. The Minutes of Compilation of Opinions and the Resolution/Decision shall be sent to the members of the Board of Directors immediately after issuance.

- Step 8: The Office of the Board of Directors shall archive the signed Voting Forms for Obtaining Opinions/Voting Forms, the Minutes of Compilation of Opinions, the adopted Resolution/Decision, and related documents at the head office of the Corporation in accordance with regulations.

III. ROLES AND RESPONSIBILITIES:

<table>
<tr><th rowspan="2">No.</th><th rowspan="2">Activity</th><th colspan="3">Relevant Parties</th></tr>
<tr><th>Chairman of the BOD</th><th>Member of the BOD</th><th>Office of the BOD / Company Secretary</th></tr>
<tr><td>1.</td><td>Receive and review the completeness and legality of submitted documents</td><td>I</td><td>I</td><td>R</td></tr>
<tr><td>2.</td><td>Review and direct the implementation of obtaining written voting opinions</td><td>A</td><td>C</td><td>I</td></tr>
<tr><td>3.</td><td>Implement the dispatch of the Voting Form for Obtaining Opinions / Voting Form in writing to members of the Board of Directors</td><td colspan="2">A</td><td>R</td></tr>
<tr><td>4.</td><td>Minutes of compilation of voting opinions</td><td>I</td><td>I</td><td>R</td></tr>
<tr><td>5.</td><td>Issue the Resolution/Decision</td><td>A</td><td></td><td>R</td></tr>
</table>

Note: A - Approval; I - Informed; R - Responsible; C - Consulted.

IV. FORMS:

No.	Form Name	Code	Archive Unit	Original/Copy
1.	Voting Form for Obtaining Opinions from Members of the Board of Directors	BM01.PLYK	Office of the BOD	Original / Electronic
2.	Voting Form of A Member of the Board of Directors	BM02.PBQ	Office of the BOD	Original / Electronic
3.	Minutes of Compilation of Written Voting Opinions	BM03.BBTHYK	Office of the BOD	Original / Electronic
4.	Template of Resolution of the Board of Directors	BM04.NQHDQT	Correspondence Division / Office of the BOD	Original / Electronic
5.	Template of Decision of the Board of Directors	BM05.QĐHDQT	Correspondence Division / Office of the BOD	Original / Electronic

BM01.PLYK

PETROVIETNAM CA MAU FERTILIZER CORPORATION
BOARD OF DIRECTORS

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: /PLYK-HĐQT

Ca Mau, date month year

VOTING FORM FOR OBTAINING OPINIONS FROM MEMBERS OF THE BOARD OF DIRECTORS

I. Information of the enterprise:

1. Enterprise name: PetroVietnam Ca Mau Fertilizer Corporation.
2. Enterprise code: 2001012298.
3. Head office address: No. 647-649 Ngo Quyen Street, An Xuyen Ward, Ca Mau Province, Vietnam.

II. Information of the person whose opinion is sought:

No.	Full name	Contact address	Nationality	Legal personal identification document number
	….			
	….			

III. Matters on which opinions of members of the Board of Directors are sought:

1/ ....

2/ ....

Documents: ....

IV. Time limit for submitting the Voting Form: ....

***Attachment*:** Voting Form of Members of the Board of Directors.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

BM02.PBQ

PETROVIETNAM CA MAU FERTILIZER CORPORATION
BOARD OF DIRECTORS

No.: /PBQ-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ca Mau, date month year

VOTING FORM OF A MEMBER OF THE BOARD OF DIRECTORS

I. Information of the enterprise:

1. Enterprise name: PetroVietnam Ca Mau Fertilizer Corporation.
2. Enterprise code: 2001012298.
3. Head office address: No. 647-649 Ngo Quyen Street, An Xuyen Ward, Ca Mau Province, Vietnam.

II. Information of the person whose opinion is sought:

1. Full name: ....
2. Title: ....

III. Time limit for submitting the Voting Form: ....

IV. Matters for which opinions are sought:

1/ ....

2/ ....

(Attached documents:..)

V. Voting option of the member of the Board of Directors:

1/ ....

- In favor: ☐
- Against: ☐
- No opinion: ☐
- Other additional information: ....

2/ ....

- In favor: ☐
- Against: ☐
- No opinion: ☐
- Other additional information: ....

MEMBER OF THE BOARD OF DIRECTORS

BM03.BBTHYK

VIETNAM NATIONAL INDUSTRY - ENERGY GROUP
PETROVIETNAM CA MAU FERTILIZER CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: /BBTH-HDQT

Ca Mau, date month year

MINUTES OF COMPILATION OF WRITTEN VOTING OPINIONS OF MEMBERS OF THE BOARD OF DIRECTORS

I. Information of the enterprise:

1. Enterprise name: PetroVietnam Ca Mau Fertilizer Corporation.
2. Enterprise code: 2001012298
3. Head office address: No. 647-649 Ngo Quyen Street, An Xuyen Ward, Ca Mau Province, Vietnam.

II. Purpose and contents of obtaining opinions:

1/ ....

2/ ....

III. Participants in obtaining written voting opinions:

No.	Full name	Valid submission time	Invalid submission time	No submission
	….			
	….			

IV. Matters for which opinions are sought and voted on:

1/ ....

2/ ....

3/ Summary of opinions of members of the Board of Directors on each matter (if any): ....

V. Voting:

1/ ....

- Total number of valid Voting Forms: …./…. forms.
- Total number of invalid Voting Forms: …./...... forms.
- Total number of Voting Forms not received: …./. .....forms.
- Total number of valid votes in favor: …./…. forms; Ratio: ….%.
- Total number of votes against: …./…. forms; Ratio: ….%.
- Total number of votes with no opinion: …./…. forms; Ratio: ….%.

2/ ....

- Total number of valid Voting Forms: …./…. forms.

- Total number of invalid Voting Forms: …./...... forms.
- Total number of Voting Forms not received: …./. .....forms.
- Total number of valid votes in favor: …./…. forms; Ratio: ….%.
- Total number of votes against: …./…. forms; Ratio: ….%.
- Total number of votes with no opinion: …./…. forms; Ratio: ….%.

VI. Conclusion and Resolution/Decision of the Board of Directors:

- ....
- ....

VOTE COUNTING OFFICER **COMPANY SECRETARY**	**CHAIRMAN** **OF THE BOARD OF DIRECTORS**

BM04.NQHĐQT

VIETNAM NATIONAL
INDUSTRY - ENERGY GROUP
PETROVIETNAM CA MAU FERTILIZER CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: /NQ-PVCFC

Ca Mau, date month year 20…

RESOLUTION
On .... (1) ....
THE BOARD OF DIRECTORS
OF PETROVIETNAM CA MAU FERTILIZER CORPORATION

Pursuant to the Charter of PetroVietnam Ca Mau Fertilizer Corporation approved by the General Meeting of Shareholders;

Pursuant to .... (2) .... ;

Considering the proposal of...

RESOLVES:

Article 1. .... (3) ....
....

Article 2. ....
....

Article 3..../.

Recipients:
- As stated in Article …;
- .... ;
- Filed: Archive Unit, … (5). A.XX(6).

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN (4)

(Signature and seal)
Full name

(initial signature)
(initial signature)

BM05.QDHDQT

VIETNAM NATIONAL INDUSTRY - ENERGY GROUP **PETROVIETNAM CA MAU FERTILIZER CORPORATION**	**SOCIALIST REPUBLIC OF VIETNAM** **Independence - Freedom - Happiness**
No.: /QD-PVCFC	*Ca Mau, date month year*

DECISION

On .... (1) ....

THE BOARD OF DIRECTORS

OF PETROVIETNAM CA MAU FERTILIZER CORPORATION

Pursuant to the Charter of PetroVietnam Ca Mau Fertilizer Corporation approved by the General Meeting of Shareholders;

Pursuant to .... (2) ....;

Considering the proposal of ....

DECIDES:

Article 1. ....(3)..

....

Article 2. ....

....

Article 3. ..../.

Recipients: - As stated in Article …; - ....; - Filed: Archive Unit, … (5). A.XX(6).	**ON BEHALF OF THE BOARD OF DIRECTORS** **CHAIRMAN (4)** *(Signature and seal)*
(initial signature)	
(initial signature)	**Full name**