

Hà Nội, ngày 23 tháng 09 năm 2026
Hanoi, September 23, 2026

CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE

Kính gửi:

- Ủy ban chứng khoán Nhà nước
- Sở giao dịch chứng khoán Việt Nam
- Sở giao dịch chứng khoán Tp. Hồ Chí Minh

To: The State Securities Commission/ Vietnam Stock Exchange/ Ho Chi Minh Stock Exchange

1. Tên tổ chức: Công ty Cổ phần Công nghệ - Viễn thông ELCOM

Name of Corporation: Elcom Technology Communications Corporation

Mã chứng khoán: ELC/ Stock code: ELC

Địa chỉ: Tòa nhà Elcom, phố Duy Tân, phường Cầu Giấy, Thành phố Hà Nội

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2. Nội dung công bố thông tin/ Contents of disclosure:

Điều lệ Công ty cập nhật theo vốn mới sau chi trả cổ tức bằng cổ phiếu và phát hành cổ phiếu để tăng vốn cổ phần từ nguồn vốn chủ sở hữu/ The Company's Charter, updated to reflect the new charter capital following the payment of stock dividends and the issuance of shares to increase share capital from owners' equity.

3. Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 23./09/2026 tại đường dẫn <https://www.elcom.com.vn/co-dong/phieu-thong-tin/> The information has been public on the company's website on September 23, 2026, as the following link <https://www.elcom.com.vn/co-dong/phieu-thong-tin/>

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và xin chịu trách nhiệm trước Pháp luật về nội dung các thông tin đã được công bố./ We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Trân trọng!

Sincerely yours,



Tài liệu đính kèm/ Attached documents

- Điều lệ Công ty/Charter.

**CÔNG TY CỔ PHẦN
CÔNG NGHỆ - VIỄN
THÔNG ELCOM**

Digitally signed by CÔNG TY CỔ PHẦN CÔNG
NGHỆ - VIỄN THÔNG ELCOM
DN: C=VN, S=Hà Nội, L="Tòa nhà Elcom, phố Duy
Tân, Phường Dịch Vọng Hậu, Quận Cầu Giấy, Thành
phố Hà Nội, Việt Nam", O=CÔNG TY CỔ PHẦN
CÔNG NGHỆ - VIỄN THÔNG ELCOM, CN=CÔNG
TY CỔ PHẦN CÔNG NGHỆ - VIỄN THÔNG
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Đại diện tổ chức/ Organization representative

Người được ủy quyền công bố thông tin

Person authorized to disclose information



NGUYỄN ĐỨC THIÊN





elcomTM 

Translation

CHARTER
ELCOM TECHNOLOGY COMMUNICATIONS
CORPORATION



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FOREWORDS

This Charter was approved pursuant to a valid resolution of the General Meeting of Shareholders held on April 23, 2026, and may be amended and supplemented from time to time pursuant to resolutions of the Company's General Meeting of Shareholders.

I. DEFINITIONS

Article 1. Interpretation of terms

1. As used herein, the terms below are construed as follows:
 - a. **"Charter capital"** refers to the total par value of shares that have been sold or subscribed upon the establishment of the Company, as stipulated in Article 6 herein;
 - b. **"Voting equity"** refers to the share capital whereby the holder has voting rights on matters under the authority of the General Meeting of Shareholders;
 - c. **"Law on Enterprises"** refers to the Law on Enterprises No. 59/2020/QH14, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
 - d. **"Law on Securities"** refers to the Law on Securities No. 54/2019/QH14, adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
 - e. **"Establishment Date"** refers to the date on which the Company is first issued the Enterprise Registration Certificate (Business Registration Certificate and equivalent instruments);
 - f. **"Enterprise Executives"** refer to the General Director, Deputy General Directors, Chief Accountant, and other executives as stipulated in the Company's Articles of Association;
 - g. **"Enterprise Managers"** refer to individuals managing the Company, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director, and other persons holding managerial positions as stipulated in the Company's Articles of Association;
 - h. **"Related person"** refers to any individual or organization as defined in Clause 46, Article 4 of the Law on Securities;
 - i. **"Term of Operation"** refers to the operational term of the Company as specified in Article 2 herein and any extension thereof (if any), as adopted by a resolution of the General Meeting of Shareholders;
 - j. **"Vietnam"** refers to the Socialist Republic of Vietnam;
 - k. **"Shareholder"** refers to an individual or organization holding at least one (01) share of the Company;
 - l. **"Founding Shareholder"** refers to a shareholder who owns at least one ordinary share and is listed in the register of founding shareholders of the joint-stock company;
 - m. **"Major Shareholder"** refers to a shareholder as defined in Clause 18, Article 4 of the Law on Securities;
 - n. **"Stock Exchange"** refers to the Vietnam Stock Exchange and its subsidiaries.

2. In these Articles of Association, references to one or more provisions or legal documents include any amendments, supplements, or replacements thereof.
3. The headings (of chapters and articles herein) are provided for convenience in understanding the content and shall not affect the interpretation of these Articles of Association.

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

Article 2. Name, legal form, head office, branches, representative Offices, and term of operation of the company

1. Company Name

- Company name in Vietnamese: CÔNG TY CỔ PHẦN CÔNG NGHỆ - VIỄN THÔNG ELCOM
- Company name in English: ELCOM TECHNOLOGY COMMUNICATIONS CORPORATION
- Abbreviated name: ELCOM CORP.

2. The Company is a Joint Stock Company with legal entity status under the applicable laws of Vietnam.

3. Registered Office of the Company

- Registered office address: Elcom Building, Duy Tan Street, Cau Giay Ward, Hanoi, Vietnam
- Telephone number: (84-24) 3 8359359
- Fax: (84-24) 3 8355884
- Email: contact@elcom.com.vn
- Website: www.elcom.com.vn

4. Branches and Representative Offices

The Company may establish branches and representative offices in business locations to fulfill its operational objectives in accordance with the decision of the Board of Directors and within the limits permitted by law.

5. Except for cases of early termination under Clause 2, Article 53, or an extension of operations under Article 54 of these Articles of Association, the term of operation of the Company shall commence from the date of establishment and shall be indefinite.

Article 3. Legal representative of the company

1. The Company shall have two (02) legal representatives, including the Chairman of the Board of Directors and the General Director of the Company.
2. The General Director shall be the authorized representative for the Company's bank accounts.

3. The Company must ensure that at least one legal representative resides in Vietnam at all times. If only one legal representative remains residing in Vietnam, that person must provide a written authorization to another individual residing in Vietnam to exercise the rights and obligations of the legal representative when leaving the country. In this case, the legal representative remains responsible for the delegated rights and obligations.
4. If the authorization period under Clause 3 of this Article expires and the legal representative has not returned to Vietnam and has not assigned another authorization, the authorized person shall continue to perform the rights and obligations of the legal representative within the authorized scope until the legal representative returns to work or until the Board of Directors appoints another person as the legal representative of the Company.
5. If the legal representative is absent from Vietnam for more than 30 days without authorizing another person to act on their behalf, or in cases of death, missing status, detention, imprisonment, restriction, or loss of civil capacity, the Board of Directors shall appoint another person as the legal representative of the Company.

III. LINES OF BUSINESS, OBJECTIVES, SCOPE OF BUSINESS, AND ACTIVITIES OF THE COMPANY

Article 4. Lines of business and operating objectives of the company

1. Lines of business and operating objectives of the company the company's scope of business includes:

Here is the full translated table:

No.	Business Line	Industry Code
1	Installation of industrial machinery and equipment Detail: Installation of equipment using energy derived from clean energy sources (wind, solar, geothermal, water, biomass, etc.) and other renewable energy sources	3320
2	Wholesale of other machinery, equipment and machine parts Detail: Wholesale of equipment for energy production derived from clean energy sources (wind, solar, geothermal, water, biomass) and other renewable energy sources - Wholesale of other machinery and equipment not elsewhere classified, for use in industrial production, commerce, maritime and other services - Wholesale of computer-controlled machine tools - Wholesale of measuring and testing equipment and instruments - Wholesale of medical machinery and equipment - Wholesale of machinery, equipment, spare parts and supplies for agricultural production Excluding goods on the national reserve list and the exercise of export rights, import rights, and distribution rights with respect to goods on the List of goods for which foreign investors and economic organizations with foreign	4659

	investment capital are not permitted to exercise such rights in accordance with applicable law. Wholesale of other machinery and equipment not elsewhere classified for use in industrial production, commerce, maritime and other services, such as: automatic fingerprint scanners, automatic fingerprint recognition devices, magnetic field measuring equipment, radio transceivers, radar, jamming equipment, hydrological surveying equipment, and hydroacoustic equipment	
3	Manufacture of consumer electronics	2640
4	Manufacture of measuring, testing, navigating and control equipment	2651
5	Manufacture of optical instruments and equipment	2670
6	Manufacture of other electrical equipment	2790
7	Wholesale of electronic and telecommunications components and equipment Excluding the exercise of export rights, import rights, and distribution rights with respect to goods on the List of goods for which foreign investors and economic organizations with foreign investment capital are not permitted to exercise such rights in accordance with applicable law.	4652
8	Manufacture of watches and clocks	2652
9	Manufacture of electric motors, generators, transformers, and electricity distribution and control apparatus	2710
10	Other telecommunications activities - Detail: Agency for Internet service business - Agency for provision of postal and telecommunications services - Installation and maintenance of telecommunications equipment, small-capacity telephone subscriber exchanges, auxiliary equipment and power supplies; installation of transmission equipment for microwave links and information cable networks; - Provision of telecommunications services through existing telecommunications connections such as VoIP and Internet telephony - Trading of telecommunications services - Trading of telecommunications goods - Establishment of public telecommunications networks - Agency for provision of digital content services: data storage, processing and database exploitation services, online advertising, entertainment, online training, online gaming and other online services on the Internet, mobile telephone networks and fixed-line telephone networks - Establishment of fixed terrestrial telecommunications networks nationwide - Provision of information content services on telecommunications networks - Provision of specialized telecommunications applications such as satellite activity monitoring, telemetry and radar stations - Operation of satellite terminal stations and joint stations connected to one or more terrestrial information systems with satellite telecommunications transmission and reception capabilities - Provision of and agency for telecommunications application services; agency for telecommunications services utilizing satellite telecommunications infrastructure. Provision of and agency for specialized telecommunications	6190 (Principal)

	applications including: monitoring and supervision of vessels and road, rail and waterway vehicles, floating structures, hydraulic works, assets and other facilities at sea, on rivers and on land; telemetry and remote control, remote fish detection and radar stations - Agency for provision of digital content services; provision of medical consultancy service content via telephone and Internet Excluding postal public utility services and the exercise of export rights, import rights, and distribution rights with respect to goods on the List of goods for which foreign investors and economic organizations with foreign investment capital are not permitted to exercise such rights in accordance with applicable law.	
11	Real estate activities with own or leased property or land use rights Excluding investment in the construction of cemetery and burial ground infrastructure for the purpose of transferring land use rights associated with such infrastructure	6810
12	Installation of electrical systems Detail: Construction and installation of lighting systems including interior and exterior lighting and traffic signal lights, including power lines and substations up to 35 KV;	4321
13	Advertising Detail: Advertising services. Excluding tobacco advertising	7310
14	Mixed farming Detail: Investment in the development of livestock farming, crop cultivation and eco-tourism areas;	0150
15	Other business support service activities not elsewhere classified Detail: Import and export of goods traded by the Company Excluding the exercise of export rights, import rights, and distribution rights with respect to goods on the List of goods for which foreign investors and economic organizations with foreign investment capital are not permitted to exercise such rights in accordance with applicable law.	8299
16	Other passenger land transport Detail: Passenger transport by motor vehicle	4932
17	Freight transport by road Detail: Freight transport by motor vehicle	4933
18	Architectural and related technical consulting activities Detail: Architectural and engineering design of civil and industrial construction works Engineering design of waterway port works Construction investment cost management (Grade 2), including: - Determination and appraisal of total construction investment, risk analysis and investment efficiency evaluation of projects - Determination of investment cost indicators, construction norms, construction work prices and construction price indices - Quantity surveying	7110

	- Determination and appraisal of construction cost estimates - Determination of bid package prices and contract prices in construction activities - Construction cost control - Preparation and appraisal of payment and final settlement dossiers for construction investment capital; conversion of investment capital for construction works upon completion, acceptance and handover for use - Design of fire prevention and firefighting systems in construction works - Electrical system design for civil and industrial construction works - Water supply and drainage, and water environment design for construction works - Design of power transmission lines and transformer substations up to 220 kV; civil and industrial electrical works - Design of low-current and information technology systems - Mechanical engineering design - Design of traffic and road bridge works - Structural design of civil and industrial construction works - Architectural design of construction works - Electronic and telecommunications design - Construction supervision including: - Supervision of civil, industrial and technical infrastructure construction works; - Supervision of transportation construction works; supervision of agricultural and rural development construction works; - Supervision of equipment installation in construction works - Design of agricultural and rural development construction works; design of technical infrastructure construction works	
19	Other education not elsewhere classified Detail: Information technology and telecommunications training	8559
20	Wholesale of agricultural machinery, equipment and spare parts	4653
21	Manufacture of communication equipment	2630
22	Crop cultivation service activities	0161
23	Animal husbandry service activities	0162
24	Post-harvest service activities	0163
25	Processing of seed for propagation Detail: Production and trading of plant variety seeds Excluding research into or use of new animal breed genetic resources prior to appraisal and evaluation by the Ministry of Agriculture and Rural Development	0164
26	Manufacture of other food products not elsewhere classified Detail: - Production and trading of functional foods and micronutrient-fortified foods - Production and trading of food additives and food processing support substances Excluding the exercise of export rights, import rights, and distribution rights with respect to goods on the List of goods for which foreign investors and	1079

	economic organizations with foreign investment capital are not permitted to exercise such rights in accordance with applicable law.	
27	Manufacture of prepared feeds for farm animals, poultry and aquatic products	1080
28	Manufacture of fertilizers and nitrogen compounds	2012
29	Scientific research and technology development in the field of natural sciences Detail: - Research and development of biotechnology - Research and development of agricultural science - Specialized scientific research; application of waste treatment, recycling and environmentally friendly technology - Scientific and technical services - Research, development, transfer and application of high technology Excluding research into or use of new animal breed genetic resources prior to appraisal and evaluation by the Ministry of Agriculture and Rural Development	7211
30	Construction of other civil engineering works Detail: - New construction, intermediate repair, major repair and maintenance of traffic works; - Construction of civil, industrial, transportation, irrigation, postal and other technical infrastructure works - Construction of telecommunications works Excluding construction and operation of multi-purpose hydropower plants and nuclear power plants of special national importance in terms of socio-economic development	4299
31	Agents, commodity brokers and auctioneers Detail: - Agency for purchase and sale of specialized products in the transportation and construction sectors - Agency for purchase, sale and consignment of goods Excluding auction activities and the exercise of export rights, import rights, and distribution rights with respect to goods on the List of goods for which foreign investors and economic organizations with foreign investment capital are not permitted to exercise such rights in accordance with applicable law.	4610
32	Renting and leasing of other tangible machinery and equipment without operator Detail: Rental services for electrical, electronic and telecommunications machinery and equipment, and scientific instruments	7730
33	Wholesale of agricultural and forestry raw materials (excluding timber, bamboo and rattan) and live animals Excluding goods prohibited by the State Excluding the exercise of export rights, import rights, and distribution rights with respect to goods on the List of goods for which foreign investors and economic organizations with foreign investment capital are not permitted to exercise such rights in accordance with applicable law.	4620

34	Wholesale of food Excluding the exercise of export rights, import rights, and distribution rights with respect to goods on the List of goods for which foreign investors and economic organizations with foreign investment capital are not permitted to exercise such rights in accordance with applicable law.	4632
35	Scientific research and technology development in the field of medical and pharmaceutical sciences	7213
36	Manufacture of medical and dental instruments and supplies, orthopaedic appliances and rehabilitation equipment Detail: Manufacture of medical equipment, medical instruments and medical face masks	3250
37	Manufacture of pharmaceuticals, medicinal chemicals and botanical products	2100
38	Manufacture of other chemical products not elsewhere classified Detail: Manufacture of insecticide and disinfectant preparations for household and medical use	2029
39	Wholesale of other household goods Detail: - Wholesale of medical instruments and devices - Wholesale of medical machinery and equipment for household use such as: blood pressure monitors and thermometers - Wholesale of medical face masks - Wholesale of perfumery, cosmetics and toiletries Excluding goods on the national reserve list and the exercise of export rights, import rights, and distribution rights with respect to goods on the List of goods for which foreign investors and economic organizations with foreign investment capital are not permitted to exercise such rights in accordance with applicable law.	4649
40	Activities of general and specialist medical clinics and dental practices Detail: - Health consultation clinics or health consultation services via information technology and telecommunications means - General internal medicine clinics - Specialist clinics in internal medicine: cardiology, respiratory, gastroenterology, pediatrics and other internal medicine specialties - Surgical specialty clinics - Obstetrics and gynecology specialty clinics - Andrology specialty clinics - Dental and maxillofacial specialty clinics - Ear, nose and throat specialty clinics - Ophthalmology specialty clinics - Aesthetic medicine specialty clinics - Rehabilitation specialty clinics - Psychiatry specialty clinics - Oncology specialty clinics - Dermatology specialty clinics	8620

	- Nutrition specialty clinics - Traditional medicine clinics - Laboratory services - Diagnostic imaging clinics; X-Ray facilities - Preventive consultation and treatment clinics - Occupational disease treatment clinics Medical service facilities including: injection, dressing, pulse counting, temperature measurement and blood pressure monitoring service facilities; home healthcare service facilities; emergency and patient transport assistance service facilities (domestic and international); optical service facilities; aesthetic service facilities; massage service facilities	
41	Activities of hospitals and medical stations Detail: Activities of hospitals	8610
42	Call centre activities	8220
43	Wholesale of textiles, clothing and footwear	4641
44	Other human health activities not elsewhere classified	8699
45	Manufacture of other electronic components	2619
46	Construction of power infrastructure This group includes: - Construction of electricity transmission and distribution line networks and related structural works, including: + Long-distance electricity transmission line networks + Urban electricity transmission line networks, underground power cable networks and associated auxiliary works + Transformer substations Excluding construction and operation of multi-purpose hydropower plants and nuclear power plants of special national importance in terms of socio-economic development	4221
47	Publishing of other software Excluding publications	5829
48	Construction of water supply and drainage works	4222
49	Information technology infrastructure, data processing, hosting and related activities Excluding telecommunications infrastructure and network establishment Detail: Provision of domain name registration and web hosting services; Provision of remote sensing imagery and remote sensing product information and data Digital electronic evidence assessment; Electronic warfare	6310
50	Construction of telecommunications and communications works	4223

51	Other specialized scientific and technological activities not elsewhere classified Detail: - Environmental technology design; -Consultancy on technology transfer, installation, appraisal and supervision of environmental technology, industrial automation and biotechnology works (excluding construction design services); -Transfer of information technology; -Installation of high-technology production line systems; technology transfer services; agricultural consultancy	7499
52	Other computer and information technology service activities Online gaming services; electronic gaming services on networks Information technology systems, software and information technology consultancy	6290
53	Construction of railway works	4211
54	Other specialized wholesale not elsewhere classified Detail: Wholesale of machinery, equipment and products for measurement, testing, automation and environmental treatment; wholesale of fertilizers; wholesale of other chemicals excluding those for agricultural use and chemicals prohibited by the State; purchase and sale of insecticide and disinfectant preparations for household and medical use; wholesale of metallic and non-metallic scrap and waste (excluding precious metals); excluding goods on the national reserve list and the exercise of export rights, import rights, and distribution rights with respect to goods on the List of goods for which foreign investors and economic organizations with foreign investment capital are not permitted to exercise such rights in accordance with applicable law.	4679
55	Construction of road works	4212
56	Wholesale of computers, peripheral equipment and software Excluding the exercise of export rights, import rights, and distribution rights with respect to goods on the List of goods for which foreign investors and economic organizations with foreign investment capital are not permitted to exercise such rights in accordance with applicable law.	4651
57	Construction of hydraulic works Excluding construction and operation of multi-purpose hydropower plants and nuclear power plants of special national importance in terms of socio-economic development	4291
58	Repair and maintenance of electronic and optical equipment Excluding repair and maintenance of seagoing vessels, aircraft or other transport vehicles and equipment	3313
59	Construction of mining works	4292
60	Construction of manufacturing and processing works	4293
61	Wired, wireless and satellite telecommunications activities Detail: Operation, maintenance or provision of access to voice, data, text, audio and image transmission facilities using satellite telecommunications	6110

	infrastructure; -Telecommunications system consultancy; -Satellite technology and satellite service consultancy	
62	Installation of plumbing, heating and air-conditioning systems	4322
63	Computer facilities management and consultancy	6220
64	Web search portals and other information service activities Excluding journalism and information activities prohibited by the State Detail: - Establishment of general information portals; - Social network services; e-commerce activities: websites providing e-commerce services including e-commerce trading platforms and online promotional websites; excluding journalism and news gathering activities in any form - Provision of value-added content services on networks, excluding information prohibited by the State; information and entertainment services relating to broadcasting, television and press; transport connection services; excluding network information security assessment and evaluation services; excluding journalism and news gathering activities in any form - Trading of network information security products and services	6390
65	Installation of other building systems	4329
66	Building of ships and floating structures Detail: Manufacture of unmanned aircraft and drones	3011
67	Manufacture of aircraft, spacecraft and related machinery Excluding manufacture of aircraft, spacecraft and related machinery for national defence and security purposes	3030
68	Propagation of agricultural planting material Excluding research into or use of new animal breed genetic resources prior to appraisal and evaluation by the Ministry of Agriculture and Rural Development	0130
69	Completion and finishing of buildings	4330
70	Retail sale of cereals and food staples Excluding the exercise of export rights, import rights, and distribution rights with respect to goods on the List of goods for which foreign investors and economic organizations with foreign investment capital are not permitted to exercise such rights in accordance with applicable law.	4721
71	Construction of residential buildings	4101
72	Retail sale of food Excluding the exercise of export rights, import rights, and distribution rights with respect to goods on the List of goods for which foreign investors and economic organizations with foreign investment capital are not permitted to exercise such rights in accordance with applicable law.	4722
73	Construction of non-residential buildings	4102

74	Retail trade intermediary service activities Excluding auction activities Excluding auction activities and the exercise of export rights, import rights, and distribution rights with respect to goods on the List of goods for which foreign investors and economic organizations with foreign investment capital are not permitted to exercise such rights in accordance with applicable law.	4790
75	Construction of other public utility works	4229
76	Manufacture of wearing apparel, except fur apparel Detail: - Manufacture of protective clothing; - Manufacture of soft or hard headwear	1410
77	Activities auxiliary to financial services not elsewhere classified Investment consultancy activities, excluding legal consultancy, financial consultancy, tax consultancy, audit consultancy, accounting consultancy and securities consultancy	6619
78	Retail sale of clothing, footwear and leather and imitation leather goods	4771
79	Retail sale of pharmaceutical, medical and orthopaedic goods, cosmetics and toiletries Detail: - Retail sale of medical instruments and devices in specialized stores - Retail sale of medical machinery and equipment for household use such as blood pressure monitors and thermometers; - Retail sale of medical face masks; retail sale of perfumery, cosmetics and toiletries in specialized stores; excluding goods on the national reserve list and the exercise of export rights, import rights, and distribution rights with respect to goods on the List of goods for which foreign investors and economic organizations with foreign investment capital are not permitted to exercise such rights in accordance with applicable law.	4772
80	Other manufacturing not elsewhere classified Detail: Manufacture of semiconductors and other electronic application components; manufacture of electronic equipment, components and assemblies used in telecommunications equipment	3290
81	Wholesale of metals and metal ores Detail: Wholesale of iron and steel; wholesale of metals (excluding precious metals); excluding goods on the national reserve list and the exercise of export rights, import rights, and distribution rights with respect to goods on the List of goods for which foreign investors and economic organizations with foreign investment capital are not permitted to exercise such rights in accordance with applicable law.	4672
82	Other computer programming activities	6219

2. Operating Objectives

The Company's objective is to generate the highest possible profits for its Shareholders, mobilize and develop capital sources, utilize capital most effectively in business operations, create employment and stable income for employees, and fulfill obligations to the State.

Article 5. Scope of business and operations

The Company is permitted to conduct business activities in the industries specified in these Articles of Association, which have been registered, notified of changes in registration with the business registration authority, and published on the National Business Registration Portal.

[In cases where the Company operates in conditional investment and business sectors, it must comply with the business conditions stipulated by the Investment Law and relevant specialized laws.]

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter capital, shares, founding shareholders

1. The charter capital and any adjustment thereof shall be approved by the General Meeting of Shareholders from time to time, and upon registration of the amended business registration contents and disclosure in accordance with applicable law, shall be automatically updated in this Charter without requiring a formal amendment thereto.
2. The total charter capital of the Company is divided into shares with a par value of VND 10,000 per share.
3. The Company may alter its charter capital upon approval by the General Meeting of Shareholders and in accordance with applicable law.
4. The shares of the Company as of the date of adoption of this Charter comprise ordinary shares and restricted transfer shares. The rights and obligations attached to each class of shares are set out in Articles 11 and 12 of this Charter.
5. The Company may issue other classes of preference shares upon approval by the General Meeting of Shareholders and in accordance with applicable law.
6. The names, addresses, number of shares and other details of the founding shareholders as required by the Enterprise Law are set out in Appendix 01 attached hereto. Such appendix forms an integral part of this Charter.
7. Ordinary shares shall be offered preferentially to existing shareholders in proportion to their respective ordinary shareholding in the Company, unless otherwise determined by the General Meeting of Shareholders. Shares not subscribed for by existing shareholders shall be disposed of at the discretion of the Board of Directors. The Board of Directors may allot 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.
8. The Company may repurchase shares previously issued by it in the manner prescribed in this Charter and under applicable law.
9. The Company may issue other types of securities upon approval by the General Meeting of Shareholders and in accordance with applicable law.

Article 7. Share certificate

1. Shareholders of the Company shall be issued share certificates or recorded in the Company's securities ownership register corresponding to the number and class of shares held.
2. Share certificates are securities certifying the legal rights and benefits of the owner to a part of the issuer's equity. The share certificate must fully include the contents specified in Clause 1, Article 121 of the Law on Enterprises.

3. Within thirty (30) days from the date of submission of full dossiers requesting the transfer of share ownership in accordance with the Company's regulations, or within two (02) months (or another period as stipulated in the terms of issuance) from the date of making full payment for the purchase of shares as stipulated in the Company's share issuance plan, shareowners shall be granted share certificates. Shareowners shall not be required to pay any expenses to the Company for printing share certificates.
4. In case a share certificate is lost, damaged, or otherwise destroyed, the shareholder shall be reissued with another share certificate at the shareholder's request. The request must contain the following information:
 - a. Information about the share certificate that is lost, damaged, or otherwise destroyed;
 - b. Commitment to assume responsibility for any disputes arising from the issuance of the new share certificate.

Article 8. Other securities certificates

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

Article 9. Share transfer

1. All shares are freely transferable unless otherwise provided in these Articles of Association and applicable laws. Listed shares and shares registered for trading on the Stock Exchange shall be transferred in accordance with the regulations on securities and the securities market.
2. Shares that have not been fully paid for shall not be transferred and shall not be entitled to related benefits, including the right to receive dividends, the right to receive shares issued for capital increase from the owner's equity, the right to purchase newly offered shares, and other benefits as prescribed by law.

V. ORGANIZATIONAL STRUCTURE, GOVERNANCE, AND CONTROL

Article 10. Organizational structure, governance, and control

The Company's management, governance, and control structure includes:

1. The General Meeting of Shareholders.
2. The Board of Directors.
3. The Supervisory Board.
4. The Board of Management

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 11. Rights of shareholders

1. Ordinary shareholders shall have the following rights:
 - a. Attend and give opinions at the General Meetings of Shareholders and exercise the right to vote directly or via an authorized representative or in another form permitted by law or the Company's Charter. Each ordinary share has one vote.
 - b. Receive dividends at a rate decided by the General Meeting of Shareholders.

- c. Freely transfer their shares to other persons, except in the cases stipulated in Clause 3 of Article 120 and Clause 1 of Article 127 of the Law on Enterprises and other relevant legal provisions.
 - d. Be given priority in subscribing for new shares corresponding to the proportion of ordinary shares held by each Shareholder.
 - e. Sight, look up and make an extract of information about name and contact address in the list of Shareholders with voting rights and request amendment of incorrect information.
 - f. Sight, look up and make an extract or copy of the Charter of the Company, the minutes of meetings of the General Meeting of Shareholders and resolutions of the General Meeting of Shareholders.
 - g. Upon dissolution or bankruptcy of the Company, be entitled to a share of the remaining assets of the Company in proportion to their shareholding in the Company.
 - h. Request the Company to redeem their shares in cases provided for in Article 132 of the Law on Enterprises.
 - i. Be fairly treated. Each share of the same category creates equal rights, obligations, and benefits for the Shareholder. In the event of preferred shares, their related rights and obligations must be approved by the General Meeting of Shareholders and fully disclosed to shareholders.
 - j. Fully access periodic and extraordinary information released by the Company in accordance with the provisions of the law.
 - k. Be protected with their legal rights and benefits; request to suspend or revoke the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors as prescribed by the Law on Enterprises.
 - l. Other rights stipulated in this Charter and by the law.
2. A shareholder or group of shareholders, who for at least 5% of overall ordinary shares of the Company, shall be entitled to:
- a. Request the Board of Directors to convene the General Meeting of Shareholders when the Board of Directors seriously violates the rights of shareholders, obligations of the managers, or makes decisions beyond the assigned authority.
 - b. Sight, look up and make an extract of the book of minutes, resolutions and decisions of the Board of Directors, mid-year and annual financial statements, contract and transactions to be approved by the Board of Directors and other documents, unless documents are related to the trade secret and business secrets of the Company.
 - c. Request the Supervisory Board to inspect specific matters related to the management and operation of the Company when deemed necessary. Requests must be in writing and include the shareholder's full name, contact address, nationality, legal documents (for individual shareholders); business registration

number or legal documents (for corporate shareholders); number of shares and registration time of each shareholder, total shares held by the group of shareholders and their ownership ratio in the Company; issues to be inspected, and purpose of the inspection.

- d. Suggest the issues to be added into the agenda of the General Meeting of Shareholders. Suggestions must be in writing and submitted to the Company no later than 07 working days before the opening date. Suggestions must include the shareholder's name, number of each type of share held by the shareholder, and the issue to be added to the agenda.
 - e. Other rights stipulated by law and this Charter.
3. A shareholder or group of shareholders holding at least 10% of the Company's total ordinary shares shall be entitled to nominate candidates to the Board of Directors and the Supervisory Board. The nomination process is carried out as follows:
- a. The ordinary shareholders, forming a group to nominate members to the Board of Directors and the Supervisory Board, must notify the group meeting to inform the shareholders participating in the meeting before the opening of the General Meeting of Shareholders.
 - b. According to the number of members of the Board of Directors and the Supervisory Board, shareholders or groups of shareholders specified in this Clause may nominate one or more persons as resolved by the General Meeting of Shareholders to be candidates for the Board of Directors and the Supervisory Board. If the number of candidates nominated by the shareholders or groups of shareholders is less than the number they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders.

Article 12. Obligations of shareholders

Shareholders shall have the following obligations:

- 1. To comply with the Company's Charter and internal regulations of the Company; to implement the Resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.
- 2. Shareholders may participate in the General Meeting of Shareholders and exercise their voting rights in the following forms:
 - a. Directly participate and vote in the meeting;
 - b. Authorize other persons or organizations to participate and vote in the meeting;
 - c. Participate and vote through online conferences, e-voting, or other electronic forms;
 - d. Send votes to the meeting through mail, fax, or email;

These actions shall be in accordance with the guidelines in the Charter or other internal regulations of the Company in compliance with applicable laws.

- 3. To pay in full and on time for the shares they have committed to subscribe to.

4. Not to be permitted to withdraw the capital contributed by ordinary shares in any form, except for cases where such shares are repurchased by the Company or others. In case a shareholder withdraws part or all of the share capital contributed against this Clause, such shareholder and related persons in the Company are jointly responsible for the debts and other liabilities of the Company up to the value of the withdrawn shares and any damage caused.

5. To secure the information provided by the Company as prescribed in the Company's Charter and the law; to only use the provided information to exercise and protect their legal rights and benefits; to prohibit the dissemination, copying, or sending of the information provided by the Company to other organizations or individuals.

6. To be personally responsible when acting on behalf of the Company in any form to perform one of the following acts:

- a. Breach the law;
- b. Conduct business and other transactions for personal benefit or for the benefit of other organizations or individuals;
- c. Pay premature debts where the Company is likely to be in financial danger.

7. To fulfill other obligations as prescribed by the applicable laws.

(Other obligations related to other types of shares)

Article 13. General meeting of shareholders

1. The General Meeting of Shareholders shall include all shareholders with voting rights and shall be the highest decision-making authority of the Company. The Annual General Meeting of Shareholders shall be held annually, within four (04) months from the end of the financial year. The Board of Directors may extend the Annual General Meeting of Shareholders as necessary, but not exceeding six (06) months from the end of the financial year. In addition to the Annual General Meeting, an Extraordinary General Meeting of Shareholders may be convened. The meeting venue shall be determined as the location where the chairman attends and must 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 matters as prescribed by law and the Company's Charter, particularly approving the audited annual financial statements. In case the annual audited financial statements contain material exceptions, the audit opinion is contrary or the auditor refuses, the approved auditor must be invited to audit the Company's financial statements and must attend the Annual General Meeting of Shareholders.

The Annual General Meeting of Shareholders may be held in the form of an online meeting. Shareholders may register to attend the meeting and exercise their voting rights on issues at the meeting conveniently and effectively via the internet. The General Meeting of Shareholders authorizes the Board of Directors to select the form of holding the General Meeting of Shareholders, whether in-person and/or online, in compliance with the law and the Company's actual conditions for each year.

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 benefit of the Company;
 - b. The number of remaining members of the Board of Directors, independent members of the Board of Directors, or Supervisors is less than the minimum required by law;
 - c. Upon the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 11 of this Charter. A request for convening the General Meeting of Shareholders as prescribed in Clause 3 of this Article shall be made in writing and must include the following information: full name, contact address, nationality, and personal legal document number, in respect of shareholders who are individuals; name, enterprise registration number or legal document number, and registered head office address, in respect of shareholders that are organizations; the number of shares and the date of share registration of each shareholder, the total number of shares held by the group of shareholders, and their aggregate ownership percentage in the Company's total share capital; and the grounds and reasons for requesting the convening of the General Meeting of Shareholders. The written request for convening the meeting shall be accompanied by documents and evidence substantiating any alleged violations committed by the Board of Directors, the severity of such violations, or any resolution adopted in excess of the Board's authority. The shareholder or group of shareholders shall bear full legal responsibility for the accuracy and truthfulness of all documents and evidence submitted to the competent authority in connection with the request to convene the General Meeting of Shareholders;
 - d. At the request of the Supervisory Board;
 - e. Other cases as stipulated by law and this Charter.
4. Convening an Extraordinary General Meeting of Shareholders:
 - a. The Board of Directors must convene the General Meeting of Shareholders within thirty (30) days from the date the number of Board members, independent Board members, or Supervisors is less than required under item b, Clause 3 of this Article or when a request is received as specified in items c and d, Clause 3 of this Article;
 - b. If the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in item a, Clause 4 of this Article, within the next thirty (30) days, the Supervisory Board must replace the Board of Directors to convene the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises;
 - c. If the Supervisory Board fails to convene the General Meeting of Shareholders as prescribed in item b, Clause 4 of this Article, the shareholders or groups of shareholders specified in item c, Clause 3 of this Article have the right to request the Company's representative to convene the General Meeting of Shareholders as prescribed in the Law on Enterprises.

In this case, shareholders or groups of shareholders who convene the General Meeting of Shareholders may request the Business Registration Office to monitor the procedures and proceedings of convening, organizing, and decision-making for the General Meeting of Shareholders. All expenses for the convention and organization of the General Meeting of Shareholders shall be reimbursed by the Company. Such costs do not include the expenses incurred by shareholders attending the General Meeting of Shareholders, including accommodation and travel fees.

- d. The procedures for organizing the General Meeting of Shareholders must comply with Clause 5, Article 140 of the Law on Enterprises.

Article 14. Rights and obligations of the General meeting of shareholders

1. The General Meeting of Shareholders has the following rights and obligations:
 - a. To adopt the development orientation of the Company;
 - b. To make decisions on the classes of shares and the total number of shares of each class that may be offered for issuance; To decide on the annual dividend rate for each class of shares;
 - c. To elect, remove, or discharge members of the Board of Directors and members of the Supervisory Board;
 - d. To make decisions on investments or the sale of assets valued at 35% or more of the total value of the Company's assets as recorded in the latest financial statement of the Company;
 - e. To make decisions on amendments and supplements to the Company's Charter;
 - f. To approve the annual financial statements;
 - g. To decide to repurchase over 10% of the total shares sold of each class;
 - h. To review and handle violations by members of the Board of Directors or Supervisory Board members that cause damage to the Company and its shareholders;
 - i. To decide on the restructuring or dissolution of the Company;
 - j. To decide on the budget or the total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;
 - k. To approve the internal governance regulations; Regulations on the operation of the Board of Directors and the Supervisory Board;
 - l. To approve the list of approved audit firms; to decide on which approved audit firm will audit the Company's operations, and dismiss the approved auditor when necessary;
 - m. Other rights and obligations as prescribed by law.
2. The General Meeting of Shareholders shall discuss and approve the following matters:
 - a. The Company's annual business plan;

- b. Annual audited financial statements;
- c. The Board of Directors' report on corporate governance and the performance of the Board of Directors as a whole and of each individual Board member, including independent Board members, as well as each independent member's own assessment of the Board of Directors' operations;
- d. The Board of Supervisors' report on the Company's business results and the performance of the Board of Directors and the General Director;
- e. The Board of Supervisors' self-assessment report on the performance of the Board of Supervisors and each of its members;
- f. The dividend rate applicable to each share of each class;
- g. The number of members of the Board of Directors and the Board of Supervisors;
- h. Election, removal and dismissal of members of the Board of Directors and the Board of Supervisors;
- i. Approval of the budget or total remuneration, bonuses and other benefits for the Board of Directors and the Board of Supervisors;
- j. Approval of the list of accepted auditing firms; decision on the accepted auditing firm to conduct an inspection of the Company's operations when deemed necessary;
- k. Amendment and supplementation of the Company's Charter;
- l. The class and number of newly issued shares for each class;
- m. Division, separation, consolidation, merger or conversion of the Company;
- n. Reorganization and dissolution (liquidation) of the Company and appointment of a liquidator;
- o. Decision to invest in or dispose of assets with a value equal to or exceeding 35% of the Company's total asset value as recorded in the most recent financial statements;
- p. Decision to repurchase more than 10% of the total sold shares of each class;
- q. Execution by the Company of contracts and transactions with persons specified in Clause 1, Article 167 of the Enterprise Law, with a value equal to or exceeding 35% of the Company's total asset value as recorded in the most recent financial statements;
- r. Approval of transactions prescribed in Clause 4, Article 293 of Government Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of certain articles of the Securities Law, and Clause 84, Article 1 of Decree No. 245/2025/NĐ-CP dated September 11, 2025, amending and supplementing certain articles of Decree No. 155/2020/NĐ-CP;
- s. Approval of the Internal Regulation on Corporate Governance, the Operational Regulation of the Board of Directors, and the Operational Regulation of the Board of Supervisors;
- t. Other matters as prescribed by law and this Charter.

3. All resolutions and matters that have been added to the meeting agenda must be discussed and voted on at the General Meeting of Shareholders.

Article 15. Authorization to participate in the General meeting of shareholders

1. Shareholders, or their authorized representatives as organizations, may directly attend the meeting or authorize one or more individuals or organizations to attend the meeting or participate in the meeting through one of the forms specified in Clause 3, Article 144 of the Law on Enterprises.
2. Authorization for individuals or organizations to attend the General Meeting of Shareholders, as specified in Clause 1 of this Article, must be made in writing. The authorization letter must comply with civil law requirements and must clearly state the name of the principal shareholder, the name of the authorized individual or organization, the number of shares authorized, the scope of authorization, the term of authorization, and the signatures of both the principal and the authorized person.
3. The person authorized to attend the General Meeting of Shareholders must present the authorization letter when registering to attend.
4. The votes of persons authorized to attend the meeting within the scope of authorization will remain effective unless any of the following events occur:
 - a. The principal shareholder dies, loses their civil capacity, or has their civil capacity restricted;
 - b. The principal shareholder cancels the authorization;
 - c. The principal shareholder revokes the authority of the person implementing the authorization.

This clause shall not apply in cases where the Company receives a notice of any of the above events before the opening of the General Meeting of Shareholders or before the meeting is reconvened.

Article 16. Change of rights

1. The change or cancellation of special rights associated with a preference share is effective when it is approved by participatory shareholders, representing 65% of the total voting shares. Resolutions by the General Meeting of Shareholders concerning changes to the rights and obligations of preference shareholders can only be adopted if preference shareholders of the same class holding 75% of the total preference shares or more agree, or if preference shareholders of the same class holding 75% of the total preference shares or more agree in the event that the resolutions are available at the written consultation form.
2. The organization of such a meeting is only valid when there are at least two (02) shareholders (or their authorized representatives) participating in the meeting who hold at least a third of the face value of the issued shares in that class. Where the number of such attendees is insufficient, the meeting shall be reorganized within 30 subsequent days, and those attendees who are holders of such class of shares (regardless of the number of people and number of shares) are deemed to meet the above requirement,

whether they directly participate or via authorized representatives. At the separate meetings mentioned above, holders of such class of shares who are present personally or via authorized representatives may request voting by means of secret ballot. Each holder shall have a vote for each share of the same class owned by him/her.

3. The procedures for conducting such separate meetings shall be similar to those provided under Articles 18,19 and 20 of this Charter.
4. Unless otherwise stipulated by the terms of issuing shares, special rights attached to various classes of shares with preference rights regarding some or all issues on the distribution of profits or assets of the Company may not be changed when the Company issues additional shares of the same class.

Article 17. Convening, meeting agenda, and notice to the General meeting of shareholders

1. The Board of Directors shall convene the Annual General Meeting of Shareholders. The Board of Directors shall convene the Extraordinary General Meeting of Shareholders in accordance with cases specified in Clause 3 of Article 13 herein.
2. A person who convenes the General Meeting of Shareholders has to perform the following tasks:
 - a. Prepare the list of shareholders eligible to join and vote at the General Meeting of Shareholders. The list is prepared not later than 10 working days before the invitation to the General Meeting of Shareholders is delivered. The preparation of such list must be released at least 20 days before the final registration deadline.
 - b. Prepare the meeting agenda and contents;
 - c. Prepare the meeting materials;
 - d. Draft the resolutions of the General Meeting of Shareholders in accordance with the expected meeting contents;
 - e. Identify the time and venue to hold the meeting;
 - f. Make an announcement on the organization of the General Meeting of Shareholders and send notices to eligible shareholders;
 - g. Other tasks necessary to serve the meeting.
3. The notice of the General Meeting of Shareholders shall be sent to all shareholders using a method that ensures delivery to the shareholders' registered contact addresses or any address provided by the shareholders. Additionally, the notice must be published on the Company's website, the State Securities Commission's website, and the Stock Exchange where the Company's shares are listed or registered for trading. The convener of the General Meeting of Shareholders is required to send the meeting invitation to all shareholders listed in the Shareholder Registry entitled to attend the meeting no later than 21 days before the meeting date (calculated from the date the notice is properly sent or dispatched). The meeting agenda, as well as any materials relevant to the issues to be voted on during the meeting, must be sent to shareholders or published on the Company's website. If the meeting materials are not included with the meeting notice,

the notice must clearly specify a link to the full set of meeting documents, ensuring shareholders have access to them, including:

- a. The meeting agenda and the materials to be used during the meeting;
 - b. The list and detailed information of the candidates in the case of electing members of the Board of Directors or members of the Supervisory Board;
 - c. The voting ballots;
 - d. The draft resolutions for each issue on the meeting agenda.
4. Shareholders or a group of shareholders as specified in Clause 2, Article 11 of these Articles of Association have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be made in writing and sent to the Company no later than 7 working days before the scheduled date of the General Meeting of Shareholders. The proposal must clearly state the shareholder's name, the quantity of each type of shares held by the shareholder, and the proposed issue to be included in the meeting agenda.
5. The convener of the General Meeting of Shareholders has the right to reject the proposal specified in Clause 4 of this Article in the following cases:
- a. The proposal is not submitted in accordance with the provisions of Clause 4 of this Article;
 - b. At the time of the proposal, the shareholder or group of shareholders does not hold at least 5% of the common shares as required under Clause 2, Article 11 of these Articles of Association;
 - c. The proposed issue is outside the scope of the General Meeting of Shareholders' decision-making authority;
 - d. Other cases as prescribed by law and these Articles of Association.
6. The convener of the General Meeting of Shareholders must accept and include the proposal specified in Clause 4 of this Article in the proposed agenda and content of the meeting, unless it falls under the circumstances specified in Clause 5 of this Article; the proposal will officially be added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Article 18. Conditions for convening the General meeting of shareholders

1. A meeting of the General Meeting of Shareholders shall be conducted when the number of attending shareholders represents at least 50% of the votes.
2. In the first meeting, which is not eligible to conduct as prescribed in Clause 1 of this Article, the second meeting shall be convened within 30 working days from the expected date of the first meeting. The second meeting of the General Meeting of Shareholders shall be conducted where the number of attending shareholders represents 33% of votes or more.
3. If the second convened General Meeting of Shareholders could not be held as prescribed in Clause 2 of this Article, the notice on the third General Meeting of Shareholders must be delivered within 20 days from the intended date of the second

meeting. In this case, the third General Meeting of Shareholders shall be held regardless of the number of attending shareholders.

Article 19. Procedure for conducting meetings and voting at the General shareholders' meeting

1. Prior to opening the meeting, the Company must carry out shareholder registration procedures until the last shareholder entitled to attend the meeting has registered. The registration procedure must follow these steps:
 - a. When registering shareholders, the Company shall issue a voting card to each shareholder or authorized representative, detailing the registration number, the shareholder's name, the representative's name, and the number of votes assigned. The General Shareholders' Meeting shall discuss and vote on each agenda item, with voting options of in favor, against, and abstention. Cards in favor shall be collected first, followed by those against, and the total votes shall be counted to make a decision. The Chairman shall announce the results before adjourning. The General Meeting shall elect individuals to count or supervise the vote, with the number of members determined by the Meeting based on the Chairman's recommendation..
 - b. Shareholders or authorized representatives arriving after the meeting has started may register and vote immediately. The Chairman is not obligated to halt the meeting for late registrants, and decisions made prior to their registration remain valid.
2. Election of the Chairman, Secretary, and Vote Checking Committee is regulated as follows:
 - a. The Chairman of the Board of Directors shall act as the chairman of the meeting or authorize another member of the Board to act as the chairman of the General Shareholders' Meeting convened by the Board of Directors. In the event that the Chairman is absent or temporarily unable to perform their duties, the remaining members of the Board shall elect one of them as the chairman of the meeting in accordance with the majority principle. If no chairman can be elected, the Chairman of the Supervisory Board will preside over the meeting and the General Shareholders' Meeting will elect the chairman from among the participants. The person with the highest number of votes will be elected as the chairman.
 - b. Except for the cases specified in the previous point, the person who signed to convene the General Shareholders' Meeting shall preside over the meeting to enable the General Shareholders' Meeting to elect the chairman, and the person with the highest number of votes will be elected as the chairman.
 - c. The chairman will appoint one or more persons as the secretary of the meeting.
 - d. The General Shareholders' Meeting will elect one or more members to the vote checking committee based on the chairman's proposal.
3. The agenda and contents of the meeting must be approved by the General Shareholders' Meeting at the opening session. The agenda must clearly specify the time for each issue on the agenda.

4. The Chairman of the meeting is entitled to take necessary and appropriate measures to ensure the meeting is conducted in an orderly manner and in accordance with the approved agenda, successfully reflecting the expectations of the majority of participants.
 - a. To arrange the seating at the venue for the General Shareholders' Meeting;
 - b. To ensure the safety of all individuals present at the meeting venue;
 - c. To facilitate the participation (or continued participation) of shareholders at the meeting. The person who convenes the General Shareholders' Meeting has the full discretion to change the aforementioned measures and implement all necessary actions. These actions may include issuing access cards or using other selection methods.
5. The General Shareholders' Meeting shall discuss and vote on each issue within the agenda. Voting will proceed by collecting agreed votes, disagreed votes, and abstentions. The voting results shall be announced by the Chairman immediately before adjourning the meeting.
6. Any shareholder or authorized representative attending the meeting after it has started still has the right to register and vote immediately after registration. In such cases, the validity of any issues already voted upon remains unchanged.
7. The person who convenes the General Shareholders' Meeting or the Chairman of the meeting shall have the following rights:
 - a. Request all attendees to undergo inspection or other proper and legal security measures;
 - b. Request the relevant authorities to maintain order during the meeting; expel any person from the General Shareholders' Meeting who refuses to follow the Chairman's directions, intentionally disrupts the order, obstructs the normal progress of the meeting, or refuses to comply with security measures.
8. The Chairman has the right to adjourn the General Shareholders' Meeting, provided that
 - a sufficient number of attendees are available, for a period not exceeding 3 working days from the scheduled opening date, and may only adjourn or change the meeting location in the following circumstances:
 - a. The meeting venue does not have sufficient seating for all attendees;
 - b. Communication devices at the venue are insufficient for shareholders to attend, discuss, and vote;
 - c. A participant disrupts the order and threatens to obstruct the fair and legal progress of the meeting.
9. In the case where the Chairman adjourns or suspends the General Shareholders' Meeting against the provisions of Clause 8 of this Article, the General Shareholders' Meeting shall elect another person from the attendees to replace the Chairman in conducting the meeting until its completion, and the effectiveness of any voting conducted at such meeting shall not be affected.
10. In the event that modern technology is applied to organize the General Shareholders' Meeting online, the Company is responsible for ensuring that shareholders may

participate and vote via electronic voting or other forms as specified in Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/ND-CP of the Government dated December 31, 2020, detailing the implementation of certain Articles of the Securities Law.

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

1. Resolutions on the following matters shall be passed if approved by shareholders representing 65% or more of the total votes of all shareholders attending and voting at the meeting, except as otherwise provided in Clauses 3, 4, and 6 of Article 148 of the Enterprise Law:
 - a. Classes of shares and the total number of each class;
 - b. Changes in business lines, industries, and fields of operation;
 - c. Change in the Company's organizational management structure;
 - d. Investment projects or the sale of assets with a value equal to or exceeding 35% of the total asset value recorded in the Company's most recent financial statement;
 - e. Reorganization or dissolution of the Company.
2. Resolutions shall be passed when approved by shareholders holding more than 50% of the total votes of all shareholders attending and voting at the meeting, except as otherwise provided in Clause 1 of this Article and Clauses 3, 4, and 6 of Article 148 of the Enterprise Law.
3. Voting to elect members of the Board of Directors and the Supervisory Board shall be implemented by the method of cumulative voting. Accordingly, each shareholder shall have total votes corresponding to their shareholding, multiplied by the number of members to be elected to the Board of Directors or the Supervisory Board. Shareholders may accumulate all or a part of their votes for one or more candidates. The person who is elected to be a member of the Board is determined in accordance with the top-to-bottom vote quantity, starting from the candidate having the highest number of votes until sufficient members are available as prescribed by the Charter. In the event that there are more than two candidates having the same votes for the final member of the Board, re-voting shall be held among the candidates having the same vote quantity and/or the candidate having the higher votes shall be elected.
4. Any resolution of the General Meeting of Shareholders, which is ratified with 100% of voting shares, shall be legitimate and effective even if the sequences and procedures for ratifying such resolution are not conformable with regulations of the Law on Enterprises and the Company's Charter.

Article 21. Authority and formalities for collecting written opinions of shareholders to ratify resolutions of the general meeting of shareholders

The authority and formalities for collecting written opinions from shareholders to ratify resolutions of the General Meeting of Shareholders shall be carried out as follows:

1. The Board of Directors may ratify all resolutions of the General Meeting of Shareholders in the form of collecting written opinions when it deems necessary for the

benefit of the Company, including in the cases specified in Clause 2, Article 147 of the Law on Enterprises. The collection of written opinions and the submission of the completed opinion forms may be conducted through mail, fax, email, or other electronic methods, or a combination of these methods, as determined by the Board of Directors.

2. The Board of Directors must prepare written opinion forms, draft resolutions of the General Meeting of Shareholders, and other explanatory documents. These must be sent to the voting shareholders no later than 10 days before the deadline for returning the opinion forms. The requirements and procedures for sending the opinion forms and accompanying materials shall follow the provisions in Clause 3, Article 17 of the Company's Charter.
3. The written opinion form must include the following principal particulars:
 - a. Name, business code, and registered office address of the Company;
 - b. Purpose of collecting written opinions;
 - c. Full name, permanent address, nationality, Identity Card number, passport, or other lawful personal identification for individual shareholders; name, business code or legal identification number of an organization shareholder; full name, permanent address, nationality, Identity Card number, or legal identification number for representatives of organization shareholders; number of shares of each class and the total number of votes held by the shareholder;
 - d. The issues that need voting.
 - e. The voting options include affirmative, negative, and abstentions for each issue;
 - f. Deadline for submitting the completed written opinion form to the Company;
 - g. Full name and signature of the Chairman of the Board of Directors.
4. Shareholders may send completed written opinion forms to the Company as prescribed below:
 - a. In the case of sending by post, the completed written opinion form must bear the signature of the shareholder if an individual, or the signature of the authorized representative or legal representative if the shareholder is an organization. The written opinion form must be sent in a sealed envelope, which cannot be opened before the vote counting.
 - b. In the case of sending by fax or email or other electronic methods, the written opinion forms must be kept confidential until the vote counting time.
 - c. Written opinion forms sent to the Company after the deadline specified in the opinion form, or those that are opened in the case of mail or disclosed in the case of fax, email, or other electronic methods, are invalid. Written opinion forms that are not submitted will be excluded from voting.
4. The Board of Directors shall count the votes and prepare a vote counting record before shareholders who do not hold managerial positions in the Company. The vote counting record must contain the following information:

- a. Name, business code, and registered office address of the Company;
- b. Purpose and issues that need voting;
- c. The number of shareholders and the total number of votes cast, with a distinction between valid and invalid votes, enclosed with the list of voting shareholders;
- d. The total number of affirmative votes, negative votes, and abstentions on each issue;
- e. The issues that have been ratified;
- f. Full name and signature of the Chairman of the Board of Directors, the company's legal representative, vote counting supervisors, and vote counters.

Members of the Board of Directors, vote counters, and vote counting supervisors are jointly responsible for the truthfulness, accuracy, and correctness of the vote counting record and for any damages arising from decisions ratified due to untruthful or incorrect vote counts.

5. The vote counting record and the resolution must be sent to shareholders within fifteen (15) days from the completion of the vote counting. If the Company has a website, the vote counting record and resolution may be posted on the Company's website within 24 hours of the vote counting completion.
6. Completed written opinion forms, the vote counting record, ratified resolutions, and any relevant documents enclosed with the written opinion forms must be kept at the Company's headquarters.
7. A resolution passed by collecting written opinions from shareholders shall be valid if it is approved by shareholders holding more than 50% of the total voting shares and shall be treated as a resolution passed at the General Meeting of Shareholders.

Article 22. Resolutions, minutes of General meeting of shareholders

1. The General Meeting of Shareholders must be recorded in writing and may be audio recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese, with an additional English version if necessary, and must include the following main contents:
 - a. Name, registered office address, and business code of the Company;
 - b. Time and venue of the General Meeting of Shareholders;
 - c. Meeting agenda and contents;
 - d. Full name of the chairman and secretary;
 - e. Summary of meeting development and opinions delivered at the General Meeting of Shareholders for each issue in the meeting agenda;
 - f. Number of shareholders and total votes of the attending shareholders, appendix of the list of registered shareholders, representatives of shareholders attending the meeting with the corresponding shares and votes;

- g. Total votes for each voting issue, specifying the voting method, total eligible and invalid votes, affirmative, negative, and abstentions, as well as the corresponding rate in the total votes of attending shareholders;
 - h. The issues that have been approved and the corresponding voting approval rate;
 - i. Full name and signature of the chairman and secretary. In the event that the chairman and secretary refuse to sign the minutes, such minutes shall be effective if signed by all other members of the Board of Directors present at the meeting and if it includes all required contents. The minutes shall specify the refusal of the chairman and secretary to sign the minutes.
2. The minutes of the General Meeting of Shareholders must be completed and approved before the meeting is adjourned. The chairman, secretary, or any other individuals signing the minutes shall jointly bear responsibility for the truthfulness and accuracy of the minutes contents.
 3. The minutes prepared in both Vietnamese and English shall have the same legal validity. In case of a discrepancy between the Vietnamese and English versions, the contents of the Vietnamese version shall prevail.
 4. The Resolutions, Minutes of the General Meeting of Shareholders, appendix of the list of registered shareholders with signatures of the shareholders, letter of authorization to attend the meeting, all documents attached to the minutes (if any), and relevant materials must be disclosed according to the regulations on information disclosure in the securities market and must be kept at the Company's headquarters.

Article 23. Request to annul resolutions of the General meeting of shareholders

Within ninety (90) days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the vote counting result minutes of the General Meeting of Shareholders, a shareholder or a group of shareholders as specified in Clause 2, Article 11 of this Charter shall have the right to request the Court or Arbitration to review and annul the resolution or part of the contents of the General Meeting of Shareholders' resolution in the following cases:

1. The procedures and processes for convening the meeting and making decisions at the General Meeting of Shareholders seriously violate the provisions of the Enterprise Law and this Charter, 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.

VII. BOARD OF DIRECTORS

Article 24. Nominate, appoint member of the Board of directors

1. In the event that the candidates to the Board of Directors have been determined, the candidate-related information must be announced at least 10 days before the General Meeting of Shareholders is opened on the Company's website so that the shareholders may understand the information about such candidates before voting. The candidates to the member of the Board must have written commitments on truthfulness and accuracy of the personal information to be announced and committed to fulfill the

assigned tasks in an honest and due diligence manner for the highest benefits of the Company if they are elected as a member of the Board. The announced information related to the candidate of the Board of Directors includes:

- a. Full name, date of birth;
 - b. Qualifications;
 - c. Employment history;
 - d. Other managerial titles (including the title of the Board of other Companies);
 - e. Benefits related to the Company and its related parties;
 - f. Other information (if any) as prescribed herein;
 - g. The Company must disclose information about the companies where the candidate holds a position as a Board member, other managerial titles, and benefits related to the Company of the Board candidate (if any).
2. Shareholders or a group of shareholders holding at least 10% of the total ordinary shares have the right to nominate candidates for the Board of Directors as stipulated by the Enterprise Law and the Company's Charter.
 3. In case the number of candidates for the Board of Directors through nominations and applications is still insufficient to meet the requirements as specified in Clause 5, Article 115 of the Enterprise Law, the current Board of Directors shall introduce additional candidates or organize nominations according to the Company's Charter, the internal governance regulations, and the operation regulations of the Board of Directors. The procedure for the current Board of Directors to introduce candidates must be clearly announced before the General Meeting of Shareholders votes on electing the members of the Board as required by law.
 4. Members of the Board of Directors must meet the standards and conditions as specified in Clause 1, Clause 2, Article 155 of the Enterprise Law.

Article 25. Composition and term of members of the Board of directors

1. The number of members of the Board of Directors must be at least five (05) and no more than seven (07) members.
2. The term of the members of the Board of Directors shall be five (05) years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors for a maximum of two (02) consecutive terms. In the event that all members of the Board of Directors complete their terms, the aforementioned members shall continue as members of the Board of Directors until new members are elected to replace them and take over their responsibilities.
3. The structure of the members of the Board is as follows: The number of non-executive members of the Company's Board of Directors shall comply with the following requirements: at least one non-executive member in the case where the Board of Directors has between three and five members; at least two non-executive members in the case where the Board of Directors has between six and seven

members. The Company shall minimize the number of Board members concurrently holding executive positions within the Company in order to ensure the independence of the Board of Directors:

- a. At least 01 independent member if the Company has 05 members on the Board of Directors;
 - b. At least 02 independent members if the Company has 06 - 07 members on the Board of Directors.
4. A member of the Board of Directors shall lose their capacity as a member in the event of dismissal, removal, or replacement as prescribed in Article 160 of the Enterprise Law.
 5. The appointment of members of the Board of Directors must be disclosed in accordance with the legal regulations on information disclosure in the securities market.
 6. Members of the Board of Directors are not required to be shareholders of the Company.
 7. A member of the Board of Directors may simultaneously serve as a member of the Board of Directors or Members' Council of no more than five other companies.

Article 26. Rights and obligations of the Board of directors

1. The Board of Directors is the management authority of the Company, with full rights to act on behalf of the Company to decide and fulfill the rights and obligations of the Company, except for those rights and obligations within the authority of the General Meeting of Shareholders.
2. The rights and obligations of the Board of Directors are governed by the law, the Company Charter, and the resolutions of the General Meeting of Shareholders. Specifically, the Board of Directors shall have the following rights and obligations:
 - a. To decide the strategies, medium-term development plans, and annual business plans of the Company.
 - b. To propose the types of shares and the total number of shares to be offered for each type.
 - c. To decide the sale of unsold shares within the total number of shares authorized for each type; to decide on raising additional capital through other means.
 - d. To decide the sale prices of the Company's shares and bonds.
 - e. To decide the repurchase of shares according to the provisions in Clause 1 and Clause 2 of Article 133 of the Law on Enterprises.
 - f. To decide on investment plans and projects within their authority and limitations as prescribed by law.
 - g. To decide on solutions for market development, marketing, and technology.
 - h. To approve contracts for purchase, sale, loans, borrowings, and other contracts or transactions with a value of 35% or more of the total assets recorded in the most recent financial report of the Company, except for contracts or transactions within the authority of the General Meeting of Shareholders as outlined in Point d, Clause 2, Article 138 Clause 3, Article 167 of the Law on Enterprises.
 - i. To elect, dismiss, or remove the Chairman of the Board of Directors; to appoint, dismiss, sign contracts, and terminate contracts with the General Director and other

key managers as stipulated by the Company Charter; to decide on their salaries, remuneration, bonuses, and other benefits; to appoint representatives to participate in the Board of Members or the General Meeting of Shareholders in another company, and to decide on the remuneration and other benefits for such representatives.

- j. To supervise and direct the General Director and other managers in the daily operations of the Company.
 - k. To decide the organizational structure and internal management regulations of the Company, to decide the establishment of subsidiaries, branches, representative offices, and investments or share purchases in other enterprises.
 - l. To approve the program, content, and materials for the General Meeting of Shareholders, to convene meetings, or to solicit opinions to have resolutions passed by the General Meeting of Shareholders.
 - m. To submit the annual audited financial report to the General Meeting of Shareholders.
 - n. Recommending the dividend rate to be paid; and organizing the payment of dividends to shareholders in accordance with applicable law following approval by the Annual General Meeting of Shareholders, or addressing losses arising in the course of business operations.
 - o. To propose the restructuring or dissolution of the Company; to request the bankruptcy of the Company.
 - p. To decide on the issuance of the Regulations for the operation of the Board of Directors, internal governance regulations after being approved by the General Meeting of Shareholders; to decide on the issuance of the Regulations for the operation of the Audit Committee under the Board of Directors, and the regulations on the Company's information disclosure.
 - q. To exercise other rights and obligations as prescribed by the Law on Enterprises, the Securities Law, other applicable laws, and the Company Charter.
3. The Board of Directors must report to the General Meeting of Shareholders on its performance in accordance with Article 280 of Government Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of certain articles of the Securities Law, and Clause 82, Article 1 of Decree No. 245/2025/NĐ-CP dated September 11, 2025, amending and supplementing certain articles of Decree No. 155/2020/NĐ-CP.

Article 27. Remuneration, bonus, and other benefits of members of the Board of directors

- 1. The Company may pay remuneration and bonuses to the members of the Board of Directors based on the business results and performance.
- 2. The members of the Board of Directors are entitled to remuneration for their work and a bonus. Remuneration is calculated based on the necessary man-days to complete the assigned tasks of each Board member, with a daily remuneration rate. The remuneration for each Board member is estimated based on the consensus principle. The total remuneration and bonuses for the Board members are determined at the annual meeting by the General Meeting of Shareholders.

3. The remuneration of each Board member is included in the Company's operating costs as prescribed by the law on corporate income tax, presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at its annual meeting.
4. A Board member holding an executive position or a Board member working at a subcommittee of the Board of Directors or performing other tasks outside the normal scope of duties of a Board member may be paid additional remuneration in the form of lump-sum payments, salary, commissions, profit percentage, or other forms as decided by the Board of Directors.
5. Board members are entitled to reimbursement for all reasonable costs incurred for travel, food, accommodation, and other expenses while performing their duties as Board members, including costs related to attending meetings of the General Meeting of Shareholders, the Board of Directors, or the Board's subcommittees.
6. The Board members may be covered by liability insurance provided by the Company, after approval by the General Meeting of Shareholders. This insurance excludes coverage for liabilities arising from violations of the law and the Company Charter.

Article 28. Chairman of the Board of directors

1. The Chairman of the Board of Directors shall be elected, removed, or dismissed by the Board of Directors from among its members.
2. The Chairman of the Board of Directors shall not concurrently hold the position of Chief Executive Officer.
3. The Chairman of the Board of Directors shall have the following rights and obligations:
 - a. To prepare the programs and working plans of the Board of Directors;
 - b. To prepare the agenda, contents, and documents for the meeting; to convene, preside over, and chair the 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 process of the Board of Directors' resolutions and decisions;
 - e. To preside over the General Meeting of Shareholders;
 - f. To exercise other rights and obligations as prescribed by the Law on Enterprises and the Company's Charter.
4. In the event that the Chairman of the Board of Directors submits a letter of resignation or is removed or dismissed, the Board of Directors must elect a replacement within 10 days from the receipt of the resignation letter or the dismissal notice.
5. In the event that the Chairman of the Board of Directors is absent or unable to fulfill his or her duties, the Chairman must authorize another member in writing to perform the rights and obligations of the Chairman. If no authorized representative is available, or in the case of the Chairman's death, disappearance, detention, imprisonment, compulsory rehabilitation, compulsory education, fleeing residence, legal incapacity,

or other legal restrictions on their ability to perform duties, the remaining members of the Board shall elect a new Chairman from among the members, based on a majority vote, until a new decision is made by the Board of Directors.

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 07 working days from the conclusion of the election of the Board. This meeting shall be convened and chaired by the member with the highest number of votes or the highest voting percentage. In the case of a tie, the members shall vote by majority to select one person among them to convene the Board meeting.
2. The Board of Directors must meet at least once every quarter and may hold extraordinary meetings.
3. The Chairman of the Board of Directors shall convene meetings of the Board of Directors in the following cases:
 - a. Upon the request of the Supervisory Board or an independent member of the Board of Directors;
 - b. Upon the request of the Chief Executive Officer or at least 05 other managers;
 - c. Upon the request of at least 02 members of the Board of Directors.
4. The requests outlined in Clause 3 of this Article must be made in writing, specifying the purpose, issues to be discussed, and decisions within the authority of the Board of Directors.
5. The Chairman of the Board of Directors must convene the meeting within 07 working days from the receipt of the request as specified in Clause 3 of this Article. If the Chairman fails to convene the meeting as requested, the Chairman shall be responsible for any damage incurred by the Company. The requesting members have the right to replace the Chairman and convene the meeting themselves.
6. The Chairman of the Board of Directors or the convener must send a meeting notice to all members at least 03 working days prior to the meeting. The notice must specify the time, place, agenda, and the issues to be discussed and decided. The notice must include the documents to be used at the meeting and the voting slips for members.

The notice may be sent via letter, telephone, fax, electronic means, or other methods, ensuring it reaches the contact address registered with the Company.
7. The Chairman of the Board of Directors or the convener shall send the meeting notice 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 Board meetings and discuss matters, but they do not have voting rights.
8. The Board of Directors meeting shall be considered valid when at least 3/4 of the total members attend. If the meeting cannot meet the quorum in the first convening, it must be reconvened within 07 days from the scheduled meeting date. The meeting shall proceed if more than half of the Board members attend.

9. A Board member is considered to have participated and voted in the meeting in the following cases:
 - a. By attending and voting directly at the meeting;
 - b. By authorizing another person to attend and vote in accordance with Clause 11 of this Article;
 - c. By attending and voting through an online meeting, electronic voting, or other electronic means;
 - d. By sending a voting slip to the meeting via mail, fax, or email;
 - e. As prescribed in the Company's Charter.
10. If voting slips are sent to the meeting by mail, the voting slip must be enclosed in a sealed envelope and delivered to the Chairman of the Board of Directors at least 01 hour before the meeting begins. The voting slip shall only be opened in the presence of all meeting participants.
11. Members must attend all Board meetings. Members may authorize others to attend and vote if approved by the majority of Board members.
12. Resolutions and decisions of the Board of Directors shall be passed if supported by the majority of members attending the meeting; in the event of a tie, the final decision shall rest with the Chairman of the Board of Directors.

Article 30. Subcommittees of the Board of directors

1. The Board of Directors may establish subcommittees to be responsible for policies related to development, human resources, remuneration, internal auditing, and risk management. The number of members in each subcommittee shall be decided by the Board of Directors, with a minimum of three (03) members, including members of the Board of Directors and external members. One of these members shall be appointed as the Chairman of the subcommittee by the decision of the Board of Directors. The operations of the subcommittee must comply with the regulations set by the Board of Directors. The resolutions of the subcommittee shall only be valid when approved by the majority of members attending and voting at the subcommittee meeting.
2. The implementation of decisions by the Board of Directors, or by a subcommittee under the Board of Directors, or by individuals acting as members of the subcommittee, must comply with current legal regulations and the provisions of the Company's Charter.

Article 31. Person in charge of corporate governance

1. The Board of Directors shall appoint at least one person to be in charge of corporate governance to assist in the governance duties of the Company. The person in charge of corporate governance may concurrently serve as the Company Secretary as stipulated in Clause 5, Article 156 of the Enterprise Law.
2. The person in charge of corporate governance shall not concurrently work for an approved auditing organization that is auditing the Company's financial statements.
3. The person in charge of corporate governance shall have the following rights and obligations:

- a. To advise the Board of Directors on organizing the General Meeting of Shareholders as prescribed and other matters related to the Company and its shareholders;
- b. To prepare meetings for the Board of Directors, the Supervisory Board, and the General Meeting of Shareholders as requested by the Board of Directors or the Supervisory Board;
- c. To advise on the procedures for meetings;
- d. To participate in the meetings;
- e. To advise the procedures and prepare the resolutions of the Board of Directors as prescribed by the laws;
- f. To provide financial information, copies of minutes of meetings of the Board of Directors, and other information to members of the Board of Directors;
- g. To monitor and report the Board regarding the Company's news disclosures;
- h. To act as the focal contacts with the parties having related benefits;
- i. To keep information confidential as prescribed by the laws and the Charter;
- j. Other rights and obligations as prescribed by the laws, the Articles, and the requirements of the Board of Directors.

VIII. CHIEF EXECUTIVE OFFICER AND OTHER EXECUTIVES

Article 32. Organizational structure of management

The management system of the Company must ensure that the management team is accountable to the Board of Directors and operates under the supervision and direction of the Board in the day-to-day business activities of the Company. The Company shall have a Chief Executive Officer (CEO), Deputy CEOs, Chief Accountant, and other positions as appointed by the Board of Directors. The appointment, dismissal, or removal of the aforementioned positions must be approved through a resolution or decision by the Board of Directors.

Article 33. Company executives

1. The executives of the Company include the CEO, Deputy CEOs, and Chief Accountant.
2. Upon the CEO's proposal and with the approval of the Board of Directors, the Company may hire other executives, in numbers and qualifications that align with the Company's organizational structure and management regulations established by the Board of Directors. The executives must be responsible for supporting the Company in achieving its goals and objectives in both operations and organization.
3. The CEO shall receive a salary and bonus, the amounts of which are determined by the Board of Directors.
4. The salary of the executives shall be accounted for as a business expense of the Company, in accordance with applicable corporate income tax laws. It shall be listed

as a separate item in the Company's annual financial report and must be reported to the General Shareholders' Meeting at the annual meeting.

Article 34. Appointment, dismissal, duties, and rights of the Chief Executive Officer

1. The Board of Directors shall appoint a member of the Board or hire another individual to serve as the Chief Executive Officer (CEO).
2. The CEO shall manage the daily business operations of the Company; work under the supervision of the Board of Directors; and be responsible to the Board of Directors and to the law for fulfilling the rights and obligations assigned.
3. The term of office of the CEO shall not exceed five (05) years and may be reappointed for an unlimited number of terms. The CEO must meet the standards and conditions as prescribed by law and the Company's Charter.
4. The CEO shall have the following rights and responsibilities:
 - a. Decide on issues related to the daily business operations of the Company that do not fall within the authority of the Board of Directors.
 - b. Organize the implementation of resolutions and decisions made by the Board of Directors.
 - c. Organize the implementation of the Company's business plan and investment strategy.
 - d. Propose organizational structure plans and internal management regulations for the Company.
 - e. Appoint, dismiss, or remove managerial positions within the Company, except for positions under the authority of the Board of Directors.
 - f. Decide on salaries and other benefits for the Company's employees, including managers appointed by the CEO.
 - g. Recruit employees.
 - h. Propose plans for dividend payments or business loss handling.
 - i. Other rights and duties as prescribed by law, the Company's Charter, and the resolutions or decisions of the Board of Directors.
5. The Board of Directors may dismiss the CEO when a majority of the members of the Board with voting rights at the meeting approve, and appoint a new CEO to replace the outgoing one.

IX. SUPERVISORY BOARD

Article 35. Nominate, appoint members of the supervisory board (Supervisors)

1. The nomination and appointment of Supervisors shall be carried out in accordance with the provisions in Section 1 and Section 2 of Article 24 of these regulations.
2. In the event that the number of candidates for the Supervisory Board through nomination and self-nomination is insufficient, the current Supervisory Board may nominate additional candidates or organize nominations according to the mechanism specified in the Company's Charter, Internal Governance Regulations, and the Supervisory Board's Operating Regulations. The additional candidates nominated by the current Supervisory Board must be clearly disclosed before the General Meeting of

Shareholders votes to elect members of the Supervisory Board as per the legal requirements.

Article 36. Composition of the Supervisory Board

1. The Supervisory Board of the Company shall consist of 03 members. The term of office for Supervisors shall not exceed 05 years, and Supervisors may be re-elected with no limit on the number of terms.
2. Supervisors must meet the standards and conditions stipulated in Section 1 of Article 169 of the Enterprise Law, the Company's Charter, and must not fall into the following categories:
 - a. Employees of the Company's accounting or finance department;
 - b. Members or employees of the independent auditing firm responsible for auditing the Company's financial statements for the past three (03) consecutive years.
3. Members of the Supervisory Board shall be dismissed in the following cases:
 - a. They no longer meet the qualifications and conditions to be a Supervisor as outlined in Section 2 of this Article;
 - b. They submit a resignation letter which is approved;
 - c. Any other cases as prescribed by law or the Company's Charter.
4. Members of the Supervisory Board shall be removed from office in the following cases:
 - a. Failure to complete assigned tasks and duties;
 - b. Failure to exercise their rights and obligations for six (06) consecutive months, except in cases of force majeure;
 - c. Serious violations or repeated violations of the duties of a Supervisor as stipulated by the Enterprise Law and the Company's Charter;
 - d. Any other cases as decided by the General Meeting of Shareholders.

Article 37. Head of the Supervisory Board

1. The Head of the Supervisory Board shall be elected from among the members of the Supervisory Board, with the election, dismissal, and removal following 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 related fields pertinent to the Company's business operations.
2. The rights and obligations of the Head of the Supervisory Board:
 - a. Convene meetings of the Supervisory Board;
 - b. Request the Board of Directors, the CEO, and other executives to provide relevant information to report to the Supervisory Board;
 - c. Prepare and sign the Supervisory Board's report after consulting with the Board of Directors for presentation to the General Meeting of Shareholders.

Article 38. Rights and obligations of the Supervisory board

The Supervisory Board shall have the rights and obligations as specified in Article 170 of the Enterprise Law, as well as the following rights and obligations:

1. Propose and recommend the General Meeting of Shareholders approve the list of approved auditing organizations to audit the Company's financial statements; decide on the approved auditing organization to conduct inspections of the Company's activities, and dismiss the approved auditor if deemed necessary.
2. Be responsible to the shareholders for its supervisory activities.
3. Monitor the Company's financial status and ensure compliance with legal regulations in the activities of the Board members, CEO, and other managers.
4. Ensure coordination between the Supervisory Board, the Board of Directors, CEO, and shareholders.
5. In the event of detecting any violation of law or the Company's Charter by members of the Board of Directors, the CEO, or other executives, notify the Board of Directors in writing within forty-eight (48) hours, require the violators to cease the violations, and propose solutions to rectify the consequences.
6. Develop the Operating Regulations of the Supervisory Board and present them to the General Meeting of Shareholders for approval.
7. Report to the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Securities Law.
8. Have the right to access the Company's documents and records kept at the headquarters, branches, and other locations; have the right to visit the workplace of the Company's managers and employees during working hours.
9. Have the right to request that the Board of Directors, members of the Board of Directors, CEO, and other managers provide complete, accurate, and timely information and documentation regarding the management, operation, and business activities of the Company.
10. Other rights and obligations as prescribed by law and the Company's Charter.

Article 39. Meetings of the Supervisory Board

1. The Supervisory Board must meet at least twice per year, with at least two-thirds (2/3) of the Supervisory Board members in attendance. The meeting minutes must be detailed and clear. The person recording the minutes and all participants in the meeting must sign the meeting minutes. The meeting minutes must be kept to establish the responsibilities of each member of the Supervisory Board.
2. The Supervisory Board has the right to request members of the Board of Directors, the CEO, and representatives of the approved auditing organization to attend and respond to any issues that need clarification.

Article 40. Salary, remuneration, bonus, and other benefits of Supervisory Board members

1. Members of the Supervisory Board shall be paid salary, remuneration, bonuses, and other benefits as determined by the General Meeting of Shareholders. The General Meeting of Shareholders shall decide the total amount for salary, remuneration, bonus, other benefits, and the annual operating budget for the Supervisory Board.
2. Members of the Supervisory Board shall be reimbursed for reasonable expenses for meals, accommodation, travel, and independent consulting services. The total amount for remuneration and these expenses shall not exceed the approved annual operating budget for the Supervisory Board, unless otherwise decided by the General Meeting of Shareholders.
3. The salary and operational expenses of the Supervisory Board shall be considered as part of the Company's business expenses, according to corporate income tax laws and other relevant legal provisions, and must be reported separately in the Company's annual financial statement

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

Members of the Board of Directors, Members of the Supervisory Board, CEO, and other Executives are responsible for performing their duties, including those as members of the Board of Directors' subcommittees, with honesty and diligence for the benefit of the Company.

Article 41. Duty of honesty and avoidance of conflicts of interest

1. Members of the Board of Directors, Supervisors, CEO, and other managers must publicly disclose any related benefits in accordance with the provisions of the Enterprise Law and other relevant legal regulations.
2. Members of the Board of Directors, Supervisors, CEO, other managers, and their related persons are only permitted to use the information obtained from their position to serve the interests of the Company.
3. Members of the Board of Directors, Members of the Supervisory Board, CEO, and other managers are obligated to notify the Board of Directors and the Supervisory Board in writing about transactions between the Company, subsidiaries, and other companies in which the public company holds more than 50% of the charter capital or any such transactions with related persons, as prescribed by law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose these resolutions in accordance with securities laws regarding information disclosure.
4. Members of the Board of Directors shall not vote on transactions that offer benefits to themselves or their related persons, as prescribed by the Enterprise Law and the Company's Charter.
5. Members of the Board of Directors, Members of the Supervisory Board, CEO, other managers, and their related persons are prohibited from using or disclosing internal information to conduct transactions related to such information.

6. Transactions between the Company and one or more members of the Board of Directors, Chief Executive Officer, other executives, and their related individuals and organizations shall not be deemed invalid under the following circumstances:
 - a. For transactions with a value of less than 35% of the total asset value recorded in the most recent financial statements, or transactions that result in the aggregate value of transactions conducted within 12 months from the date of the first transaction being less than 35% of the total asset value recorded in the most recent financial statements, the material terms of the contract or transaction, as well as the relationships and interests of members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives, shall have been reported to the Board of Directors and approved by a majority vote of Board members who have no related interests.;
 - b. For transactions worth greater than 35%, or transactions resulting in a value greater than 35% of the total asset value recorded in the latest financial statements within 12 months from the first transaction, the key details of such transactions, as well as the relationships and benefits of the members of the Board of Directors, Chief Executive Officer, and other Company Executives, are disclosed to the shareholders and approved by votes from shareholders who do not have any relevant benefits.
7. The General Director shall not be a related person of the managers, Supervisors of the Company and its parent company, representatives of state capital, or representatives of enterprise capital in the Company and its parent company, as prescribed in Point d, Clause 46, Article 4 of the Securities Law.

Article 42. Liabilities for damage and compensation

1. Members of the Board of Directors, members of the Supervisory Board, CEO, and other executives who violate their duties of honesty, prudence, and diligence, or fail to fulfill their responsibilities, shall be liable for any damage caused by such violations.
2. The Company will compensate those who have been or are at risk of becoming involved in complaints, lawsuits, or prosecution (including civil, administrative cases, and not involving lawsuits initiated by the Company), if the individual was or is a member of the Board of Directors, Supervisory Board, CEO, other executives, employees, or authorized representatives of the Company, who acted with honesty, prudence, and diligence in the Company's interest and in compliance with the law, provided there is no evidence to prove that the individual has violated their responsibilities.
3. Expenses eligible for compensation include adjudication fees, fines, amounts actually paid (including legal fees) in settling these cases to the extent allowed by the law. The Company may purchase insurance for these individuals to avoid liability for the aforementioned compensation.

XI. RIGHTS TO INSPECT THE COMPANY'S BOOKS AND DOSSIERS

Article 43. Rights to inspect the company's books and dossiers

1. Ordinary shareholders shall have the right to inspect the Company's books and dossiers as follows:

- a. Ordinary shareholders shall have the right to review, look up, and make an extract of information regarding their name and contact address in the list of shareholders with voting rights; request amendments to any incorrect information; review, look up, make extracts or copies of the Company's Charter, the minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;
 - b. Shareholders or groups of shareholders holding 05% or more of the total ordinary shares shall have the right to review, look up, and make extracts of the minutes, resolutions, decisions of the Board of Directors, the mid-year and annual financial statements, the Supervisory Board's report, contracts, transactions requiring approval by the Board of Directors, and other documents, except for documents related to the Company's trade secrets and business confidentiality.
2. In the event that an authorized person of a shareholder or group of shareholders requests to inspect the Company's books and dossiers, the letter of authorization from the concerned shareholder and group of shareholders, or a notarized copy of such authorization, must be attached.
3. Members of the Board of Directors, members of the Supervisory Board, CEO, and other executives shall have the right to inspect the Company's Register of Shareholders, list of shareholders, and other books and dossiers of the Company for purposes related to their titles, provided that such information must be kept confidential.
4. The Company shall archive this Charter, its amendments and supplements, the Enterprise Registration Certificate, regulations, proof of asset ownership, minutes of the General Meetings of Shareholders and Board of Directors, Supervisory Board reports, annual financial statements, accounting records, and other documents as prescribed by law at the head office or another location, with notification to shareholders and the registry agency about the location of the archived documents.
5. The Company's Charter must be published on the Company's website.

XII. EMPLOYEES AND TRADE UNION

Article 44. Employees and trade union

1. The Chief Executive Officer shall prepare the plan and submit it to the Board of Directors for approval on matters related to recruitment, employee termination, salary, social insurance, welfare, awards, and discipline for employees and enterprise executives.
2. The Chief Executive Officer shall prepare the plan and submit it to the Board of Directors for approval on matters related to the Company's relationship with trade union organizations or organizations representing employees, in accordance with the best management standards, practices, and policies as specified in the Company's Charter, regulations, and applicable laws.

XIII. PROFIT DISTRIBUTION

Article 45. Profit distribution

1. The General Meeting of Shareholders shall decide on the dividend payment and the method of dividend payment from the retained earnings of the Company.
2. The Company does not pay interest on dividends or other payments related to a class of shares.
3. The Board of Directors may propose to the General Meeting of Shareholders to approve the payment of all or part of the dividends in shares, and the Board of Directors shall implement this resolution.
4. In the event that dividends or other payments related to a class of shares are paid in cash, the Company shall make the payment in Vietnamese Dong (VND). Payment may be made directly or through banks based on the bank account details provided by shareholders. If the Company has transferred funds according to the provided bank details but the shareholders fail to receive the payment, the Company shall not be held liable for the amount transferred to such shareholders. Dividend payments for shares listed on the Stock Exchange may be processed through a securities company or the Vietnam Securities Depository (VSD).
5. According to the Law on Enterprises and the Law on Securities, the Board of Directors shall approve resolutions determining a specific date to finalize the shareholder list. Based on this date, registered shareholders or owners of other securities shall be entitled to receive dividends in cash or shares, interest payments, profit distribution, stock, notices, or other documents.
6. Other profit distribution-related issues shall be in compliance with applicable laws.

XIV. BANK ACCOUNT, FISCAL YEAR AND ACCOUNTING SYSTEM

Article 46. Bank account

1. The Company shall open a bank account in a Vietnamese bank or a foreign bank licensed to operate in Vietnam.
2. With prior approval from the competent authorities, where necessary, the Company may open bank accounts in foreign countries under the provisions of law.
3. The Company will conduct all payments and accounting transactions through VND or non-VND bank accounts in the banks where the Company's accounts are opened.

Article 47. Fiscal year

The fiscal year of the Company begins on the 1st of January and ends on the 31st of December of each calendar year. The first fiscal year of the Company starts from the date of issuance of the Enterprise Registration Certificate and ends on the 31st of December of the same year.

Article 48. Accounting system

1. The accounting system applied by the Company is the Vietnam Accounting System (VAS), the enterprise accounting system, or a specific accounting system promulgated and approved by the competent authorities.
2. The Company prepares accounting books in Vietnamese and keeps the records and accounting books in accordance with the accounting laws and relevant regulations.

These records and accounting books must be accurate, current, systematic, and complete to demonstrate and explain the Company's transactions.

3. The Company uses the Vietnamese Dong as the accounting currency. In the event that the Company conducts economic operations primarily denominated in a foreign currency, the Company may choose such foreign currency as the accounting currency and shall be responsible for this decision under the law and shall notify the relevant tax authority.

XV. ANNUAL REPORT, RESPONSIBILITIES FOR DISCLOSURE OF INFORMATION, PUBLIC ANNOUNCEMENTS

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

1. The Company shall prepare the annual financial statements, and the annual financial statements must be audited in accordance with the legal requirements. The Company shall disclose the audited annual financial statements as prescribed by the laws regarding public disclosure on the securities market and submit them to the competent state authority.
2. The annual financial statements shall include complete reports, appendices, and explanatory notes as prescribed by the law on corporate accounting. The annual financial statements must provide a true and fair view of the Company's operations.
3. The Company shall prepare and disclose the reviewed semi-annual financial statements and the quarterly financial statements in accordance with the legal requirements for public disclosure on the securities market and submit them to the competent state authority.

Article 50. Annual report

The Company shall prepare and disclose the Annual Report in accordance with the legal regulations on securities and the securities market.

XVI. COMPANY AUDITOR

Article 51. Auditor

1. The Annual General Meeting of Shareholders shall designate an independent audit firm or approve the list of independent audit firms and authorize the Board of Directors to select one of these firms to conduct the audit of the Company's financial statements for the next fiscal year based on the terms and conditions agreed with the Board of Directors.
2. The auditor's report is enclosed with the Company's annual financial statements.
3. The independent auditor conducting the audit of the Company's financial statements shall attend the meetings of the General Meeting of Shareholders, receive the notices and other information related to the General Meeting of Shareholders, and present their viewpoint at the meeting on issues related to the audit of the Company's financial statements.

XVII. STAMP OF THE COMPANY

Article 52. Stamp of the company

1. The stamp comprises the stamp prepared at the stamp engraving facilities or a digital signature stamp as prescribed by the laws on electronic transactions.
2. The Board of Directors shall decide the type, quantity, design, and content of the stamp for the Company, its branches, and representative offices.
3. The Board of Directors, Chief Executive Officer, and other Company Executives shall use and manage the stamp in accordance with the applicable laws and internal regulations of the Company.

XVIII. LIQUIDATION OF THE COMPANY

Article 53. Liquidation of the company

1. The Company may be liquidated in the following cases:
 - a. Upon the expiration of the operational period specified in the Company's Charter without any decision for extension;
 - b. According to the resolutions and decisions of the General Meeting of Shareholders; Withdrawal of the Enterprise Registration Certificate, unless otherwise stipulated by the
 - c. Tax Management Law;
 - d. Other cases as prescribed by the laws.
2. The early liquidation of the Company (including the extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This liquidation decision must be notified or approved by the competent authorities (if required) as prescribed.

Article 54. Extension of operation

1. The Board of Directors shall convene a meeting of the General Meeting of Shareholders at least 7 months before the end of the operational period to allow shareholders to vote on the extension of the Company's operation as proposed by the Board of Directors.
2. The operational period shall be extended if at least 65% of the total voting shares of the attending and voting shareholders at the General Meeting of Shareholders approve the extension.

Article 55. Liquidation

1. At least 6 months before the expiration of the Company's operational period or after the Company's liquidation decision, the Board of Directors must establish a Liquidation Committee consisting of 3 members. Two members are designated by the General Meeting of Shareholders, and one member is appointed by the Board of Directors from an independent audit firm. The Liquidation Committee shall prepare its own operating regulations. Members of the Liquidation Committee may be selected from the Company's employees or independent experts. All costs related to the liquidation shall be prioritized for payment before any other debts of the Company.

2. The Liquidation Committee shall report to the business registration agency regarding the date of establishment and commencement of operations. From that point on, the Liquidation Committee shall represent the Company in all matters related to the liquidation before courts and administrative agencies.
3. Proceeds from the liquidation shall be paid in the following order:
 - a. Liquidation expenses;
 - b. Wages, severance allowances, social insurance, and other benefits for employees according to collective bargaining agreements and signed labor contracts;
 - c. Tax debts;
 - d. Other debts of the Company;
 - e. The remaining funds after the settlement of debts from items (a) to (d) above shall be distributed to the shareholders. Preferred shares shall be paid first.

XIX. INTERNAL DISPUTE RESOLUTION

Article 56. Internal dispute resolution

1. In the event of a dispute or complaint related to the operations of the Company or the rights and obligations of the shareholders as stipulated by the Law on Enterprises, other applicable laws, the Company's Charter, and the regulations between:
 - a. Shareholders and the Company;
 - b. Shareholders and the Board of Directors, the Supervisory Board, the Chief Executive Officer, or other executives.The concerned parties shall attempt to resolve the dispute through negotiation and reconciliation. Unless the dispute involves the Board of Directors or the Chairman of the Board, the Chairman of the Board shall preside over the resolution of the dispute and require each party to present the relevant facts within 15 working days from the date the dispute arises. In the event of a dispute involving the Board of Directors or the Chairman of the Board, any party may request that the Economic Arbitration appoint an independent expert to mediate the dispute resolution process.
2. If no settlement is reached within 6 weeks from the commencement of the reconciliation process, or if the decision of the mediator is not accepted by the parties, any party may bring the dispute to Arbitration or Court.
3. Each party shall bear its own costs related to the negotiation and reconciliation process. The payment of court fees shall be made according to the court's ruling.

XX. AMENDMENT AND SUPPLEMENT TO THE COMPANY'S CHARTER

Article 57. Amendment and supplement to the charter

1. Amendments and supplements to this Charter must be reviewed and approved by the General Meeting of Shareholders.
2. In the event that legal regulations related to the Company's operations are not covered in this Charter or if there are new legal regulations that differ from the provisions of

this Charter, such legal regulations shall automatically apply and govern the Company's activities.

XXI. EFFECTIVE DATE

Article 58. Effective date

1. This Charter comprises 21 Chapters and 58 Articles, adopted by the General Meeting of Shareholders of Elcom Technology Communications Corporation on 23 April 2026 in Hanoi, with full approval of the entire text of this Charter.
2. The Charter is made in two (02) original copies, each having equal validity, and must be kept at the Company's headquarters.
3. This Charter is the sole and official version of the Company.
4. Any copies or extracts of the Company's Charter shall be valid when signed by the Chairman of the Board of Directors or at least one-half (1/2) of the total members of the Board of Directors.

LEGAL REPRESENTATIVE OF THE COMPANY

Chairman of the Board of Directors

(signed & sealed)

PHAN CHIEN THANG

APPENDIX 01
DETAILS OF THE COMPANY'S CHARTER CAPITAL FROM THE DATE OF
ESTABLISHMENT UNTIL 11 SEPTEMBER 2026

1. Details of the company's charter capital

No.	Year	Charter capital (VND)	Notes
1	2003	10,000,000,000	New establishment
2	2007	97,500,000,000	Additional share issuance
3	2009	122,700,000,000	Additional share issuance
4	2010	221,250,000,000	Dividend payment in shares and issuance of shares to increase share capital from owner's equity
5	2010	293,000,000,000	Issuance of shares to existing shareholders and to employees under the Employee Stock Ownership Plan
6	2012	366,249,090,000	Dividend payment in shares for the year 2010
7	2013	373,399,090,000	Issuance of shares to existing shareholders and to employees under the Employee Stock Ownership Plan
8	2014	379,399,090,000	Issuance of shares to existing shareholders and to employees under the Employee Stock Ownership Plan
9	2015	409,719,980,000	Issuance of shares to increase share capital from owner's equity
10	2016	415,719,980,000	Issuance of shares to existing shareholders and to employees under the Employee Stock Ownership Plan
11	2016	423,719,980,000	Issuance of shares to existing shareholders and to employees under the Employee Stock Ownership Plan
12	2016	465,973,750,000	Issuance of shares for dividend payment
13	2017	475,973,750,000	Issuance of shares to existing shareholders and to employees under the Employee Stock Ownership Plan
14	2017	509,282,430,000	Issuance of shares for dividend payment

15	2022	587,788,430,000	Issuance of shares to increase share capital from owner's equity and public offering of additional shares
16	2023	822,900,770,000	Issuance of shares to increase share capital from owner's equity
17	2024	832,900,770,000	Issuance of shares to existing shareholders and to employees under the Employee Stock Ownership Plan
18	2025	874,539,250,000	Issuance of shares to increase charter capital from equity
19	2025	999,474,360,000	Public offering of shares
20	2025	1,048,474,360,000	Issuance of shares under the Employee Stock Ownership Plan (ESOP)
21	2025	1,100,889,030,000	Issuance of shares as stock dividend payment
22	2026	1,177,897,930,000	Issuance of shares to pay dividends and issuance of shares to increase share capital from owners' equity

2. Founding Shareholders' Ownership Structure as of September 11, 2026

No.	Full Name	Address	Number of Shares	Total Value (VND)
1	Phan Chien Thang	Apartment No. 1906, Tower P02, Nam Thang Long Urban Area, Phu Thuong Ward, Hanoi	5,967,938	59,679,380,000
2	Tran Hung Giang	No. 67, Cua Bac, Ba Dinh Ward, Hanoi	5,579,131	55,791,310,000
3	Ngo Ngoc Ha	Room 116, Building A11, Khuong Thuong Residential Quarter, Kim Lien Ward, Hanoi	4,722,779	47,227,790,000
4	Nguyen Duc Thien	No. 56B, Group 23, Cluster 4, Tay Ho Ward, Hanoi	1,103,159	11,031,590,000
5	Nguyen Manh Hai	Room 101, Building E2, Bach Mai Ward, Hanoi	5,816,261	58,162,610,000



LEGAL REPRESENTATIVE OF THE COMPANY

Chairman of the Board of Directors

(signed & sealed)

PHAN CHIEN THANG