

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 Thành phố Hồ Chí Minh.

To:

- *The State Securities Commission of Vietnam;*
- *The Vietnam Exchange;*
- *The Ho Chi Minh Stock Exchange.*

1. Tên tổ chức: CÔNG TY CỔ PHẦN LIX

Name of organization: LIX JOINT STOCK COMPANY

- Mã chứng khoán/Mã thành viên: LIX

Stock code: LIX

- Địa chỉ: Số 3 đường số 2, Khu phố 8, Phường Linh Xuân, TP. HCM, VN

Address: No.3, Street no. 02, Quarter 8, Linh Xuan Ward, Ho Chi Minh City

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2. Nội dung thông tin công bố:

Contents of disclosure:

Công ty Cổ phần Lix xin trân trọng thông báo toàn văn về việc:

Lix Joint Stock Company respectfully announces the full text regarding:

- Thay đổi tên Công ty trên Điều lệ Công ty.

Change of the Company Name in the Company's Charter.

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 30/9/2026 tại đường dẫn www.lixco.com.

This information was published on the website of Lix Joint Stock Company on September 30, 2026, at the following link: www.lixco.com

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về các thông tin đã công bố.

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law./.

Đại diện tổ chức

Người Ủy quyền Công bố Thông tin

Representative of the organization

Persons Authorized to Disclose Information



Lê Đình Vỹ

Le Dinh Vy

Tài liệu đính kèm/ Attached documents:

- Điều lệ Công ty

Charter organization and operation.

**CÔNG
TY CỔ
PHẦN
BỘT
GIẶT
LIX**

Digitally signed by
CÔNG TY CỔ PHẦN
BỘT GIẶT LIX
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phố Hồ Chí Minh, CN=
CÔNG TY CỔ PHẦN
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THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

CHARTER
ORGANIZATION AND OPERATION

LIX JOINT STOCK COMPANY

Ho Chi Minh City, September 29, 2026



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PREAMBLE

This Charter was adopted pursuant to resolution of the General Meeting of Shareholders No. 01/2026/NQ-DHĐCĐ dated 24 April 2026 of Lix Detergent Joint Stock Company.

I. DEFINITIONS OF TERMS IN THE CHARTER

Article 1. Interpretation of terms

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

- a) Charter capital is the total par value of shares sold or registered for purchase upon the establishment of a joint stock company and in accordance with Article 6 of this Charter;
- b) Voting capital is the share capital, by which the owner has the right to vote on matters under the decision-making authority of the General Meeting of Shareholders;
- c) Law on Enterprises is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020, as amended and supplemented by Law No. 76/2025/QH15 amending the Law on Enterprises 2025, effective from 01 July 2025;
- d) Law on Securities is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019, as amended and supplemented by Law No. 56/2024/QH15 amending and supplementing the Law on Securities, Law on Accounting, Law on Independent Audit, Law on State Budget, Law on Management and Use of Public Assets, Law on Tax Administration, Law on Personal Income Tax, Law on National Reserves, Law on Handling of Administrative Violations dated 29 November 2024, effective from 01 January 2025;
- đ) Vietnam is the Socialist Republic of Vietnam;
- e) Date of establishment is the date the Company is granted the Enterprise Registration Certificate (Business Registration Certificate and equivalent valid documents) for the first time;
- g) Company executives are the General Director, Deputy General Director, and Chief Accountant of the Company;
- h) Company managers are managers of the Company, including the Chairman of the Board of Directors, members of the Board of Directors, General Director, Deputy General Director, and Chief Accountant of the Company;
- i) Affiliated persons are individuals and organizations as defined in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities;
- k) Shareholder is an individual or organization that owns at least one share of the joint stock company;
- l) Founding shareholder is a shareholder who owns at least one ordinary share and signs the list of founding shareholders of the joint stock company;

m) Major shareholders are shareholders as defined in Clause 18, Article 4 of the Law on Securities;

n) Operating term is the duration of the Company's operation as specified in Article 2 of this Charter and the extension period (if any) approved by the Company's General Meeting of Shareholders;

o) The Stock Exchange is the Vietnam Stock Exchange and its subsidiaries.

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

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

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

Article 2. Name, form, headquarters, branches, representative offices, location of business, and operating duration of the Company

1. Name of company

- Name of company in Vietnamese: CÔNG TY CỔ PHẦN LIX
- Name of company in foreign language: LIX JOINT STOCK COMPANY
- Abbreviated name of company: LIXCO

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

3. Registered headquarters of the Company: No. 3, Street No. 2, Quarter 28, Linh Xuan Ward, Ho Chi Minh City, Vietnam.

4. Telephone, fax, website, logo:

- Telephone: 84-28-38 963 658; 84-28-38 966 803
- Fax: 84-28-38 967 522
- E-mail: lixco@lixco.com
- Website: www.lixco.com



- Logo:

5. The Company may establish branches and representative offices at the location of Business to carry out the Company's operational objectives in accordance with the Decision of the Board of Directors and within the scope permitted by law.

6. Unless operations are terminated before the deadline specified in Clause 2, Article 55, or extended in accordance with Article 56 of this Charter, the operating duration of the Company shall be indefinite from the date of its establishment.

Article 3. Legal representative of the Company

1. The Company has 01 (one) legal representative who is the General Director.
2. The legal representative of the Company is an individual representing the Company to exercise the rights and obligations arising from the Company's transactions, and representing the Company as a plaintiff, defendant, or person with related interests and obligations before arbitration or courts. The responsibilities of the legal representative shall be implemented in accordance with Article 13 of the Law on Enterprises and other rights and obligations as prescribed by current law.
3. The legal representative of the Company must reside in Vietnam; and must authorize another person in writing to exercise the rights and obligations of the legal representative at the Company when exiting Vietnam.
4. In case the authorization expires and the legal representative of the Company has not returned to Vietnam and there is no other authorization, the authorized person shall continue to exercise the rights and obligations of the legal representative of the Company within the scope of the authorization until the legal representative of the Company returns to work, or until the Board of Directors decides to appoint another person as a replacement.

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

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

Article 4. Main objectives of the Company

1. The Company's business lines are:

The Company conducts production and business activities domestically and internationally in the following fields:

- Production of synthetic detergents and cosmetics;
- Production and trading of chemicals (excluding highly toxic chemicals) and packaging;
- Import and export business (excluding export, import, and distribution of goods under the List of goods that foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights);
- Real estate business (excluding investment in the construction of cemetery infrastructure for transfer of land lease right associated with infrastructure);
- Production and trading of insecticides and bactericides for household and medical use;

- Fertilizer business;
- Trading of tires;
- Children's toy business;
- Trading in other business lines in accordance with the provisions of law.

2. Main Objectives of the Company:

- To preserve and develop the shareholders' investment capital;
- To ensure the harmony of interests between the State, the Company, shareholders, and employees;
- To continuously develop production and business activities to maximize profits, improve working conditions, enhance the income and life of employees in the Company, and fully fulfill tax obligations to the State.

Article 5. Scope of business and operations of the Company

The Company is permitted to conduct business activities in the registered business lines specified in this Charter, notify changes to the business registration content with the business registration authority, and disclose them on the National Business Registration Portal. In case the Company engages in conditional business investment lines, the Company must meet all business conditions as prescribed by the Law on Investment and relevant specialized laws.

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter capital, shares, founding shareholders

1. The charter capital of the Company is 648,000,000,000 VND (In words: Six hundred and forty-eight billion VND).

The total charter capital of the Company is divided into 64,800,000 shares with a par value of 10,000 VND/share.

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

3. The Company's shares as of the date of adoption of this Charter include ordinary shares and preference shares (if any). The rights and obligations of shareholders holding each type of Share are specified in Article 12 and Article 13 of this Charter.

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

5. Ordinary shares must be offered for sale to existing shareholders in proportion to their ownership percentage of ordinary shares in the Company, unless otherwise decided by the General Meeting of Shareholders. The number of shares that shareholders do not register to purchase shall be decided by the Board of Directors of the Company. The Board of Directors may distribute such shares to shareholders and other persons on

conditions no less favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders or as otherwise provided by securities laws.

6. The Company may purchase Shares issued by the Company itself in the manners specified in this Charter and current law.

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

Article 7. Share certificates

1. Shareholders of the Company shall be issued share certificates corresponding to the number and type of shares owned.

2. A share is a type of security confirming the legal rights and interests of the owner to a portion of the share capital of the issuing organization. A share must contain all the contents as prescribed in Clause 1, Article 121 of the Law on Enterprises.

3. Within 30 (thirty) days from the date of submitting a complete application for transfer of Share ownership in accordance with the Company's regulations, or within 02 (two) months (or another period as specified in the issuance terms) from the date of full payment for the shares as prescribed in the Company's share issuance plan (or another period as specified in the issuance terms), the Share owner shall be issued a share certificate. Share owners are not required to pay the Company for the cost of printing share certificates.

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

- a) Information about the share that has been lost, damaged, or destroyed in any other form;
- b) Commitment to take responsibility for disputes arising from the issuance of the new share.

Article 8. Other securities certificates

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

Article 9. Transfer of shares

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

2. Shares that have not been fully paid for may not be transferred and shall not enjoy related benefits such as the right to receive dividends, the right to receive shares issued

to increase share capital from equity, the right to purchase newly offered shares, and other benefits as prescribed by law.

Article 10. Forfeiture of shares (in case of business registration)

1. In case a shareholder fails to pay in full and on time the amount payable for the purchase of shares, the Board of Directors shall notify and has the right to request such shareholder to pay the remaining amount and be liable corresponding to the total par value of the shares registered for purchase for the Company's financial obligations arising from the failure to pay in full.
2. The aforementioned payment notice must clearly state the new payment deadline (at least 07 days from the date of sending the notice), the place of payment, and the notice must clearly state that in case of failure to pay as required, the unpaid shares shall be forfeited.
3. The Board of Directors has the right to forfeit shares that have not been paid for in full and on time in case the requirements in the aforementioned notice are not met.
4. Redeemed shares shall be considered as shares authorized for offering as stipulated in Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly or authorize the sale or redistribution of such shares under conditions and in a manner that the Board of Directors deems appropriate.
5. Shareholders holding redeemed shares must relinquish their status as shareholders with respect to those shares but shall remain liable for the Company's financial obligations arising at the time of redemption, as decided by the Board of Directors, from the date of redemption until the date of payment. The Board of Directors has full authority to decide on the compulsory payment of the full value of the shares at the time of redemption.
6. A notice of redemption shall be sent to the holders of the redeemed shares prior to the time of redemption. The redemption shall remain valid even in the event of errors or negligence in the sending of the notice.

V. ORGANIZATIONAL STRUCTURE, GOVERNANCE, AND CONTROL

Article 11. Organizational structure, governance, and control

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

1. General Meeting of Shareholders;
2. Board of Directors, Board of Supervisors;
3. General Director.

VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of shareholders

1. Common shareholders have the following rights:

- a) To attend and speak at the General Meeting of Shareholders and exercise the right to vote directly or through an authorized representative or other forms as prescribed by the Company Charter and the law. Each common share carries one vote;
 - b) To receive dividends at the rate decided by the General Meeting of Shareholders;
 - c) To have priority in purchasing new shares in proportion to the percentage of common shares held by each shareholder in the Company;
 - d) To freely transfer their shares to others, except in cases stipulated in Clause 3, Article 120 and Clause 1, Article 127 of the Law on Enterprises and other relevant provisions of the law;
 - đ) To examine, search, and extract information regarding the name and contact address in the list of shareholders with voting rights; to request the correction of inaccurate information about themselves;
 - e) To examine, search, extract, or copy the Company Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;
 - g) Upon the dissolution or bankruptcy of the Company, to receive a portion of the remaining assets in proportion to their share ownership in the Company;
 - h) To request the Company to repurchase their shares in cases stipulated in Article 132 of the Law on Enterprises;
 - i) To be treated equally. Each share of the same class provides the shareholder with equal rights, obligations, and benefits. In the event the Company has different classes of preference shares, the rights and obligations attached to such preference shares must be passed by the General Meeting of Shareholders and fully disclosed to shareholders;
 - k) To have full access to periodic and extraordinary information disclosed by the Company in accordance with the law;
 - l) To have their legitimate rights and interests protected; to propose the suspension or cancellation of resolutions or decisions of the General Meeting of Shareholders or the Board of Directors in accordance with the Law on Enterprises;
 - m) Other rights as prescribed by law and this Charter.
2. A shareholder or a group of shareholders owning 05% or more of the total common shares has the following rights:
- a) To request the Board of Directors to convene a General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises;
 - b) To examine, search, and extract the minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts, and transactions that must be approved by the Board of Directors,

and other documents, excluding documents related to the Company's trade secrets and business secrets;

c) To request the Board of Supervisors to inspect specific issues related to the management and administration of the Company's operations when deemed necessary. The request must be in writing and include the following: full name, contact address, nationality, and legal identification document number for individual shareholders; name, enterprise identification number or legal identification document number of the organization, and address of the head office for institutional shareholders; the number of shares and the time of share registration of each shareholder, the total number of shares of the entire group of shareholders, and the ownership percentage in the total shares of the Company; the issue to be inspected, and the purpose of the inspection;

d) To propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company no later than 03 working days before the opening date. The proposal must clearly state the name of the shareholder, the number of each class of shares held by the shareholder, and the issue proposed to be included in the agenda;

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

3. A shareholder or a group of shareholders owning 10% or more of the total common shares has the right to nominate candidates for the Board of Directors and the Board of Supervisors. The nomination of candidates for the Board of Directors and the Board of Supervisors shall be carried out as follows:

a) Common shareholders forming a group to nominate candidates for the Board of Directors and the Board of Supervisors must notify the shareholders attending the meeting about the group formation before the opening of the General Meeting of Shareholders;

b) Based on the number of members of the Board of Directors and the Board of Supervisors, the shareholder or group of shareholders specified in this Clause is entitled to nominate one or more persons as decided by the General Meeting of Shareholders as candidates for the Board of Directors and the Board of Supervisors. In the event that the number of candidates nominated by the shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Board of Supervisors, and other shareholders.

Article 13. Obligations of shareholders

Common shareholders have the following obligations:

1. To pay for the shares committed to be purchased in full and on time.

2. Not to withdraw the capital contributed by common shares from the Company in any form, except in cases where the shares are repurchased by the Company or another person. In the event a shareholder withdraws a portion or all of their contributed share

capital contrary to the provisions of this Clause, that shareholder and the related persons in the Company shall be jointly and severally liable for the Company's debts and other property obligations to the extent of the value of the withdrawn shares and any damages incurred.

3. To comply with the Company Charter and the Company's internal regulations.
4. To abide by the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.
5. To keep confidential the information provided by the Company in accordance with the Company Charter and the law; to use the provided information only for the purpose of exercising and protecting their legitimate rights and interests; it is strictly prohibited to disseminate, copy, or send the information provided by the Company to other organizations or individuals.
6. To attend the General Meeting of Shareholders and exercise the right to vote/elect through the following forms:
 - a) Attending and voting/electing directly at the meeting;
 - b) Authorizing other individuals or organizations to attend and vote/elect at the meeting;
 - c) Attending and voting/electing through online conferences, electronic voting, or other electronic forms;
 - d) Sending voting/election ballots to the meeting via mail, fax, or email;
 - d) Sending voting/election ballots by other means as prescribed by law.
7. To be personally liable when acting on behalf of the Company in any form to commit any of the following acts:
 - a) Violating the law;
 - b) Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;
 - c) Paying undue debts before financial risks to the Company occur;
8. To fulfill other obligations as prescribed by current law.

Article 14. General Meeting of Shareholders

1. The General Meeting of Shareholders consists of all shareholders with voting rights and is the highest decision-making body of the Company. The General Meeting of Shareholders shall hold an annual meeting once a year and within 04 (four) months from the end of the fiscal year. The Board of Directors may decide to extend the annual General Meeting of Shareholders if necessary, but not exceeding 06 (six) months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue of the General Meeting of Shareholders is

determined as the location where the Chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors shall convene the annual General Meeting of Shareholders and select a suitable venue. The annual General Meeting of Shareholders shall decide on matters as prescribed by law and the Company Charter, particularly the approval of the audited annual financial statements. In the event the audit report of the Company's annual financial statements contains material exceptions, adverse opinions, or disclaimers, the Company must invite representatives of the approved auditing firm that audited the Company's financial statements to attend the General Meeting of Shareholders, and the aforementioned representatives of the auditing firm are responsible for attending the Company's annual General Meeting of Shareholders.

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

- a) The Board of Directors deems it necessary for the interests of the Company;
- b) The remaining number of members of the Board of Directors or Supervisors is less than the minimum number of members as prescribed by law;
- c) Upon the request of a shareholder or a group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises; the request to convene a General Meeting of Shareholders must be made in writing, clearly stating the reasons and purposes of the meeting, and must bear the signatures of the relevant shareholders, or the written request may be prepared in multiple copies and compiled to include the signatures of all relevant shareholders;
- d) Upon the request of the Board of Supervisors;
- đ) Other cases as prescribed by law and this Charter.

4. Convening an extraordinary General Meeting of Shareholders

- a) The Board of Directors must convene a General Meeting of Shareholders within 60 (sixty) days from the date the number of remaining members of the Board of Directors, independent members of the Board of Directors, or members of the Board of Supervisors falls below the number required by Point b, Clause 3 of this Article, or upon receiving the request stipulated in Point c and Point d, Clause 3 of this Article;
- b) In case the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, then within the next 30 (thirty) days, the Board of Supervisors shall replace the Board of Directors to convene the General Meeting of Shareholders in accordance with Clause 3, Article 140 of the Law on Enterprises;
- c) In case the Board of Supervisors fails to convene a General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, the shareholder or group of shareholders stipulated in Point c, Clause 3 of this Article has the right to request the Company's

representative to convene the General Meeting of Shareholders in accordance with the Law on Enterprises;

In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the order, procedures for convening, conducting the meeting, and the decision-making of the General Meeting of Shareholders. All expenses for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. These expenses do not include costs incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

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

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

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

- a) Approve the development orientations of the Company;
- b) Decision on the class of shares and the total number of shares of each class authorized to be offered; decision on the annual dividend rate for each class of shares;
- c) Elect, relieve of duty, and dismiss members of the Board of Directors and Supervisors;
- d) Decision on investment or sale of assets valued at 35% or more of the total asset value recorded in the most recent financial statements of the Company;
- đ) Decision on amendments and supplements to the Company Charter;
- e) Approve the annual financial statements;
- g) Decision on the repurchase of more than 10% of the total sold shares of each class;
- h) Consider and handle violations by members of the Board of Directors and Supervisors that cause damage to the Company and its shareholders;
- i) Decision on the reorganization or dissolution of the Company;
- k) Decision on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;
- l) Approve/amend and supplement the internal regulations on corporate governance; Regulations on Operation of the Board of Directors and the Board of Supervisors;
- m) Approve the list of approved auditing firms; decision on the approved auditing firm to perform an audit of the Company's operations, and dismiss the approved auditor when deemed necessary;
- n) Other rights and obligations as prescribed by law.

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

- a) The Company's annual business plan;

- b) The audited annual financial statements;
- c) Report of the Board of Directors on the corporate governance and the performance results of the Board of Directors and each member of the Board of Directors;
- d) Report of the Board of Supervisors on the Company's business results, the performance of the Board of Directors, and the General Director;
- d) Self-assessment report on the performance of the Board of Supervisors and Supervisors;
- e) Dividend rate for each share of each class;
- g) Number of members of the Board of Directors and the Board of Supervisors;
- h) Elect, relieve of duty, and dismiss members of the Board of Directors and Supervisors;
- i) Decision on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;
- k) Approve the list of approved auditing firms; decision on the approved auditing firm to perform an audit of the Company's operations when deemed necessary;
- l) Supplement and amend the Company Charter;
- m) Class of shares and the number of new shares issued for each class of shares and the transfer of shares by founding members within the first 03 (three) years from the date of establishment;
- n) Division, separation, consolidation, merger, or conversion of the Company;
- o) Reorganization and dissolution (liquidation) of the Company and appointment of the liquidator;
- p) Decision on investment or sale of assets valued at 35% or more of the total asset value recorded in the most recent financial statements of the Company;
- q) Decision on the repurchase of more than 10% of the total sold shares of each class;
- r) The Company entering into contracts or transactions with subjects stipulated in Clause 1, Article 167 of the Law on Enterprises with a value of 35% or more of the total asset value of the Company recorded in the most recent financial statements;
- s) Approve transactions stipulated in Clause 4, Article 293 of Decree No. 155/2020/NĐ-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Clause 84, Article 1 of Decree 245/2025/NĐ-CP dated 11 September 2025 of the Government.
- t) Approve/Amend and supplement the Regulations on Corporate Governance, Regulations on Operation of the Board of Directors, and Regulations on Operation of the Board of Supervisors;
- u) Other matters as prescribed by law and this Charter.

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

Article 16. Authorization to attend the General Meeting of Shareholders

1. A shareholder who is an individual may only authorize 01 (one) other individual or organization to act as an authorized representative. An organization that is a Company shareholder owning at least 10% of the total common shares may authorize a maximum of 05 (five) authorized representatives.

2. A shareholder or an authorized representative of a shareholder that is an organization may attend the meeting in person or authorize another individual or organization to attend, or attend through one of the forms stipulated in Clause 3, Article 144 of the Law on Enterprises, according to the following specific ratio:

a) For a shareholder who is an individual, they may only authorize 01 individual or 01 other organization to attend the meeting;

b) In case a shareholder is an organization owning less than 10% of the total common shares, it is entitled to authorize a maximum of 01 (one) person to attend the General Meeting of Shareholders; if owning 10% or more of the total common shares, it is entitled to authorize a maximum of 05 (five) persons to attend the meeting. In case there is more than one authorized representative, the number of shares and votes authorized for each representative must be specifically determined. In case the owner, member, or shareholder of the company does not specify the capital contribution portion and the number of shares corresponding to each authorized representative, the capital contribution portion and the number of shares shall be divided equally among the number of authorized representatives.

3. The authorization for an individual or organization to act as a representative to attend the General Meeting of Shareholders as stipulated in Clause 1 of this Article must be made in writing. The power of attorney shall be prepared in accordance with the civil law and must clearly state the name of the authorizing shareholder, the name of the individual or legal representative, the number of authorized shares, the content of authorization, the scope of authorization, the term of authorization, and the signatures of the authorizing party and the authorized party.

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

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

a) The authorizing person is deceased, has limited civil act capacity, or has lost civil act capacity;

b) The authorizing person has revoked the authorization appointment;

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

This provision does not apply in case the Company receives notice of one of the above events before the opening time of the General Meeting of Shareholders or before the meeting is reconvened.

Article 17. Variation of rights

1. The variation or cancellation of special rights attached to a class of preference shares shall be effective when approved by shareholders representing 65% or more of the total voting shares of all shareholders/shareholder representatives attending the meeting. A resolution of the General Meeting of Shareholders regarding content that adversely changes the rights and obligations of shareholders owning preference shares shall only be passed if approved by shareholders owning preference shares of the same class attending the meeting who hold 75% or more of the total preference shares of that class, or approved by shareholders owning preference shares of the same class who hold 75% or more of the total preference shares of that class in case the resolution is passed in the form of Written consultation.

2. The organization of a meeting of shareholders holding a class of preference shares to approve the change of the aforementioned rights is only valid when there are at least 02 (two) shareholders (or their authorized representatives) holding at least 1/3 of the par value of the issued shares of that class. In case there is an insufficient number of shareholders/shareholder representatives as mentioned above, the meeting shall be re-organized within 30 (thirty) days thereafter, and the holders of shares of that class (regardless of the number of persons and shares) present in person or through an authorized representative shall be considered as having sufficient number of shareholders/shareholder representatives as required. At the meetings of shareholders holding the aforementioned preference shares, the holders of shares of that class present in person or through a representative may request a secret ballot. Each share of the same class has equal voting rights at the aforementioned meetings.

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

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

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

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

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

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

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring it reaches the shareholder's contact address (address and/or email address), and simultaneously announced on the website of the Company and the State Securities Commission, and the Stock Exchange where the Company's shares are listed. The person convening the General Meeting of Shareholders must send the meeting notice to all shareholders on the list of shareholders entitled to attend no later than 21 (twenty-one) days before the opening date of the meeting (calculated from the date the notice is validly sent or delivered). The agenda of the General Meeting of Shareholders and documents related to matters to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In case documents are not sent with the notice of the General Meeting of Shareholders, the meeting notice must clearly state the link to all meeting documents so that shareholders can access them, including:

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

4. A shareholder or group of shareholders as prescribed in Clause 2, Article 12 of this Charter has the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and must be sent to the Company no later than 07 (seven) working days before the opening date of the meeting. The proposal

must clearly state the name of the shareholder, the quantity of each class of shares held by the shareholder, and the issue proposed to be included in the agenda.

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

- a) The proposal is sent not 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 05% of ordinary shares or more as prescribed in Clause 2, Article 12 of this Charter;
- c) The proposed issue does not fall within the decision-making authority of the General Meeting of Shareholders;
- d) Other cases as prescribed by law and this Charter.

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

Article 19. Conditions for conducting the General Meeting of Shareholders

- 1. The General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents over 50% of the total voting shares.
- 2. In case the first meeting does not meet the conditions for conduct as prescribed in Clause 1 of this Article, the notice for the second meeting shall be sent within 30 (thirty) days from the intended date of the first meeting. The second General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents 33% of the total voting shares or more.
- 3. In case the second meeting does not meet the conditions for conduct as prescribed in Clause 2 of this Article, the notice for the third meeting must be sent within 20 (twenty) days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of voting shares of the shareholders attending the meeting.

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

- 1. Before opening the meeting, the Company must carry out the shareholder registration procedure and must perform the registration until all shareholders entitled to attend the meeting have registered in the following order:
 - a) When conducting shareholder registration, the Company shall issue to each shareholder or authorized representative with voting rights a voting card/ballot/election ballot, on which the registration number, full name of the shareholder, full name of the authorized representative, and the number of voting shares/election votes of that

shareholder are recorded. The General Meeting of Shareholders shall discuss and vote on each issue in the agenda. Voting shall be conducted by approve, disapprove, or abstain. The vote counting results shall be announced by the Chairperson/Vote Counting Committee immediately before the closing of the meeting. The General Meeting shall elect persons responsible for counting votes or supervising vote counting at the request of the Chairperson. The number of members of the Vote Counting Committee shall be decided by the General Meeting of Shareholders based on the proposal of the meeting Chairperson;

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

2. The election of the Chairperson, Secretary, Committee for checking shareholder status/shareholder representatives, and Vote Counting Committee is prescribed as follows:

a) The Chairman of the Board of Directors shall act as the Chairperson or authorize another member of the Board of Directors to act as the Chairperson of the General Meeting of Shareholders convened by the Board of Directors. In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to act as the Chairperson of the meeting by majority principle. In case no Chairperson can be elected, the Head of the Board of Supervisors shall preside for the General Meeting of Shareholders to elect the meeting Chairperson from among those present, and the person with the highest number of votes shall act as the meeting Chairperson;

b) Except for the case prescribed in Point a of this Clause, the person signing the notice to convene the General Meeting of Shareholders shall preside for the General Meeting of Shareholders to elect the meeting Chairperson, and the person with the highest number of votes shall act as the meeting Chairperson;

c) The Chairperson shall appoint one or more persons as meeting Secretary; the committee for checking shareholder status shall serve the meeting;

d) The General Meeting of Shareholders shall elect one or more persons to the Vote Counting Committee at the request of the meeting Chairperson.

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

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

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

b) Ensure safety for all persons present at the meeting venue;

c) Facilitate shareholders to attend (or continue to attend) the meeting. The person convening the General Meeting of Shareholders has full authority to change the aforementioned measures and apply all necessary measures. The applied measures may include issuing entry passes or using other alternative forms.

5. The General Meeting of Shareholders shall discuss and vote on each issue in the agenda. Voting shall be conducted by approve, disapprove, or abstain. The vote counting results shall be announced by the Chairperson immediately before the closing of the meeting.

6. Shareholders or authorized representatives attending the meeting who arrive after the meeting has opened shall still be registered and have the right to vote immediately after registration; in this case, the validity of the contents already voted upon shall remain unchanged.

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

a) To request all attendees to undergo inspection or other lawful and reasonable security measures;

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

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

a) The venue does not have enough comfortable seats for all attendees;

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

c) There are attendees who obstruct or disrupt order, posing a risk that the meeting will not be conducted fairly and lawfully.

9. In case the Chairperson postpones or suspends the General Meeting of Shareholders contrary to the provisions of Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the Chairperson to preside

over the meeting until its conclusion; all resolutions passed at that meeting shall be legally effective.

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

Article 21. Conditions for a resolution of the General Meeting of Shareholders to be passed

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

- a) Type of shares and total number of shares of each type;
- b) Change in business lines and fields;
- c) Change in the Company's management organizational structure;
- d) Investment projects or sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statements;
- d) Reorganization or dissolution of the Company.

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

3. Voting for members of the Board of Directors and the Board of Supervisors must be carried out by the cumulative voting method, whereby each shareholder has a total number of voting rights corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisors, and the shareholder has the right to accumulate all or part of their total votes for one or more candidates. The elected members of the Board of Directors or Supervisors shall be determined by the number of votes counted from highest to lowest, starting from the candidate with the highest number of votes until the number of members specified in the Company Charter is reached. In case there are 02 (two) or more candidates receiving the same number of votes for the last member of the Board of Directors or the Board of Supervisors, a re-vote shall be conducted among the candidates with the same number of votes or selection shall be made based on criteria specified in the Company's election regulations.

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

Article 22. Authority and procedures for written consultation of shareholders to pass a resolution of the General Meeting of Shareholders

The authority and procedures for written consultation of shareholders to pass a resolution of the General Meeting of Shareholders shall be implemented in accordance with the following provisions:

1. The Board of Directors has the right to conduct written consultation of shareholders to pass a resolution of the General Meeting of Shareholders. Written consultation of shareholders is not permitted in cases specified in Clause 2 of Article 147 of the Law on Enterprises, specifically:

- a) Amendment and supplementation of the Company Charter;
- b) Development orientations of the Company;
- c) Type of shares and total number of shares of each type;
- d) Election, relief of duty, or dismissal of members of the Board of Directors and the Board of Supervisors;
- d) Decision on investment or sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statements, unless the Company Charter specifies a different percentage or value;
- e) Approval of annual financial statements;
- g) Reorganization or dissolution of the Company.

2. The Board of Directors must prepare the ballot, the draft resolution of the General Meeting of Shareholders, and explanatory documents for the draft resolution and send them to all shareholders with voting rights at least 15 (fifteen) days before the deadline for returning the ballot. The requirements and methods for sending the ballot and accompanying documents shall be implemented in accordance with the provisions of Clause 3, Article 18 of this Charter.

3. The ballot must contain the following main contents:

- a) Name, address, and enterprise identification number;
- b) Purpose of the consultation;
- c) Full name, contact address, nationality, and legal document number of the individual for individual shareholders; name, enterprise identification number or legal document number of the organization, and address for institutional shareholders; or full name, contact address, nationality, and legal document number of the individual for the

representative of an institutional shareholder; quantity of shares of each type and number of voting rights of the shareholder;

d) Issue requiring consultation to pass a decision;

đ) Voting options including approve, disapprove, or abstain for each issue requiring consultation;

e) Deadline for sending the completed ballot back to the Company;

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

4. Shareholders may send the completed ballot to the Company by mail, fax, or email in accordance with the following provisions:

a) In case of sending by mail, the completed ballot must bear the signature of the individual shareholder, or the authorized representative or Legal representative of the institutional shareholder. The ballot sent to the Company must be enclosed in a sealed envelope and no one has the right to open it before the vote counting;

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

c) Ballots sent to the Company after the deadline specified in the ballot or ballots that have been opened in the case of mail or disclosed in the case of fax or email are invalid. Ballots not sent back are considered as not participating in the vote.

5. The Board of Directors shall count the votes and prepare a vote counting minutes under the supervision of the Board of Supervisors or a shareholder not holding a management position in the Company. The vote counting minutes must contain the following main contents:

a) Name, address, and enterprise identification number;

b) Purpose and issues requiring consultation to pass a resolution;

c) Number of shareholders with the total number of voting rights who participated in the vote, distinguishing between valid and invalid votes and the method of sending the ballot, accompanied by an appendix of the list of shareholders participating in the vote;

d) Total number of Approve, Disapprove, and Abstain votes for each issue;

dd) Issues passed and the corresponding voting percentage;

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

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

6. The vote counting minutes and the resolution must be sent to shareholders within 15 (fifteen) days from the date of completion of vote counting. Sending the vote counting minutes and the resolution may be replaced by posting them on the Company's website within 24 (twenty-four) hours from the time of completion of vote counting.
7. The completed ballots, vote counting minutes, passed resolutions, and related documents sent with the ballots must all be kept at the Company's address.
8. A resolution passed by way of written consultation of shareholders is valid if it is approved by shareholders owning over 50% of the total voting rights of all shareholders with voting rights and has the same value as a resolution passed at a General Meeting of Shareholders.

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

1. The General Meeting of Shareholders must be recorded in minutes, which may be audio-recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language, and must contain the following main contents:
 - a) Name and address of the head office, and enterprise identification number;
 - b) Time and venue of the General Meeting of Shareholders;
 - c) Agenda and content of the meeting;
 - d) Full names of the Chairperson and the Secretary;
 - d) Summary of the meeting proceedings and opinions expressed at the General Meeting of Shareholders regarding each matter on the meeting agenda;
 - e) Number of shareholders and total number of voting shares of shareholders attending the meeting, with an appendix containing the list of registered shareholders and authorized representatives of shareholders attending the meeting, along with the corresponding number of shares and votes;
 - g) Total number of votes for each voting matter, clearly specifying the voting method, total number of valid and invalid votes, votes to Approve, Disapprove, and Abstain; and the corresponding percentage of the total voting shares of shareholders attending the meeting;
 - h) Summary of votes for each candidate (if any);
 - i) Matters that have been passed and the corresponding percentage of voting shares for approval;
 - k) Full names and signatures of the Chairperson and the Secretary. In case the Chairperson or the Secretary refuses to sign the meeting minutes, such minutes shall remain valid if signed by all other members of the Board of Directors who attended the meeting and contain all the contents as prescribed in this Clause. The meeting minutes shall clearly state the refusal of the Chairperson or the Secretary to sign the minutes.

2. The minutes of the General Meeting of Shareholders must be completed and passed before the end of the meeting. The Chairperson and the Secretary of the meeting or other persons signing the minutes shall be jointly liable for the truthfulness and accuracy of the content of the minutes.

3. Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In case of any discrepancy in content between the Vietnamese and foreign language versions, the content in the Vietnamese version shall prevail.

4. The Resolution, Minutes of the General Meeting of Shareholders, the appendix of the list of shareholders registered to attend the meeting with shareholders' signatures, the power of attorney for meeting attendance, all documents attached to the Minutes (if any), and related documents accompanying the meeting invitation notice must be disclosed in accordance with the law on information disclosure in the securities market and must be kept at the head office of the Company.

Article 24. Request for cancellation of a resolution of the General Meeting of Shareholders

Within 90 (ninety) days from the date of receiving the resolution or the minutes of the General Meeting of Shareholders or the minutes of the vote counting results for written consultation of the General Meeting of Shareholders, shareholders or groups of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises have the right to request a Court or an Arbitrator to consider and cancel the resolution or a part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The order, procedures for convening the meeting, and the decision-making process of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the Company Charter, except for the case prescribed in Clause 3, Article 21 of this Charter.

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

VII. BOARD OF DIRECTORS

Article 25. Candidacy and nomination of members of the Board of Directors

1. In case the candidates for the Board of Directors have been identified, the Company must disclose information related to these candidates at least 10 (ten) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, carefully, and in the best interests of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors to be disclosed includes:

a) Full name, date, month, and year of birth;

- b) Qualification;
 - c) Work history;
 - d) Other management positions (including positions on the Board of Directors of other companies);
 - d) Interests related to the Company and related parties of the Company;
 - e) Other information (if any) as prescribed in the Company Charter;
 - g) The Company is responsible for disclosing information about companies where the candidate currently holds the position of member of the Board of Directors, other management positions, and interests related to the company of the candidate for the Board of Directors (if any).
2. Shareholders or groups of shareholders holding 10% or more of the total common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company Charter. Shareholders holding common shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors.

Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares have the right to nominate 01 (one) candidate; from 20% to less than 30% may nominate a maximum of 02 (two) candidates; from 30% to less than 40% may nominate a maximum of 03 (three) candidates; from 40% to less than 50% may nominate a maximum of 04 (four) candidates; from 50% to less than 60% may nominate a maximum of 05 (five) candidates; from 60% to less than 70% may nominate a maximum of 06 (six) candidates; from 70% to 80% may nominate a maximum of 07 (seven) candidates; and from 80% to less than 90% may nominate a maximum of 08 (eight) candidates.

3. In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient as required by Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company Charter, the Regulations on Corporate Governance, and the Regulations on Operation of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

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

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

1. The number of members of the Board of Directors is 05 (five) persons.
2. The term of a member of the Board of Directors shall not exceed 05 (five) years and they may be re-elected for an unlimited number of terms. An individual may only be

elected as an independent member of the Board of Directors of a company for no more than 02 (two) consecutive terms. In case all members of the Board of Directors finish their term at the same time, they shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

3. The structure of the Board of Directors of the Company must ensure that at least 01 member of the Board of Directors is a non-executive member. The Company limits the number of members of the Board of Directors holding concurrent executive positions in the Company to ensure the independence of the Board of Directors.

The total number of independent members of the Board of Directors must ensure the following requirement: There is at least 01 (one) independent member.

4. A member of the Board of Directors shall cease to be a member of the Board of Directors in case they are relieved of duty, dismissed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.

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

6. Members of the Board of Directors are not necessarily shareholders of the Company.

Article 27. Powers and obligations of the Board of Directors

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

2. The rights and obligations of the Board of Directors are prescribed by law, the Company Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:

- a) Decide on the strategy, medium-term development plan, and annual business plan of the Company;
- b) Recommend the types of shares and the total number of shares authorized to be offered for each type;
- c) Decide on the sale of unsold shares within the scope of shares authorized to be offered for each type; decide on raising additional capital in other forms;
- d) Decide on the selling price of shares and bonds of the Company;
- d) Decide on the share buyback in accordance with Clause 1 and Clause 2, Article 133 of the Law on Enterprises;
- e) Decide on investment plans and investment projects within its authority and limits as prescribed by law;
- g) Decide on solutions for market development, marketing, and technology;

- h) Pass contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the most recent financial statements of the Company, except for contracts and transactions under the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of the Law on Enterprises;
- i) Elect, relieve of duty, dismiss the Chairman of the Board of Directors; appoint, relieve of duty, sign contracts, and terminate contracts with the General Director and other important managers as prescribed by the Company Charter; decide on salaries, remuneration, bonuses, and other benefits for those managers; appoint authorized representatives to participate in the Board of Members or the General Meeting of Shareholders in other companies, and decide on the remuneration and other benefits of those persons.
- k) Supervise and direct the General Director and other managers in the daily business operations of the Company;
- l) Decide on the organizational structure and internal management regulations of the Company; decide on the establishment of Company's subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises;
- m) Approve the program and content of documents for the General Meeting of Shareholders; convene the General Meeting of Shareholders or conduct written consultations for the General Meeting of Shareholders to pass resolutions;
- n) Submit the audited annual financial statements to the General Meeting of Shareholders;
- o) Recommend the dividend payout rate; decide on the time limit and procedures for dividend payment or handling of losses incurred during business operations;
- p) Recommend the reorganization or dissolution of the Company; request the bankruptcy of the Company;
- q) Decide on the issuance of the Regulations on Operation of the Board of Directors and the internal regulations on corporate governance after they are passed by the General Meeting of Shareholders; and the Company's information disclosure regulations;
- r) Request the General Director and other managers in the Company to provide information and documents regarding the financial situation and business operations of the Company and its units.

The requested managers must provide information and documents in a timely, complete, and accurate manner as required by members of the Board of Directors. The sequence and procedures for requesting and providing information are specified in the Regulations on Operation of the Board of Directors.

s) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other legal provisions, and the Company Charter.

3. The Board of Directors must report to the General Meeting of Shareholders on the activities of the Board of Directors in accordance with current legal regulations.

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

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

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

In case a member of the Board of Directors has submitted a resignation letter but it has not yet been passed by the General Meeting of Shareholders, if they continue to exercise the rights and obligations of a member of the Board of Directors, including attending meetings and voting, they shall still be entitled to remuneration, bonuses, and other benefits as prescribed until the General Meeting of Shareholders issues a decision to relieve them of duty or accepts the resignation. If a member of the Board of Directors does not perform their duties as a member of the Board of Directors from the time of submitting the letter, they shall not be entitled to remuneration, bonuses, and other benefits as prescribed in this Clause.

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

4. A member of the Board of Directors holding an executive position, or a member of the Board of Directors working in sub-committees of the Board of Directors or performing other tasks outside the scope of the normal duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump-sum fee, salary, commission, percentage of profit, or other forms as decided by the Board of Directors.

5. Members of the Board of Directors are entitled to be reimbursed for all travel, food, accommodation, and other reasonable expenses they have incurred while performing their responsibilities as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or sub-committees of the Board of Directors.

6. The Company may purchase liability insurance for members of the Board of Directors after obtaining approval from the General Meeting of Shareholders. This insurance does

not include coverage for liabilities of members of the Board of Directors related to violations of the law and the Company Charter.

Article 29. Chairman of the Board of Directors

1. The Chairman of the Board of Directors is elected, relieved of duty, and dismissed by the Board of Directors from among the members of the Board of Directors.
2. The Chairman of the Board of Directors may not concurrently hold the position of General Director.
3. The Chairman of the Board of Directors has the following rights and obligations:
 - a) Develop the program and activity plan of the Board of Directors;
 - b) Prepare the program, content, and documents for meetings; convene, preside over, and act as Chairperson of meetings of the Board of Directors;
 - c) Organize the passing of resolutions and decisions of the Board of Directors;
 - d) Supervise the implementation process of resolutions and decisions of the Board of Directors;
 - d) Act as Chairperson of the General Meeting of Shareholders;
 - e) Other rights and obligations as prescribed by the Law on Enterprises and this Charter.
4. In case the Chairman of the Board of Directors submits a resignation letter or is relieved of duty or dismissed, the Board of Directors must elect a replacement within 10 (ten) days from the date of receiving the resignation letter or the decision on relief of duty or dismissal.
5. In case the Chairman of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member to exercise the rights and obligations of the Chairman of the Board of Directors. In case there is no authorized person or the Chairman of the Board of Directors is deceased, missing, detained, serving a prison sentence, serving an administrative handling measure at a compulsory detoxification center or compulsory education center, has fled from their place of residence, is restricted or has lost their civil act capacity, has difficulty in perception or controlling their behavior, or is prohibited by the Court from holding certain positions or practicing certain professions, the remaining members shall elect one of the members to hold the position of Chairman of the Board of Directors based on the principle of majority approval by the remaining members until a new decision is made by the Board of Directors.

Article 30. Meetings of the Board of Directors

1. The Chairman of the Board of Directors is elected at the first meeting of the Board of Directors within 07 (seven) working days from the date of completion of the election of that Board of Directors. This meeting is convened and presided over by the member with the highest number of votes or the highest percentage of votes. In case there is more than

one member with the highest and equal number of votes or percentage of votes, the members shall elect by majority principle to choose 01 person among them to convene the meeting of the Board of Directors.

2. The Board of Directors must meet at least 01 (one) time per quarter and may hold extraordinary meetings.

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

a) At the request of the Board of Supervisors or an independent member of the Board of Directors;

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

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

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

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 07 (seven) working days from the date of receiving the request specified in Clause 3 of this Article. In case the meeting of the Board of Directors is not convened as requested, the Chairman of the Board of Directors shall be responsible for damages caused to the Company; the requester has the right to replace the Chairman of the Board of Directors to convene the meeting of the Board of Directors.

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

The meeting invitation notice for the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, or other methods, ensuring it reaches the contact address of each member of the Board of Directors registered with the Company.

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

Supervisors have the right to attend meetings of the Board of Directors; they have the right to discuss but not to vote.

8. A meeting of the Board of Directors is conducted when $\frac{3}{4}$ or more of the total number of members are present. In case the meeting convened according to this Clause does not have enough members present as prescribed, it shall be convened for the second time within 07 (seven) days from the intended date of the first meeting. In this case, the

meeting is conducted if more than half of the members of the Board of Directors are present.

9. A member of the Board of Directors is considered to be present and voting at the meeting in the following cases:

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

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

11. Members must attend all meetings of the Board of Directors in full. A member may authorize another person to attend and vote if approved by a majority of the members of the Board of Directors.

12. Resolutions and decisions of the Board of Directors are passed if approved by a majority of the members attending the meeting; in case of a tie, the final decision shall belong to the side with the vote of the Chairman of the Board of Directors.

Article 31. The Committees of the Board of Directors

1. The Board of Directors may establish committees under its authority to be in charge of development policy, personnel, remuneration, internal audit, and risk management. The number of members of a committee shall be decided by the Board of Directors and shall consist of at least 03 (three) people, including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors should constitute the majority in the committee, and one of these members shall be appointed as the Head of the Committee according to the decision of the Board of Directors. The operation of the committee must comply with the regulations of the Board of Directors. Resolutions of the committee are only effective when passed by a majority of members attending and voting at the committee meeting.

2. The implementation of decisions of the Board of Directors or of committees under the Board of Directors must be in accordance with current legal regulations and the provisions of the Company Charter and the Regulations on Corporate Governance.

Article 32. Person in charge of Corporate Governance, Company Secretary

1. The Board of Directors of the Company must appoint at least 01 (one) person in charge of corporate governance to support corporate governance work at the Company. The person in charge of corporate governance may concurrently serve as the Company Secretary as prescribed in Clause 5, Article 156 of the Law on Enterprises.
2. The person in charge of corporate governance must not concurrently work for an approved auditing organization that is currently auditing the financial statements of the Company.
3. The person in charge of corporate governance has the following rights and obligations:
 - a) Advise the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and related tasks between the Company and shareholders;
 - b) Prepare meetings of the Board of Directors, the Board of Supervisors, and the General Meeting of Shareholders at the request of the Board of Directors or the Board of Supervisors;
 - c) Advise on meeting procedures;
 - d) Attend meetings;
 - d) Advise on procedures for drafting resolutions of the Board of Directors in accordance with the provisions of the law;
 - e) Provide financial information, copies of minutes of Board of Directors meetings, and other information to members of the Board of Directors and members of the Board of Supervisors;
 - g) Supervise and report to the Board of Directors on the Company's information disclosure activities;
 - h) Act as the contact point with related parties;
 - i) Maintain confidentiality of information in accordance with the provisions of the law and the Company Charter;
 - k) Other rights and obligations as prescribed by law and this Charter.

VIII. GENERAL DIRECTOR AND OTHER MANAGERS

Article 33. Organizational structure of management

The management system of the Company must ensure that the management apparatus is accountable to the Board of Directors and subject to the supervision and direction of the Board of Directors in the daily business operations of the Company. The Company has a General Director, Deputy General Directors, a Chief Accountant, and other management titles appointed by the Board of Directors. The appointment, relief of duty, and dismissal of the above titles must be passed by a resolution or decision of the Board of Directors.

Article 34. Company managers

1. Company managers include the General Director, Deputy General Directors, and the Chief Accountant.
2. Upon the proposal of the General Director and with the approval of the Board of Directors, the Company may recruit other managers with numbers and standards suitable to the structure and management regulations of the Company as prescribed by the Board of Directors. Business managers must have the responsibility to support the Company in achieving the goals set out in operations and organization.
3. The General Director is paid a salary and bonus. The salary and bonus of the General Director shall be decided by the Board of Directors.
4. The salary of managers is included in the business expenses of the Company in accordance with the law on corporate income tax, presented as a separate item in the annual financial statements of the Company, and must be reported to the General Meeting of Shareholders at the annual meeting.

Article 35. Appointment, relief of duty, rights and obligations of the General Director

1. The Board of Directors appoints 01 (one) member of the Board of Directors or hires another person as the General Director.
2. The General Director is the person who manages the daily business operations of the Company; is subject to the supervision of the Board of Directors; and is responsible to the Board of Directors and before the law for the performance of assigned rights and obligations.
3. The term of the General Director is no more than 05 (five) years and may be re-appointed for an unlimited number of terms. The General Director must meet the standards and conditions as prescribed by law and this Charter.
4. The General Director has the following rights and obligations:
 - a) Decide on issues related to the daily business operations of the Company that do not fall under the authority of the Board of Directors;
 - b) Organize the implementation of resolutions and decisions of the Board of Directors;
 - c) Organize the implementation of the business plan and investment plan of the Company;
 - d) Propose the organizational structure and internal management regulations of the Company;
 - d) Appoint, relieve of duty, and dismiss management titles in the Company, except for titles under the authority of the Board of Directors;
 - e) Decide on salary and other benefits for employees in the Company, including managers under the appointment authority of the General Director;

- g) Recruit employees;
 - h) Propose plans for dividend payment or handling of business losses;
 - i) Other rights and obligations as prescribed by law, this Charter, and resolutions and decisions of the Board of Directors.
5. The Board of Directors may relieve the General Director of duty when a majority of the members of the Board of Directors with voting rights attending the meeting approve and appoint a new General Director as a replacement.

IX. THE BOARD OF SUPERVISORS

Article 36. Candidacy and nomination of Supervisors

1. The candidacy and nomination of members of the Board of Supervisors shall be carried out similarly to the provisions in Clause 1 and Clause 2, Article 25 of the Company Charter, specifically as follows:

Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Supervisors. A shareholder or group of shareholders holding from 10% to less than 20% of the total number of voting shares has the right to nominate 01 (one) candidate; from 20% to less than 30% may nominate a maximum of 02 (two) candidates; from 30% to less than 40% may nominate a maximum of 03 (three) candidates; from 40% to less than 50% may nominate a maximum of 04 (four) candidates; from 50% to less than 60% may nominate a maximum of 05 (five) candidates; from 60% to less than 70% may nominate a maximum of 06 (six) candidates; from 70% to 80% may nominate a maximum of 07 (seven) candidates; and from 80% to less than 90% may nominate a maximum of 08 (eight) candidates.

2. In case the number of candidates for the Board of Supervisors through nomination and candidacy is not sufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the Company Charter, the Regulations on Corporate Governance, and the Regulations on Operation of the Board of Supervisors. The introduction of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

Article 37. Composition of the Board of Supervisors

1. The number of Supervisors of the Company is 03 (three) members. The term of a Supervisor is no more than 05 (five) years and may be re-elected for an unlimited number of terms.

2. A Supervisor must meet the standards and conditions as prescribed in Article 169 of the Law on Enterprises and must not fall into the following cases:

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

b) Being a member or employee of an independent auditing firm that has audited the financial statements of the Company in the 03 (three) preceding consecutive years.

3. A Supervisor shall be relieved of duty in the following cases:

- a) No longer meeting the standards and conditions to be a Supervisor as prescribed in Clause 2 of this Article;
- b) Submitting a resignation letter that is accepted;
- c) Other cases as prescribed by law and this Charter.

4. A Supervisor shall be dismissed in the following cases:

- a) Failing to complete assigned tasks and work;
- b) Failing to exercise their rights and obligations for 06 (six) consecutive months, except in cases of force majeure;
- c) Repeatedly violating or seriously violating the obligations of a Supervisor as prescribed by the Law on Enterprises and this Charter;
- d) Other cases as per the resolution of the General Meeting of Shareholders.

Article 38. Head of the Board of Supervisors

1. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among the members of the Board of Supervisors; the election, relief of duty, and dismissal shall be based on the majority principle. The Board of Supervisors must have more than half of its members residing in Vietnam. The Head of the Board of Supervisors must hold a university degree or higher in one of the fields of economics, finance, accounting, auditing, law, business administration, or a field relevant to the business operations of the enterprise.

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

- a) Convene meetings of the Board of Supervisors;
- b) Request the Board of Directors, the General Director, and other managers to provide relevant information for reporting to the Board of Supervisors;
- c) Prepare and sign reports of the Board of Supervisors after consulting with the Board of Directors to submit to the General Meeting of Shareholders.

Article 39. Rights and obligations of the Board of Supervisors

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

- 1. Propose and recommend to the General Meeting of Shareholders to approve the list of audit organizations authorized to audit the financial statements of the Company; decide on the authorized audit organization to inspect the Company's operations and dismiss the authorized auditor when deemed necessary.

2. Be responsible to shareholders for its supervisory activities.
3. Supervise the financial situation of the Company, and the compliance with the law in the activities of members of the Board of Directors, the General Director, and other managers.
4. Ensure coordination with the Board of Directors, the General Director, and shareholders.
5. In case of discovering acts of violation of the law or the Company Charter by a Member of the Board of Directors, the General Director, or other managers of the enterprise, the Board of Supervisors must notify the Board of Directors in writing within 48 hours, requesting the violator to terminate the violation and take measures to remedy the consequences.
6. Develop the Regulations on Operation of the Board of Supervisors and submit them to the General Meeting of Shareholders for adoption.
7. Report at the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/NĐ-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.
8. Have the right to access records and documents of the Company kept at the head office, branches, and other locations; have the right to access the workplaces of managers and employees of the Company during working hours.
9. Have the right to request the Board of Directors, members of the Board of Directors, the General Director, and other managers to provide full, accurate, and timely information and documents regarding the management, administration, and business operations of the Company.
10. Other rights and obligations as prescribed by law and this Charter.

Article 40. Meetings of the Board of Supervisors

1. The Board of Supervisors must meet at least 02 (two) times per year, with at least 2/3 of the members of the Board of Supervisors attending. The minutes of the meetings of the Board of Supervisors shall be prepared in a detailed and clear manner. The minute-taker and the members of the Board of Supervisors attending the meeting must sign the meeting minutes. The meeting minutes of the Board of Supervisors must be kept to determine the responsibility of each Member of the Board of Supervisors.
2. The Board of Supervisors has the right to request members of the Board of Directors, the General Director, and representatives of the authorized audit organization to attend and answer issues that need clarification.

Article 41. Salaries, remuneration, bonuses, and other benefits of Supervisors

Salaries, remuneration, bonuses, and other benefits of members of the Board of Supervisors shall be implemented according to the following regulations:

1. Members of the Board of Supervisors are paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders decides the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Board of Supervisors.
2. Members of the Board of Supervisors are reimbursed for reasonable expenses for food, accommodation, travel, and the use of independent consulting services. The total amount of such remuneration and expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.
3. Salaries and operating expenses of the Board of Supervisors shall be included in the Company's business expenses in accordance with the law on corporate income tax and other relevant legal regulations and must be recorded as a separate item in the Company's annual financial statements.

X. RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE BOARD OF SUPERVISORS, THE GENERAL DIRECTOR, AND OTHER MANAGERS

Members of the Board of Directors, Supervisors, the General Director, and other managers have the responsibility to perform their duties, including duties in their capacity as members of sub-committees of the Board of Directors, honestly and prudently in the best interest of the Company.

Article 42. Duty of honesty and avoidance of conflicts of interest

1. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers must disclose their related interests in accordance with the Law on Enterprises and relevant legal documents.
2. Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and their affiliated persons shall only use information obtained through their position to serve the interests of the Company.
3. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers have the obligation to notify the Board of Directors and the Board of Supervisors in writing of transactions between the Company, the Company's subsidiaries, or other companies controlled by the public company with 50% or more of the charter capital, and themselves or their affiliated 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 information about these resolutions in accordance with securities laws on information disclosure.
4. Members of the Board of Directors shall not vote on transactions that bring benefits to that member or their affiliated persons in accordance with the Law on Enterprises and the Company Charter.

5. Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and their affiliated persons shall not use or disclose internal information to others to conduct relevant transactions.

6. Transactions between the Company and one or more members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and individuals or organizations affiliated with these persons shall not be invalidated in the following cases:

a) For transactions with a value of less than or equal to 35% of the total asset value recorded in the most recent financial statements, the important contents of the contract or transaction as well as the relationships and interests of the member of the Board of Directors, member of the Board of Supervisors, General Director, or other manager have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of the members of the Board of Directors who have no related interests.

b) For transactions with a value greater than 35% or transactions resulting in a transaction value arising within 12 (twelve) months from the date of the first transaction of 35% or more of the total asset value recorded in the most recent financial statements, the important contents of this transaction as well as the relationships and interests of the Member of the Board of Directors, Member of the Board of Supervisors, General Director, or other manager have been disclosed to shareholders and approved by the General Meeting of Shareholders by the votes of shareholders who have no related interests.

c) Contracts or transactions for borrowing or selling assets with a value greater than 10% of the total asset value recorded in the most recent financial statements between the company and a shareholder owning 51% or more of the total voting shares or their affiliated persons have been disclosed to shareholders and approved by the General Meeting of Shareholders by the votes of shareholders who have no related interests.

Article 43. Liability for damages and compensation

1. Members of the Board of Directors, Supervisors, the General Director, and other managers who violate their duties, the duty of honesty and prudence, or fail to fulfill their obligations shall be liable for damages caused by their violations.

2. The Company shall indemnify persons who have been, are, or may become a party involved in claims, lawsuits, or prosecutions (including civil, administrative, and non-Company-initiated lawsuits) if that person was or is a Member of the Board of Directors, Supervisor, General Director, other manager, employee, or representative authorized by the Company, was or is performing duties under the Company's authorization, acted honestly and prudently in the best interest of the Company on the basis of compliance with the law, and there is no evidence confirming that the person has violated their responsibilities.

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

XI. RIGHT TO INSPECT BOOKS AND COMPANY RECORDS

Article 44. Right to inspect books and records

1. Common shareholders have the right to inspect books and records, specifically as follows:
 - a) Common shareholders have the right to review, inspect, and extract information about the name and contact address in the list of shareholders with voting rights; request the correction of their inaccurate information; review, inspect, extract, or copy the Company Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;
 - b) A shareholder or a group of shareholders holding 05% or more of the total number of ordinary shares has the right to examine, look up, and extract the minutes book and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts and transactions that must be approved by the Board of Directors, and other documents, excluding documents related to trade secrets and business secrets of the Company.
2. In case an authorized representative of a shareholder or a group of shareholders requests to look up books and records, they must attach a power of attorney from the shareholder or group of shareholders that they represent or a notarized copy of this power of attorney.
3. Members of the Board of Directors, Supervisors, the General Director, and other managers have the right to look up the Company's share register, list of shareholders, and other books and records of the Company for purposes related to their positions, provided that such information is kept confidential.
4. The Company must keep this Charter and its amendments and supplements, the Enterprise Registration Certificate, regulations, documents proving ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Board of Supervisors, annual financial statements, accounting books, and other documents as prescribed by law at the head office or another location, provided that shareholders and the Business Registration Authority are notified of the storage location of these documents.
5. The Company Charter must be published on the Company's website.

XII. EMPLOYEES AND TRADE UNION

Article 45. Employees and trade union

1. The General Director must prepare a plan for the Board of Directors to approve matters related to recruitment, termination of employment, salaries, social insurance, benefits, rewards, and discipline for employees and business managers.
2. The General Director must prepare a plan for the Board of Directors to approve matters related to the Company's relationship with trade union organizations in accordance with best management standards, practices, and policies, the practices and policies prescribed in this Charter, the Company's regulations, and current legal provisions.

XIII. PROFIT DISTRIBUTION

Article 46. Profit distribution

1. The General Meeting of Shareholders decides on the dividend payment rate and the form of annual dividend payment from the Company's retained earnings. Dividend payments to shareholders are based on the plan proposed by the Board of Directors of the Company, according to the following principles:
 - a) Appropriation to the Reward Fund and Welfare Fund as prescribed by law, not exceeding 10% of the profit after tax generated in the year of the Company.
 - b) The appropriation and use of the Management and Executive Reward Fund and other funds shall be in accordance with the law, consistent with production and business efficiency and the Company's investment and development needs.
2. The Company does not pay interest on dividend payments or payments related to a class of shares.
3. The Board of Directors may decide to pay interim dividends if it deems that such payment is consistent with the Company's profitability, based on the authorization of the General Meeting of Shareholders.
4. The Board of Directors may propose that the General Meeting of Shareholders approve the payment of all or part of dividends in shares, and the Board of Directors is the body that executes this decision.
5. In case dividends or other payments related to a class of shares are paid in cash, the Company must pay in VND. Payment may be made directly or through banks based on bank account details provided by shareholders. In case the Company has transferred funds according to the bank details provided by the shareholder but that shareholder does not receive the money, the Company is not responsible for the amount the Company has transferred to this shareholder. Dividend payments for shares listed on The Stock Exchange may be conducted through securities companies or the Vietnam Securities Depository and Clearing Corporation.

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

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

XIV. BANK ACCOUNTS, FISCAL YEAR, AND ACCOUNTING SYSTEM

Article 47. Bank accounts

1. The Company opens accounts at Vietnamese banks or at branches of foreign banks permitted to operate in Vietnam.
2. Subject to prior approval of the competent authority, in necessary cases, the Company may open bank accounts abroad in accordance with the provisions of law.
3. The Company conducts all payments and accounting transactions through VND or foreign currency accounts at the banks where the Company opens accounts.

Article 48. Fiscal year

The Company's fiscal year begins on 01 January each year and ends on 31 December each year.

Article 49. Accounting system

1. The accounting system used by the Company is the corporate accounting system or a specific accounting system issued or approved by the competent authority.
2. The Company prepares accounting books in Vietnamese and keeps accounting records in accordance with the law on accounting and related laws. These records must be accurate, updated, systematic, and sufficient to prove and explain the Company's transactions.
3. The Company uses VND as the currency unit in accounting. In case the Company has economic transactions primarily arising in a foreign currency, it may choose that foreign currency as the accounting currency, take responsibility for that choice before the law, and notify the direct tax management authority.

Article 50. Annual, semi-annual, and quarterly financial statements

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

2. Annual financial statements must include full reports, appendices, and notes as prescribed by the law on corporate accounting. Annual financial statements must truthfully and objectively reflect the Company's operational situation.

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

Article 51. Annual report

The Company must prepare and publish an annual report in accordance with the provisions of the law on securities and the securities market.

XV. AUDIT OF THE COMPANY

Article 52. Audit

1. The General Meeting of Shareholders appoints an independent audit firm or approves a list of independent audit firms and authorizes the Board of Directors to decide on the selection of one of these units to audit the Company's financial statements for the following fiscal year based on the terms and conditions agreed upon with the Board of Directors.

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

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

XVI. COMPANY SEAL

Article 53. Company seal

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

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

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

XVII. DISSOLUTION OF THE COMPANY

Article 54. Dissolution of the company

1. The Company may be dissolved or terminate its operations in the following cases:

a) Expiration of the operating duration stated in the Company Charter without a decision on extension (if any);

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

c) Revocation of the Enterprise Registration Certificate, except where the Law on Tax Administration provides otherwise;

d) Other cases as prescribed by law.

2. The dissolution of the Company before the expiration of the duration (including extended duration) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if mandatory) as prescribed.

Article 55. Extension of operation

1. The Board of Directors convenes a meeting of the General Meeting of Shareholders at least 07 (seven) months before the end of the operating duration so that shareholders can vote on the extension of the Company's operation at the proposal of the Board of Directors.

2. The operating duration is extended when shareholders representing 65% or more of the total voting shares of all shareholders attending the General Meeting of Shareholders approve.

Article 56. Liquidation

1. At least 06 (six) months before the end of the Company's operational term or after a Decision on the dissolution of the Company is made, the Board of Directors must establish a Liquidation Committee consisting of 03 (three) members, of which 02 (two) members are appointed by the General Meeting of Shareholders and 01 (one) member is appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its own operational regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs related to the liquidation shall be prioritized by the Company for payment before other debts of the Company.

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

3. Proceeds from the liquidation shall be paid in the following order:

a) Liquidation expenses;

b) Debts related to wages, severance pay, social insurance, and other benefits of employees under the signed collective labor agreement and labor contracts;

c) Tax debts;

d) Other debts of the Company;

d) The remainder after paying all debts from items (a) to (d) above shall be distributed to shareholders. Preference shares shall be prioritized for payment first.

XVIII. SETTLEMENT OF INTERNAL DISPUTES

Article 57. Settlement of internal disputes

1. In case of any dispute or claim arising in relation to the Company's operations, the rights and obligations of shareholders as prescribed by the Law on Enterprises, the Company Charter, other legal regulations, or agreements between:

- a) A shareholder and the Company;
- b) A shareholder and the Board of Directors, the Board of Supervisors, the General Director, or other managers.

The involved parties shall attempt to resolve such disputes through negotiation and conciliation. Except for disputes involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and require each party to present information related to the dispute within 07 (seven) working days from the date the dispute arises. In case of a dispute involving the Board of Directors or the Chairman of the Board of Directors, any party may request the Head of the Board of Supervisors to appoint an independent expert to act as a mediator for the dispute resolution process.

2. In case a conciliation decision is not reached within 06 (six) weeks from the commencement of the conciliation process, or if the mediator's decision is not accepted by the parties, any party may refer the dispute to arbitration or a court.

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

XIX. SUPPLEMENT AND AMENDMENT OF THE CHARTER

Article 58. Company Charter

1. The amendment and supplementation of this Charter must be considered and decided by the General Meeting of Shareholders.

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

XX. EFFECTIVE DATE

Article 59. Effective date

1. This Charter consists of 20 sections and 59 articles, which were unanimously passed by the General Meeting of Shareholders of Lix Detergent Joint Stock Company on 24 April 2026 and all agreed to the full validity of this Charter.

2. The Charter is made into 10 (ten) copies, having equal validity, and must be kept at the Company's head office.

3. This Charter is the sole and official Charter of the Company.
4. Copies or extracts of the Company Charter are valid when signed by the Chairman of the Board of Directors or at least 1/2 of the total members of the Board of Directors.

Full name and signature of the Company's legal representative.



Cao Thành Tín

