



EXTRAORDINARY INFORMATION DISCLOSURE

To:

- State Securities Commission;
- Ho Chi Minh City Stock Exchange.

1. Organization name:

- Company: CNG Vietnam Joint Stock Company
- Stock ticker: CNG
- Address: 475 Nguyen An Ninh Street – Tam Thang Ward – Ho Chi Minh City
- Tel: 0254. 3574.635 Fax: 0254. 3574.619
- Email: info@cngvietnam.com

2. Information disclosure content:

CNG Vietnam Joint Stock Company hereby discloses information regarding the Resolutions and Minutes of the 2026 Extraordinary General Meeting of Shareholders, with details attached as follows:

- Resolution No. 71/NQ-ĐHĐCĐ dated October 8, 2026, of the 2026 Extraordinary General Meeting of Shareholders (GMS);
- Resolution No. 72/NQ-GMS dated October 8, 2026, of the 2026 Extraordinary General Meeting of Shareholders regarding the election of members to the Board of Directors of CNG Vietnam Joint Stock Company;
- Resolution No. 73/NQ-GMS dated October 8, 2026, of the 2026 Extraordinary General Meeting of Shareholders regarding the election of members to the Supervisory Board of CNG Vietnam Joint Stock Company;
- Minutes of Meeting No. 92/BB-GMS dated October 8, 2026, of the 2026 Extraordinary General Meeting of Shareholders;
- Meeting Minutes of the Supervisory Board dated October 8, 2026.

3. This information was published on the Company's website on October 9, 2026, at the link: <https://cngvietnam.com>.

We hereby commit that the above information is true and accurate, and we take full legal responsibility for the content of the disclosed information.

Recipient:

- As above;
- Board of Directors; Supervisory Board;
- Heads of departments;
- Archived VT; TH. S.01

**LEGAL REPRESENTATIVE
DIRECTOR**

(Signed)

Vu Duy Dong

CNG VIETNAM JOINT STOCK COMPANY

Office: 475, Nguyen An Ninh Street, Tam Thang Ward, Ho Chi Minh City

Tel: (84) 254. 3574635 – Fax: (84) 254. 3574619

Email: info@cngvietnam.com

Website: www.cngvietnam.com

Người ký: CÔNG TY CỔ PHẦN CNG VIỆT NAM

Ký ngày: 09/10/2026 11:00:03



No.: 71.../NQ - ĐHĐCĐ

Ho Chi Minh City, October 8, 2026

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

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of CNG Vietnam Joint Stock Company;
- Pursuant to Meeting Minutes No. 92/BB-GMS dated October 8, 2026, of the 2026 Extraordinary General Meeting of Shareholders of CNG Vietnam Joint Stock Company.

RESOLVED:

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

The General Meeting voted to approve with 21,245,376 shares in favor, accounting for 99.9341% of the total voting shares present at the Meeting.

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

The General Meeting voted to approve with 21,245,376 shares in favor, accounting for 99.9341% of the total voting shares present at the Meeting.

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

The General Meeting voted to approve with 21,245,376 shares in favor, accounting for 99.9341% of the total voting shares present at the Meeting.

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

The General Meeting voted to approve with 21,245,376 shares in favor, accounting for 99.9341% of the total voting shares present at the Meeting.

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

The General Meeting voted to approve with 21,245,376 shares in favor, accounting for 99.9341% of the total voting shares present at the Meeting.

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

The General Meeting voted to approve with 21,245,376 shares in favor, accounting for 99.9341% of the total voting shares present at the Meeting.



Article 7. Approve the Proposal on the dismissal and election of additional members of the Supervisory Board for the 2026 - 2031 term (*Details as per the attached document*).

The General Meeting voted to approve with 21,245,376 shares in favor, accounting for 99.9341% of the total voting shares present at the Meeting.

Article 8. Approve the election of Ms. Nguyen Thi Thanh Ha (*Date of birth: November 15, 1979; ID card No.: 001179036085, date of issue: May 10, 2021, place of issue: Police Department for Administrative Management of Social Order; address: 563/9 Nguyen An Ninh, Tam Thang Ward, Ho Chi Minh City; professional qualifications: Bachelor of Accounting - Auditing, Bachelor of English*) **as a member of the Board of Directors of CNG Vietnam Joint Stock Company for the 2026 - 2031 term, effective from October 8, 2026.**

The General Meeting voted to approve with 21,245,374 shares in favor, accounting for 99.9341% of the total voting shares present at the Meeting.

Election results:

Full name	Position	Number of votes	Election ratio
Nguyen Thi Thanh Ha	Member of the Board of Directors	21.245.374	99,9341%

Article 9. Approve the election of Ms. To Thi Huyen (*Date of birth: November 21, 1987; ID card No.: 038187027295, date of issue: December 21, 2021, place of issue: Police Department for Administrative Management of Social Order; address: B14.07 Block 1, Dragon Hill Residence, Zone 15A1, Hamlet 23, Nha Be Commune, Ho Chi Minh City; professional qualifications: Bachelor of Accounting - Auditing*) **as a member of the Supervisory Board of CNG Vietnam Joint Stock Company for the 2026 - 2031 term, effective from October 8, 2026.**

The General Meeting voted to approve with 21,245,374 shares in favor, accounting for 99.9341% of the total voting shares present at the Meeting.

Election results:

Full name	Position	Number of votes	Election ratio
To Thi Huyen	Member of the Supervisory Board	21.245.374	99,9341%

Article 10. This Resolution takes effect from the date of signing. The Board of Directors, the Supervisory Board, and the Board of Management of the Company are responsible for implementing this Resolution./.

Recipient:

- As per Article 10;
- Shareholders;
- Archived at VT, BOD.04.

**FOR THE 2026 EXTRAORDINARY GENERAL MEETING
OF SHAREHOLDERS**

CHAIR

CHAIRMAN OF THE BOARD OF DIRECTORS

(Signed)

Trinh Van Khiem

No.: 72/NQ - GMS

Ho Chi Minh City, October 8, 2026

RESOLUTION
of the 2026 Extraordinary General Meeting of Shareholders of CNG
Vietnam Joint Stock Company
on the election of a member of the Board of Directors

GENERAL MEETING OF SHAREHOLDERS
CNG VIETNAM JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

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

Pursuant to the Charter of CNG Vietnam Joint Stock Company;

Pursuant to Minutes No. 92/BB-ĐHĐCĐ dated October 8, 2026, of the 2026 Extraordinary General Meeting of Shareholders of CNG Vietnam Joint Stock Company.

RESOLVED:

Article 1. To elect Ms. Nguyen Thi Thanh Ha (Date of birth: November 15, 1979; Citizen ID No.: 001179036085, date of issue: May 10, 2021, place of issue: Police Department for Administrative Management of Social Order; Address: 563/9 Nguyen An Ninh, Tam Thang Ward, Ho Chi Minh City; Professional qualifications: Bachelor of Accounting - Auditing, Bachelor of English) as a member of the Board of Directors of CNG Vietnam Joint Stock Company for the 2026 - 2031 term.

Article 2. This Resolution takes effect from the date of signing.

Article 3. The Board of Directors, the Supervisory Board, the Board of Management of the Company, and Ms. Nguyen Thi Thanh Ha are responsible for the implementation of this Resolution.

Recipients:

- As stated in Article 3;
- Shareholders;
- Archived at Office, BOD.04.

ON BEHALF OF THE 2026 EXTRAORDINARY GMS
CHAIRPERSON
CHAIRMAN OF THE BOARD OF DIRECTORS

(Signed)

Trinh Van Khiem

No.: 73/NQ - ĐHĐCĐ

Ho Chi Minh City, October 8, 2026

RESOLUTION
of the 2026 Extraordinary General Meeting of Shareholders of CNG Vietnam
Joint Stock Company
regarding the election of a member of the Supervisory Board

GENERAL MEETING OF SHAREHOLDERS
CNG VIETNAM JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
Pursuant to the Charter of CNG Vietnam Joint Stock Company;
Pursuant to Minutes No. 92/BB-ĐHĐCĐ dated October 8, 2026, of the 2026
Extraordinary General Meeting of Shareholders of CNG Vietnam Joint Stock Company.

RESOLVES:

Article 1. To elect Ms. To Thi Huyen (Date of birth: November 21, 1987; ID card No.: 038187027295, date of issue: December 21, 2021, place of issue: Police Department for Administrative Management of Social Order; Address: B14.07 Block 1, Dragon Hill high-rise complex, zone 15A1, hamlet 23, Nha Be Commune, Ho Chi Minh City; Professional qualification: Bachelor of Accounting - Auditing) as a member of the Supervisory Board of CNG Vietnam Joint Stock Company for the 2026 - 2031 term.

Article 2. This Resolution takes effect from the date of signing.

Article 3. The Board of Directors, the Supervisory Board, the Board of Management, and Ms. To Thi Huyen are responsible for the implementation of this Resolution./.

Recipients:

- As per Article 3;
- Shareholders;
- Office, BOD.04.

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

(Signed)

Trinh Van Khiem

**MINUTES OF MEETING
EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026
CNG VIET NAM JOINT STOCK COMPANY**

I. Meeting Information:

1. Company Name: CNG Viet Nam Joint Stock Company (CNG Viet Nam).
2. Address: No. 475 Nguyen An Ninh, Tam Thang Ward, Ho Chi Minh City.
3. Pursuant to the Business Registration Certificate (18th amendment) No. 3500800828 issued by the Ho Chi Minh City Department of Finance on January 13, 2026.
4. Meeting Time: Commencing at 9:00 AM, Thursday, 8th October, 2026.
5. Meeting Venue: No. 475 Nguyen An Ninh, Tam Thang Ward, Ho Chi Minh City.
6. Meeting Format: Online.

II. Content and Agenda:

1. Proposal on amending and supplementing the Company Charter.
2. Proposal on supplementing the Company's business lines.
3. Proposal on amending and supplementing the Internal Regulations on Corporate Governance.
4. Proposal on amending and supplementing the Operating Regulations of the Board of Directors.
5. Proposal on amending and supplementing the Operating Regulations of the Supervisory Board.
6. Proposal on the dismissal and election of additional members of the Board of Directors for the 2026 - 2031 term.
7. Proposal on the dismissal and election of additional members of the Supervisory Board for the 2026 - 2031 term.

III. Participants:

1. Guests:

Representative of Major Shareholder - Petrovietnam Gas Joint Stock Corporation:

- Mr. Nguyen Cong Luan - Deputy General Director of Petrovietnam Gas Joint Stock Corporation.

- Together with representatives of specialized departments of Petrovietnam Gas Joint Stock Corporation.
- 2. The Company's Board of Directors, including the following members:
 - Mr. Trinh Van Khiem - Chairman of the Board of Directors
 - Mr. Vu Duy Dong - Member of the BOD and Director
 - Ms. Nguyen Thi Hong Hai - Member of the Board of Directors
 - Mr. Nguyen Huu Thang - Member of the Board of Directors
 - Mr. Vu Tuan Ngoc - Independent Member of the Board of Directors
- 3. The Company's Supervisory Board, including the following members:
 - Ms. Nguyen Thi Thanh Ha - Head of the Supervisory Board
 - Mr. Dinh Thanh Phuong - Member of the Supervisory Board
 - Mr. Pham Huu Thien - Member of the Supervisory Board
- 4. The Company's Executive Board, including the following members:
 - Mr. Vu Duy Dong - Director
 - Mr. Pham Tuan Anh - Person in charge of Accounting
- 5. Shareholders in attendance: Including shareholders/authorized representatives of shareholders after completing the registration procedures in accordance with the Company's Charter.

IV. Meeting Proceedings:

- Mr. Tran Phu Binh - Deputy Head of the Safety and Technology Department, Head of the Shareholder Eligibility Verification Committee, reported the verification results as follows: As of 9:00 AM on October 08, 2026, 40 shareholders and shareholder representatives were present, holding **19,718,576** shares, equivalent to **56.1794%** of total voting shares, and declared the EGM qualified to proceed in accordance with the current Law on Enterprises (Verification Minutes attached).
- 1. The General Meeting unanimously approved the Meeting Working Regulations via electronic voting with **99.9331%** in favor.
- 2. The General Meeting unanimously approved the Election Regulations via electronic voting with **99.9331%** in favor.
- 3. The General Meeting unanimously approved the appointment of the following individuals to the Presidium, Secretariat, and Vote Counting Committee via electronic voting with **99.9331%** in favor.

Presidium:

- Mr. Trinh Van Khiem - Chairman of the Board of Directors - Chair.
- Mr. Vu Duy Dong - Member of the BOD and Director - Member.

Secretariat:

- Mr. Nguyen Khac Hoang - Deputy Head of Administration and HR, Company Secretary.
- Ms. Nguyen Hoai Phuong - Specialist of the General Department.

Vote Counting Committee:

- Mr. Tran Phu Binh - Deputy Head of Safety and Technology Department, Head of Committee.
 - Ms. Tran Ngoc Lan - Director's Secretary, Member.
 - Ms. Pham Thi Tuyet Trinh - General Accountant, Member.
4. The General Meeting unanimously approved the Meeting Agenda via electronic voting with **99.9331%** in favor.
 5. Ms. Vo Thi Thu Suong - Head of the General Department, authorized by the Chairman of the Board of Directors, presented:
 - Proposal on amending and supplementing the Company Charter.
 - Proposal on supplementing the Company's business lines.
 - Proposal on amending and supplementing the Internal Regulations on Corporate Governance.
 - Proposal on amending and supplementing the Operating Regulations of the Board of Directors.
 6. Ms. Nguyen Thi Thanh Ha - Head of the Supervisory Board, presented:
 - Proposal on amending and supplementing the Operating Regulations of the Supervisory Board.
 7. Mr. Vu Duy Dong - Member of the Board of Directors and Director, presented:
 - Proposal on the dismissal and election of additional members of the BOD for the 2026 - 2031 term.
 - Proposal on the dismissal and election of additional members of the Supervisory Board for the 2026 - 2031 term.
 8. Discussion at the Meeting: After hearing the presentation of the proposals, the Presidium noted that there were no questions or comments from shareholders.

V. Vote Counting Results:

The results of the voting on the proposals at the Meeting were conducted via electronic voting:

From the opening time to 09:50 AM, the number of attendees: **43** delegates, representing **21,259,388** voting shares, accounting for **60.5693%** of the total voting shares of all shareholders with voting rights.

Statistics of ballots issued, collected, and not collected:

Total ballots issued: **43** representing **21,259,388** voting shares, accounting for 100% of the total voting shares of shareholders present.

Total ballots collected: **40** representing **21,245,376** voting shares, accounting for 99.9341% of the total voting shares of shareholders present.

Total ballots not collected: **03** representing **14,012** voting shares, accounting for 0.0659% of the total voting shares of shareholders present.

1. Approval of the Proposal on amending and supplementing the Company Charter:

The EGM approved this with the following voting results:

Result	Total voting shares	Of which			
		For	Against	Abstain	Invalid
Number of votes	40	40	0	0	0
Representing	21.245.376	21.245.376	0	0	0
Percentage (%)	99,9341%	99,9341%	0	0	0

2. Approval of the Proposal on amending the Company's business lines:

The EGM approved this with the following voting results:

Result	Total voting shares	Of which			
		For	Against	Abstain	Invalid
Number of votes	40	40	0	0	0
Representing	21.245.376	21.245.376	0	0	0
Percentage (%)	99,9341%	99,9341%	0	0	0

3. Approval of the Proposal on amending and supplementing the Internal Regulations on Corporate Governance:

The EGM approved this with the following voting results:

Result	Total voting shares	Of which			
		For	Against	Abstain	Invalid
Number of votes	40	40	0	0	0
Representing	21.245.376	21.245.376	0	0	0
Percentage (%)	99,9341%	99,9341%	0	0	0

4. Approval of the Proposal on amending and supplementing the Operating Regulations of the Board of Directors:

The EGM approved this with the following voting results:

Result	Total voting shares	Of which			
		For	Against	Abstain	Invalid
Number of votes	40	40	0	0	0
Representing	21.245.376	21.245.376	0	0	0

Percentage (%)	99,9341%	99,9341%	0	0	0
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5. Approval of the Proposal on amending and supplementing the Operating Regulations of the Supervisory Board:

The EGM approved this with the following voting results:

Result	Total voting shares	Of which			
		For	Against	Abstain	Invalid
Number of votes	40	40	0	0	0
Representing	21.245.376	21.245.376	0	0	0
Percentage (%)	99,9341%	99,9341%	0	0	0

6. Approval of the Proposal on the dismissal and election of additional members of the Board of Directors for the 2026 - 2031 term:

❖ **Report on the dismissal of a member of the Board of Directors:**

- Ms. Nguyen Thi Hong Hai - Position: Member of the Board of Directors

❖ **Information on the election of additional members of the Board of Directors for the 2026 - 2031 term:**

Candidate:

- Full name:	Nguyen Thi Thanh Ha
- Date of birth:	11/15/1979
- ID Card/CCCD:	001179036085, date of issue: 05/10/2021, place of issue: Police Department for Administrative Management of Social Order
- Nationality:	Vietnamese
- Ethnicity:	Scripture
- Permanent residence:	563/9 Nguyen An Ninh, Tam Thang Ward, Ho Chi Minh City
- Professional qualifications:	Bachelor of Accounting and Auditing, Bachelor of English

The EGM approved this with the following voting results:

Result	Total voting shares	Of which			
		For	Against	Abstain	Invalid
Number of votes	40	40	0	0	0
Representing	21.245.376	21.245.376	0	0	0
Percentage (%)	99,9341%	99,9341%	0	0	0

7. Approval of the Proposal on the dismissal and election of additional members of the Supervisory Board for the 2026 - 2031 term:

❖ **Report on the dismissal of a member of the Supervisory Board:**

- Ms. Nguyen Thi Thanh Ha - Position: Head of the Supervisory Board

❖ **Information on the election of additional members of the Supervisory Board for the 2026 - 2031 term:**

Candidate:

- Full name:	To Thi Huyen
- Date of birth:	11/21/1987
- ID Card/CCCD:	038187027295, date of issue: December 21, 2021, place of issue: Police Department for Administrative Management of Social Order
- Nationality:	Vietnam
- Ethnicity:	Sutra
- Permanent residence:	B14.07 Block 1, Dragon Hill apartment complex, zone 15A1, hamlet 23, Nha Be Commune, Ho Chi Minh City
- Professional qualification:	Bachelor of Accounting - Auditing

The EGM approved this with the following voting results:

Result	Total voting shares	Of which			
		For	Against	Abstain	Invalid
Number of votes	40	40	0	0	0
Representing	21.245.376	21.245.376	0	0	0
Percentage achieved (%)	99,9341%	99,9341%	0	0	0

8. The General Meeting of Shareholders elected Ms. Nguyen Thi Thanh Ha to the position of Member of the Board of Directors for the 2026 - 2031 term with the following election results:

Full name	Title	Number of votes	Election percentage
Nguyen Thi Thanh Ha	BOD Member	21.245.374	99,9341%

9. The General Meeting of Shareholders elected Ms. To Thi Huyen to the position of Member of the Supervisory Board for the 2026 - 2031 term with the following election results:

Full name	Title	Number of votes	Election percentage
To Thi Huyen	SB Member	21.245.374	99,9341%

VI. Meeting Minutes:

Mr. Nguyen Khac Hoang, on behalf of the Secretariat, read the draft Minutes and Resolution of the 2026 Extraordinary General Meeting of Shareholders. The EGM approved the Minutes and Resolution of the Meeting via electronic voting with the following results:

Result	Total number of valid ballots				Total number of invalid ballots
	For	Against	Abstain	Total	
Number of votes	40	0	0	40	0
Representing	21.242.588	0	0	21.242.588	0
Percentage achieved (%)	99,9210%	0	0	99,9210%	0

The 2026 Extraordinary General Meeting of Shareholders adjourned at 10:45 AM on the same day.

The Minutes of the 2026 Extraordinary General Meeting of Shareholders were prepared in 02 copies, having equal legal validity.

PRESIDIUM

(Signed)

Trinh Van Khiem

(Signed)

Vu Duy Dong

SECRETARIAT

(Signed)

Nguyen Khac Hoang

(Signed)

Nguyen Hoai Phuong



PROPOSAL

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

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

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

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, and the guiding documents on corporate governance of public companies;

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

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

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

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

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

1. Necessity and purpose of the amendment

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

2. Main contents of the amendment and supplementation

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

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



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

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

3. Recommendation to the General Meeting of Shareholders

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the Charter of CNG Vietnam Joint Stock Company (as amended and supplemented), in accordance with the Draft attached to this Proposal.

Sincerely!

Attachments:

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

Recipients:

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

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Trinh Van Khiem

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness



CHARTER
CNG VIETNAM JOINT STOCK COMPANY
(19TH AMENDMENT)

Date of issuance: 08 October 2026

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

Tel: 0254 3574635; Fax: 0254 3574619



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PREAMBLE

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

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 the joint stock company and in accordance with the provisions of Article 6 of this Charter;*
 - b) *Voting capital is the share capital in respect of which the owner has the right to vote on matters falling within 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;*
 - 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;*
 - e) *Vietnam is the Socialist Republic of Vietnam;*
 - f) *Company is CNG Vietnam Joint Stock Company;*
 - g) *Date of establishment is the date on which the Company was granted its initial Investment Certificate (28 May 2007);*
 - h) *Company Executives are: Director, Deputy Director, Chief Accountant;*
 - i) *Company Managers are: Chairman of the Board of Directors, Members of the Board of Directors, Director, and other Managers.*
 - j) *Other Managers are: Deputy Director and Chief Accountant.*
 - k) *Related persons are individuals and organizations as defined in Clause 46, Article 4 of the Law on Securities and Clause 23, Article 4 of the Law on Enterprises;*
 - l) *"Non-executive member of the Board of Directors": A member of the Board of Directors who is not a Director, Deputy Director, or Chief Accountant;*
 - m) *Shareholder is an individual or organization owning at least one share of the Company;*
 - n) *Founding shareholder is a shareholder who owns at least one ordinary share and signs the list of founding shareholders of the Company;*
 - o) *Major shareholder is a shareholder as defined in Clause 18, Article 4 of the Law on Securities;*
 - p) *Operational duration is the period of the Company's operation as stipulated in Article 2 of this Charter and approved by the Company's General Meeting of Shareholders;*
 - q) *Stock Exchange is the Vietnam Stock Exchange and its subsidiaries.*
2. In this Charter, references to one or more regulations or other documents include any amendments, supplements, or replacement documents.

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

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

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

1. Company Name

- Company name in Vietnamese: CÔNG TY CỔ PHẦN CNG VIỆT NAM
- Company name in English: CLEAN NATURAL GAS VIETNAM JOINT STOCK COMPANY
- Abbreviated company name: PV GAS CNG
- Company logo:

The Company's logo is approved by the Board of Directors and designed to align with the brand identity system of the Vietnam National Oil and Gas Group; it is managed and used based on a trademark usage transfer agreement between the Company and the Vietnam National Oil and Gas Group.

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

3. Registered headquarters of the Company:

- Headquarters address: No. 475 Nguyen An Ninh, Tam Thang Ward, Ho Chi Minh City.
- Tel: (84-254) 3574635
- Fax: (84-254) 3574619
- E-mail: info@cngvietnam.com
- Website: www.cngvietnam.com

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

5. The operational duration of the Company is indefinite.

Article 3. Legal representative of the Company

The Company has 01 (one) legal representative. The Company's legal representative is the Director. In case the Company has not appointed or hired a Director, the Chairman of the Board of Directors shall be the legal representative of the Company until a Director is appointed or hired in accordance with the law and the Company's Charter.

The legal representative of the Company is the individual representing the Company in exercising 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 carried out in accordance with Article 13 of the Law on Enterprises and other rights and obligations as prescribed by current law.

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

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

In the event of absence from Vietnam for more than 30 days without authorizing another person to exercise the rights and duties of the Company's legal representative, the Board of Directors shall appoint someone else as a replacement.

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

Article 4. Company's operational objectives

1. The Company's business lines are:

- Production, filling, and trading of: Gas (liquefied petroleum gas - LPG, compressed natural gas - CNG, liquefied natural gas - LNG, Hydrogen gas - H₂); Biomass and related products; Propane;
- Electricity production and trading; production and trading of saturated steam and chilled air for energy supply and air conditioning;
- Provision of renovation, maintenance, repair, and installation services for conversion equipment for vehicles using CNG, LNG, LPG, and Biomass gas fuels;
- Trading of CNG, LNG, LPG transportation services and trading of other fuels as prescribed by law;
- Provision of construction, installation, maintenance, and repair services for industrial and petroleum works;
- Production, installation, purchase, sale, and leasing of industrial equipment serving industrial and petroleum works;
- Road freight transport business, coastal and ocean freight transport, inland waterway freight transport;
- Office, warehouse, and goods storage leasing business;
- Other business lines not prohibited by law and consistent with the Company's development orientation.

2. Company's operational objectives: To mobilize and use capital effectively, constantly develop production and business activities, enhance competitiveness, achieve optimal profit

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

Article 5. Scope of business and operations of the Company

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

IV.CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter capital, shares, founding shareholders

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

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

2. The Company may change its charter capital when approved by the General Meeting of Shareholders and in accordance with the provisions of law.
3. The Company's shares as of the date of adoption of this Charter are ordinary shares.
4. The Company may issue other types of preferred shares after obtaining approval from the General Meeting of Shareholders and in accordance with the provisions of law.
5. The Company officially operates in the form of a joint stock company according to the Investment Registration Certificate issued by the Management Board of Industrial Zones of Ba Ria - Vung Tau Province for the first time on 28 May 2007. Pursuant to the provisions of the Law on Enterprises, as of now, the ordinary shares of the founding shareholders have passed the restricted transfer period.

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

6. The Company may purchase shares issued by the Company itself in the manners stipulated in this Charter and current laws.
7. The Company may issue other types of securities in accordance with the provisions of law.

Article 7. Share certificates

1. Shareholders of the Company shall be issued share certificates corresponding to the number and type of shares owned.
2. A share certificate is a security certifying the legitimate rights and interests of the owner in a portion of the Company's share capital. A share certificate must contain all content as prescribed in Clause 1, Article 121 of the Law on Enterprises.

3. Within 30 days from the date of submitting a complete application for share ownership transfer according to the Company's regulations or within 30 days from the date of full payment for shares according to the Company's share issuance plan (or other time limit as specified in the issuance terms), the share owner shall be issued a share certificate. Share owners do not have to pay the Company for the cost of printing share certificates.
4. In case a share certificate is lost, damaged, or destroyed in other forms, the shareholder shall be re-issued a share certificate by the Company upon that shareholder's request. The shareholder's request must include the following content:
 - a) Information about the share certificate that has been lost, damaged, or destroyed in other forms;
 - b) Commitment to take responsibility for disputes arising from the issuance of new share certificates.

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. Share transfer

1. All shares are freely transferable unless otherwise provided for by this Charter and the law; shares listed on the Stock Exchange are transferred in accordance with the provisions of the law on securities and the securities market.
2. Shares that have not been fully paid for may not be transferred or enjoy related rights 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 rights as prescribed by law.

V. ORGANIZATIONAL STRUCTURE, GOVERNANCE, AND CONTROL

Article 10. Organizational structure, governance, and control

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

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

VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Article 11. Rights of shareholders

1. Ordinary shareholders have the following rights:
 - a) To attend and speak at General Meetings of Shareholders and exercise voting rights directly or through an authorized representative or other forms as prescribed by the Company's Charter and the law. Each ordinary share has one vote;
 - b) To receive dividends at the level decided by the General Meeting of Shareholders;
 - c) To be given priority in purchasing new shares in proportion to each shareholder's ordinary share ownership in the Company;

- d) To freely transfer their shares to others, except in cases stipulated in Clause 3, Article 120, Clause 1, Article 127 of the Law on Enterprises and other relevant provisions of law;
 - e) To review, search, and extract information regarding the names and contact addresses of shareholders and request correction of inaccurate information;
 - f) To review, search, extract, or copy the Company's Charter, minutes of General Meetings of Shareholders, and Resolutions of the General Meeting of Shareholders;
 - g) Upon the Company's dissolution or bankruptcy, to receive a portion of the remaining assets in proportion to their share ownership in the Company;
 - h) To request the Company to repurchase shares in cases stipulated in Article 132 of the Law on Enterprises;
 - i) To be treated equally. Each share of the same type grants the owning shareholder equal rights, obligations, and benefits. In the event the Company has different types of preferred shares, the rights and obligations attached to such preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;
 - j) To have full access to periodic and extraordinary information disclosed by the Company in accordance with the law;
 - k) To have their legitimate rights and interests protected; to request the suspension or cancellation of resolutions or decisions of the General Meeting of Shareholders or the Board of Directors in accordance with the Law on Enterprises;
 - l) Other rights as prescribed by law and this Charter.
2. Shareholders or groups of shareholders owning 05% or more of the total ordinary shares have the following rights:
- a) To request the Board of Directors to convene a General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises;
 - b) To review, search, and extract minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Supervisory Board, contracts, and transactions that must be approved by the Board of Directors, and other documents, excluding documents related to the Company's trade secrets and business secrets;
 - c) To request the Supervisory Board to inspect specific issues related to the management and administration of the Company's operations when deemed necessary. The request must be in writing and must include the following: full name, contact address, nationality, and legal identification document number for individual shareholders; name, enterprise identification number or legal identification document number, and headquarters address for organizational shareholders; number of shares and time of share registration for each shareholder, total shares of the group of shareholders, and ownership ratio in the Company's total shares; 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 at least 07 working days before

the opening date. The proposal must clearly state all information as prescribed in Clause 4, Article 17 of this Charter;

- e) Other rights as prescribed by law and this Charter.
3. Shareholders or groups of shareholders owning 10% or more of the total ordinary shares have the right to nominate candidates for the Board of Directors and the Supervisory Board. The nomination of candidates for the Board of Directors and the Supervisory Board shall be carried out as follows:
- a) Ordinary shareholders forming a group to nominate candidates for the Board of Directors and the Supervisory Board must notify the attending shareholders of the group formation before the opening of the General Meeting of Shareholders;
 - b) Based on the number of members of the Board of Directors and the Supervisory Board, the shareholders or groups of shareholders stipulated in this Clause are entitled to nominate one or more persons as decided by the General Meeting of Shareholders as candidates for the Board of Directors and the Supervisory Board. In the event that the number of candidates nominated by shareholders or groups of shareholders is lower than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders.

Article 12. Obligations of shareholders

Ordinary shareholders have the following obligations:

- 1. To pay for the subscribed shares in full and on time.
- 2. Not to withdraw capital contributed by ordinary shares from the Company in any form, except in cases where shares are repurchased by the Company or others. In the event a shareholder withdraws part or all of their contributed share capital contrary to the provisions of this Clause, that shareholder and related persons in the Company shall be jointly and severally liable for the Company's debts and other asset obligations within the value of the withdrawn shares and damages incurred.
- 3. To comply with the Company's Charter and Internal Regulations on Corporate Governance.
- 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's Charter and the law; to use the provided information only to exercise and protect their legitimate rights and interests; it is strictly prohibited to disseminate, copy, or send information provided by the Company to other organizations or individuals.
- 6. To attend the General Meeting of Shareholders and exercise voting/election rights through the following forms:
 - a) Attending and voting/electing directly at the meeting;
 - b) Authorizing other individuals or organizations to attend and vote/elect at the meeting;

- c) Attending and voting/electing via online conference, electronic voting, or other electronic forms;
 - d) Sending voting/election ballots to the meeting via mail, fax, or email;
 - e) Sending voting/election ballots in accordance with the Company's Charter.
7. To be personally liable when acting in the name of the Company in any form to commit one 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.
8. Fulfilling other obligations as prescribed by current law.

Article 13. General Meeting of Shareholders

1. The General Meeting of Shareholders consists of all shareholders with voting rights and is the highest decision-making body of the Company. The General Meeting of Shareholders meets annually once a year and within four (04) months from the end of the fiscal year. The Board of Directors may decide to extend the annual General Meeting of Shareholders in case of necessity, but not exceeding 06 months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue for the General Meeting of Shareholders is determined as the place where the chairperson attends the meeting and must be within the territory of Vietnam.
2. The Board of Directors shall convene the annual General Meeting of Shareholders and select a suitable venue. The annual General Meeting of Shareholders shall decide on matters as prescribed by law and the Company's Charter, especially approving the audited annual financial statements. In the event that the auditor's report on the Company's annual financial statements contains material exceptions, adverse opinions, or disclaimers, the Company must invite representatives of the approved auditing organization that performed the audit of the Company's financial statements to attend the annual General Meeting of Shareholders, and the aforementioned representatives of the auditing organization 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) When the Board of Directors deems it necessary for the interests of the Company;
 - b) When the number of remaining members of the Board of Directors or Supervisory Board is less than the minimum number of members as prescribed by law;
 - c) At the request of shareholders or groups 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 in writing, clearly stating the reason and purpose of the meeting, and bearing the full signatures of the relevant shareholders, or the written request may be made in multiple copies and collected with sufficient signatures of the relevant shareholders;

- d) At the request of the Supervisory Board;
- e) Other cases as prescribed by law.

4. Convening an extraordinary General Meeting of Shareholders:

- a) The Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of remaining members of the Board of Directors or Supervisory Board is as stipulated in Point b, Clause 3 of this Article, or from the date of receiving the request as stipulated in Point c and Point d, Clause 3 of this Article.

The Board of Directors must notify the case where an independent member of the Board of Directors no longer meets the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect additional or replacement independent members of the Board of Directors within 06 months from the date of receiving the notice from the relevant independent member of the Board of Directors;

- b) In the event 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 following 30 days, the Supervisory Board shall replace the Board of Directors in convening the General Meeting of Shareholders in accordance with Clause 3, Article 140 of the Law on Enterprises;
- c) In the event the Supervisory Board fails to convene a General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, then the shareholders or groups of shareholders as stipulated in Point c, Clause 3 of this Article have the right to represent the Company in convening the General Meeting of Shareholders in accordance with the Law on Enterprises;

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

- d) Procedures for organizing the General Meeting of Shareholders shall be in accordance with Clause 5, Article 140 of the Law on Enterprises.

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

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

- a) To approve the Company's development orientation;
- b) To approve the annual financial statements;
- c) To decide on the types of shares and the total number of shares of each type authorized to be offered; to decide on the annual dividend level for each type of share;
- d) To elect, dismiss, or remove members of the Board of Directors and members of the Supervisory Board;

- e) To decide on investments or sales of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statement;
 - f) To decide on amendments and supplements to the Company's Charter;
 - g) To decide on the repurchase of over 10% (but not exceeding 30%) of the total shares of each type sold;
 - h) To decide on the reorganization or dissolution of the Company;
 - i) To decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;
 - j) To approve/amend and supplement the Internal Regulations on Corporate Governance; Regulations on the operation of the Board of Directors and the Supervisory Board;
 - k) To approve the list of approved auditing companies (as prescribed in Clause 22, Article 4 of the Law on Securities); to decide on the approved auditing company to perform inspections of the company's operations, and to dismiss independent auditors when deemed necessary;
 - l) To review and handle violations by members of the Board of Directors or members of the Supervisory Board that cause damage to the Company and its shareholders;
 - m) Other rights and obligations as prescribed by law.
2. The General Meeting of Shareholders shall discuss and approve the following issues:
- a) The issues stated in Clause 1 of this Article;
 - b) The Company's annual business plan;
 - c) The report of the Board of Directors on corporate governance and the performance results of the Board of Directors and each member of the Board of Directors;
 - d) The report of the Supervisory Board on the Company's business results and the performance of the Board of Directors and the Director;
 - e) The self-assessment report on the performance results of the Supervisory Board and its members;
 - f) The number of members of the Board of Directors and the Supervisory Board;
 - g) Division, splitting, consolidation, merger, or conversion of the Company;
 - h) The Company's signing of contracts or transactions with subjects as stipulated in Clause 1, Article 167 of the Law on Enterprises valued at 35% or more, or transactions leading to a total transaction value arising within 12 months from the date of the first transaction of 35% or more of the total asset value recorded in the Company's most recent financial statement;
 - i) Approval of contracts or loan, lending, or asset sale transactions valued at more than 10% of the total asset value of the enterprise recorded in the most recent financial statement between the company and shareholders owning 51% or more of the total voting shares or related persons of such shareholders;
 - j) Approval of lease, sublease, mortgage, or pledge contracts for assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statement;

- k) Other issues as prescribed by law and this Charter.
- 3. All issues included in the meeting agenda must be discussed and voted upon at the General Meeting of Shareholders.
- 4. For contents approved in previous Resolutions of the General Meeting of Shareholders that have not yet been implemented, the Board of Directors must report to the General Meeting of Shareholders at the nearest annual meeting. In case of changes to content falling under the decision-making authority of the General Meeting of Shareholders, the Board of Directors must submit it to the General Meeting of Shareholders at the nearest meeting for approval before implementation.

Article 15. Authorization to attend the General Meeting of Shareholders

- 1. Shareholders or authorized representatives of organizational shareholders may attend the meeting directly or authorize one or more other individuals or organizations to attend or attend through one of the forms stipulated in Clause 3, Article 144 of the Law on Enterprises.
- 2. The authorization for individuals or organizations to represent at the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be in writing. The power of attorney shall be made in accordance with civil laws and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of authorization, the scope of authorization, the duration of authorization, and the signatures of the authorizer and the authorized party.

The authorized person attending the General Meeting of Shareholders must submit the power of attorney when registering for the meeting. In case of re-authorization, the attendee must present the initial power of attorney of the shareholder or the authorized representative of the organizational shareholder (if not previously registered with the Company).

- 3. The voting/election ballot of the authorized person attending the meeting within the scope of authorization remains valid unless one of the following events occurs:
 - a) The authorizer has died, is limited in civil act capacity, or has lost civil act capacity;
 - b) The authorizer has revoked the authorization;
 - c) The authorizer has revoked the authority of the person performing the authorization.

This provision does not apply in cases where 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 16. Variation of rights

- 1. The variation or cancellation of special rights attached to a type of preferred share shall be effective when approved by shareholders representing 65% or more of the total voting shares of all attending shareholders. A Resolution of the General Meeting of Shareholders regarding content that adversely changes the rights and obligations of shareholders owning preferred shares shall only be passed if approved by shareholders owning 75% or more of the total preferred shares of that type attending the meeting, or approved by shareholders owning 75%

or more of the total preferred shares of that type in the case of passing the resolution via written ballot.

2. The organization of a meeting of shareholders holding a type of preferred share to approve the variation of rights as mentioned above is only valid when there are at least 02 shareholders (or their authorized representatives) holding at least 1/3 of the par value of the issued shares of that type. In the event that there is an insufficient number of delegates as mentioned above, the meeting shall be reconvened within the following 30 days, and those holding shares of that type (regardless of the number of people and shares) present in person or through an authorized representative shall be considered a sufficient number of delegates as required. At the meetings of shareholders holding the aforementioned preferred shares, those holding shares of that type present in person or through a representative may request a secret ballot. Each share of the same type has equal voting rights at the aforementioned meetings.
3. The procedures for conducting such separate meetings shall be carried out similarly to the provisions in Articles 18, 19, and 20 of this Charter.
4. Unless otherwise provided in the terms of share issuance, the special rights attached to classes of preferred shares regarding certain or all matters related to the distribution of profits or assets of the Company shall not be altered by the Company's issuance of additional shares of the same class.

Article 17. Convening, agenda, and notice of the General Meeting of Shareholders

1. The Board of Directors shall convene the Annual and Extraordinary General Meetings of Shareholders. The Board of Directors shall convene an Extraordinary General Meeting of Shareholders in the cases prescribed in Clause 3, Article 13 of this Charter.
2. The person convening the General Meeting of Shareholders must perform the following tasks:
 - a) Prepare the list of shareholders eligible to attend and vote/elect at the General Meeting of Shareholders. The list of shareholders eligible to attend the General Meeting of Shareholders shall be prepared no more than 10 days before the date of sending the notice of the General Meeting of Shareholders. The Company must disclose information regarding the preparation of the list of shareholders eligible to attend the General Meeting of Shareholders at least 20 days before the final registration date;
 - b) Prepare the agenda and contents of the meeting;
 - c) Prepare documents for the meeting;
 - d) Draft the resolution of the General Meeting of Shareholders based on the expected contents of the meeting;
 - e) Determine the time and venue for the meeting;
 - f) Notify and send the notice of the General Meeting of Shareholders to all shareholders eligible to attend;
 - g) Other tasks serving the meeting.
3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method that ensures it reaches the shareholders' contact addresses, 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 notice to all shareholders on the list of shareholders eligible to attend no later than 21 days before the opening date of the meeting (calculated from the date the notice is validly sent or dispatched). The agenda of the General Meeting of Shareholders and documents related to matters to be voted upon at the meeting shall be sent to the shareholders and/or posted on the Company's website. In case documents are not enclosed with the notice of the General Meeting of Shareholders, the notice must clearly state the link to all meeting documents so that shareholders can access them, including:

- a) Meeting agenda and documents used in the meeting;
 - b) List and detailed information of candidates in case of electing members of the Board of Directors and members of the Supervisory Board;
 - c) Voting/election ballots;
 - d) Draft resolution for each matter in the meeting agenda.
4. Shareholders or a group of shareholders as stipulated in Clause 2, Article 11 of this Charter have the right to propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company in accordance with Clause 2, Article 11 of this Charter. The proposal must clearly state the shareholder's name, the number of each class of shares held by the shareholder, contact address, nationality, Citizen Identity Card number, People's Identity Card number, Passport or other legal personal authentication for individual shareholders; name, enterprise identification number or establishment decision number, and head office address for institutional shareholders; the number and class of shares held by that shareholder, and the matter proposed to be included in the meeting agenda. The reasons for the proposal; the shareholder's signature; if the person signing the proposal is a representative of the shareholder, a valid power of attorney must be enclosed.
5. The person convening the General Meeting of Shareholders has the right to reject the proposal stipulated in Clause 4 of this Article if it falls under one of the following cases:
- a) The proposal was 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 5% of the ordinary shares as stipulated in Clause 2, Article 11 of this Charter;
 - c) The proposed matter does not fall within the decision-making authority of the General Meeting of Shareholders;
 - d) Other cases as prescribed by law and this Charter.
6. The person convening the General Meeting of Shareholders must accept and include the proposal stipulated in Clause 4 of this Article in the expected agenda and contents of the meeting, except in the cases stipulated in Clause 5 of this Article; the proposal is officially added to the meeting agenda and contents if approved by the General Meeting of Shareholders.

Article 18. Conditions for conducting the General Meeting of Shareholders

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

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

1. Before opening the meeting, the Company must carry out shareholder registration procedures and must perform registration until all shareholders eligible to attend who are present have registered, following this 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 meeting agenda. Voting shall be conducted by voting in favor, against, or abstaining. The vote counting results shall be announced by the Chairperson/Vote Counting Committee immediately before the closing of the meeting. The Meeting shall elect the persons responsible for counting or supervising the counting of votes 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 participate and vote/elect at the meeting right after registration. The Chairperson is not responsible for stopping the meeting to allow late-arriving shareholders to register, and the validity of matters already voted/elected upon remains unchanged.
2. The election of the Chairperson, Secretary, and Vote Counting Committee is provided as follows:
 - a) The Chairperson of the Board of Directors shall act as the Chairperson or authorize another member of the Board of Directors to act as the Chairperson of the General Meeting of Shareholders convened by the Board of Directors. In case the Chairperson is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one among them to act as the meeting Chairperson by majority vote. In case a Chairperson

- cannot be elected, the Head of the Supervisory Board shall preside over the General Meeting of Shareholders to elect a 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 stipulated in point a of this clause, the person signing to convene the General Meeting of Shareholders shall preside over the General Meeting of Shareholders to elect a meeting Chairperson, and the person with the highest number of votes shall act as the meeting Chairperson;
 - c) The Chairperson shall appoint one or more persons as meeting secretary.
 - d) The General Meeting of Shareholders shall elect one or more persons to the vote counting committee at the request of the meeting Chairperson.
3. The agenda and contents of the meeting must be approved by the General Meeting of Shareholders during the opening session. The agenda must clearly and specifically 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 approved agenda, and reflecting the wishes of the majority of those present.
- a) Arranging seating at the venue of the General Meeting of Shareholders;
 - b) Ensuring safety for everyone present at the meeting venues;
 - c) Creating conditions for 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 measures applied may include issuing entry passes or using other optional forms.
5. The person convening or the Chairperson of the General Meeting of Shareholders has the following rights:
- a) Requiring all attendees to submit to security checks or other legal and reasonable security measures;
 - b) Requesting competent authorities to maintain order at the meeting; expelling from the General Meeting of Shareholders those who do not comply with the Chairperson's authority to conduct the meeting, intentionally disrupt order, hinder the normal progress of the meeting, or do not comply with security check requirements.
6. The Chairperson has the right to postpone the General Meeting of Shareholders that has a sufficient number of registered attendees for no more than 03 working days from the intended opening date, and may only postpone or change the meeting venue in the following cases:
- a) The meeting venue does not have enough convenient seating for all attendees;
 - b) Communication equipment at the meeting venue does not ensure that attending shareholders can participate, discuss, and vote;
 - c) There are attendees obstructing or disrupting order, risking the meeting not being conducted fairly and legally.

7. In case the Chairperson postpones or pauses the General Meeting of Shareholders contrary to the provisions of Clause 6 of this Article, the General Meeting of Shareholders shall elect another person from among those present to replace the Chairperson and conduct the meeting until its conclusion; all resolutions passed at that meeting shall be effective.
8. In case the Company applies modern technology to organize the General Meeting of Shareholders via online meeting, the Company is responsible for ensuring that shareholders can attend and vote via electronic voting or other electronic forms as prescribed in Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

Article 20. Conditions for the Resolution of the General Meeting of Shareholders to be passed

1. A resolution on the following matters shall be passed if approved by shareholders representing 65% or more of the total voting shares of all attending shareholders, except for cases stipulated in Clauses 2 and 3 of this Article, Clause 8, Article 21 of this Charter, and Clause 6, Article 148 of the Law on Enterprises:
 - a) Classes of shares and total number of shares of each class;
 - b) Changing the business lines and fields;
 - c) Changing the Company's management organizational structure;
 - d) Investment projects or the sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statement;
 - e) Reorganization or dissolution of the Company;
2. Resolutions related to the election of members of the Board of Directors and the Supervisory Board shall be passed as follows:
 - a) In case the number of candidates for members of the Board of Directors and members of the Supervisory Board is greater than the number of members of the Board of Directors/Supervisory Board to be elected, the cumulative voting method stipulated in Clause 3, Article 148 of the Law on Enterprises shall be applied.
 - b) In case the number of candidates for members of the Board of Directors and members of the Supervisory Board is less than or equal to the number of members of the Board of Directors/Supervisory Board to be elected, the election of members of the Board of Directors/Supervisory Board shall be conducted by voting method (in favor, against, abstaining). The voting ratio for passing the resolution via the voting method shall be implemented according to Clause 3 of this Article.
3. Other resolutions shall be passed when approved by shareholders representing more than 50% of the total voting shares of all attending shareholders, except for cases stipulated in Clause 1, point a of Clause 2 of this Article, and Clause 6, Article 148 of the Law on Enterprises.

4. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares are legal 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's Charter.

Article 21. Authority and procedures for collecting shareholders' opinions in writing to pass a Resolution of the General Meeting of Shareholders

The authority and procedures for collecting shareholders' opinions in writing to pass a Resolution of the General Meeting of Shareholders shall be implemented according to the following provisions:

1. The Board of Directors has the right to collect shareholders' opinions in writing to pass a resolution of the General Meeting of Shareholders on the following matters:
 - a) Amending and supplementing the contents of the Company's Charter;
 - b) Approving/amending and supplementing the Internal Regulations on corporate governance; Regulations on the operation of the Board of Directors; Regulations on the operation of the Supervisory Board;
 - c) Development orientation of the Company;
 - d) Classes of shares and total number of shares of each class;
 - e) Electing, dismissing, or removing members of the Board of Directors and the Supervisory Board;
 - f) Investment projects or the sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statement;
 - g) Approving the annual financial statement;
 - h) Reorganization or dissolution of the Company;
 - i) Changing business lines and fields;
 - j) Changing the Company's management organizational structure;
 - k) Other matters deemed necessary for the benefit of the Company.
2. The Board of Directors must prepare the opinion collection ballot, the draft resolution of the General Meeting of Shareholders, and the explanatory documents for the draft resolution, and send them to all shareholders with voting rights no later than 10 days before the deadline for returning the opinion collection ballot. The requirements and methods for sending the opinion collection ballot and accompanying documents shall be implemented according to the provisions of Clause 3, Article 17 of this Charter.
3. The opinion collection ballot must contain the following main contents:
 - a) Name, head office address, enterprise identification number;
 - b) Purpose of opinion collection;
 - c) Full name, contact address, nationality, legal identification document number for individual shareholders; name, enterprise identification number or legal identification document number of the organization, head office address for institutional shareholders, or full name, contact address, nationality, legal identification document number of the

individual representative of the institutional shareholder; number of shares of each class and number of voting shares of the shareholder;

- d) Matters requiring opinion collection to pass a decision;
 - e) Voting options including in favor, against, and abstaining for each matter requiring opinion collection;
 - f) Deadline for returning the completed opinion collection ballot to the Company;
 - g) Full name and signature of the Chairperson of the Board of Directors.
4. Shareholders may send the completed opinion collection ballot to the Company by post, fax, or email in accordance with the following provisions:
- a) In case of sending by post, the completed opinion collection ballot must bear the signature of the individual shareholder, or the authorized representative or legal representative of the institutional shareholder. The opinion collection 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 opinion collection ballot sent to the Company must be kept confidential until the time of vote counting;
 - c) Opinion collection ballots sent to the Company after the deadline specified in the ballot, or those that have been opened in the case of sending by post, or disclosed in the case of sending by fax or email, are invalid. Opinion collection ballots not returned to the Company are considered as not participating in the vote.
5. The Board of Directors shall organize the vote counting and prepare a vote counting report under the witness of the Supervisory Board or shareholders not holding management positions in the Company. The vote counting report must contain the following main contents:
- a) Name, head office address, enterprise identification number;
 - b) Purpose and matters requiring opinion collection to pass the resolution;
 - c) Number of shareholders with the total number of voting/election shares that participated in the vote/election, distinguishing between the number of valid and invalid voting/election ballots and the method of sending the voting/election ballot, with an appendix of the list of shareholders participating in the vote/election;
 - d) Total number of votes in favor, against, and abstaining for each matter, total number of election votes for each candidate (if any);
 - e) Matters passed and the corresponding approval voting ratio;
 - f) Full name and signature of the Chairperson of the Board of Directors, the vote counter, and the vote supervisor.

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

6. The vote counting report and the resolution must be sent to shareholders within 15 days from the date of completion of the vote counting. Sending the vote counting report and the resolution may be replaced by posting them on the Company's website within 24 hours from the time of completion of the vote counting.
7. The completed opinion collection ballots, the vote counting report, the passed resolution, and related documents sent with the opinion collection ballot must all be kept at the Company's head office.
8. A resolution is passed via the form of collecting shareholders' opinions in writing if it is approved by shareholders owning more than 50% of the total voting shares of all shareholders with voting rights, and it has the same value as a resolution passed at a General Meeting of Shareholders.

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

1. The General Meeting of Shareholders must be recorded in minutes and may be recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language, both having equal legal validity. In case of any discrepancy in the contents between the Vietnamese and foreign language minutes, the contents in the Vietnamese minutes shall prevail. The minutes of the General Meeting of Shareholders must contain the following main contents:
 - a) Name, head office address, enterprise identification number;
 - b) Time and venue of the General Meeting of Shareholders;
 - c) Meeting agenda and contents of the meeting;
 - d) Full name of the Chairperson and Secretary;
 - e) Summary of meeting proceedings and opinions expressed at the General Meeting of Shareholders regarding each matter in the meeting agenda;
 - f) Number of shareholders and total number of voting shares of attending shareholders, appendix of the list of registered shareholders, and representatives of shareholders attending the meeting with the corresponding number of shares and number of votes;
 - g) Total number of voting shares for each matter voted upon, clearly stating the voting method, total number of valid and invalid votes, votes in favor, against, and abstaining; the corresponding ratio to the total voting shares of attending shareholders;
 - h) Summary of election votes for each candidate (if any);
 - i) Matters passed and the corresponding approval voting ratio;
 - j) Full name and signature of the Chairperson and Secretary. In case the Chairperson or Secretary refuses to sign the meeting minutes, the minutes shall be effective if signed by all other members of the Board of Directors attending the meeting and containing full contents as prescribed in this Clause. The meeting minutes shall clearly state the refusal of the Chairperson or Secretary to sign the minutes.
2. The minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The Chairperson and Secretary of the meeting or other persons signing

the minutes shall be jointly and severally liable for the truthfulness and accuracy of the contents of the minutes.

3. Minutes prepared in Vietnamese and a foreign language have equal legal validity. In case of any discrepancy in the contents between the Vietnamese and foreign language minutes, the contents in the Vietnamese minutes shall prevail.
4. The resolution, minutes of the General Meeting of Shareholders, appendix of the list of shareholders registered to attend the meeting, power of attorney for attending the meeting, all documents attached to the minutes (if any), and related documents accompanying the notice of the meeting must be kept at the Company's head office.

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

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

Within 90 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 of the General Meeting of Shareholders, the shareholder or group of shareholders stipulated in Clause 2, Article 115 of the Law on Enterprises has the right to request a Court or Arbitration to consider and cancel the resolution or a part of the contents of the resolution of the General Meeting of Shareholders in the following cases:

1. The order and procedures for convening the meeting and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the Company's Charter, except for the case stipulated in Clause 3, Article 20 of this Charter.
2. The content of the resolution violates the law or this Charter.

VII. BOARD OF DIRECTORS

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

1. In case candidates for the Board of Directors have been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, prudently, and in the best interest of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors that is disclosed includes:
 - a) Full name, date, month, and year of birth;
 - b) Professional qualifications;
 - c) Work experience;
 - d) Other management positions (including positions on the Board of Directors of other companies);
 - e) Interests related to the Company and related parties of the Company;

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

2. Shareholders or a group of shareholders owning 10% or more of the total ordinary shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter. Shareholders holding ordinary shares have the right to combine their voting rights to nominate candidates for the Board of Directors. Shareholders or a group of shareholders holding from 10% to less than 20% of the total voting shares have the right to nominate one (01) candidate; from 20% to less than 35% are entitled to nominate a maximum of two (02) candidates; from 35% to less than 50% are entitled to nominate a maximum of three (03) candidates; from 50% or more are entitled to nominate five (05) candidates.
3. In case the number of candidates nominated by shareholders or a 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 incumbent Board of Directors and other shareholders. The introduction of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.
4. Members of the Board of Directors must meet the following standards and conditions:
 - a) Have full civil act capacity, permanently reside in Vietnam, and not fall under the subjects prohibited from establishing and managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises;
 - b) Have educational qualifications, capacity, and experience in corporate governance;
 - c) Have legal knowledge;
 - d) Have extensive experience, especially in the Company's field of operation;
 - e) Have good health, character, ethics, and be honest and upright;
 - f) Must not be a person with a family relationship (including but not limited to statuses such as spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, younger sibling, brother-in-law, sister-in-law) with the Director and other managers of the Company; or with the manager or person with the authority to appoint the manager of the Company's parent company.
5. Standards for Independent members of the Board of Directors: In addition to the provisions on standards for members of the Board of Directors as stipulated in Clause 4, Article 24 of this Charter, independent members of the Board of Directors must also meet the conditions as stipulated in Clause 2, Article 155 of the Law on Enterprises.

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

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

2. The term of members of the Board of Directors is no more than 05 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 for no more than 02 consecutive terms. In case all members of the Board of Directors end their terms at the same time, those members shall continue to be members of the Board of Directors until new members are elected and take over the work.
3. The composition of the Board of Directors is as follows:

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

The total number of independent members of the Board of Directors is 01 member.
4. A member of the Board of Directors shall no longer hold the status of member of the Board of Directors in case they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.
5. The election of members of the Board of Directors must be disclosed in accordance with the law on information disclosure in the securities market.
6. Members of the Board of Directors are not necessarily shareholders of the Company.

Article 26. Powers and obligations of the Board of Directors

1. The Board of Directors is the Company's management body, having full authority in the name of the Company to decide and perform the rights and obligations of the company, except for rights and obligations falling 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's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:
 - a) Deciding on the strategy, medium-term development plan, and annual business plan of the Company;
 - b) Proposing the classes of shares and total number of shares authorized to be offered of each class;
 - c) Deciding on the sale of unsold shares within the scope of the number of shares authorized to be offered of each class; deciding on raising additional capital in other forms;
 - d) Deciding on the selling price of shares and bonds of the Company;
 - e) Deciding on the repurchase of shares in accordance with Clause 1 and Clause 2, Article 133 of the Law on Enterprises;
 - f) Deciding on investment plans and investment projects within the authority and limits prescribed by law;
 - g) Deciding on solutions for market development, marketing, and technology;
 - h) Approving contracts for purchase, sale, borrowing, lending, and other contracts and transactions valued at 35% or more of the total asset value recorded in the Company's most

recent financial statement, except for contracts for leasing, subleasing, mortgaging, or pledging assets valued at less than 35% and contracts or transactions falling under the decision-making authority of the General Meeting of Shareholders as prescribed in point d, Clause 2, Article 138 and point b, Clause 3, Article 167, Clause 1 and Clause 3, Article 167 of the Law on Enterprises;

- i) Electing, dismissing, or removing the Chairperson of the Board of Directors; appointing, dismissing, signing contracts, or terminating contracts with the Director and other Managers; deciding on salaries, remuneration, bonuses, and other benefits for those managers; appointing authorized representatives to participate in the Board of Members or General Meeting of Shareholders in other companies, and deciding on the remuneration levels and other benefits for those persons;
 - j) Supervising and directing the Director and other Managers in the daily business operations of the Company;
 - k) Deciding on the organizational structure, internal management regulations of the Company, deciding on the establishment of subsidiaries, branches, and representative offices, and the contribution of capital or purchase of shares in other enterprises;
 - l) Approving the agenda and contents of documents serving the General Meeting of Shareholders, convening the General Meeting of Shareholders, or collecting opinions for the General Meeting of Shareholders to pass resolutions;
 - m) Submitting the audited annual financial statement to the General Meeting of Shareholders;
 - n) Proposing the dividend payout level; deciding on the deadline and procedures for paying dividends or handling losses incurred during the business process;
 - o) Proposing the reorganization or dissolution of the Company; requesting bankruptcy of the Company;
 - p) Deciding on the issuance of Regulations on the operation of the Board of Directors, Internal Regulations on corporate governance after being approved by the General Meeting of Shareholders;
 - q) Requesting the Company's Director to provide timely, complete, and accurate information and documents regarding the financial situation and business operations of the company and of units within the Company. The order and procedures for requesting and providing information are specifically stipulated in the Regulations on the operation of the Board of Directors.
3. The Board of Directors must report to the General Meeting of Shareholders on the operating results of the Board of Directors in accordance with Article 280 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

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

1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors according to business results and efficiency.
2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days required to complete the tasks of a member of the Board of Directors and the daily remuneration level. The Board of Directors estimates the remuneration level for each member based on the principle of unanimity. The total remuneration and bonus of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.
3. The remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the law on corporate income tax, presented as a separate item in the Company's annual financial statement, and must be reported to the General Meeting of Shareholders at the annual meeting.
4. Members of the Board of Directors holding executive positions or members 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 per occasion, salary, commission, percentage of profits, or in other forms as decided by the Board of Directors.
5. Members of the Board of Directors have the right to be reimbursed for all travel, accommodation, and other reasonable expenses that they have paid when performing their responsibilities as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or sub-committees of the Board of Directors.
6. Members of the Board of Directors may have liability insurance purchased by the Company after approval by the General Meeting of Shareholders. This insurance does not include insurance for liabilities of members of the Board of Directors related to violations of the law and the Company's Charter.

Article 28. Chairperson of the Board of Directors

1. The Chairperson of the Board of Directors shall be elected, dismissed, or removed by the Board of Directors from among the members of the Board of Directors.
2. The Chairperson of the Board of Directors may not concurrently hold the position of Director.
3. The Chairperson of the Board of Directors has the following rights and obligations:
 - a) Developing the agenda and activity plan of the Board of Directors;
 - b) Preparing the agenda, contents, and documents serving the meeting; convening, presiding over, and acting as the Chairperson of meetings of the Board of Directors;
 - c) Organizing the passing of resolutions and decisions of the Board of Directors;
 - d) Supervising the process of organizing the implementation of resolutions and decisions of the Board of Directors;

- e) Acting as the Chairperson of the General Meeting of Shareholders;
 - f) Other rights and obligations as prescribed by the Law on Enterprises and this Charter.
4. In case the Chairperson of the Board of Directors resigns or is dismissed or removed, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation letter or the dismissal or removal decision.
 5. In case the Chairperson of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member of the Board of Directors to perform the rights and obligations of the Chairperson of the Board of Directors according to the principles prescribed in the Company's Charter. In case there is no authorized person, or the Chairperson of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification center or compulsory education center, absconds from their place of residence, has limited or lost civil act capacity, has difficulty in perception or controlling their behavior, or is banned by the Court from holding certain positions or practicing certain professions, the remaining members shall elect one among them to hold the position of Chairperson of the Board of Directors according to the principle of majority approval by the remaining members until a new decision is made by the Board of Directors.

Article 29. Meetings of the Board of Directors

1. The Chairperson of the Board of Directors shall be elected during the first meeting of the Board of Directors within 07 working days from the date of completion of the election of that Board of Directors. This meeting shall be 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 same highest number of votes or percentage of votes, the members shall elect according to the 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 quarterly and may convene extraordinary meetings.
3. The Chairperson of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:
 - a) At the request of the Supervisory Board or an independent member of the Board of Directors;
 - b) At the request of the Director or at least 05 other managers;
 - c) At the request of at least 02 members of the Board of Directors;
4. The request stipulated in Clause 3 of this Article must be in writing, clearly stating the purpose, matters to be discussed, and decisions falling under the authority of the Board of Directors.
5. The Chairperson of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving the request stipulated in Clause 3 of this Article. In case the meeting of the Board of Directors is not convened as requested, the Chairperson of the Board of Directors must be responsible for damages occurring to the

Company; the requester has the right to replace the Chairperson of the Board of Directors to convene the meeting of the Board of Directors.

6. The Chairperson of the Board of Directors or the person convening the meeting of the Board of Directors must send the notice of the meeting no later than 05 working days before the meeting date (for regular meetings) and no later than 03 working days before the meeting date (for urgent or extraordinary meetings). The notice of the meeting must specifically determine the time and venue of the meeting, the agenda, and matters to be discussed and decided. The notice of the meeting must be accompanied by documents used at the meeting and the member's voting ballot.

The notice of the meeting of the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, or other methods prescribed by the Company's Charter and must ensure it reaches the contact address of each member of the Board of Directors registered with the Company.

7. The Chairperson of the Board of Directors or the person convening the meeting shall send the notice of the meeting and accompanying documents to members of the Supervisory Board in the same manner as to members of the Board of Directors.
8. A meeting of the Board of Directors shall be conducted when at least three-fourths (3/4) of the total number of members are present. In the event that a meeting convened in accordance with this Clause does not have a sufficient number of members present, it shall be reconvened within seven (07) days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are present.
9. A member of the Board of Directors shall be considered as attending and voting at a 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 means;
 - d) Sending a ballot to the meeting via mail, fax, or email;
 - e) Sending a ballot by other means as prescribed by the Company's Charter and current laws.
10. In case of sending a ballot to the meeting via mail, the ballot must be in a sealed envelope and delivered to the Chairperson of the Board of Directors at least one (01) hour before the opening. The ballot shall only be opened in the presence of all meeting attendees.
11. Voting
 - a) Except as provided in Point b, Clause 11, Article 29, each member of the Board of Directors or an authorized person as prescribed in Clause 9 of this Article who is personally present at the Board of Directors meeting shall have one (01) vote;
 - b) A member of the Board of Directors shall not vote on contracts, transactions, or proposals in which that member or their related person has an interest that conflicts or may conflict with the interests of the Company.

- c) Pursuant to Point d, Clause 11, Article 29, when an issue arises at a meeting related to the interests or voting rights of a member of the Board of Directors and that member does not voluntarily waive their voting right, the ruling of the Chairperson shall be final, unless the nature or scope of the relevant member's interest has not been fully disclosed;
 - d) A member of the Board of Directors who benefits from a contract as specified in Point a and Point b, Clause 6, Article 41 of this Charter shall be considered to have a significant interest in that contract;
 - e) Members of the Supervisory Board have the right to attend meetings of the Board of Directors and participate in discussions, but shall not have the right to vote.
12. A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is intended to be signed with the Company and knows that they have an interest in it must disclose this interest at the first meeting of the Board of Directors where the signing of such contract or transaction is discussed. In case a member of the Board of Directors does not know that they and their related persons have an interest at the time the contract or transaction is signed with the Company, such member of the Board of Directors must disclose the relevant interests at the first meeting of the Board of Directors held after they become aware that they have or will have an interest in the aforementioned transaction or contract.
13. 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.
14. Resolutions and decisions of the Board of Directors are passed if approved by a majority of the members present who have the right to vote; in the event of a tie, the final decision shall belong to the side with the vote of the Chairperson of the Board of Directors.
15. The Board of Directors has the right to collect opinions from members of the Board of Directors in writing to pass a Resolution of the Board of Directors when approving matters under the authority of the Board of Directors as specified in Clause 2, Article 26 of this Charter.
- Resolutions and decisions passed by way of written opinion collection are approved based on the affirmative opinion of a majority of the members of the Board of Directors who have the right to vote. This resolution shall have the same effect and validity as a resolution passed at a meeting.
16. A meeting of the Board of Directors may be organized in the form of an online conference between members of the Board of Directors when all or some members are at different locations, provided that each participating member can:
- a) Hear each other member of the Board of Directors participating in the meeting speak;
 - b) Speak to all other participating members simultaneously. Discussions between members may be conducted directly via telephone or other communication means or a combination of these methods. A member of the Board of Directors participating in such a meeting shall be considered "present" at that meeting. The location of the meeting organized under this

provision shall be the location where the largest number of members of the Board of Directors are present, or the location where the Chairperson of the meeting is present.

Decisions passed during a meeting held via online conference are organized and conducted legitimately, and shall be effective immediately upon the conclusion of the meeting, but must be confirmed by the signatures in the minutes of all members of the Board of Directors who attended this meeting.

17. The Chairperson of the Board of Directors is responsible for sending the minutes of the Board of Directors meeting to the members, and such minutes shall be authentic evidence of the work conducted at the meeting unless an objection to the content of the minutes is raised within ten (10) days from the date of sending. The minutes of the Board of Directors meeting shall be prepared in Vietnamese and may also be prepared in a foreign language. The minutes must bear the signatures of the Chairperson and the minute-taker.

Article 30. Subcommittees of the Board of Directors

The Board of Directors may establish assisting departments/Boards/Subcommittees to advise, synthesize, and support the Board of Directors in performing governance, orientation, supervision functions, and matters under the authority of the Board of Directors; and to be in charge of development policies, human resources, compensation, internal audit, and risk management. The organization of the functions specified in this Article may be implemented under an independent model or combined within the same unit; specifically, internal audit must ensure independence and objectivity in its operations and the right to report directly to the Board of Directors. The number of members of the assisting departments of the Board of Directors shall be decided by the Board of Directors. The operations of the assisting departments of the Board of Directors must comply with the provisions of law and the Board of Directors.

Article 31. Corporate Governance Officer and Company Secretary

1. Corporate Governance Officer:

The Board of Directors of the Company must appoint at least one (01) corporate governance officer to support corporate governance activities at the enterprise. The corporate governance officer may concurrently serve as the Company Secretary as prescribed in Clause 5, Article 156 of the Law on Enterprises.

The corporate governance officer shall not simultaneously work for an approved audit firm that is auditing the Company's financial statements.

The corporate governance officer has the following rights and obligations:

- a) Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and related tasks between the Company and shareholders;
- b) Preparing meetings of the Board of Directors, the Supervisory Board, and the General Meeting of Shareholders at the request of the Board of Directors or the Supervisory Board;
- c) Advising on procedures for meetings;
- d) Attending meetings;

- e) Advising on procedures for drafting resolutions of the Board of Directors in accordance with the provisions of law;
- f) Providing financial information, copies of minutes of Board of Directors meetings, and other information to members of the Board of Directors and members of the Supervisory Board;
- g) Supervising and reporting to the Board of Directors on the Company's information disclosure activities;
- h) Serving as the contact point with stakeholders;
- i) Maintaining confidentiality of information in accordance with the provisions of law and the Company's Charter;
- j) Other rights and obligations as prescribed by law.

2. Company Secretary:

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

- a) Assisting in organizing the convening of the General Meeting of Shareholders and the Board of Directors; recording meeting minutes;
- b) Assisting members of the Board of Directors in exercising their assigned rights and obligations;
- c) Assisting the Board of Directors in applying and implementing corporate governance principles;
- d) Assisting the company in building shareholder relations and protecting the legitimate rights and interests of shareholders; compliance with obligations to provide information, disclose information, and administrative procedures;
- e) Other rights and obligations as prescribed in the Company's Charter and the Company's Internal Regulations.

3. The Board of Directors may dismiss the Corporate Governance Officer or Company Secretary when necessary, provided that it does not contravene current labor laws.

VIII. DIRECTOR AND OTHER EXECUTIVES

Article 32. Organization of the management apparatus

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

Article 33. Company Executives

1. At the proposal of the Director and with the approval of the Board of Directors, the Company may recruit other executives with a quantity and standards suitable to the Company's structure and management regulations as stipulated by the Board of Directors. Company executives are responsible for assisting the Company in achieving the goals set out in its operations and organization.
2. The Director shall be paid a salary and bonus. The salary and bonus of the Director shall be decided by the Board of Directors.
3. The salaries of executives 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.

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

1. The Board of Directors shall appoint 01 member of the Board of Directors or hire another person to be appointed as the Director.
2. The 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 accountable to the Board of Directors and before the law for the performance of assigned rights and obligations.
3. The term of the Director shall not exceed five (05) years and may be reappointed for an unlimited number of terms. The Director must meet the standards and conditions as prescribed by law, the Charter, and the Internal Regulations on corporate governance.
4. The Director has the following rights and obligations:
 - a) Deciding on matters related to the daily business operations of the Company that are not under the authority of the Board of Directors;
 - b) Organizing the implementation of resolutions and decisions of the Board of Directors;
 - c) Organizing the implementation of the Company's business plans and investment schemes;
 - d) Proposing the organizational structure and internal management regulations of the Company;
 - e) Appointing, dismissing, and removing management titles within the Company, except for titles under the authority of the Board of Directors;
 - f) Deciding on salaries and other benefits for employees in the Company, including managers under the appointment authority of the Director;
 - g) Recruiting employees;
 - h) Proposing plans for dividend payment or handling of business losses;
 - i) On October 31st annually, a detailed business and production plan for the next fiscal year shall be submitted to the Board of Directors, based on the alignment of existing resources and the Company's development strategy.

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

IX.SUPERVISORY BOARD

Article 35. Candidacy and nomination of members of the Supervisory Board (Supervisors)

1. The candidacy and nomination of members of the Supervisory Board shall be carried out similarly to the provisions in Clause 1, Article 24 of this Charter. Shareholders holding shares with voting rights have the right to aggregate their voting rights to nominate Supervisors. A shareholder or group of shareholders holding from 10% to less than 30% of the total voting shares may nominate one (01) candidate; from 30% to less than 50% may nominate a maximum of two (02) candidates; over 50% may nominate up to three (03) candidates.
2. In case the number of candidates nominated by shareholders or groups of shareholders is lower than the number of candidates they are entitled to nominate as decided by the GMS, the remaining candidates shall be nominated by the incumbent BOD, Supervisory Board, and other shareholders. The introduction of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.

Article 36. Composition of the Supervisory Board

1. The number of members of the Supervisory Board of the Company is 03 persons. The term of a member of the Supervisory Board shall not exceed 05 years, calculated from the effective date of appointment, and may be re-elected for an unlimited number of terms.
2. Members of the Supervisory Board must meet the standards and conditions prescribed in Clause 1, Article 169 of the Law on Enterprises and must not fall into the following cases:
 - a) Working in the accounting or finance department of the Company;
 - b) Being a member or employee of an independent audit firm that audited the company's financial statements in the three (03) consecutive years immediately preceding.
 - c) Being a person having a family relationship with a manager of the Company or the parent company; or being a representative of the Company's capital.
3. Members of the Supervisory Board shall be dismissed in the following cases:
 - a) No longer meeting the standards and conditions to be a member of the Supervisory Board as prescribed in Clause 2 of this Article;
 - b) Submitting a resignation letter that is approved;
 - c) Other cases as prescribed by law or this Charter.
4. Members of the Supervisory Board shall be removed in the following cases:
 - a) Failing to complete assigned tasks or work;
 - b) Failing to perform their rights and obligations for 06 consecutive months, except in cases of force majeure;

- c) Violating repeatedly or seriously violating the obligations of a member of the Supervisory Board as prescribed by the Law on Enterprises and the Company's Charter;
- d) Other cases as per the resolution of the General Meeting of Shareholders.

Article 37. Head of the Supervisory Board

1. The Head of the Supervisory Board shall be elected by the Supervisory Board from among its members; the election, dismissal, and removal shall be based on the majority principle. The Supervisory Board must have more than half of its members residing in Vietnam. The Head of the Supervisory Board must have a university degree or higher in one of the fields of economics, finance, accounting, auditing, law, business administration, or a field related to the business operations of the enterprise.
2. Rights and obligations of the Head of the Supervisory Board:
 - a) Convening meetings of the Supervisory Board;
 - b) Requesting the Board of Directors, the Director, and other executives to provide relevant information for reporting to the Supervisory Board;
 - c) Preparing and signing the report of the Supervisory Board after consulting with the Board of Directors for submission to the General Meeting of Shareholders.
 - d) Other rights and obligations as prescribed by the Operating Regulations of the Company's Supervisory Board.

Article 38. Rights and obligations of the Supervisory Board

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

1. Proposing and recommending the General Meeting of Shareholders to approve the list of approved audit firms to audit the Company's Financial Statements; deciding on the approved audit firm to inspect the Company's operations; and removing the approved auditor when deemed necessary.
2. Being accountable to shareholders for its supervisory activities.
3. Supervising the Company's financial situation and compliance with the law in the activities of members of the Board of Directors, the Director, and other managers.
4. Ensuring coordination with the Board of Directors, the Director, and shareholders.
5. In case of discovering violations of the law or the Company's Charter by members of the Board of Directors, the Director, or other executives of the enterprise, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the violating person to cease the violation and have measures to remedy the consequences.
6. Developing the Operating Regulations of the Supervisory Board and submitting them to the General Meeting of Shareholders for approval.
7. Reporting at the General Meeting of Shareholders as prescribed in Article 290 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

8. Having the right to access records and documents of the Company kept at the head office, branches, and other locations; having the right to access the workplaces of the Company's managers and employees during working hours.
9. Having the right to request the Board of Directors, members of the Board of Directors, the Director, and other managers to provide full, accurate, and timely information and documents regarding the management, administration, and business operations of the Company.
10. Members of the Supervisory Board have the right to attend meetings of the Board of Directors; have the right to discuss but shall not have the right to vote.

Article 39. Meetings of the Supervisory Board

1. The Supervisory Board must meet at least twice a year, with at least two-thirds (2/3) of the members of the Supervisory Board present. The minutes of the Supervisory Board meeting shall be prepared in detail and clearly. The minute-taker and the members of the Supervisory Board attending the meeting must sign the meeting minutes. The minutes of the Supervisory Board meetings must be archived to determine the responsibility of each member of the Supervisory Board.
2. The Supervisory Board has the right to request members of the Board of Directors, the Director, and representatives of the approved audit firm to attend and answer issues that need clarification.

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

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

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

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

Members of the Board of Directors, members of the Supervisory Board, the Director, and other executives have the responsibility to perform their duties, including duties as members of subcommittees of the Board of Directors, honestly and prudently in the best interests of the Company.

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

1. Members of the Board of Directors, members of the Supervisory Board, the Director, and other managers must disclose related interests in accordance with the Law on Enterprises and relevant legal documents.
2. Members of the Board of Directors, members of the Supervisory Board, the Director, other managers, and the related persons of these members may only use information obtained through their positions to serve the interests of the Company.
3. Members of the Board of Directors, members of the Supervisory Board, the Director, and other managers have the obligation to notify the Board of Directors and the Supervisory Board in writing of transactions between the Company, its subsidiaries, or other companies over which the Company holds control of 50% or more of the charter capital with themselves or their related persons as prescribed by law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose 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 related persons as prescribed by the Law on Enterprises and the Company's Charter.
5. Members of the Board of Directors, members of the Supervisory Board, the Director, other managers, and the related persons of these subjects shall not use or disclose internal information to others to carry out related transactions.
6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the Director, other executives, and individuals or organizations related to these subjects shall not be void in the following cases:
 - a) For transactions with a value of less than 35% of the total asset value recorded in the most recent financial statement, the important contents of the contract or transaction as well as the relationships and interests of the member of the Board of Directors, member of the Supervisory Board, Director, or other executive have been reported to the Board of Directors and approved by the Board of Directors by a majority of votes of the members of the Board of Directors who have no related interests;
 - b) For transactions with a value of 35% or more, or transactions resulting in a transaction value within 12 months from the date of the first transaction of 35% or more of the total asset value recorded in the most recent financial statement, the important contents of this

transaction as well as the relationships and interests of the member of the Board of Directors, member of the Supervisory Board, Director, or Company executive have been disclosed to shareholders and approved by the General Meeting of Shareholders by 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 statement between the company and a shareholder owning 51% or more of the total voting shares or a related person of that shareholder have been disclosed to shareholders and approved by the General Meeting of Shareholders by the votes of shareholders who have no related interests.

Article 42. Liability for damages and compensation

1. Members of the Board of Directors, members of the Supervisory Board, the Director, and other executives who violate their obligations, the duty of honesty and prudence, or fail to complete their duties 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 complaints, lawsuits, or prosecutions (including civil, administrative, and non-criminal cases where the Company is not the plaintiff) if that person is or was a member of the Board of Directors, member of the Supervisory Board, Director, other executive, employee, or authorized representative of the Company who was performing duties under the Company's authorization, acted honestly and prudently in the best interests of the Company based on compliance with the law, and there is no evidence confirming that the person violated their responsibilities.
3. Compensation costs include judgment costs, fines, and amounts actually paid (including legal fees) or considered reasonable when resolving these cases within the framework allowed by law. The Company may purchase insurance for these persons to avoid the aforementioned compensation liabilities.

XLRIGHT TO INSPECT COMPANY BOOKS AND RECORDS

Article 43. Right to inspect books and records

1. Ordinary shareholders have the right to inspect books and records, specifically as follows:
 - a) Ordinary shareholders have the right to examine, inspect, and extract information about the names and contact addresses related to shareholders and request amendments to inaccurate information; examine, inspect, extract, or copy the Company's Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;
 - b) A shareholder or group of shareholders owning 05% or more of the total ordinary shares has the right to examine, inspect, and extract the minute book and resolutions and decisions of the Board of Directors, interim and annual financial statements, reports of the Supervisory Board, contracts, and transactions that must be approved by the Board of Directors, and other documents, except for documents related to trade secrets or business secrets of the Company.

2. In case an authorized representative of a shareholder or group of shareholders requests to inspect books and records, they must attach a power of attorney from the shareholder or group of shareholders they represent or a notarized copy of this power of attorney.
3. Members of the Board of Directors, members of the Supervisory Board, the Director, and other executives have the right to inspect the Company's share register, list of shareholders, and other books and records of the Company for purposes related to their positions, provided that such information must be kept confidential.
4. The Company must keep this Charter and amendments/supplements to the Charter, the Enterprise Registration Certificate, regulations, documents proving asset ownership, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Supervisory Board, annual financial statements, accounting books, and other documents as prescribed by law at the head office or another location, provided that shareholders and the Business Registration Authority are notified of the location where these documents are stored.
5. The Company's Charter must be published on the Company's website.

XII. EMPLOYEES AND TRADE UNION

Article 44. Employees and trade union

1. The Director must prepare plans for the Board of Directors to approve matters related to recruitment, termination of employment, salary, social insurance, welfare, rewards, and discipline for employees and enterprise executives.
2. The Director must prepare plans for the Board of Directors to approve matters related to the Company's relations with trade union organizations in accordance with the best standards, practices, and management policies, the practices and policies stipulated in this Charter, the Company's regulations, and current laws.

XIII. PROFIT DISTRIBUTION

Article 45. Profit distribution

1. The General Meeting of Shareholders decides on the level of dividend payment and the form of annual dividend payment from the Company's retained earnings.
2. The Company does not pay interest on dividend payments or payments related to a class of shares.
3. The Board of Directors may propose that the General Meeting of Shareholders approve the payment of all or part of dividends in the form of shares, and the Board of Directors is the body that executes this decision.
4. In case dividends or other amounts related to a class of shares are paid in cash, the Company must pay in Vietnamese Dong. Payment may be made directly or through banks based on account details provided by shareholders. In case the Company has transferred funds according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company shall not be liable for the amount the Company has transferred to this

shareholder. Dividend payments for shares listed on the Stock Exchange may be conducted through a securities company or the Vietnam Securities Depository and Clearing Corporation.

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

1. The Company opens accounts at Vietnamese banks or branches of foreign banks permitted to operate in Vietnam.
2. With prior approval from the competent authority, in case of necessity, the Company may open bank accounts abroad in accordance with the provisions of law.
3. The Company conducts all payments and accounting transactions through Vietnamese Dong or foreign currency accounts at the banks where the Company has opened accounts.

Article 47. Fiscal year

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

Article 48. 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 archives accounting records in accordance with the law on accounting and relevant laws. These records must be accurate, updated, systematic, and sufficient to prove and explain the Company's transactions.
3. The Company uses Vietnamese Dong as the accounting currency. In case the Company has economic operations occurring primarily in a foreign currency, it may choose that foreign currency as its accounting currency, be responsible for such choice before the law, and notify the direct tax management authority.

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

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

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

2. Annual financial statements must include all reports, appendices, and notes as prescribed by the law on corporate accounting. Annual financial statements must reflect the Company's operational situation honestly and objectively.
3. The Company must prepare and disclose 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 competent state agencies.

Article 50. Annual Report

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

XVI. COMPANY AUDIT

Article 51. Audit

1. The General Meeting of Shareholders designates an approved audit firm or approves a list of approved audit firms and authorizes the Board of Directors to decide on the selection of one of these entities to conduct an audit of the Company's financial statements for the following fiscal year based on terms and conditions agreed upon with the Board of Directors.
2. The audit report shall be attached to the Company's annual financial statements.
3. Independent auditors performing the audit of the Company's financial statements may attend General Meetings of Shareholders and are entitled to receive notices and other information related to the General Meeting of Shareholders and express their opinions at the meeting on issues related to the audit of the Company's financial statements.

XVII. ENTERPRISE SEAL

Article 52. Enterprise 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 Director use and manage the seal in accordance with current laws.

XVIII. COMPANY DISSOLUTION

Article 53. Company dissolution

1. The Company may be dissolved in the following cases:
 - a) According to a resolution or decision of the General Meeting of Shareholders;
 - b) Having its Enterprise Registration Certificate revoked, except in cases where the Law on Tax Administration provides otherwise;
 - c) Other cases as prescribed by law.
2. The dissolution of the Company before the expiration of its term shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution

decision must be notified to or approved by the competent authority (if required) in accordance with regulations.

Article 54. Liquidation

1. At least 06 months before the end of the Company's operational term or after a decision to dissolve the Company, the Board of Directors must establish a Liquidation Committee consisting of 03 members, in which 02 members are appointed by the General Meeting of Shareholders and 01 member is appointed by the Board of Directors from an independent audit firm. The Liquidation Committee prepares its operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs related to 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 represents the Company in all matters related to the liquidation of the Company before the Court and administrative agencies.
3. Proceeds from liquidation shall be paid in the following order:
 - a) Liquidation expenses;
 - b) Debts for salaries, severance allowances, social insurance, and other benefits of employees according to the signed collective labor agreement and labor contracts;
 - c) Tax debts;
 - d) Other debts of the Company;
 - e) The remainder after paying all debts from items (a) to (d) above shall be distributed to shareholders. Preferred shares shall be paid first.

XIX. INTERNAL DISPUTE RESOLUTION

Article 55. Internal dispute resolution

1. In the event of disputes or complaints related to the Company's operations, or the rights and obligations of shareholders as prescribed by the Law on Enterprises, the Company Charter, other legal regulations, or agreements between:
 - a) Shareholders and the Company;
 - b) Shareholders and the Board of Directors, the Supervisory Board, the Director, or other executives;

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

2. In the event that a conciliation decision is not reached within 06 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 the 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.

XX. AMENDMENT AND SUPPLEMENTATION OF THE CHARTER

Article 56. Company Charter

1. Any amendment or supplementation of this Charter must be considered and decided upon by the General Meeting of Shareholders.
2. In the event that legal regulations related to the Company's operations are not mentioned in this Charter, or if new legal regulations differ from the provisions of this Charter, such legal regulations shall apply to govern the Company's operations.

XXI. EFFECTIVE DATE

Article 57. Effective date

1. This Charter consists of 21 sections and 57 articles, approved pursuant to the Resolution of the Extraordinary General Meeting of Shareholders No. /NQ-GMS dated October 08, 2026 in Ho Chi Minh City, and all parties agree to the effectiveness of the full text of this Charter.
2. The Charter is made in 05 (five) copies, each 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, the Director, or at least 1/2 of the total members of the Board of Directors.

Full name and signature of the legal representative.

**LEGAL REPRESENTATIVE OF THE COMPANY
DIRECTOR**

SUMMARY OF PROPOSALS TO AMEND AND SUPPLEMENT THE COMPANY CHARTER

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
			Article 1. Interpretation of terms		
1	1	i	<i>Article 1: Company Managers are: Chairman of the Board of Directors, Director</i>	Chairman of the Board of Directors, Members of the Board of Directors, Director, and other Managers.	Add "Members of the Board of Directors" to the definition of Company Managers to comply with Clause 24, Article 4 of the Law on Enterprises
1	1	j	None	Other managers are the Deputy Director and the Chief Accountant	Add the definition of "Other managers" for further clarification, as many provisions in the Charter refer to "Other managers"
1	1	p	The term of operation is the duration of the Company's operation as stipulated in Article 2 of this Charter and the extension period (if any) approved by the GMS	The term of operation is the duration of the Company's operation as stipulated in Article 2 of this Charter approved by the GMS	Remove "and the extension period (if any)" because Article 2 stipulates that "The Company's term of operation is indefinite"
			Article 2. Name, form, head office, branches, representative offices, business locations, and term of operation of the Company		
2	1		Abbreviated Company Name: CNG Vietnam	Abbreviated Company Name: PV GAS CNG	In accordance with the Group's brand identity
2	1		...Vietnam Oil and Gas Group...	...Vietnam National Industrial – Energy Group...	Change name to match the current designation
2	3		Head office address: No. 475 Nguyen An Ninh, Ward 9, Vung Tau City, Ba Ria - Vung Tau Province	Head office address: No. 475 Nguyen An Ninh, Tam Thang Ward, Ho Chi Minh City.	Adjust to conform to new administrative boundaries after the merger
			Article 3. Legal Representative of the Company		
			The Company has 01 legal representative who is the Director.	The Company has 01 (one) legal representative. The legal representative of the Company is the Director. In case the Company has not yet appointed or hired a Director, the Chairman of the Board of Directors shall be the legal representative of the Company until a Director is appointed or hired in accordance with the law and the Company's Charter.	Adjust to suit actual operational conditions
			Article 4. Company's business objectives		

SUMMARY OF PROPOSALS TO AMEND AND SUPPLEMENT THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
			Article 4. Preparation for the GMS meeting		
4	3	b	The GMS meeting notice is sent to all shareholders by a secure method to the shareholder's contact address, ... - Draft resolutions for each issue in the meeting agenda.	The GMS meeting notice is implemented in accordance with Clause 3, Article 17 of the Company Charter.	Amendment because this content has been detailed in Clause 3, Article 17 of the Company Charter, to avoid duplication.
		c	Approving the agenda and content of the GMS meeting ... '- Shareholders or groups of shareholders as prescribed in Clause 4, Article 17 of the Company Charter have the right to propose issues to be included in the GMS meeting agenda. '- Proposals for issues to be included in the GMS meeting agenda must be in writing and sent to the Company at least 07 working days before the opening date of the GMS meeting. The written proposal for issues to be included in the GMS meeting agenda must include the following information: '- Full name of the shareholder for individual shareholders/name of the shareholder for institutional shareholders; ... '- Signature of the shareholder; if the signatory of the proposal is a representative of the shareholder, a valid power of attorney must be attached. '- The person convening the GMS meeting has the right to reject shareholder proposals in cases specified in Clause 5, Article 17 of the Charter. In addition, the Board of Directors also has the right to reject shareholder proposals if such proposals do not comply with legal regulations. The Board of Directors will notify shareholders of the decisions to reject shareholder proposals at the GMS meeting along with the reasons for rejection. The Board of Directors may also send a written rejection of the proposal along with the reasons for rejection. '- The Board of Directors must accept and include valid proposals ...	Approving the agenda and content of the GMS meeting ... '- Shareholders or groups of shareholders as prescribed in Clause 2, Article 11 of the Company Charter have the right to propose issues to be included in the GMS meeting agenda. '- Proposals for issues to be included in the GMS meeting agenda must be in writing and sent to the Company at least 07 working days before the opening date of the GMS meeting. The written proposal for issues to be included in the GMS meeting agenda must include information as prescribed in Clause 4, Article 17 of the Company Charter. '- The person convening the GMS meeting has the right to reject shareholder proposals in cases specified in Clause 5, Article 17 of the Charter. In addition, the person convening the GMS meeting also has the right to reject shareholder proposals if such proposals do not comply with legal regulations. '- The person convening the GMS meeting will notify shareholders of the decisions to reject shareholder proposals at the GMS meeting along with the reasons for rejection. The person convening the GMS meeting may also send a written rejection of the proposal along with the reasons for rejection. - The person convening the GMS meeting must accept and include valid proposals ...	Amend the cross-reference to align with the Charter; remove content already prescribed in the Charter to avoid duplication; amend the subject "Board of Directors" to "Person convening the GMS meeting" to align with the Law on Enterprises, because besides the Board of Directors, the Supervisory Board can also convene the meeting...
		e	The Board of Directors must prepare draft resolutions for issues in the GMS meeting agenda as prescribed in Clause 2, Article 17 of the Company Charter.	The person convening the GMS meeting must prepare draft resolutions for issues in the GMS meeting agenda as prescribed in Clause 2, Article 17 of the Company Charter.	Amend the subject "Board of Directors" to "Person convening the GMS meeting" to align with the Law on Enterprises, because besides the Board of Directors, the Supervisory Board, shareholders, etc., can also convene the GMS meeting...
			Article 5. Organizing the GMS meeting		

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
5	1	c	Opening the GMS meeting When the minimum number of members attending the meeting as prescribed in the Company Charter is reached... The chairperson appoints one or more secretaries for the meeting; the Board for checking shareholder eligibility/Delegates serving the meeting is elected before the opening of the Meeting.	Opening the GMS meeting When the minimum number of shareholders attending the meeting as prescribed in the Company Charter is reached... The chairperson appoints one or more secretaries for the meeting before the opening of the Meeting.	Amendment to comply with the provisions of the Law on Enterprises and the Company Charter
		n	Preparing minutes of the GMS meeting, announcing GMS resolutions; The GMS meeting must be recorded in minutes and may be recorded or stored in other electronic forms; the minutes must be prepared in Vietnamese and may also be prepared in English... and must be kept at the Company's head office.	Preparing minutes of the GMS meeting, announcing GMS resolutions; implemented in accordance with Article 22 of the Company Charter.	Amendment to ensure consistency between the Charter and the Internal Regulations on corporate governance because this content has been detailed in Article 22 of the Company Charter, to avoid duplication.
	2	f	Voting method: Based on the company charter, the election of members of the Board of Directors and the Supervisory Board must be conducted using the cumulative voting method ("Cumulative voting" or "Fixed number voting"). Accordingly, shareholders or their representatives perform the election by selecting the "Cumulative voting" box or clearly writing the number of votes in the "Number of votes" box for the corresponding candidates on the Ballot already installed on the electronic voting system. After that, shareholders or their representatives must confirm the election for the electronic voting system to record the results.	Voting method: The election of members of the Board of Directors and the Supervisory Board is conducted in accordance with Clause 2, Article 20 of the Company Charter. In case of electing members of the Board of Directors and members of the Supervisory Board using the cumulative voting method ("Cumulative voting" or "Fixed number voting") as prescribed in Point a, Clause 2, Article 20 of the Company Charter, shareholders or their representatives perform the election by selecting the "Cumulative voting" box or clearly writing the number of votes in the "Number of votes" box for the corresponding candidates on the Ballot already installed on the electronic voting system. After that, shareholders or their representatives must confirm the election for the electronic voting system to record the results.	Clause 2, Article 20 of the Company Charter currently provides that, in addition to the cumulative voting method, the election of members of the Board of Directors/Supervisory Board may also be conducted through a voting method (in favor, against, abstention).
			Article 7. Extraordinary GMS		
7	2		2. Sequence and procedures for collecting shareholders' opinions in writing to pass Resolutions of the GMS		
			The sequence and procedures for collecting shareholders' opinions in writing to pass resolutions of the GMS are stipulated in Article 21 of the Company Charter, specifically as follows:	The sequence and procedures for collecting shareholders' opinions in writing to pass resolutions of the GMS are stipulated in Article 21 of the Company Charter.	

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
			The Board of Directors has the right to collect shareholders' opinions in writing to pass decisions of the GMS when deemed necessary for the Company's interests, except for cases where collecting shareholders' opinions in writing is prohibited as stipulated in Clause 1, Article 20 of the Company Charter... A resolution passed by way of collecting shareholders' opinions in writing must be approved by shareholders representing over 50% of the total voting shares of all shareholders with voting rights and shall have the same validity as a resolution passed at a GMS meeting.	Remove the content of this clause.	Because the phrase "except for cases where collecting shareholders' opinions in writing is prohibited as stipulated in Clause 1, Article 20 of the Company Charter" conflicts with Article 21 of the Company Charter. Article 21 of the Company Charter stipulates that these cases are permitted for collecting shareholders' opinions in writing; the amendment is to unify the provisions between the Charter and the Internal Regulation on Corporate Governance, as this content has already been specified in detail in Article 21 of the Company Charter, avoiding duplication.
8	1		Article 8. Passing GMS Resolutions GMS Resolutions are passed in accordance with the provisions of Article 20 of the Company Charter.	GMS Resolutions are passed in accordance with the provisions of Article 20 or Article 21 of the Company Charter.	GMS Resolutions may be passed in accordance with the provisions of Article 21 of the Charter if shareholders' opinions are collected in writing.
			Article 15. Method of electing members of the Board of Directors		
15	1		Voting for the election of members of the Board of Directors must be carried out using 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, and the shareholder has the right to allocate all or a portion of their total votes to one or more candidates.	Voting for the election of members of the Board of Directors is carried out as stipulated in Clause 2, Article 20 of the Company Charter.	Amended to be consistent with the proposed amendments to the Charter and to avoid duplication.
	2		The elected members of the Board of Directors are 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 stipulated in the Company Charter is reached.		
	3		If two or more candidates receive an equal number of votes for the final member of the Board of Directors, a re-election shall be held among those candidates with an equal number of votes.		
	4		In the case of electing members of the Board of Directors, if the number of candidates is less than or equal to the number of members of the Board of Directors to be elected, the election of members of the Board of Directors may be carried out using the cumulative voting method stipulated in Clauses 1-3 of this Article or through a voting method (in favor, against, abstention). The approval ratio is achieved when shareholders representing over 50% of the total voting shares of all shareholders attending the meeting vote in favor.		

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
			Article 16. Dismissal, removal, and supplementary election of members of the Board of Directors		
16	2	a	When the number of remaining members of the Board of Directors is less than the number of members as required by law or has decreased by more than one-third (1/3) compared to the number stipulated in the Company Charter. In this case, the Board of Directors must convene a GMS within 60 days from the date the number of remaining members or the reduction occurs as stipulated above.	When the number of remaining members of the Board of Directors is less than the minimum number of members as required by law or has decreased by more than one-third (1/3) compared to the number stipulated in the Company Charter. In this case, the Board of Directors must convene a GMS within 60 days from the date the number of remaining members is less than the minimum number of members required by law or has decreased as stipulated above.	Amended and supplemented to comply with the provisions of the Law on Enterprises and the Company Charter.
			Article 19. Meetings of the Board of Directors		
			The Board of Directors must hold meetings with the minimum frequency per month/quarter/year as stipulated in the Company Charter and by law.	The Board of Directors must hold meetings at least once per quarter and may hold extraordinary meetings as stipulated in the Company's Charter and by law.	Revised to be consistent with Clause 2, Article 29 of the Charter and Clause 2, Article 16 of the Regulation on the Operation of the Board of Directors.
			Article 24. Minutes of Board of Directors meetings		
24			Meetings of the Board of Directors must be recorded in minutes and may be audio-recorded, or recorded and stored in other electronic forms. The minutes of the Board of Directors meeting must be recorded fully and truthfully. The person in charge of corporate governance or the Company Secretary or another member of the Board of Directors or another person requested by the Board of Directors shall act as the minutes taker for the meeting. The minutes of the Board of Directors meeting must have the full signatures of the chairperson, the minutes taker, and all other members of the Board of Directors attending the meeting.	Meetings of the Board of Directors must be recorded in minutes and may be audio-recorded, or recorded and stored in other electronic forms. The minutes of the Board of Directors meeting must be recorded fully and truthfully. The person in charge of corporate governance or the Company Secretary or another member of the Board of Directors or another person requested by the Board of Directors shall act as the minutes taker for the meeting. The minutes of the Board of Directors meeting must have the full signatures of the chairperson, the minutes taker, and all other members of the Board of Directors attending the meeting. In the event that the chairperson or the minutes taker refuses to sign the meeting minutes, but if all other members of the Board of Directors attending the meeting agree to pass the meeting minutes and sign them, and they contain full content as prescribed, then these minutes shall be effective. The meeting minutes shall clearly state the refusal of the chairperson or the minutes taker to sign the meeting minutes. The person signing the meeting minutes shall be jointly responsible for the accuracy and truthfulness of the content of the Board of Directors meeting minutes.	Amended to comply with Clauses 2 and 3, Article 17 of Circular 116/2020/TT-BTC on corporate governance for public companies.
			Article 32. Method of electing Supervisors		
32	1		Voting for the election of members of the Supervisory Board must be carried out using 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 Supervisory Board, and the shareholder has the right to allocate all or a portion of their total votes to one or more candidates.	Voting for the election of members of the Supervisory Board is carried out as stipulated in Clause 2, Article 20 of the Company Charter.	Amended similarly to the election of members of the Board of Directors and to avoid duplication.

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
	4		In the case of electing members of the Supervisory Board, if the number of candidates is less than or equal to the number of members of the Supervisory Board to be elected, the election of members of the Supervisory Board may be carried out using the cumulative voting method stipulated in Clauses 1-3 of this Article or through a voting method (in favor, against, abstention). The approval ratio is achieved when shareholders representing over 50% of the total voting shares of all shareholders attending the meeting vote in favor.		
			Article 36. Management organizational structure		
36	1		... The Company has a General Director, Deputy General Directors, and a Chief Accountant appointed by the Board of Directors. Except for cases stipulated in Clause 2, Article 28 of the Company Charter, the General Director and Deputy General Directors may simultaneously be members of the Board of Directors...	Revised as follows: "Except for cases stipulated in Clause 2, Article 28 of the Company Charter and in accordance with the provisions of Clause 3, Article 25, the General Director and Deputy General Directors may simultaneously be members of the Board of Directors."	There may be a contradiction, inconsistent with Clause 3, Article 25 of the Company Charter (number of members of the Board of Directors participating in management >2/3); The corporate governance structure of the company must ensure that at least 1/3 of the total members of the Board of Directors are non-executive members.
			Article 42. Working relationship between the Board of Directors and the Supervisory Board		
			The supervisory work of the Supervisory Board is to oversee the implementation of the guidelines, policies, operating mechanisms, and development strategy of the Company, and to oversee the operational activities of the General Director.	The supervisory work of the Supervisory Board is to oversee the implementation of the guidelines, policies, operating mechanisms, and development strategy of the Company, and to oversee the management and operational activities of the Board of Directors.	
			Article 43. Working relationship between the Board of Directors and the General Director		
43	3		The General Director develops the annual production plan of the Company to submit to the Board of Directors for review and approval.	The General Director develops the annual production plan and the adjusted production and business plan (when actual oil prices or actual sales volume change significantly or other factors fluctuate abnormally, causing a decrease in profit compared to the Company's plan) to submit to the Board of Directors for review and approval.	Added content regarding the adjustment of the annual production and business plan. There is currently no regulation on the extent to which the Company's annual production and business plan must change before the General Director submits it to the Board of Directors for consideration and adjustment. In practice, the 2026 GMS Resolution contains the following content: "The GMS authorizes the Board of Directors (BOD) of CNG Vietnam Joint Stock Company to consider and approve adjustments to the 2026 production and business plan based on actual conditions (when actual oil prices or actual sales volume change significantly or other factors fluctuate abnormally, significantly affecting the production and business plan)."

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
			Article 44. Working relationship between the Supervisory Board and the General Director		
44	2		The Supervisory Board has the right to review the compliance and legality of the General Director's decision-making and evaluate the coordination between members of the Board of Management and between the General Director and management officers.	The Supervisory Board has the right to review the compliance and legality of the General Director's decision-making and evaluate the coordination between members of the Board of Management and between the General Director and other executives.	Added "Other executives" to be consistent with Point b, Clause 2, Article 21 of the Supervisory Board Regulation.



PV GAS JOINT STOCK CORPORATION
CNG VIETNAM JOINT STOCK COMPANY

No. 79/TTr - CNG.BOD

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, 5th October, 2024



PROPOSAL
Regarding the addition of the Company's business lines

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

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

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

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

Sincerely,

Recipients:

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

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Trinh Van Khiem



APPENDIX 01:
Business lines of CNG Vietnam Joint Stock Company
(Attached to Proposal No. 79/ TTr-CNG.BOD dated 05/10/2026)

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



No. 80/TTr- CNG.BOD

HCMC, 5th October, 2026.

PROPOSAL

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

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

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

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, and the guiding documents on corporate governance of public companies;

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

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

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

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

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

Sincerely!

Attachments:

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

Recipients:

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

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Trinh Van Khiem

**INTERNAL REGULATIONS ON CORPORATE GOVERNANCE
CNG VIETNAM JOINT STOCK COMPANY**

*(Issued in conjunction with Decision No. .../QD-CNG.BOD dated .../.../2026
of the Board of Directors of CNG Vietnam Joint Stock Company)*

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

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

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

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

Pursuant to the Charter of CNG Vietnam Joint Stock Company;

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

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

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CHAPTER I

GENERAL PROVISIONS

Article 1. Purpose and Scope of Application

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

Article 2. Interpretation of Terms

1. The following abbreviations/terms shall be understood as follows:
 - a) “Company”: refers to CNG Vietnam Joint Stock Company.
 - b) “GMS”: refers to the General Meeting of Shareholders of the Company.
 - c) “BOD”: refers to the Board of Directors of the Company.
 - d) “SB”: refers to the Supervisory Board of the Company.
 - e) “Supervisor”: refers to a member of the Supervisory Board of the Company.
 - f) “Unit”: refers to functional departments, branches affiliated with the Company, and equivalents.
 - g) “Corporate Governance”: refers to the system of rules to ensure that the Company is directed, managed, and controlled effectively for the interests of shareholders and stakeholders related to the Company.
 - h) Law on Enterprises: refers to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020.
 - i) Law on Securities: refers to the Law on Securities No. 54/2019/QH14 dated November 26, 2019.
 - j) “Major shareholder”: refers to a shareholder as defined in Clause 18, Article 4

of the Law on Securities.

- k) Company Executives are: General Director, Deputy General Director, Chief Accountant;
- l) Company Managers are: Chairman of the Board of Directors, members of the Board of Directors, General Director;
- m) "Board of Management" includes the General Director and Deputy General Directors.
- n) "Non-executive BOD member": A member of the BOD who is not the General Director, Deputy General Director, or Chief Accountant;
- o) "Independent BOD member" or "independent member of the BOD" or "independent member": refers to a member of the BOD who meets the standards and conditions stipulated in the Company Charter and relevant laws.
- p) "Corporate Governance Officer": refers to the person with the responsibilities and powers stipulated in Article 281 of Decree 155/2020/ND-CP dated December 31, 2020.
- q) "Related person": refers to 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.
- r) "Majority" means over 50%.
- s) "Online General Meeting of Shareholders" refers to annual or extraordinary General Meetings of Shareholders held in the form of participation via the internet to exercise the voting/election rights of shareholders.
- t) "Electronic voting" is the act of a shareholder or their authorized representative connecting to the internet and exercising their right to vote or elect through the Electronic Voting System prescribed and announced by the Company.
- u) "Electronic Voting System" is the system that provides shareholders or their authorized representatives with tools to exercise relevant rights when attending an online General Meeting of Shareholders.
- v) "Identification factor" refers to the necessary information to accurately identify a subject in a given context.
- w) "Force majeure event" refers to events occurring beyond the will of the convener of the General Meeting of Shareholders, which are unforeseeable and unavoidable despite all necessary measures within the permitted capability having been applied.
- x) "Proportional cumulative voting" is a method of cumulative voting where a shareholder or their authorized representative allocates their total number of votes to 01 candidate or divides their total number of votes equally among multiple candidates. After dividing equally, the number of votes for each candidate is rounded down to the unit digit. Remaining fractional votes (if any) shall be discarded.

- y) "Fixed-number cumulative voting" is a method of cumulative voting where a shareholder or their authorized representative records a specific number of votes for each candidate such that the total number of votes for all candidates equals the total number of votes of the shareholder or their authorized representative.
2. In these Regulations, references to one or more legal provisions or documents shall include any amendments, supplements, or documents replacing such documents.

Article 3. Principles of Corporate Governance

The Company's Corporate Governance Principles include:

- Compliance with current legal provisions;
- Ensuring an effective governance structure;
- Ensuring the rights of shareholders;
- Fair treatment among shareholders;
- Ensuring the role of stakeholders related to the Company;
- Transparency in the Company's operations;
- The BOD provides direction and supervision; the SB controls the Company effectively.

CHAPTER II

GENERAL MEETING OF SHAREHOLDERS

Article 4. Preparation for the GMS

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

Regulations on convening the GMS, the meeting agenda, and the notice of invitation to the GMS are stipulated in Article 17 of the Company Charter; specifically, the steps for preparing the annual GMS are as follows:

 - a) *Compiling the list of shareholders entitled to attend the meeting, announcing the closing of the list of shareholders entitled to attend the GMS*

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

b) Notice of GMS convocation

The notice of the GMS shall be carried out in accordance with Clause 3, Article 17 of the Company Charter.

c) Approval of the GMS meeting agenda and contents

- Person responsible for preparing the GMS agenda and contents: Follow Article 17 of the Company Charter.
- A shareholder or group of shareholders as stipulated in Clause 2, Article 11 of the Company Charter has the right to propose issues to be included in the GMS agenda.
- Proposals for issues to be included in the GMS agenda must be made in writing and sent to the Company at least 07 working days before the opening day of the GMS. The written proposal for issues to be included in the GMS agenda must include the information as stipulated in Clause 4, Article 17 of the Company Charter.
- The GMS convener has the right to reject proposals from shareholders in cases stipulated in Clause 5, Article 17 of the Company Charter. In addition, the GMS convener also has the right to reject a shareholder's proposal if that proposal does not comply with legal regulations.
- The GMS convener shall notify shareholders of the decisions to reject their proposals at the GMS, along with the reasons for such rejection. The GMS convener may also send a written rejection along with the reasons for the rejection.
- The GMS convener must accept and include valid proposals (not rejected) in the proposed agenda and contents of the meeting. A proposal is officially added to the meeting agenda and contents if approved by the GMS.

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

- Approval of the dividend rate for each type of share;
- Approval of the annual report and the annual financial statements of the Company;
- Approval of the BOD Report and the SB Report;
- Other issues within the authority of the GMS.

e) Draft GMS Resolution

The GMS convener must prepare a draft resolution for the issues on the GMS agenda in accordance with Clause 2, Article 17 of the Company Charter.

f) Authorization for representatives to attend the GMS

Authorization for representatives to attend the GMS shall be carried out in accordance with Article 15 of the Company Charter.

Article 5. Organization of the GMS

The sequence, procedures, and conditions for conducting the annual GMS are

stipulated in Article 18 and Article 19 of the Company Charter.

1. In addition, the specific steps for organizing the GMS are further stipulated as follows:

a) Registration to attend the GMS

Registration to attend the GMS is stipulated in Article 19 of the Company Charter, specifically as follows:

- The Corporate Governance Officer, the Company Secretary, or a department/individual designated by the BOD is responsible for registering attendance for the GMS.
- Registration to attend the GMS includes registering shareholders and authorized representatives of shareholders attending before the GMS opens. Shareholders are registered to verify the minimum percentage of shareholders or authorized representatives of shareholders attending in accordance with regulations for the GMS to commence validly.
- In case a shareholder appoints more than one authorized representative, the number of shares and voting rights authorized for each representative must be specifically determined.
- In case the Notice is accompanied by a ballot, the shareholder is considered to have attended the meeting if they have sent the ballot by registered mail to the BOD at least 1 day before the opening of the meeting.
- The inspection of delegate status is stipulated in the Company's GMS Organization Regulations. Documents to be brought to the meeting, presented, and checked when registering to attend the GMS will be clearly stated in the GMS invitation notice, including: ID card/citizen identification card, passport or copy of the business registration certificate, invitation letter, and power of attorney (in case of authorization). Registration is carried out at the venue of the GMS.

b) Conditions for conducting; Checking and announcing the minimum percentage of attending shareholders

The conditions for conducting the GMS shall be carried out in accordance with Article 18 of the Company Charter.

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

c) Opening of the GMS

- When the minimum number of shareholders required by the Company Charter is reached, the Chairman of the BOD declares the opening of the GMS.
- The GMS Chairperson is stipulated in Clause 2, Article 19 of the Company

Charter.

- The Chairperson appoints one or more persons to act as meeting secretaries.

d) Election of the Vote Counting Committee

- The Chairperson shall request the GMS to elect a Vote Counting Committee at each GMS as prescribed.
- Conditions for members of the Vote Counting Committee include:
 - + One of the members of the Vote Counting Committee must be knowledgeable about legal regulations and may be an employee of the Company;
 - + Members of the Vote Counting Committee must not be members of the BOD or candidates for the BOD;
 - + Members of the Vote Counting Committee must not be members of the Board of Management or candidates for the Board of Management;
 - + Members of the Vote Counting Committee must not be related persons of the above-mentioned subjects;
 - + Members of the Vote Counting Committee should be experienced in voting and election work.
- The Vote Counting Committee is responsible for counting votes and preparing a written report on the vote counting results after the GMS concludes. This report shall be provided to shareholders via the Company's website and in printed form at the Company's head office. The vote counting report must be signed by all members of the Vote Counting Committee. Members who refuse to sign this report must explain the reason for their refusal, and this reason shall be included in the appendix of the report.
- The GMS Chairperson may appoint a person or department responsible for supervising the vote counting process.
- The person designated to supervise the vote counting process has the right to:
 - + Prevent any violations of the election regulations.
 - + Report to the GMS Chairperson about any unusual signs during the vote counting process, if any.
- The Head of the Vote Counting Committee has the right to decide on the specific number or to supplement or replace personnel of the Department assisting the Vote Counting Committee in the organization of voting at the GMS.

e) Guests attending the meeting

- An independent auditor may be invited to attend the GMS to express opinions on audit issues and issues related to the approval of annual financial statements. In case the audit report of the Company's annual financial statements contains material exceptions, adverse audit opinions, or disclaimers, the Company must invite a representative of the approved auditing organization that performed the audit of the Company's financial statements to attend the annual GMS, and the

forementioned representative of the auditing organization is responsible for attending the annual GMS of the Company.

- In addition, the Company's BOD may invite creditors, potential investors, employees, government officials, journalists, experts, and other individuals and organizations that do not own shares of the Company to attend the GMS by a decision on guests of the BOD when convening the GMS.

f) Announcement of the meeting agenda and rules

- The GMS Chairperson presents the agenda to the shareholders. At the same time, the Chairperson explains the sequence and procedures for conducting the meeting in accordance with Article 19 of the Company Charter. The meeting agenda must specify the details and discussion time for each issue. The meeting agenda and contents must be approved by the GMS right at the opening session. Only the GMS has the right to change the meeting agenda sent with the Invitation Notice.
- Regarding the sequence, procedures, or events arising outside the GMS agenda, the Chairperson's decision is final, in accordance with Article 19 of the Company Charter.

g) Discussion of issues in the agenda

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

- Create opportunities for shareholders to (i) ask questions to members of the BOD, Supervisors, and Independent Auditor and receive clear answers (ii) be able to make decisions based on complete and unbiased information regarding all issues raised at the meeting.
- Questions raised by shareholders need to be answered immediately. If a question cannot be answered immediately, the Company needs to provide a written response immediately after the GMS.
- The independent auditor, members of the BOD, Supervisors, and the General Director, along with members of the Company's Board of Management, must be present at the GMS. In case of absence, the GMS Chairperson needs to explain the reason for their absence.
- Company Managers need to be allowed to speak at the GMS upon request.
- The GMS Chairperson is only allowed to interrupt the presenter to ensure the sequence or to comply with the procedural requirements of the meeting.

h) Form of passing GMS resolutions, voting methods

- When conducting shareholder registration, the Company issues each shareholder or authorized representative with voting rights a voting card, on which the registration number, full name of the shareholder, full name of the authorized representative, and the number of voting shares of that shareholder are recorded. When voting at the meeting, the cards in favor of the resolution

are collected first, the cards against the resolution are collected later, and finally, the total number of votes in favor or against is counted to make a decision. The total number of votes in favor, against, abstentions, or invalid for each issue shall be announced by the Chairperson immediately after voting on that issue or announced immediately before closing the meeting.

- A shareholder or authorized representative arriving after the GMS has opened has the right to register immediately and thereafter has the right to attend and vote at the GMS immediately after registration. The Chairperson is not responsible for stopping the GMS to allow late-arriving shareholders to register, and the validity of contents already voted upon previously is not affected.

i) Method of counting votes and recording voting results

- The Vote Counting Committee organizes the vote counting and prepares a vote counting minutes under the witness of the SB or a shareholder who is not a Company Executive. The vote counting minutes must contain the following main contents:
 - + Name, head office address, enterprise code;
 - + Purpose and issues requiring consultation to pass a resolution;
 - + Number of shareholders with the total number of voting shares that participated in the vote, distinguishing between valid and invalid voting shares and the method of sending ballots, accompanied by an appendix of the list of shareholders participating in the vote;
 - + Total number of votes in favor, against, and abstentions for each issue;
 - + Issues that have been passed;
 - + Full name and signature of the Chairman of the BOD, the vote counter, and the vote counting supervisor (if any).
- Members of the Vote Counting Committee and the vote counting supervisor shall be jointly liable for the truthfulness and accuracy of the vote counting minutes; jointly liable for damages arising from decisions passed due to dishonest or inaccurate vote counting.

j) Conditions for a resolution to be passed: Follow the provisions of the Company Charter.

k) Announcement of vote counting results:

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

l) Closing of the GMS

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

been announced.

m) Storing ballots

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

n) Preparing the GMS minutes, announcing the GMS Resolution

Follow the provisions of Article 22 of the Company Charter.

2. Sequence and procedures for the GMS to pass resolutions via online conference:

a) Method of registering to attend an online GMS:

- The method of registering to attend an online GMS before the opening day of the GMS is clearly stipulated in the GMS Invitation Notice.
- Technical requirements: Shareholders or their authorized representatives need to have electronic devices with internet connection (e.g., computers, tablets, mobile phones, or other electronic devices with internet connection...).
- Providing login information and performing electronic voting:
 - + Information on the link to access the electronic voting system, username, access password, and other identification factors (if any) to attend the online GMS will be provided in the GMS Invitation Notice (or the form of login information notification prescribed by the BOD). Shareholders or their authorized representatives are responsible for keeping their username, access password, and other issued identification factors confidential to ensure that only the shareholder or their authorized representative has the right to vote on the electronic voting system and shall be fully responsible for this registered information.
 - + When a shareholder or their authorized representative requests to have their login information provided again, the Meeting Organizing Committee may notify through the following forms: in person, by email, or by phone. The form of providing login information via email or phone is only carried out based on shareholder information from the list of shareholders entitled to vote established by the Vietnam Securities Depository according to the Company's rights implementation notice.
 - + Shareholders or their authorized representatives use their username, access password, or other identification factors (if any) to access the electronic voting system and perform electronic voting according to the contents of the online GMS Agenda.
- Method of recording shareholders or their authorized representatives attending the online GMS: A shareholder or their authorized representative is recorded by the electronic voting system as attending the online GMS when that shareholder

or their authorized representative accesses the system with the provided access information and has voted on the online system to confirm their attendance at the online GMS.

b) Authorization for representatives to attend the online GMS:

- Shareholders perform authorization in accordance with Clause 2, Article 15 of the Company Charter.
- Some regulations to note when performing online authorization:
 - + Shareholders must provide full information to perform online authorization, especially providing information of the authorized party: phone number, contact address, and email address. This is the basis for issuing the username, access password, and other identification factors (if any) for the authorized party.
 - + Online authorization is only legally valid when the following conditions are met:
 - * When the shareholder fills in all information according to the online authorization form and completes the online authorization.
 - * The Power of Attorney is printed according to the online authorization form with full signatures, full names, and seals (if it is an organization) of both the authorizing party and the authorized party.
 - * The Company receives the original Power of Attorney before the meeting opens.
 - + Revocation of authorization for shareholders who have authorized online: the shareholder sends an official written request to revoke the online authorization to the Company before the meeting opens. Note that the time for recording the effectiveness of the revocation of authorization is calculated according to the time the Company receives the official written request to revoke the online authorization.
 - + Revocation of authorization will be void if the authorized representative has already voted/elected on any issue of the online GMS Agenda.

c) Conditions for conducting the meeting as stipulated in Article 18 of the Company Charter.

d) The form of passing Resolutions of the online GMS is chosen by the BOD from one of the two following options and is stipulated in the Working Regulations of the online GMS:

- Performed by electronic voting according to Point g, Clause 2, of this Article.
- Or another form as stipulated by the Working Regulations of the online GMS.

e) Discussion at the online GMS:

- Principles:
 - + Discussion is only carried out within the specified time and within the scope

of the GMS agenda and contents;

- + Only shareholders or their authorized representatives are allowed to participate in the discussion;
- + Shareholders or their authorized representatives who wish to discuss must register the discussion content in the form specifically prescribed in the meeting's Working Regulations;
- + The Secretariat will arrange the discussion contents of shareholders or their authorized representatives in the order of registration and transfer them to the Chairperson.
- Answering opinions of shareholders or their authorized representatives:
 - + Based on the opinions of shareholders or their authorized representatives, the Chairperson or a member designated by the Chairperson will answer the opinions of shareholders or their authorized representatives;
 - + In case of time limitations, questions not answered directly at the meeting will be answered by the Company later.

f) Method of electronic voting:

- Method of voting:
 - + Shareholders or their authorized representatives choose one of the three voting options: in favor, against, or abstention for each issue put to a vote at the meeting that has been set up on the electronic voting system.
 - + After that, the shareholder or their authorized representative must confirm the vote for the electronic voting system to record the result.
- Method of election voting: the election of members of the BOD and the SB is carried out in accordance with Clause 2, Article 20 of the Company Charter. In case of electing members of the BOD and members of the SB using the cumulative voting method ("Proportional cumulative voting" or "Fixed-number cumulative voting") as stipulated in Point a, Clause 2, Article 20 of the Company Charter, the shareholder or their authorized representative performs the election by selecting the "Proportional cumulative voting" box or clearly recording the number of votes in the "Number of votes" box of the corresponding candidates on the Election Ballot already set up on the electronic voting system. After that, the shareholder or their authorized representative must confirm the election for the electronic voting system to record the result.
- Some other regulations when performing electronic voting:
 - + In case a shareholder or their authorized representative does not complete all voting or election contents according to the meeting agenda, the contents not yet voted or elected are considered as the shareholder or their authorized representative not having performed the vote or election for those contents.
 - + In case contents arise outside the sent agenda, the shareholder or their

authorized representative may vote or elect additionally. If the shareholder or their authorized representative does not perform the vote or election for the arising contents, it is considered that the shareholder or their authorized representative has not performed the vote or election for those arising contents.

- + Shareholders or their authorized representatives may change their voting or election results (but cannot cancel the voting or election results); this includes the results of additional voting or election for contents arising outside the agenda. The online system only records the vote count for the final voting or election result at the time the electronic voting ends for each vote counting phase as stipulated in the meeting's Working Regulations.
- + In case a shareholder or their authorized representative performs fixed-number cumulative voting: Invalid ballots will be stipulated in the election regulations.
- + The time for electronic voting is specifically stipulated in the meeting's Working Regulations. Shareholders or their authorized representatives can access the electronic voting system and vote 24 hours a day, 7 days a week, except in cases of system maintenance or other reasons beyond the Company's control. After the voting time ends, the system will not record any further electronic voting results from shareholders or their authorized representatives.

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

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

i) Preparing the GMS minutes and announcing the GMS resolution;

- Follow the provisions of Point n, Clause 1, of this Article.
- The venue for the meeting recorded in the online GMS minutes is the location where the Chairperson is present. This venue must be within the territory of Vietnam.
- The form of passing the GMS minutes is specifically stipulated in the Working Regulations of the GMS.

j) In case a force majeure event occurs:

- During the time the GMS is held online and electronic voting is taking place, force majeure events may occur at the venue where the Chairperson is conducting the meeting (excluding force majeure events for one or a number of shareholders or their authorized representatives attending), such as: natural disasters, fires, power outages or loss of internet connection, technical incidents, requirements or

directives of competent authorities...

- In case force majeure events occur and cannot be overcome for the meeting to continue within 60 minutes, the Chairperson will declare the meeting temporarily suspended, and all contents already voted and passed before the suspension (if any) will be canceled. These contents will be voted on again at the next convened GMS.
3. The sequence and procedures for the GMS to pass resolutions via a conference combining in-person and online participation include the following:
- a) *Method of registering to attend a GMS by conference combining in-person and online participation:*
 - For shareholders or their authorized representatives registering to attend in person: follow Point a, Clause 1 of this Article;
 - For shareholders or their authorized representatives registering to attend online: follow Point a, Clause 2 of this Article.
 - Provide login information and cast electronic votes via a hybrid conference format (applicable to shareholders or their authorized representatives registering to attend online) in accordance with Point a, Clause 2 of this Article.
 - b) *Authorization for representatives to attend the General Meeting of Shareholders via a hybrid conference format:*
 - For shareholders or their authorized representatives registering to attend in person: follow Point a, Clause 1 of this Article;
 - For shareholders or their authorized representatives registering to attend online: follow Point b, Clause 2 of this Article.
 - c) *Conditions for conducting the meeting pursuant to Article 18 of the Company Charter*
 - d) *Forms of passing resolutions of the General Meeting of Shareholders:*
 - For shareholders or their authorized representatives registering to attend in person: follow Point h, Clause 1 of this Article;
 - For shareholders or their authorized representatives registering to attend online: follow Point d, Clause 2 of this Article.
 - e) *Discussion at the General Meeting of Shareholders:*
 - For shareholders or their authorized representatives registering to attend in person: follow Point g, Clause 1 of this Article;
 - For shareholders or their authorized representatives registering to attend online: follow Point e, Clause 2 of this Article.
 - f) *Voting methods:*
 - For shareholders or their authorized representatives registering to attend in person: follow Point h, Clause 1 of this Article;
 - For shareholders or their authorized representatives registering to attend online:

follow Point f, Clause 2 of this Article.

g) Vote counting methods;

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

h) Notification of vote counting results: The Vote Counting Committee shall verify, aggregate, and report the vote counting results for each agenda item to the Chairperson. The vote counting results shall be announced by the Chairperson/Vote Counting Committee immediately before the closing of the meeting.

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

Article 6. Procedures for requesting the cancellation of GMS Resolutions

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

Article 7. Extraordinary General Meeting of Shareholders

The sequence, conditions, and responsibilities for convening an Extraordinary General Meeting of Shareholders are stipulated in Article 13 of the Company Charter. Additionally, specific provisions are as follows:

1. Cases for organizing an Extraordinary General Meeting of Shareholders

- a) Responsibilities for convening an Extraordinary General Meeting of Shareholders, including authority and timing, are stipulated in Clauses 3 and 4 of Article 13 of the Company Charter;
- b) In the event that the Board of Directors or the Supervisory Board fails to convene the General Meeting of Shareholders as prescribed, the Chairperson of the Board of Directors and members of the Board of Directors, or the Supervisory Board, as the case may be, shall be held legally liable and shall compensate for any damages incurred by the Company;
- c) The agenda of an Extraordinary General Meeting of Shareholders shall vary depending on the specific purpose for which the meeting is convened.

2. Sequence and procedures for collecting shareholders' opinions in writing to pass resolutions of the General Meeting of Shareholders

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

Article 8. Passing GMS Resolutions

1. GMS Resolutions are passed in accordance with Article 20 or Article 21 of the Company Charter.
2. Resolutions of the General Meeting of Shareholders must be disclosed in

accordance with securities laws and the Company Charter.

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

1. Report on the activities of the Board of Directors (pursuant to Clause 3, Article 26 of the Company Charter)

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

- Remuneration, operating expenses, and other benefits of the Board of Directors and each individual member of the Board of Directors in accordance with Clause 3, Article 163 of the Law on Enterprises and the Company Charter;
- Summary of meetings of the Board of Directors and resolutions and decisions of the Board of Directors;
- Report on transactions between the Company, subsidiaries, companies over which the Company holds control of 50% or more of the charter capital, and members of the Board of Directors and their related persons; transactions between the Company and companies in which a member of the Board of Directors is a founding member or a Manager of the Company within the 03 most recent years prior to the transaction;
- Activities of independent members of the Board of Directors and the results of the independent members' evaluation of the Board of Directors' activities;
- Activities of other sub-committees under the Board of Directors (if any);
- Supervision results regarding the General Director, the Executive Board, and other Executives;
- Planned future plans.

2. Report on the activities of the Supervisory Board (pursuant to Clause 7, Article 38 of the Company Charter)

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

- Remuneration, operating expenses, and other benefits of the Supervisory Board and each individual Supervisor in accordance with Article 172 of the Law on Enterprises and the Company Charter;
- Summary of meetings of the Supervisory Board and conclusions and recommendations of the Supervisory Board;
- Results of supervision over the Company's operational and financial situation;
- Evaluation report on transactions between the Company, subsidiaries, companies over which the Company holds control of 50% or more of the charter capital, and members of the Board of Directors, the General Director, other Executives of the Company, and their related persons; transactions between the Company and companies in which a member of the Board of Directors, the General Director, or other Executives of the Company is a founding member or a Manager of the

Company within the 03 most recent years prior to the transaction;

- Supervision results regarding the Board of Directors, members of the management apparatus, the General Director, and other Executives of the Company;
- Report evaluating the coordination between the Supervisory Board and the Board of Directors, the Executive Board, the General Director, and shareholders.

CHAPTER III

BOARD OF DIRECTORS AND MEMBERS OF THE BOARD OF DIRECTORS

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

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

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

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

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

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

1. The number of members of the Board of Directors is 05 members.
2. The term of members of the Board of Directors shall not exceed 05 years; members of the Board of Directors may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of the Company for no more than 02 consecutive terms. In the event that all members of the Board of Directors end their term at the same time, they shall continue to serve as members of the Board of Directors until new members are elected and take over the work.
3. The structure of the Board of Directors of the Company must ensure that at least one-third (1/3) of the total number of members of the Board of Directors are non-executive members. The Company minimizes the number of members of the Board of Directors concurrently holding executive positions in the Company to ensure the independence of the Board of Directors. The total number of independent members of the Board of Directors is 01 member.

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

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

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

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

Article 14. Provisions on members of the Board of Directors

1. Members of the Board of Directors are persons who meet the standards and conditions as prescribed and are not prohibited by law or the Company Charter from serving as members of the Board of Directors, and are elected as members of the Board of Directors by the GMS in accordance with regulations. Members of the Board of Directors do not necessarily have to be shareholders of the Company.
2. Members of the Board of Directors of the Company shall not concurrently serve as members of the Board of Directors of more than 05 other companies.

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

Voting for the election of members of the Board of Directors is carried out as prescribed in Clause 2, Article 20 of the Company Charter.

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

1. Members of the Board of Directors shall be dismissed or removed in the following cases:
 - a) Failure to meet the standards and conditions for serving as a member of the Board of Directors as prescribed by the Law on Enterprises or being prohibited by law from serving as a member of the Board of Directors;
 - b) Submitting a written resignation to the Company's head office;
 - c) Suffering from mental disorders and other members of the Board of Directors have professional evidence proving that the person no longer has the capacity for civil acts;
 - d) Failure to attend meetings of the Board of Directors for 06 consecutive months, except in cases of force majeure;
 - e) According to the decision of the General Meeting of Shareholders;
 - f) Providing false personal information when submitting as a candidate for the Board of Directors;
 - g) Other cases as prescribed by law.
2. The Board of Directors must convene the General Meeting of Shareholders to elect supplementary members of the Board of Directors in the following cases:
 - a) When the remaining number of members of the Board of Directors is less than the minimum number of members as prescribed by law or is reduced by more than one-third (1/3) compared to the provisions in the Company Charter. In this case, the Board of Directors must convene the GMS within 60 days from the date the number of remaining members is less than the minimum number of members as prescribed

by law or is reduced as stipulated above.

- b) In other cases, at the nearest meeting, the GMS shall elect new members to replace the members of the Board of Directors who have been dismissed or removed.

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

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

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

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

Article 19. Meetings of the Board of Directors

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

Article 20. Notification of meetings of the Board of Directors

1. Notification of meetings of the Board of Directors must be sent to members of the Board of Directors and the Supervisory Board at least 05 days before the meeting is held. The notification of the meeting of the Board of Directors must be in writing in Vietnamese and must fully announce the agenda, time, and location of the meeting, accompanied by necessary documents regarding the issues to be discussed, voting ballots for the meeting of the Board of Directors, and ballots for members of the Board of Directors who cannot attend the meeting.
2. Meeting invitations are sent by post, fax, email, or other means, but must ensure they reach the address of each member of the Board of Directors and the Supervisory Board registered with the Company.

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

A meeting of the Board of Directors is conducted when 3/4 or more of the total number of members attend. In the event that a meeting convened in accordance with this Clause does not have enough members to attend as prescribed, it shall be convened for the second time within 07 days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors attend.

Authorization for others to attend meetings by members of the Board of Directors is carried out in accordance with the Company Charter and the law.

Article 22. Voting methods

1. Each member of the Board of Directors or an authorized person directly present in a personal capacity at the meeting of the Board of Directors has 01 vote;
2. Supervisors have the right to attend meetings of the Board of Directors and have the right to discuss but not to vote.

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

1. Resolutions and decisions of the Board of Directors are passed if approved by a majority of members attending the meeting; in the event of a tie, the final decision belongs to the side with the opinion of the Chairperson of the Board of Directors.
2. Resolutions passed via the collection of written opinions are passed based on the approval of a majority of members of the Board of Directors with voting rights. This resolution has the same validity and value as a resolution passed by members of the Board of Directors at a meeting convened and organized according to standard practice.

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

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

Minutes of meetings of the Board of Directors must have the full signatures of the Chairperson, the minute taker, and all other members of the Board of Directors attending the meeting. In the event that the Chairperson or the minute taker refuses to sign the meeting minutes, but if all other members of the Board of Directors attending and agreeing to pass the meeting minutes sign and it contains full content as prescribed, then these minutes are valid. The meeting minutes shall clearly state the refusal of the Chairperson or the minute taker to sign the minutes. The person signing the meeting minutes shall be jointly liable for the accuracy and truthfulness of the content of the minutes of the meeting of the Board of Directors.

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

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

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

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

Article 27. Sub-committees under the Board of Directors

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

Article 28. Corporate Governance Officer and Company Secretary

1. Corporate Governance Officer: The appointment, rights, and responsibilities of the Corporate Governance Officer are stipulated in detail in Clause 1, Article 31 of the Company Charter.
2. Company Secretary: The appointment, rights, and responsibilities of the Company Secretary are stipulated in detail in Clause 2, Article 31 of the Company Charter.

3. The Board of Directors may dismiss the Corporate Governance Officer/Company Secretary when necessary but must not contravene current labor laws. Notification of the appointment and dismissal of the Corporate Governance Officer and Company Secretary shall be carried out in accordance with the Company Charter and current laws.

CHAPTER IV

SUPERVISORS AND SUPERVISORY BOARD

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

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

Article 30. Term, composition, and requirements for Supervisors

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

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

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

The Supervisory Board must have more than half of its members permanently residing in Vietnam.

2. Standards and conditions for Supervisors

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

3. Head of the Supervisory Board

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

Article 31. Candidacy and nomination of persons for the position of Supervisor

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

Article 32. Method of electing Supervisors

Voting for the election of members of the Supervisory Board is carried out as prescribed in Clause 2, Article 20 of the Company Charter.

Article 33. Cases of dismissal and removal of Supervisors

1. Supervisors shall be dismissed in the following cases:
 - a) No longer meeting the standards and conditions for serving as a Supervisor as prescribed in Clause 2, Article 36 of the Company Charter and Clause 2, Article 30 of these Regulations;
 - b) Submitting a resignation letter and having it accepted;
 - c) Other cases as prescribed by law and the Company Charter.
2. Supervisors shall be removed in the following cases:
 - a) Failure to complete assigned tasks and work;
 - b) Failure to perform their rights and obligations for 06 consecutive months, except in cases of force majeure;
 - c) Serious violations or repeated violations of the obligations of a Supervisor as prescribed by the Law on Enterprises and the Company Charter;
 - d) According to the decision of the General Meeting of Shareholders;
 - e) Other cases as prescribed by law.

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

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

Article 35. Salary and other benefits of Supervisors.

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

CHAPTER V

GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 36. Organization of the management apparatus

1. The Company's management system must ensure that the management apparatus is accountable to the Board of Directors and under the leadership of the Board of Directors. The Company has a General Director, Deputy General Directors, and a Chief Accountant appointed by the Board of Directors. Except for the cases stipulated in Clause 2, Article 28 of the Company Charter and in accordance with Clause 3, Article 25, the General Director and Deputy General Directors may concurrently be members of the Board of Directors. The appointment, dismissal, and removal of the aforementioned titles must be carried out by a resolution/decision of the Board of Directors.
2. The General Director is responsible for managing all daily operations of the Company and is the legal representative of the Company. The General Director must be accountable to the Board of Directors, the General Meeting of Shareholders, and the law for the performance of their rights and obligations as stipulated in the Company Charter and these Regulations.

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

Article 37. Standards for Executives of the Company

1. The General Director must meet the following standards and conditions:
 - Having full capacity for civil acts and not being among those prohibited from managing enterprises as prescribed by law;
 - Having professional qualifications and at least five (05) years of practical experience in corporate management in the industries and trades that are the Company's main business;
 - Having a university degree or higher in economic-technical fields related to the Company's main operations;
 - Having business acumen and the ability to organize enterprise management and understanding of the law;
 - The General Director shall not concurrently serve as the General Director or CEO of another enterprise;
 - The General Director shall not be a family member of a Manager of the Company, a Supervisor of the Company, or the parent company of the Company; a representative of state capital or a representative of enterprise capital at the Company or the parent company of the Company.
2. Deputy General Directors must meet the following standards and conditions:
 - Having full capacity for civil acts and not being among those prohibited from managing enterprises as prescribed by law;
 - Having professional qualifications and at least five (05) years of practical experience in management in the industries and trades that are the Company's main business;
 - Having a university degree or higher.
3. The Chief Accountant must meet the following standards and conditions:
 - Having professional qualifications and expertise in accounting;
 - University degree or higher;
 - Having a certificate of training for chief accountants;
 - Having at least 05 years of practical experience in accounting;
 - Not being among those prohibited from practicing accounting as prescribed by law.

Article 38. Appointment of the General Director and Executives of the Company

1. Appointment of the General Director
 - The nomination and candidacy for the General Director shall be considered and decided by the Board of Directors at each time.

- The Board of Directors shall appoint 01 member of the Board of Directors as the General Director. Remuneration, salary, and other benefits of the General Director must be reported at the Annual General Meeting of Shareholders, presented as a separate item in the annual Financial Statements, and stated in the Company's annual report.
- The term of the General Director shall not exceed 05 years and may be re-appointed for an unlimited number of terms. The General Director must not be a person prohibited by law from holding this position and must meet the standards and conditions as prescribed by law, the Company Charter, and these Regulations.

2. Appointment of other Executives

- Upon the proposal of the General Director and with the approval of the Board of Directors, the Company may recruit other Executives with the number and standards appropriate to the Company's structure and management practices as stipulated by the Board of Directors. Company Executives must be diligent in supporting the Company to achieve the goals set out in its operations and organization.
- Remuneration, salary, benefits, and other terms in the labor contract for other Executives shall be decided by the Board of Directors after consulting the General Director.

Article 39. Cases of dismissal and removal of Executives of the Company

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

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

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

CHAPTER VI

COORDINATION BETWEEN THE BOARD OF DIRECTORS, SUPERVISORY BOARD, AND GENERAL DIRECTOR

Article 41. Principles of coordination and work

1. Members of the Board of Directors, Supervisors, the General Director, and other Executives must be personally accountable during the performance of their assigned tasks and must seriously coordinate their activities to protect the legitimate interests of shareholders and develop the Company.
2. All members have the right to reserve their opinions, whether in agreement or

disagreement with a content, and are responsible for explaining such opinions when requested.

3. The principle of general control and internal control is not to hinder production and business activities and not to directly interfere in the management work of the units; control participates in consulting, supervising, and advising on rectifying the management work of the units and the Company.
4. The procedures, sequence of convening, meeting notifications, minute taking, and notification of meeting results between the Board of Directors, the Supervisory Board, and the General Director are carried out in accordance with the corresponding regulations on meetings of the Board of Directors and the Supervisory Board in the Company Charter and the law.
5. Resolutions and decisions of the Board of Directors are notified and provided to the Supervisory Board and the General Director in the same manner as for members of the Board of Directors.
6. Cases where the General Director and the Supervisory Board propose to convene a meeting of the Board of Directors and issues that need to be submitted to the Board of Directors for opinion are carried out in accordance with the Company Charter, these Regulations, and the law.
7. The coordination of control, management, and supervision activities between members of the Board of Directors, Supervisors, and the General Director according to the specific tasks of the aforementioned members shall be agreed upon between the Board of Directors, the Supervisory Board, and the General Director at each time.

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

The working relationship between the Board of Directors and the Supervisory Board is the relationship between the Company's management activities and compliance control activities to ensure that all management and executive activities of the Company are reasonable, transparent, honest, and compliant with the Company's policies, GMS resolutions, and in accordance with the provisions of current law.

Management work involves setting out guidelines, policies, operational mechanisms, establishing strategic vision and tactics for developing the Company according to each phase, and the Company's long-term strategies.

The control work of the Supervisory Board is to supervise the implementation of guidelines, policies, operational mechanisms, and the Company's development strategies, and to supervise the management and executive activities of the Board of Directors.

1. Coordination relationship:

The Board of Directors and the Supervisory Board establish, apply, and maintain a direct coordination mechanism in management and executive activities through meetings of the Board of Directors and during the management and executive

process to ensure that the Supervisory Board always has sufficient information necessary to perform its inspection, supervision, and compliance control functions and to immediately notify the Board of Directors when detecting inappropriate content so that the Board of Directors can review and adjust in a timely manner;

- The Supervisory Board advises the Board of Directors in issuing guidelines and policies for managing the Company, recommends that the Board of Directors perform key tasks in the financial year to ensure effective management of resources.

2. Control – supervision relationship:

- The Supervisory Board, on behalf of the GMS, supervises the BOD in the management and administration of the Company. The Supervisory Board inspects and supervises the reasonableness, legality, honesty, and level of prudence in management and administration of business activities; and the implementation of internal management regulations already issued to protect the interests of the Company and Shareholders;
- The Supervisory Board has the authority to inspect the compliance of the BOD with the Law, and with the resolutions and decisions of the GMS; and to verify the management effectiveness of the BOD;
- The Supervisory Board has the right to attend all regular and extraordinary meetings of the BOD in order to inspect the legality and validity of the meeting procedures and the decision-making process of the BOD to ensure the interests of Shareholders;
- The Supervisory Board has the right to request the BOD and members of the BOD to provide, in a timely and complete manner, information related to the activities of the BOD;
- When discovering that a member of the BOD has violated their obligations under the provisions of the Law and the Company Charter, the Supervisory Board must immediately notify the BOD in writing, and request the violating person to cease the violation and remedy the consequences;
- The Supervisory Board is responsible for timely notifying the BOD of its supervisory activity results, and working with the BOD before submitting reports, conclusions, and recommendations to the GMS.

Article 43. Working relationship between the BOD and the General Director

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

1. In accordance with the provisions of the law and the Company Charter, the BOD performs the governance function with the task of planning strategies and policies, while the General Director performs the administration function, implementing the strategies approved by the BOD;

2. The BOD and the General Director agree on short-term, medium-term, and long-term goals on the basis of satisfying the interests of the Company;
3. The General Director develops the annual production plan and the adjusted business and production plan (when actual oil prices or actual sales volume change significantly, or other factors fluctuate abnormally, reducing the Company's profit compared to the plan) to submit to the BOD for review and approval. When organizing the implementation of the BOD's resolutions and decisions, if any issue is found to be inconsistent with current laws, the General Director shall report to the BOD for the BOD to adjust such resolution or decision;
4. The General Director has the right to proactively decide on issues within the authority of the General Director as stipulated in the Company Charter; and to decide on measures beyond their authority in emergency cases but must take responsibility for those decisions, and at the same time, must immediately report to the BOD;
5. Monthly, quarterly, semi-annually, every 9 months, and annually, the General Director shall send reports on the Company's business and production situation to the BOD, recommending issues that need to be resolved by the BOD within its authority and the goals and tasks of the plan in the coming period;
6. When an abnormal fluctuation occurs or is perceived to be imminent, the General Director must promptly report on an ad-hoc basis in writing or by the fastest means of communication to the BOD so that the BOD can take timely handling measures;
7. The General Director is entitled to attend regular and extraordinary meetings of the BOD to report on the progress of implementing the BOD's resolutions, and at the same time, to recommend and contribute to building the BOD's policies in accordance with the practical situation of the Company;
8. The BOD establishes an internal inspection, examination, and control mechanism to monitor the implementation of the BOD's policies, and to review the implementation of resolutions and other authorized matters of the BOD by the General Director.

Article 44. Working relationship between the Supervisory Board and the General Director

The working relationship between the Supervisory Board and the Board of Management is the relationship between compliance control activities and business and production administration activities, specifically including:

1. Coordination relationship:

The coordination relationship is carried out on the basis of two-way information between the Supervisory Board and the General Director. The General Director proactively provides information on administrative activities, and the Supervisory Board proactively reviews and provides advisory opinions to the General Director in administrative activities.



2. Control and supervision relationship:

- The Supervisory Board has the right to request the General Director or other managers to provide information related to the Company's business and production activities to serve inspection and supervision activities;
- The Supervisory Board has the right to review the compliance and legality of the General Director's decision-making and evaluate the coordination between members of the Board of Management and between the General Director and other managers and executives;
- The Supervisory Board has the right to participate in meetings of the General Director and managers or request the General Director to convene an extraordinary meeting to announce issues arising during the inspection and supervision process that the Supervisory Board perceives to have violated the provisions of the Law, the Company's regulations, or caused damage/potential damage to the interests of the Company and Shareholders;
- The General Director is responsible for providing information and creating all favorable conditions for the Supervisory Board to perform its functions and tasks;
- When discovering inappropriate points in the administration activities of the Board of Management, the Supervisory Board shall notify the General Director in writing, requesting adjustments to those inappropriate points.

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

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

CHAPTER VII

PERFORMANCE EVALUATION, REWARDS, AND DISCIPLINE

Article 46. Performance evaluation

1. Annually, based on the assigned functions and tasks, the BOD evaluates the level of task completion of each member of the BOD, the General Director, Deputy General Directors, the Chief Accountant, and officers under their management according to the hierarchy.
2. Annually, based on the assigned functions and tasks, the Supervisory Board evaluates the level of task completion of each Supervisor.
3. The results of the task completion evaluation are used to settle the salary fund and bonus fund for the Company's management and administration board in accordance with the Company's Regulations on salary, bonus, and remuneration for the management and administration board.

Article 47. Rewards

Annually, the BOD submits to the GMS for approval the business and production plan targets for the financial year, accompanied by the bonus fund for the BOD, the Supervisory Board, the Board of Management, the Chief Accountant, and managers under the management of the BOD. Based on the level of completion of the business plan and the reward policy approved by the GMS, the BOD will decide on the specific bonus level for members of the BOD, the Supervisory Board, the General Director, the Chief Accountant, and managers on the basis of the results of the task completion evaluation and the provisions of the Company's Regulations on salary, bonus, and remuneration for the management and administration board.

Article 48. Discipline

1. Members of the BOD, Supervisors, the General Director, and the Chief Accountant who violate their obligations, the duty of honesty and prudence, or fail to fulfill their obligations with diligence and professional competence must be held responsible for damages caused by their violations;
2. Forms of discipline and material liability for members of the BOD, Supervisors, the General Director, and the Chief Accountant shall be implemented in accordance with the provisions of the Law, the Company Charter, and relevant internal regulations of the Company.

CHAPTER VIII

INFORMATION DISCLOSURE – TRANSPARENCY AND INFORMATION CONFIDENTIALITY

Article 49. Principles of information disclosure

1. Definition: "Information disclosure is defined as a method to ensure that all interested parties can access information through a transparent process to ensure that searching and collecting information is easy, regardless of the purpose of accessing the information".
2. Principles of information disclosure:
 - Regular and timely;
 - Accessible in an easy and widespread manner;
 - Accurate and complete;
 - Consistent, appropriate, and supported by written evidence.
3. The Company has the obligation to disclose complete, accurate, and timely periodic and extraordinary information regarding its business and production situation, financial status, and corporate governance situation to shareholders and the public in accordance with the Information Disclosure Regulations of the Ho Chi Minh City Stock Exchange.
4. Information disclosure is carried out in such a way as to ensure that shareholders and the investing public can access it fairly and simultaneously. The language used

in information disclosure is clear, easy to understand, avoids causing misunderstandings for shareholders and the investing public, and ensures transparency of information.

5. The General Director of the Company or the authorized person for information disclosure shall perform the information disclosure. The General Director must be responsible for the completeness, timeliness, honesty, and accuracy of the disclosed information.

Article 50. Confidential information

1. To avoid adverse effects on the legitimate rights and interests of the Company and shareholders in the disclosure of information, the Company is permitted to keep information confidential if it falls under the scope of Business Secrets in accordance with the Competition Law.
2. The scope of Business Secrets and other Confidential Information is stipulated in the Company's Regulations on information disclosure and information confidentiality.

Article 51. Internal information and internal trading

1. Internal information is information related to the Company that has not been disclosed, which, if disclosed, could significantly affect the Company's securities prices.
2. Internal information is kept strictly confidential by authorized persons in accordance with the provisions of the Company's Regulations on information disclosure and information confidentiality.
3. Persons who have access to internal information are not permitted to:
 - Trade in securities related to the internal information to which they have access;
 - Disclose internal information to other individuals unless such disclosure is made in the course of performing tasks assigned by the Company;
 - Advise or induce others to trade in securities related to the internal information to which they have access.
4. Illegal internal trading (insider trading) refers to transactions that take place when persons capable of accessing internal information use such information to profit or avoid losses in the securities market.
5. The General Director is responsible for implementing the Company's Regulations on information disclosure and information confidentiality, and for concretizing the Company's regulations and procedures on avoiding conflicts of interest to regulate behaviors related to the use of internal information and internal trading.

Article 52. Organization of information disclosure, information management, and transparency

1. Organization of information disclosure
 - The BOD is responsible for establishing, approving, and maintaining Regulations

on information disclosure in accordance with the provisions of the Law on Securities, guiding documents for implementation, and other relevant legal provisions.

- To ensure accuracy and timeliness, the Company will organize a specialized/concurrent department for information disclosure. The standards and conditions for this personnel/department are mentioned in the Regulations on information disclosure. The Company's officer in charge of information disclosure shall perform their assigned rights and obligations correctly.
- Information disclosure is carried out on the information media of the State Securities Commission and the Stock Exchange, as well as the Company's publications and websites.

2. Management of confidential information and internal information

- The General Director is the person with the highest responsibility for building/proposing criteria for information classification and the internal information and confidential information management system in accordance with current legal provisions. In principle, internal information needs to be managed centrally from top to bottom. Each department, depending on the nature of its work, evaluates the sensitivity level of information generated within that department to have appropriate handling, confidentiality, and management methods.
- In the process of business development, the list of information needs to be regularly supplemented and updated to strictly manage and monitor, limiting the negative effects of disclosing internal information to the outside.

3. Transparency: The Company commits to ensuring transparency in information disclosure as stipulated in the Regulations on information disclosure.

4. Liability for compensation: Individuals violating the Information Disclosure Regulations, including but not limited to violations in the work of (i) information disclosure, (ii) use and/or disclosure of information, (iii) preparation of incomplete and inaccurate disclosed information..., must be liable for compensation and/or be disciplined depending on the severity of the violation.

5. Mechanism for regular contact with Major Shareholders: The Company will communicate with major shareholders whenever the BOD deems it necessary.

Article 53. Contents of information disclosure

1. Disclosure of information on corporate governance situation

- The Company must disclose information on the corporate governance situation during annual GMS meetings and in the Company's Annual Report, which must include at least the following information:
 - + Members and structure of the BOD and the Supervisory Board;
 - + Activities of the BOD and the Supervisory Board;

- + Activities of independent members of the BOD;
 - + Plans to enhance efficiency in corporate governance activities;
 - + Remuneration and expenses for members of the BOD, Supervisors, and the General Director;
 - + Information on transactions of Company shares by members of the BOD, Supervisors, the General Director, the Chief Accountant, Major Shareholders, and persons related to the aforementioned subjects;
 - + Number of members of the BOD, Supervisors, and the General Director who have participated in training on corporate governance
 - + Points not yet implemented according to the Regulations, causes, and solutions.
- The Company has the obligation to report periodically and disclose information periodically about the corporate governance situation in accordance with the provisions of the law, the State Securities Commission, and the Ho Chi Minh City Stock Exchange.
 - Members of the BOD, Supervisors, the General Director, and the Board of Management are responsible for reporting and disclosing information about:
 - + Transactions between the Company and companies where the aforementioned members are founding members or members of the BOD or General Director within the 3 previous years;
 - + Transactions between the Company and companies in which related persons of the aforementioned members are members of the BOD, General Director, or major shareholders;
 - + Transactions that may bring material and non-material benefits to the aforementioned members.
2. Contents of information disclosure include:
- Periodic information: audited financial statements and annual reports;
 - Extraordinary information;
 - Information required by the SSC and the Ho Chi Minh City Stock Exchange.
 - Information related to transactions of major shareholders;
 - Information related to treasury stock transactions;
 - Information related to share transactions of founding shareholders during the restricted transfer period;
 - Information related to public trading and offering;
 - Information related to public offering of securities and the progress of using capital obtained from the offering;
 - Other information as required by law.
3. Voluntary information disclosure

Information that the Company may voluntarily disclose (not within the scope of legal requirements) on its website includes:

- The Company's goals;
- Ownership structure of major and important shareholders and voting rights;
- Information about members of the BOD and the Board of Management;
- Material risk factors that can be predicted;
- Employees and parties with related interests;
- Corporate Governance structure and policies.

4. Scope of information with Major Shareholders

The scope of information with Major Shareholders includes:

- Internal information;
- Contributions and opinions of Major Shareholders regarding corporate governance.

Article 54. Disclosure of information about major shareholders

1. The Company must organize periodic information disclosure about each Major Shareholder, including the following main contents:
 - a) Name, year of birth (individual shareholder);
 - b) Contact address;
 - c) Occupation (individual shareholder), business sector (institutional shareholder);
 - d) Number and percentage of shares owned in the Company;
 - e) Fluctuation situation in the ownership of Major Shareholders;
 - f) Information that may lead to major changes in the Company's shareholders;
 - g) Situation of increase, decrease, and pledging/mortgaging of Company shares by Major Shareholders.
2. The Company has the obligation to report quarterly and annually and disclose information about the shareholder fluctuation situation in accordance with the regulations of the State Securities Commission to the State Securities Commission and the Ho Chi Minh City Stock Exchange.
3. To ensure the rights of shareholders, shareholders must regularly and promptly provide their information to the Company. In case a Shareholder does not provide information leading to the shareholder's rights being affected, and if such impact does not stem from the Company's fault, the Company will not be responsible for compensation.

Article 55. Information confidentiality

1. The General Director is responsible for building and organizing the implementation of regulations and procedures on information confidentiality (as part of the Information Security Policy).

2. The scope of application will include internal information, confidential information, and other sensitive information of the Company that needs to be kept confidential.
3. The main contents must at least include: information risk management, responsible department, asset management, storage, communication, access control, and management of confidentiality commitments with third parties.

CHAPTER IX IMPLEMENTATION PROVISIONS

Article 56. Organization of implementation

1. These Regulations are the basis for the Company to issue internal regulation systems applied to the Company's affiliated units.
2. The BOD, the Supervisory Board, and the General Director are responsible for implementing these provisions in the GMS and meetings of the BOD, the Supervisory Board, and the General Director in accordance with the procedures stipulated in these Regulations. The reporting system of relevant Units must contain the main contents as prescribed in the Regulations.
3. The General Director is responsible for coordinating with relevant Units to establish an operating regulation system for the Board of Management, and decentralizing authority among members of the Board of Management in accordance with the provisions of these Regulations.

Article 57. Effectiveness

1. These Regulations consist of 9 Chapters and 57 Articles, drafted by the Company's BOD and submitted to the GMS for approval based on the content of the Company's amended and supplemented Charter approved by the GMS at the extraordinary GMS meeting on October 08, 2026, and take effect from October 08, 2026. Documents previously issued by the Company that are contrary to the content of these Regulations are no longer effective.
2. The amendment of the Internal Regulations on Corporate Governance shall be considered by the Company's BOD and submitted to the GMS for approval.

**FOR THE BOARD OF DIRECTORS
CHAIRMAN**

SUMMARY OF PROPOSALS TO AMEND AND SUPPLEMENT THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
			Article 4. Preparation for the GMS meeting		
4	3	b	The GMS meeting notice is sent to all shareholders by a secure method to the shareholder's contact address, ... - Draft resolutions for each issue in the meeting agenda.	The GMS meeting notice is implemented in accordance with Clause 3, Article 17 of the Company Charter.	Amendment because this content has been detailed in Clause 3, Article 17 of the Company Charter, to avoid duplication.
		c	Approving the agenda and content of the GMS meeting ... '- Shareholders or groups of shareholders as prescribed in Clause 4, Article 17 of the Company Charter have the right to propose issues to be included in the GMS meeting agenda. '- Proposals for issues to be included in the GMS meeting agenda must be in writing and sent to the Company at least 07 working days before the opening date of the GMS meeting. The written proposal for issues to be included in the GMS meeting agenda must include the following information: '- Full name of the shareholder for individual shareholders/name of the shareholder for institutional shareholders; '- Signature of the shareholder; if the signatory of the proposal is a representative of the shareholder, a valid power of attorney must be attached. '- The person convening the GMS meeting has the right to reject shareholder proposals in cases specified in Clause 5, Article 17 of the Charter. In addition, the Board of Directors also has the right to reject shareholder proposals if such proposals do not comply with legal regulations. The Board of Directors will notify shareholders of the decisions to reject shareholder proposals at the GMS meeting along with the reasons for rejection. The Board of Directors may also send a written rejection of the proposal along with the reasons for rejection. '- The Board of Directors must accept and include valid proposals ...	Approving the agenda and content of the GMS meeting ... '- Shareholders or groups of shareholders as prescribed in Clause 2, Article 11 of the Company Charter have the right to propose issues to be included in the GMS meeting agenda. '- Proposals for issues to be included in the GMS meeting agenda must be in writing and sent to the Company at least 07 working days before the opening date of the GMS meeting. The written proposal for issues to be included in the GMS meeting agenda must include information as prescribed in Clause 4, Article 17 of the Company Charter. '- The person convening the GMS meeting has the right to reject shareholder proposals in cases specified in Clause 5, Article 17 of the Charter. In addition, the person convening the GMS meeting also has the right to reject shareholder proposals if such proposals do not comply with legal regulations. '- The person convening the GMS meeting will notify shareholders of the decisions to reject shareholder proposals at the GMS meeting along with the reasons for rejection. The person convening the GMS meeting may also send a written rejection of the proposal along with the reasons for rejection. - The person convening the GMS meeting must accept and include valid proposals ...	Amend the cross-reference to align with the Charter; remove content already prescribed in the Charter to avoid duplication; amend the subject "Board of Directors" to "Person convening the GMS meeting" to align with the Law on Enterprises, because besides the Board of Directors, the Supervisory Board can also convene the meeting...
		e	The Board of Directors must prepare draft resolutions for issues in the GMS meeting agenda as prescribed in Clause 2, Article 17 of the Company Charter.	The person convening the GMS meeting must prepare draft resolutions for issues in the GMS meeting agenda as prescribed in Clause 2, Article 17 of the Company Charter.	Amend the subject "Board of Directors" to "Person convening the GMS meeting" to align with the Law on Enterprises, because besides the Board of Directors, the Supervisory Board, shareholders, etc., can also convene the GMS meeting...
			Article 5. Organizing the GMS meeting		

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
5	1	c	Opening the GMS meeting When the minimum number of members attending the meeting as prescribed in the Company Charter is reached... The chairperson appoints one or more secretaries for the meeting; the Board for checking shareholder eligibility/Delegates serving the meeting is elected before the opening of the Meeting.	Opening the GMS meeting When the minimum number of shareholders attending the meeting as prescribed in the Company Charter is reached... The chairperson appoints one or more secretaries for the meeting before the opening of the Meeting.	Amendment to comply with the provisions of the Law on Enterprises and the Company Charter
		n	Preparing minutes of the GMS meeting, announcing GMS resolutions: The GMS meeting must be recorded in minutes and may be recorded or stored in other electronic forms; the minutes must be prepared in Vietnamese and may also be prepared in English... and must be kept at the Company's head office.	Preparing minutes of the GMS meeting, announcing GMS resolutions; implemented in accordance with Article 22 of the Company Charter.	Amendment to ensure consistency between the Charter and the Internal Regulations on corporate governance because this content has been detailed in Article 22 of the Company Charter, to avoid duplication.
	2	f	Voting method: Based on the company charter, the election of members of the Board of Directors and the Supervisory Board must be conducted using the cumulative voting method ("Cumulative voting" or "Fixed number voting"). Accordingly, shareholders or their representatives perform the election by selecting the "Cumulative voting" box or clearly writing the number of votes in the "Number of votes" box for the corresponding candidates on the Ballot already installed on the electronic voting system. After that, shareholders or their representatives must confirm the election for the electronic voting system to record the results.	Voting method: The election of members of the Board of Directors and the Supervisory Board is conducted in accordance with Clause 2, Article 20 of the Company Charter. In case of electing members of the Board of Directors and members of the Supervisory Board using the cumulative voting method ("Cumulative voting" or "Fixed number voting") as prescribed in Point a, Clause 2, Article 20 of the Company Charter, shareholders or their representatives perform the election by selecting the "Cumulative voting" box or clearly writing the number of votes in the "Number of votes" box for the corresponding candidates on the Ballot already installed on the electronic voting system. After that, shareholders or their representatives must confirm the election for the electronic voting system to record the results.	Clause 2, Article 20 of the Company Charter currently provides that, in addition to the cumulative voting method, the election of members of the Board of Directors/Supervisory Board may also be conducted through a voting method (in favor, against, abstention).
			Article 7. Extraordinary GMS		
7	2		2. Sequence and procedures for collecting shareholders' opinions in writing to pass Resolutions of the GMS		
			The sequence and procedures for collecting shareholders' opinions in writing to pass resolutions of the GMS are stipulated in Article 21 of the Company Charter, specifically as follows:	The sequence and procedures for collecting shareholders' opinions in writing to pass resolutions of the GMS are stipulated in Article 21 of the Company Charter.	

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
			The Board of Directors has the right to collect shareholders' opinions in writing to pass decisions of the GMS when deemed necessary for the Company's interests, except for cases where collecting shareholders' opinions in writing is prohibited as stipulated in Clause 1, Article 20 of the Company Charter... A resolution passed by way of collecting shareholders' opinions in writing must be approved by shareholders representing over 50% of the total voting shares of all shareholders with voting rights and shall have the same validity as a resolution passed at a GMS meeting.	Remove the content of this clause.	Because the phrase "except for cases where collecting shareholders' opinions in writing is prohibited as stipulated in Clause 1, Article 20 of the Company Charter" conflicts with Article 21 of the Company Charter. Article 21 of the Company Charter stipulates that these cases are permitted for collecting shareholders' opinions in writing; the amendment is to unify the provisions between the Charter and the Internal Regulation on Corporate Governance, as this content has already been specified in detail in Article 21 of the Company Charter, avoiding duplication.
8	1		Article 8. Passing GMS Resolutions GMS Resolutions are passed in accordance with the provisions of Article 20 of the Company Charter.	GMS Resolutions are passed in accordance with the provisions of Article 20 or Article 21 of the Company Charter.	GMS Resolutions may be passed in accordance with the provisions of Article 21 of the Charter if shareholders' opinions are collected in writing.
			Article 15. Method of electing members of the Board of Directors		
15	1		Voting for the election of members of the Board of Directors must be carried out using 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, and the shareholder has the right to allocate all or a portion of their total votes to one or more candidates.	Voting for the election of members of the Board of Directors is carried out as stipulated in Clause 2, Article 20 of the Company Charter.	Amended to be consistent with the proposed amendments to the Charter and to avoid duplication.
	2		The elected members of the Board of Directors are 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 stipulated in the Company Charter is reached.		
	3		If two or more candidates receive an equal number of votes for the final member of the Board of Directors, a re-election shall be held among those candidates with an equal number of votes.		
	4		In the case of electing members of the Board of Directors, if the number of candidates is less than or equal to the number of members of the Board of Directors to be elected, the election of members of the Board of Directors may be carried out using the cumulative voting method stipulated in Clauses 1-3 of this Article or through a voting method (in favor, against, abstention). The approval ratio is achieved when shareholders representing over 50% of the total voting shares of all shareholders attending the meeting vote in favor.		

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
			Article 16. Dismissal, removal, and supplementary election of members of the Board of Directors		
16	2	a	When the number of remaining members of the Board of Directors is less than the number of members as required by law or has decreased by more than one-third (1/3) compared to the number stipulated in the Company Charter. In this case, the Board of Directors must convene a GMS within 60 days from the date the number of remaining members or the reduction occurs as stipulated above.	When the number of remaining members of the Board of Directors is less than the minimum number of members as required by law or has decreased by more than one-third (1/3) compared to the number stipulated in the Company Charter. In this case, the Board of Directors must convene a GMS within 60 days from the date the number of remaining members is less than the minimum number of members required by law or has decreased as stipulated above.	Amended and supplemented to comply with the provisions of the Law on Enterprises and the Company Charter.
			Article 19. Meetings of the Board of Directors		
			The Board of Directors must hold meetings with the minimum frequency per month/quarter/year as stipulated in the Company Charter and by law.	The Board of Directors must hold meetings at least once per quarter and may hold extraordinary meetings as stipulated in the Company's Charter and by law.	Revised to be consistent with Clause 2, Article 29 of the Charter and Clause 2, Article 16 of the Regulation on the Operation of the Board of Directors.
			Article 24. Minutes of Board of Directors meetings		
24			Meetings of the Board of Directors must be recorded in minutes and may be audio-recorded, or recorded and stored in other electronic forms. The minutes of the Board of Directors meeting must be recorded fully and truthfully. The person in charge of corporate governance or the Company Secretary or another member of the Board of Directors or another person requested by the Board of Directors shall act as the minutes taker for the meeting. The minutes of the Board of Directors meeting must have the full signatures of the chairperson, the minutes taker, and all other members of the Board of Directors attending the meeting.	Meetings of the Board of Directors must be recorded in minutes and may be audio-recorded, or recorded and stored in other electronic forms. The minutes of the Board of Directors meeting must be recorded fully and truthfully. The person in charge of corporate governance or the Company Secretary or another member of the Board of Directors or another person requested by the Board of Directors shall act as the minutes taker for the meeting. The minutes of the Board of Directors meeting must have the full signatures of the chairperson, the minutes taker, and all other members of the Board of Directors attending the meeting. In the event that the chairperson or the minutes taker refuses to sign the meeting minutes, but if all other members of the Board of Directors attending the meeting agree to pass the meeting minutes and sign them, and they contain full content as prescribed, then these minutes shall be effective. The meeting minutes shall clearly state the refusal of the chairperson or the minutes taker to sign the meeting minutes. The person signing the meeting minutes shall be jointly responsible for the accuracy and truthfulness of the content of the Board of Directors meeting minutes.	Amended to comply with Clauses 2 and 3, Article 17 of Circular 116/2020/TT-BTC on corporate governance for public companies.
			Article 32. Method of electing Supervisors		
32	1		Voting for the election of members of the Supervisory Board must be carried out using 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 Supervisory Board, and the shareholder has the right to allocate all or a portion of their total votes to one or more candidates.	Voting for the election of members of the Supervisory Board is carried out as stipulated in Clause 2, Article 20 of the Company Charter.	Amended similarly to the election of members of the Board of Directors and to avoid duplication.

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
	4		In the case of electing members of the Supervisory Board, if the number of candidates is less than or equal to the number of members of the Supervisory Board to be elected, the election of members of the Supervisory Board may be carried out using the cumulative voting method stipulated in Clauses 1-3 of this Article or through a voting method (in favor, against, abstention). The approval ratio is achieved when shareholders representing over 50% of the total voting shares of all shareholders attending the meeting vote in favor.		
			Article 36. Management organizational structure		
36	1		... The Company has a General Director, Deputy General Directors, and a Chief Accountant appointed by the Board of Directors. Except for cases stipulated in Clause 2, Article 28 of the Company Charter; the General Director and Deputy General Directors may simultaneously be members of the Board of Directors...	Revised as follows: "Except for cases stipulated in Clause 2, Article 28 of the Company Charter and in accordance with the provisions of Clause 3, Article 25, the General Director and Deputy General Directors may simultaneously be members of the Board of Directors."	There may be a contradiction, inconsistent with Clause 3, Article 25 of the Company Charter (number of members of the Board of Directors participating in management >2/3): The corporate governance structure of the company must ensure that at least 1/3 of the total members of the Board of Directors are non-executive members.
			Article 42. Working relationship between the Board of Directors and the Supervisory Board		
			The supervisory work of the Supervisory Board is to oversee the implementation of the guidelines, policies, operating mechanisms, and development strategy of the Company, and to oversee the operational activities of the General Director.	The supervisory work of the Supervisory Board is to oversee the implementation of the guidelines, policies, operating mechanisms, and development strategy of the Company, and to oversee the management and operational activities of the Board of Directors.	
			Article 43. Working relationship between the Board of Directors and the General Director		
43	3		The General Director develops the annual production plan of the Company to submit to the Board of Directors for review and approval.	The General Director develops the annual production plan and the adjusted production and business plan (when actual oil prices or actual sales volume change significantly or other factors fluctuate abnormally, causing a decrease in profit compared to the Company's plan) to submit to the Board of Directors for review and approval.	Added content regarding the adjustment of the annual production and business plan. There is currently no regulation on the extent to which the Company's annual production and business plan must change before the General Director submits it to the Board of Directors for consideration and adjustment. In practice, the 2026 GMS Resolution contains the following content: "The GMS authorizes the Board of Directors (BOD) of CNG Vietnam Joint Stock Company to consider and approve adjustments to the 2026 production and business plan based on actual conditions (when actual oil prices or actual sales volume change significantly or other factors fluctuate abnormally, significantly affecting the production and business plan)."

Article	Clause	Point	CURRENT PROVISION	PROPOSED AMENDMENT AND SUPPLEMENT	RATIONALE FOR AMENDMENT AND SUPPLEMENT
			Article 44. Working relationship between the Supervisory Board and the General Director		
44	2		The Supervisory Board has the right to review the compliance and legality of the General Director's decision-making and evaluate the coordination between members of the Board of Management and between the General Director and management officers.	The Supervisory Board has the right to review the compliance and legality of the General Director's decision-making and evaluate the coordination between members of the Board of Management and between the General Director and other executives.	Added "Other executives" to be consistent with Point b, Clause 2, Article 21 of the Supervisory Board Regulation.



No. 81/TTr- CNG.BOD

HCMC, 5th October, 2026.

PROPOSAL

**Regarding the amendment and supplementation of the Board of Directors
Operational Regulations CNG Vietnam Joint Stock Company**

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

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

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024, and the guiding documents on corporate governance of public companies;

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

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

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

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

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the Operational Regulations of the Board of Directors (as amended and supplemented), in order to ensure consistency and compliance with the Company Charter (as amended and supplemented) and relevant legal regulations, in accordance with the Draft attached to this Proposal.

Sincerely!

Attachments:

- Draft of the amended and supplemented Operational Regulations of the Board of Directors;
- Summary table of amendments and supplementations.

Recipients:

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

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Trinh Van Khiem

OPERATING REGULATIONS OF THE BOARD OF DIRECTORS CNG VIETNAM JOINT STOCK COMPANY

*(Issued in conjunction with Decision No. ____/QD-CNG.BOD dated ____/____/2026
of the Board of Directors of CNG Vietnam Joint Stock Company)*

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

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

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

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

Pursuant to the Charter of CNG Vietnam Joint Stock Company;

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

The Board of Directors of CNG Vietnam Joint Stock Company hereby issues the Operating Regulations of the Board of Directors (hereinafter referred to as the "Regulations"), with the following contents:

Chapter I GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of application

- 1.1. Scope of regulation: The Operating Regulations of the Board of Directors of CNG Vietnam Joint Stock Company provide for the organizational structure, personnel, operating principles, powers, and obligations of the Board of Directors and its members to ensure operations in accordance with the Law on Enterprises, the Law on Securities, the Company Charter, and other relevant legal provisions.

- 1.2. Subjects of application: The Board of Directors, the Executive Board, functional departments, and branches directly under the Company.

Article 2. Interpretation of terms

- 2.1. "Executive Board" means the Executive Board of CNG Vietnam Joint Stock Company, including the General Director and Deputy General Directors.
- 2.2. "Majority" is over 50%.
- 2.3. "General Meeting of Shareholders" or "GMS" is the General Meeting of Shareholders of CNG Vietnam Joint Stock Company.
- 2.4. "Charter" is the Charter of CNG Vietnam Joint Stock Company.
- 2.5. "Company" is CNG Vietnam Joint Stock Company.
- 2.6. "Unit" refers to functional departments and branches directly under the Company.
- 2.7. "Board of Directors" or "BOD" is the Board of Directors of CNG Vietnam Joint Stock Company.
- 2.8. "Day" is a calendar day, including holidays as prescribed by competent authorities (such as Saturdays, Sundays, and public holidays).
- 2.9. "Working day" is a "Day" excluding holidays.
- 2.10. "Related Person" is an individual or organization as defined in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities.
- 2.11. "Company Executive" means the General Director, Deputy General Director, and Chief Accountant;
- 2.12. "Corporate Manager" means the Chairman of the Board of Directors, members of the Board of Directors, and the General Director.

Unless otherwise defined, terms used in these Regulations shall be defined in accordance with relevant laws and the Company Charter.

Article 3. Operating principles of the BOD

- 3.1. The BOD works on a collective basis. BOD members are individually responsible for the performance of their assigned duties, and all are collectively responsible to the GMS and before the law for the Resolutions/Decisions of the BOD regarding the development of the Company.
- 3.2. The BOD and its members shall exercise their rights and obligations as prescribed by law, the Company Charter, and the Company's internal management documents; resolve work within their assigned scope of authority and responsibility; and ensure compliance with the order, procedures, and regulations of the law, the State, the Company Charter, and the Company's internal management documents.
- 3.3. The BOD assigns the General Director the responsibility to organize and execute the Resolutions/Decisions of the BOD.
- 3.4. The Company's seal shall be used on documents issued by the BOD.

Chapter II

MEMBERS OF THE BOARD OF DIRECTORS

Article 4. Rights and obligations of BOD members

- 4.1. BOD members have full rights as prescribed by relevant laws and the Company Charter, including the right to be provided with information and documents on the financial situation and business operations of the Company and its units.
- 4.2. BOD members have obligations as prescribed by the Company Charter and the following obligations:
 - a. Perform their duties honestly and carefully for the best interests of shareholders and the Company.
 - b. Fully attend BOD meetings and provide opinions on issues discussed.
 - c. Report promptly and fully to the BOD on remuneration received from subsidiaries, associates, and other organizations.
 - d. Report to the BOD at the nearest meeting on transactions between the Company, its subsidiaries, or other companies in which the Company holds a controlling interest of 50% or more of charter capital and the BOD member and their related persons; and transactions between the Company and a company in which the BOD member was a founding member or a Corporate Manager within the 03 years immediately preceding the transaction.
 - e. Disclose information when trading the Company's shares as prescribed by law.
- 4.3. The Independent Member of the BOD must prepare a report evaluating the activities of the BOD.

Article 5. Right of BOD members to be provided with information

- 5.1. BOD members have the right to request the General Director, Deputy General Directors, and the Chief Accountant to provide information and documents on the financial situation and business operations of the Company and its units.
- 5.2. The requested person must provide information and documents promptly, fully, and accurately at the request of the BOD member.

Article 6. Term and number of BOD members

- 6.1. The number of BOD members is five (05).
- 6.2. The term of a BOD member shall not exceed five (05) years. BOD members may be re-elected for an unlimited number of terms. An individual may be elected as an Independent Member of the BOD for no more than two (02) consecutive terms. The term of a BOD member and an Independent Member of the BOD is calculated from the effective date of the election.
- 6.3. In case all BOD members finish their term at the same time, they shall continue to be BOD members until new members are elected to replace them and take over the work.

Article 7. Standards and conditions for BOD members

- 7.1. BOD members and Independent Members of the BOD must meet the standards and conditions specifically prescribed in Clauses 4 and 5, Article 24 of the Company Charter.
- 7.2. An Independent Member of the BOD must notify the BOD if they no longer meet the standards and conditions as prescribed by law and the Company Charter.

Article 8. Chairman of the BOD

- 8.1. The Chairman of the BOD is elected, released from duty, or removed by the BOD from among the BOD members.
- 8.2. The Chairman of the BOD may not concurrently hold the position of General Director.
- 8.3. The Chairman of the BOD has the following rights and obligations:
 - a. Prepare the work program and plan of the BOD;
 - b. Prepare the program, content, and documents for meetings; convene, preside over, and chair BOD meetings;
 - c. Organize the approval of resolutions and decisions of the BOD;
 - d. Supervise the implementation process of the BOD's resolutions and decisions;
 - e. Chair GMS meetings;
 - f. Other rights and obligations as prescribed by the Law on Enterprises and the Company Charter.
- 8.4. In case the Chairman of the BOD resigns or is removed, the BOD must elect a replacement within 10 days from the date of receiving the resignation or removal.
- 8.5. In case the Chairman of the BOD is temporarily unable to perform their duties for any reason, the Chairman of the BOD shall authorize another BOD member to perform the duties of the Chairman. If there is no authorized person, or if the Chairman of the BOD dies, goes missing, is detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification center or compulsory education center, absconds from their place of residence, is restricted or loses civil act capacity, has difficulty in awareness and behavior control, or is prohibited by the Court from holding certain positions or practicing certain professions, the remaining members shall elect one of them to hold the position of Chairman based on the principle of majority vote of the remaining members until a new decision is made by the BOD.

Article 9. Release from duty, removal, replacement, and supplementation of BOD members

- 9.1. The GMS shall release a BOD member from duty in the following cases:
 - a. Failing to meet the standards and conditions prescribed in Article 155 of the Law on Enterprises.

- b. Submitting a resignation letter that is accepted.
 - c. Other cases prescribed in the Company Charter.
- 9.2. The GMS shall remove a BOD member in the following cases:
- a. Failing to participate in BOD activities for 06 consecutive months, except in cases of force majeure.
 - b. Other cases prescribed in the Company Charter.
- 9.3. In addition to the cases specified in Articles 9.1 and 9.2 above, when deemed necessary, the GMS may decide to replace, release from duty, or remove a BOD member.
- 9.4. The BOD must convene a GMS meeting to elect additional BOD members in the following cases:
- a. The number of BOD members is reduced by more than one-third (1/3) compared to the number prescribed in the Company Charter. In this case, the BOD must convene a GMS meeting within 60 days from the date the number of members is reduced by more than one-third.
 - b. Except for the case prescribed in point a of this clause, the GMS shall elect a new member to replace the BOD member who was released from duty or removed at the nearest meeting.

Article 10. Method of election, release from duty, and removal of BOD members

- 10.1. A shareholder or group of shareholders holding from ten (10)% of total ordinary shares or more has the right to nominate candidates to the BOD. The nomination of candidates to the BOD is carried out as follows:
- a. Ordinary shareholders forming a group to nominate candidates to the BOD must notify the other shareholders attending the meeting before the opening of the GMS.
 - b. Based on the number of BOD members, the shareholder or group of shareholders specified in this clause has the right to nominate one or more candidates to the BOD as decided by the GMS. A shareholder or group of shareholders holding from 10% to less than 20% of total voting shares has the right to nominate one (01) candidate; from 20% to less than 35% may nominate up to two (02) candidates; from 35% to less than 50% may nominate up to three (03) candidates; and from 50% or more may nominate up to five (05) candidates.
- 10.2. If the number of candidates nominated by shareholders or a group of shareholders is lower than the number they are entitled to nominate as decided by the GMS, the remaining candidates shall be nominated by the incumbent BOD and other shareholders. The introduction of additional candidates must be announced clearly before the GMS votes to elect BOD members as prescribed by law.
- 10.3. Voting to elect BOD members shall be conducted as prescribed in Clause 2, Article 20 of the Company Charter.

- 10.4. The release from duty and removal of BOD members shall be carried out by the GMS through a voting method (in favor, against, abstain). The voting ratio for adoption through this method shall be carried out in accordance with Clause 3, Article 20 of the Company Charter.

Article 11. Notification of election, release from duty, and removal of BOD members

- 11.1. In case BOD candidates have been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the GMS meeting or 10 days before the deadline for returning written ballot papers on the Company's website so that shareholders can learn about these candidates before voting. BOD candidates must have a written commitment regarding the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, carefully, and for the best interests of the Company if elected as a BOD member. Information related to BOD candidates to be disclosed includes:
- a. Full name, date, month, and year of birth.
 - b. Professional qualifications.
 - c. Work history.
 - d. Other management positions (including BOD positions in other companies).
 - e. Interests related to the Company and the Company's related parties.
 - f. Other information (if any) as prescribed in the Company Charter.
 - g. Information about companies in which the candidate currently holds the position of BOD member, other management positions, and interests related to the company of the BOD candidate (if any).
- 11.2. Notification of the results of the election, release from duty, and removal of BOD members shall be carried out in accordance with regulations guiding information disclosure.

Chapter III
BOARD OF DIRECTORS

Article 12. Rights and obligations of the BOD

- 12.1. The BOD is the management body of the Company, with full authority on behalf of the Company to decide and exercise the rights and obligations of the Company, except for rights and obligations under the authority of the GMS.
- 12.2. The rights and obligations of the BOD are specifically prescribed in the Law on Enterprises, the Law on Securities, other legal provisions, and the Company Charter.
- 12.3. The BOD adopts Resolutions/Decisions by voting at meetings, collecting written opinions, or other forms as prescribed by the Company Charter. Each BOD member has one vote.
- 12.4. In case a Resolution/Decision adopted by the BOD is contrary to the provisions of

law, GMS Resolutions, or the Company Charter, causing damage to the Company, the members who voted in favor of that Resolution/Decision must be jointly and severally personally liable for that Resolution/Decision and must compensate the Company for the damage; members who opposed the adoption of the said Resolution/Decision are exempt from liability. In this case, shareholders of the Company have the right to request the court to suspend the implementation or cancel the said Resolution/Decision.

Article 13. Tasks and powers of the BOD in approving and signing contracts and transactions

- 13.1. The BOD approves contracts and transactions valued at less than 35% or transactions resulting in a total transaction value within 12 months from the date of the first transaction valued at less than 35% of the total asset value recorded in the most recent financial statement between the Company and one of the following subjects:
- a. BOD members, Supervisory Board members, the General Director, and related persons of these subjects.
 - b. Shareholders, authorized representatives of shareholders holding over 10% of total ordinary shares of the Company, and their related persons.
 - c. Enterprises related to the subjects specified in Clause 2, Article 164 of the Law on Enterprises.
- 13.2. Before signing a contract or transaction, the Company's representative must notify the BOD members and Supervisory Board members about the related parties to that contract or transaction and attach the draft contract or the main content of the transaction. The BOD shall decide on the approval of the contract or transaction within fifteen (15) days from the date of receiving the notification; BOD members with related interests in the parties to the contract or transaction do not have the right to vote.

Article 14. Responsibility of the BOD in convening an Extraordinary GMS

- 14.1 The BOD must convene an Extraordinary GMS in the following cases:
- a. The BOD deems it necessary for the interests of the Company.
 - b. The number of remaining BOD members or Supervisory Board members is less than the minimum number of members as prescribed by law.
 - c. At the request of a shareholder or group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises; the request to convene a GMS meeting must be in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of the related shareholders or the written request may be made in multiple copies and collected with sufficient signatures of the related shareholders.
 - d. At the request of the Supervisory Board.

- e. Other cases as prescribed by law and the Company Charter.

14.2 Convening an Extraordinary GMS:

- a. The BOD must convene a GMS meeting within 60 days from the date the number of remaining BOD members, Independent BOD members, or Supervisory Board members is less than the minimum number of members as prescribed by law or upon receiving the request prescribed in points c and d, Clause 14.1 of this Article.
- b. The BOD must notify the case where an Independent BOD member no longer meets the standards and conditions at the nearest GMS meeting or convene a GMS meeting to elect an additional or replacement Independent BOD member within 06 months from the date of receiving the notification from the relevant Independent BOD member.

14.3 The person convening the GMS meeting must perform the following tasks:

- a. Prepare a list of shareholders eligible to attend the meeting.
- b. Provide information and resolve complaints related to the list of shareholders.
- c. Prepare the program and content of the meeting.
- d. Prepare documents for the meeting.
- e. Draft the GMS Resolution according to the expected content of the meeting; provide the list and detailed information of candidates in case of electing BOD members or Supervisory Board members.
- f. Determine the time and venue of the meeting.
- g. Send meeting invitations to each shareholder eligible to attend as prescribed by the Law on Enterprises.
- h. Other tasks serving the meeting.

Article 15. Supporting apparatus of the BOD

- 15.1. The BOD appoints at least one (01) Corporate Governance Officer to support corporate governance work. The Corporate Governance Officer may concurrently serve as the Company Secretary as prescribed in Clause 5, Article 156 of the Law on Enterprises.

The Corporate Governance Officer shall not concurrently work for the approved auditing organization that is auditing the Company's financial statements.

The BOD may release the Corporate Governance Officer from duty when necessary, but not in contravention of legal provisions. Notification of the appointment or release from duty of the Corporate Governance Officer shall be carried out in accordance with the Charter and securities laws.

The Corporate Governance Officer has rights and obligations as prescribed by law, the Charter, and other relevant internal management documents of the Company.

- 15.2. When deemed necessary, the BOD appoints a Company Secretary. The Company Secretary has rights and obligations as prescribed by law, the Company Charter, and

other relevant internal management documents of the Company.

- 15.3. In accordance with the Company Charter, the BOD may establish assisting units/committees/sub-committees under the BOD to support BOD activities regarding development policy, personnel, remuneration, internal audit, and risk management. The operation of the assisting units/committees/sub-committees must comply with the law, the Company Charter, and the BOD. Resolutions of assisting units/committees/sub-committees are only valid when the majority of members attending and voting at the meeting of the committee/sub-committee are BOD members.
- 15.4. The implementation of decisions of the BOD, or of assisting units/committees/sub-committees under the BOD, must be consistent with the provisions of the law, the Company Charter, and the internal regulations on corporate governance.
- 15.5. The BOD may establish specialized groups including one or more BOD members and one or more persons who are not BOD members if deemed necessary, led by a BOD member, to appraise and/or advise and consult the BOD in reviewing and approving issues under the authority and responsibility of the BOD.
- 15.6. The BOD may request functional departments, branches, and/or Company employees to review and advise the BOD on relevant issues.
- 15.7. The BOD may invite consultants to conduct research or appraisal regularly or for specific tasks.

Chapter IV

BOD MEETINGS AND WRITTEN OPINION COLLECTION

Article 16. BOD meetings

- 16.1. The Chairman of the BOD is elected at the first meeting of the BOD within seven (07) working days from the end of the BOD election. This meeting is convened and chaired by the member with the highest number of votes or the highest percentage of votes. If there is more than one member with the same highest number or percentage of votes, the members shall elect one (01) person among them to convene the BOD meeting based on the majority principle.
- 16.2. The BOD must meet at least once (01) per quarter and may hold extraordinary meetings.
- 16.3. The Chairman of the BOD convenes BOD meetings in the following cases:
 - a. At the request of the Supervisory Board or an Independent BOD member.
 - b. At the request of the General Director or at least five (05) other Corporate Managers.
 - c. At the request of at least two (02) BOD members.
 - d. Other cases prescribed by the Company Charter.

- 16.4. The request prescribed in Clause 16.3 of this Article must be in writing, clearly stating the purpose, issues to be discussed, and decisions falling under the authority of the BOD.
- 16.5. The Chairman of the BOD must convene a BOD meeting within seven (07) working days from the date of receiving the request prescribed in Clause 16.3 of this Article. If the Chairman fails to convene the meeting as requested, the Chairman must be responsible for damages occurring to the Company; the requester has the right to replace the Chairman to convene the BOD meeting.
- 16.6. The Chairman of the BOD or the person convening the BOD meeting must send meeting invitations at least five (05) days before the meeting (for regular meetings) and at the latest 03 working days before the meeting (for emergency or extraordinary meetings). The meeting invitation must specify the time and venue of the meeting, the program, and issues for discussion and decision. The meeting invitation must be accompanied by documents used at the meeting and the member's ballot. Meeting invitations are sent by post, fax, email, or other means but must ensure they reach the address of each BOD member and Supervisory Board member registered at the Company.
- 16.7. The Chairman or the person convening the meeting shall send meeting invitations and accompanying documents to Supervisory Board members as they do for BOD members.
- 16.8. Supervisory Board members have the right to attend BOD meetings and discuss, but may not vote.
- 16.9. A BOD meeting is conducted when there are 3/4 of the total number of members or more attending. If a meeting convened according to this clause does not have sufficient members, it shall be reconvened within seven (07) days from the intended date of the first meeting. In this case, the meeting is conducted if there are more than half of the BOD members.
- 16.10. A BOD member is considered to attend and vote at a meeting in the following cases:
- a. Attending and voting directly at the meeting.
 - b. Authorizing another person to attend and vote as prescribed in Clause 16.11 of this Article.
 - c. Attending and voting through an online conference, electronic voting, or other electronic forms.
 - d. Sending a ballot to the meeting via post, fax, email, or other means as prescribed by the Company Charter and current laws.
- 16.11. In case of sending a ballot to the meeting via post, the ballot must be in a sealed envelope and delivered to the Chairman of the BOD at the latest one (01) hour before the opening. The ballot is only opened in the presence of all meeting attendees.
- 16.12. Members must fully attend BOD meetings. Members may authorize others to attend

and vote:

- a. BOD members may authorize others in writing to attend BOD meetings if approved by the majority of BOD members.
- b. The authorization letter of a BOD member must be sent to the Chairman of the BOD at the latest two (02) working days before the meeting for regular meetings and immediately before the opening for extraordinary BOD meetings. The authorization letter and the ID card, Citizen ID card, or Passport of the authorized person must be presented to the meeting chair.
- c. The authorization letter must clearly state the full name, address, ID card/Citizen ID/Passport of the authorizer and the authorized person, the content and scope of authorization, and the validity period of the authorization.
- d. The authorizer is fully responsible to the BOD for the actions and decisions of the authorized person performed under the authorization at the BOD meeting.

16.13. A BOD Resolution/Decision is adopted if approved by the majority of members attending; in case of a tie, the final decision belongs to the side with the opinion of the Chairman of the BOD.

Article 17. Minutes of meetings and written opinion collection of the BOD

17.1. BOD meetings must be recorded in minutes and may be recorded by audio, video, or stored in other electronic forms. Minutes must be prepared in Vietnamese and may be prepared in foreign languages, including the following main contents:

- a. Name, address of the head office, enterprise code.
- b. Time and venue of the meeting.
- c. Purpose, program, and content of the meeting.
- d. Full name of each member attending or authorized to attend and the method of attendance; full name of members not attending and the reason.
- e. Issues discussed and voted on at the meeting.
- f. Summary of opinions of each member attending in the order of the meeting's proceedings.
- g. Voting results, clearly stating members who voted in favor, against, and abstained.
- h. Issues adopted and the corresponding adoption ratio.
- i. Full name and signature of the chair and the minute-taker, except for the case prescribed in Clause 2 of this Article.

17.2. In case the chair or minute-taker refuses to sign the meeting minutes but the minutes are approved by all other BOD members attending and have full content as prescribed in points a, b, c, d, e, g, and h, Clause 1 of this Article, the minutes are effective. The minutes shall clearly state the refusal of the chair or minute-taker to sign.

- 17.3. The chair, minute-taker, and signatories of the minutes are responsible for the truthfulness and accuracy of the content of the BOD meeting minutes.
- 17.4. BOD meeting minutes and documents used in the meeting must be stored at the Company's head office.
- 17.5. Minutes prepared in Vietnamese and foreign languages have equal legal validity. In case there is a difference in content between the Vietnamese and foreign language versions, the content in the Vietnamese version shall apply.
- 17.6. For issues requiring opinions from BOD members due to urgency or when it is deemed unnecessary to hold a BOD meeting, the Chairman of the BOD shall decide to collect opinions from BOD members in writing.
- 17.7. BOD Resolutions/Decisions adopted via written opinion collection are based on the approval of the majority of BOD members with voting rights; in case of a tie, the vote of the Chairman of the BOD is the deciding vote. Resolutions/Decisions adopted in this form have the same effectiveness and value as those adopted at a BOD meeting.

Chapter V

REPORTING AND DISCLOSURE OF INTERESTS

Article 18. Annual report submission

- 18.1. At the end of the fiscal year, the BOD must submit the following reports to the GMS:
 - a. Report on the Company's business results.
 - b. Financial statements.
 - c. Report evaluating the Company's management and administration.
 - d. Report of the Supervisory Board.
- 18.2. The reports prescribed in points a, b, and c, Clause 1 of this Article must be sent to the Supervisory Board for appraisal at the latest 30 days before the opening date of the Annual GMS meeting, unless otherwise prescribed by the Company Charter.
- 18.3. The reports prescribed in Articles 18.1 and 18.2, the Supervisory Board report, and the audit report must be stored at the Company's head office at the latest 10 days before the opening date of the Annual GMS meeting. Shareholders holding shares of the Company continuously for at least 01 year have the right to personally or together with a lawyer, accountant, or auditor with a practicing certificate directly review the reports prescribed in this Article.

Article 19. Remuneration, bonuses, and other benefits of BOD members

- 19.1. The Company has the right to pay remuneration and bonuses to BOD members based on business results and efficiency.
- 19.2. BOD members are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days required to complete the BOD

member's duties and the daily remuneration rate. The BOD estimates the remuneration for each member based on the principle of consensus. The total remuneration and bonuses for the BOD are decided by the GMS at the annual meeting.

- 19.3. Remuneration of each BOD member is included in the Company's business expenses as prescribed by corporate income tax law, presented as a separate item in the Company's annual financial statements, and must be reported to the GMS at the annual meeting.
- 19.4. BOD members holding executive positions or BOD members working on BOD committees or performing other tasks outside the scope of normal duties of a BOD member 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 BOD.
- 19.5. Members of the BOD shall be entitled to reimbursement for all traveling, accommodation, and other reasonable expenses incurred in the performance of their duties as BOD members, including expenses incurred in attending meetings of the GMS, the BOD, or committees of the BOD.
- 19.6. BOD members may be covered by liability insurance purchased by the Company subject to the approval of the GMS. This insurance shall not cover liabilities of BOD members related to violations of the law and the Company Charter.

Article 20. Disclosure of related interests

- 20.1. BOD members must declare their related interests to the Company, including:
 - a. The name, enterprise identification number, head office address, and business lines of any enterprise in which they own capital contributions or shares; the percentage and time of such ownership.
 - b. The name, enterprise identification number, head office address, and business lines of any enterprise in which their Related Persons jointly or separately own capital contributions or shares exceeding 10% of the charter capital.
- 20.2. The declaration stipulated in Clause 1 of this Article must be made within seven (07) working days from the date the related interest arises; any amendments or supplements must be notified to the Company within seven (07) working days from the date of such amendment or supplement.
- 20.3. Any BOD member acting in their own name or on behalf of others to perform work in any form within the scope of the Company's business must explain the nature and content of such work to the BOD and may only perform it if approved by the majority of the remaining BOD members; if performed without declaration or without the approval of the BOD, all income derived from such activities shall belong to the Company.

Chapter VI

RELATIONSHIPS OF THE BOARD OF DIRECTORS

Article 21. Relationships between BOD members

- 21.1. The relationship between BOD members is one of coordination; BOD members have the responsibility to inform each other of relevant issues during the process of handling assigned tasks.
- 21.2. In the process of handling tasks, the BOD member assigned primary responsibility must proactively coordinate the handling if there are issues related to areas under the charge of other BOD members. In cases where there are differing opinions among BOD members, the member with primary responsibility shall report to the Chairman of the BOD for consideration and decision according to their authority, or organize a meeting or solicit opinions from the BOD members in accordance with the law, the Charter, and these Regulations.
- 21.3. In the event of a reassignment of duties among BOD members, the involved members must hand over relevant work, records, and documents. Such handover must be documented in writing and reported to the Chairman of the BOD.

Article 22. Relationship with the General Director/Executive Board

- 22.1. In their governance role, the BOD issues Resolutions/Decisions for the General Director and the Executive Board to implement. Simultaneously, the BOD inspects and supervises the implementation of said Resolutions/Decisions.
- 22.2. The BOD shall create conditions for the General Director and the Executive Board to organize the implementation of Resolutions/Decisions of the GMS and the BOD, as well as the duties and powers of the General Director and the Executive Board as prescribed by law, the Charter, and the Company.

Article 23. Relationship between the BOD and shareholders

- 23.1. BOD members, in their capacity as representatives of shareholders, shall strictly comply with the information disclosure regime and report truthfully and accurately to shareholders regarding the Company's operations and the results of implementing Resolutions/Decisions of the GMS.
- 23.2. The BOD shall direct the response to inquiries and the resolution of recommendations from shareholders addressed to the BOD.
- 23.3. The BOD shall maintain close, regular, and long-term relationships with shareholders.

Article 24. Relationship between the BOD and the Supervisory Board

- 24.1. The relationship between the BOD and the Supervisory Board is one of coordination. The working relationship between the BOD and the Supervisory Board shall follow the principles of equality and independence, while simultaneously coordinating closely and supporting each other in the performance of their duties.

- 24.2. The BOD shall create conditions for the Supervisory Board to receive all necessary information and exercise its inspection rights as prescribed by law; as well as to participate in, discuss, and contribute opinions on issues being considered, decided, or approved by the BOD.
- 24.3. Upon receiving inspection minutes or summary reports from the Supervisory Board, the BOD has the responsibility to study them and direct relevant departments to develop plans and implement timely corrective actions.

Chapter VII

IMPLEMENTATION PROVISIONS

Article 25. Effectiveness

- 25.1. The Operating Regulations of the Board of Directors of CNG Vietnam Joint Stock Company shall take effect from October 08, 2026, replacing Decision No. 39/QD-CNG dated May 18, 2021, of the Board of Directors regarding the issuance of the Working Regulations of the Board of Directors of CNG Vietnam Joint Stock Company.
- 25.2. Amendments and supplements to the Operating Regulations of the Board of Directors of the Company shall be considered by the Board of Directors and submitted to the General Meeting of Shareholders for approval.
- 25.3. The Board of Directors may issue guidelines and procedures for the implementation of the Operating Regulations of the Board of Directors of the Company.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Trinh Van Khiem

SUMMARY TABLE OF PROPOSALS FOR AMENDMENTS AND SUPPLEMENTS TO THE REGULATION ON THE OPERATION OF THE BOARD OF DIRECTORS

Article	Clause	Point	CURRENT PROVISION CONTENT	PROPOSED AMENDMENT AND SUPPLEMENT CONTENT	REASON FOR PROPOSED AMENDMENT AND SUPPLEMENT
			Article 7. Standards and conditions for members of the Board of Directors		
7	1		Members of the Board of Directors must meet the standards and conditions specifically stipulated in Clause 4, Article 24 of the Company Charter.	Members of the Board of Directors and Independent members of the Board of Directors must meet the standards and conditions specifically stipulated in Clause 4 and Clause 5, Article 24 of the Company Charter.	Supplemented the standards for independent members of the Board of Directors to be consistent with the draft amendment of the Company Charter.
			Article 10. Method of electing, dismissing, and removing members of the Board of Directors		
10	3		Voting for the election of members of the Board of Directors must be carried out using the cumulative voting method... or selected according to the criteria of the election regulation or the Company Charter.	Voting for the election of members of the Board of Directors is carried out as stipulated in Clause 2, Article 20 of the Company Charter.	Amended similarly to the election of members of the Supervisory Board and to avoid duplication.
	4		In the case where the number of candidates is less than or equal to the number of members of the Board of Directors to be elected... The approval ratio for the voting method is carried out according to Clause 3, Article 20 of the Company Charter.		
			Article 14. Responsibility of the Board of Directors in convening extraordinary GMS meetings		
14	2	a	The Board of Directors must convene a GMS meeting within 60 days from the date the number of members of the Board of Directors, independent members of the Board of Directors, or members of the Supervisory Board remaining is less than the minimum number of members as stipulated in the Charter or upon receiving the request stipulated in Point c and Point d of Clause 14.1 of this Article.	The Board of Directors must convene a GMS meeting within 60 days from the date the number of members of the Board of Directors, independent members of the Board of Directors, or members of the Supervisory Board remaining is less than the minimum number of members as required by law or upon receiving the request stipulated in Point c and Point d of Clause 14.1 of this Article.	Amended to comply with the Law on Enterprises.
			Article 15. Assisting apparatus of the Board of Directors		
15	3		In accordance with the provisions of the Company Charter, the Board of Directors may establish sub-committees under the Board to support the activities of the Board of Directors regarding development policy, personnel, remuneration, internal audit, and risk management. The activities of the sub-committee must comply with the provisions of the law, the Company Charter, and the Board of Directors. Resolutions of the sub-committee are only effective when the majority of members attending and voting at the sub-committee meeting are members of the Board of Directors.	In accordance with the provisions of the Company Charter, the Board of Directors may establish an Assisting Department/Committee/sub-committee under the Board to support the activities of the Board of Directors regarding development policy, personnel, remuneration, internal audit, and risk management. The activities of the Assisting Department/Committee/sub-committee must comply with the provisions of the law, the Company Charter, and the Board of Directors. Resolutions of the Assisting Department/Committee/sub-committee are only effective when the majority of members attending and voting at the meeting of the Assisting Department/Committee/sub-committee are members of the Board of Directors.	Amended to be consistent with Article 30 of the Company Charter.

Article	Clause	Point	CURRENT PROVISION CONTENT	PROPOSED AMENDMENT AND SUPPLEMENT CONTENT	REASON FOR PROPOSED AMENDMENT AND SUPPLEMENT
15	4		The implementation of decisions of the Board of Directors, or of a sub-committee under the Board of Directors, must comply with the provisions of the law, the Company Charter, and the Internal Regulation on Corporate Governance.	The implementation of decisions of the Board of Directors, or of an Assisting Department/Committee/sub-committee under the Board of Directors, must comply with the provisions of the law, the Company Charter, and the Internal Regulation on Corporate Governance.	Amended to be consistent with Article 30 of the Company Charter.
			Article 16. Meetings of the Board of Directors		
16	6		The Chairperson of the Board of Directors or the person convening the Board of Directors meeting must send a notice of the meeting at least five (05) days before holding the meeting.	The Chairperson of the Board of Directors or the person convening the Board of Directors meeting must send a notice of the meeting at least five (05) days before holding the meeting (for regular meetings) and no later than 03 working days before the meeting date (for urgent or extraordinary meetings).	Amended and supplemented to be consistent with the actual situation of the Company.
			Article 17. Minutes of meetings and collection of opinions of the Board of Directors in writing		
17	2		In the event that the chairperson or the minutes taker refuses to sign the meeting minutes, but if all other members of the Board of Directors attending the meeting sign and it contains full content as prescribed in Points a, b, c, d, dd, e, g, and h of Clause 1 of this Article, then these minutes shall be effective.	In the event that the chairperson or the minutes taker refuses to sign the meeting minutes, but if all other members of the Board of Directors attending the meeting agree to pass the meeting minutes and sign them, and they contain full content as prescribed in Points a, b, c, d, dd, e, g, and h of Clause 1 of this Article, then these minutes shall be effective. The meeting minutes shall clearly state the refusal of the chairperson or the minutes taker to sign the meeting minutes.	Amended to comply with the Law on Enterprises.



PROPOSAL

Regarding the amendment and supplementation of the Operating Regulations of the Supervisory Board CNG Vietnam Joint Stock Company

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

Pursuant to the Law on Enterprises No. 59/2020/QH14 and relevant amending, supplementing, and implementing guidance documents;

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

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

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

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

Relevant specialized legal regulations concerning investment, finance-accounting, commerce, bidding, and labor activities;

Pursuant to the Company's Charter, Resolutions/Decisions of the General Meeting of Shareholders, the Board of Directors, and the Company's current internal regulations;

Pursuant to the Operating Regulations of the Supervisory Board of CNG Vietnam Joint Stock Company approved by the General Meeting of Shareholders on May 18, 2021;

Pursuant to the functions, duties, and powers of the Supervisory Board.

The Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval the amendment and supplementation of the Operating Regulations of the Supervisory Board with the following contents:

1. Necessity and purpose of the amendment

The amendment and supplementation of the Operating Regulations of the Supervisory Board (SB) are necessary to update and ensure compliance with current legal regulations on enterprises, securities, and corporate governance; to synchronize with the Charter, Internal Regulations on corporate governance, and relevant internal regulations. The amendment is also intended to resolve overlapping or impractical content, and to enhance the clarity, consistency, and feasibility of the Regulations, thereby reinforcing and strengthening the



independence, objectivity, and effectiveness in performing the oversight and supervisory functions of the SB.

2. Main contents of the amendment and supplementation

Based on the review, the SB proposes to amend and supplement the Operating Regulations with the following main contents:

- Adding the Board of Directors as an entity capable of nominating members to the SB in cases where the shareholder/group of shareholders nominating candidates has not reached the required number as prescribed.
- Referencing the standards and conditions for SB members, as well as the method for electing SB members, to the Charter; and finalizing the grounds for dismissal and removal.
- Adjusting the inspection and supervision mechanism to be based on a plan developed by the SB and notified to the Board of Directors and the Director for coordination, replacing the mechanism that required prior agreement with the Board of Directors.
- Referencing the contents regarding coordination with the Board of Directors and the Board of Management to the Internal Governance Regulations; while retaining the specific duties unique to the SB.
- Adjusting the deadline for providing reports for the SB's appraisal before the Annual General Meeting of Shareholders from 15 days to 30 days.

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

3. Recommendation to the General Meeting of Shareholders

Based on the foregoing, the Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval the Operating Regulations of the Supervisory Board of CNG Vietnam Joint Stock Company, as amended and supplemented in the attached documents, so that the Supervisory Board may issue the Regulations in accordance with the Draft attached to this Proposal.

Sincerely!

Attachments:

- Draft Operating Regulations of the SB (amended and supplemented);
- Summary table of amendments and supplementations.

Recipients:

- As above;
- Board of Directors, Company Director;
- Company Supervisory Board;
- Office archives.

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE BOARD**



Nguyen Thi Thanh Ha

**OPERATING REGULATIONS
OF THE SUPERVISORY BOARD OF CNG VIETNAM JOINT STOCK
COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 and relevant amending, supplementing, and guiding documents;

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

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

Pursuant to Decree No. 245/2025/NĐ-CP dated 11 September 2025 on amending and supplementing a number of articles 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;

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

Pursuant to the Charter of CNG Vietnam Joint Stock Company;

Pursuant to Resolution of the Extraordinary General Meeting of Shareholders No. dated .../.../2026.

The Supervisory Board hereby issues the Operating Regulations of the Supervisory Board of CNG Vietnam Joint Stock Company. The Operating Regulations of the Supervisory Board of CNG Vietnam Joint Stock Company include the following contents:

Chapter I
GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of application

1. Scope of regulation: The Operating Regulations of the Supervisory Board prescribe the organizational structure, personnel, standards, conditions, rights, and obligations of the Supervisory Board and its members in accordance with the Law on Enterprises, the Company Charter, and other relevant regulations.
2. Subjects of application: The Operating Regulations of the Supervisory Board apply to the Supervisory Board and members of the Supervisory Board.

Article 2. Operating principles of the Supervisory Board

The Supervisory Board works on a collective basis. Members of the Supervisory Board are individually responsible for their assigned tasks and are collectively responsible to the General Meeting of Shareholders and before the law for the work and decisions of the Supervisory Board.

Article 3. Explanation of abbreviations

Law on Enterprises	: Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020 and relevant documents amending, supplementing, and guiding its implementation.
General Meeting of Shareholders (GMS)	: The highest authority of the Company, comprising all shareholders with voting rights.
Charter/Company Charter	: The Charter of CNG Vietnam Joint Stock Company.
Company (Co.)	: CNG Vietnam Joint Stock Company.
Major shareholder	: A shareholder as defined in Clause 18, Article 4 of the Law on Securities.
Board of Directors (BoD)	: The Board of Directors of the Company.
Director (D)	: The Director of the Company.
Supervisory Board (SB)	: The Supervisory Board of the Company.
Member of the Supervisory Board (Supervisor)	: Individuals who meet the standards and conditions stipulated in Clause 2, Article 36 of the Company Charter and are elected to the Supervisory Board by the General Meeting of Shareholders.
Internal Audit (IA)	: The Internal Audit department of the Company.

Chapter II

MEMBERS OF THE SUPERVISORY BOARD (SUPERVISORS)

Article 4. Rights, obligations, and responsibilities of members of the Supervisory Board

1. Comply with the law, the Company Charter, resolutions of the General Meeting of Shareholders, and professional ethics in exercising the prescribed rights and obligations.
2. Exercise rights and obligations honestly, carefully, and in the best manner to ensure the maximum lawful interests of the Company.
3. Be loyal to the interests of the Company and shareholders; not abuse their position, office, or use information, trade secrets, business opportunities, or other assets of the Company for personal gain or to serve the interests of other organizations or individuals.

4. Other obligations as prescribed by the Law on Enterprises and the Company Charter.
5. In case of violation of the provisions of Clauses 1, 2, 3, and 4 of this Article that causes damage to the Company or others, the member of the Supervisory Board must be personally or jointly liable to compensate for such damage. Any income or other benefits obtained by the member of the Supervisory Board due to the violation must be returned to the Company.
6. If a member of the Supervisory Board is found to have committed a violation in the performance of their rights and obligations, they must be notified in writing to the Supervisory Board, requesting the violating party to terminate the violation and remedy the consequences.

Article 5. Term and number of members of the Supervisory Board

1. The number of members of the Supervisory Board of the Company is 03. The term of a member of the Supervisory Board shall not exceed 05 years and may be re-elected for an unlimited number of terms.
2. Members of the Supervisory Board are not necessarily shareholders of the Company.
3. The Supervisory Board must have more than half of its members residing permanently in Vietnam.
4. In cases where the terms of all members of the Supervisory Board expire at the same time and new members have not yet been elected, the members whose terms have expired shall continue to exercise their rights and obligations until the new members are elected and take office.

Article 6. Standards and conditions for members of the Supervisory Board

Members of the Supervisory Board must meet the standards and conditions prescribed in Clause 2, Article 36 of the Company Charter.

Article 7. Head of the Supervisory Board

1. The Head of the Supervisory Board must have a university degree or higher in one of the fields of economics, finance, accounting, auditing, law, business administration, or a major related to the Company's business activities.
2. The Head of the Supervisory Board is elected by the Supervisory Board from among its members; the election, dismissal, and removal are conducted in accordance with the majority principle.
3. The Head of the Supervisory Board has the rights and obligations prescribed by the Law on Enterprises, the Law on Securities, and the Company Charter. In addition, the Head of the Supervisory Board has the following rights and obligations:
 - a) On behalf of the Supervisory Board, request the Board of Directors to hold an extraordinary meeting to address cases of violation of the law, the Company's regulations, and resolutions of the General Meeting of Shareholders;
 - b) On behalf of the Supervisory Board, convene an extraordinary General Meeting of Shareholders in accordance with the Law on Enterprises and the Company Charter;

- c) Require the Board of Directors, the Director, and other managers of the Company to provide relevant information for reporting to the Supervisory Board;
- d) Discuss with the Chairman of the Board of Directors (or an authorized person) the contents of the Supervisory Board's report before officially reporting to the General Meeting of Shareholders;
- e) Be responsible for the contents stated in the periodic or extraordinary reports of the Supervisory Board sent to the General Meeting of Shareholders;
- f) Prepare and sign the report of the Supervisory Board after consulting with the Board of Directors to submit to the General Meeting of Shareholders;
- g) Preside over the drafting, amendment, supplementation, and signing for issuance of the Operating Regulations of the Supervisory Board after they are approved by the General Meeting of Shareholders;
- h) Organize the implementation of the quarterly and annual monitoring and inspection programs after they are approved by the General Meeting of Shareholders;
- i) Be responsible for urging Supervisors to implement the tasks and powers of the Supervisory Board; assign tasks to each Supervisor; convene and preside over meetings of the Supervisory Board;
- j) Authorize a Supervisor to undertake the work of the Head of the Board during their absence;
- k) Attend the Company's briefing meetings and meetings of the Board of Directors.

Article 8. Nomination and self-nomination of members of the Supervisory Board

1. Shareholders or groups of shareholders holding ordinary shares have the right to aggregate the voting rights of each individual to nominate candidates for the Supervisory Board. Shareholders or groups of shareholders holding from 10% to less than 30% of the total voting shares have the right to nominate one (01) candidate; from 30% to less than 50% may nominate up to two (02) candidates; over 50% may nominate up to three (03) candidates. The nomination of persons to the Supervisory Board is carried out as follows:

- a) Ordinary shareholders forming a group to nominate persons to the Supervisory Board must notify the shareholders attending the meeting of the group formation before the opening of the General Meeting of Shareholders;
- b) Based on the number of members of the Supervisory Board, shareholders or groups of shareholders prescribed in this Clause have the right to nominate one or more persons as candidates for the Supervisory Board as decided by the General Meeting of Shareholders.

2. If the number of candidates nominated by shareholders or groups of shareholders is lower than the number of candidates they are entitled to nominate, the remaining candidates shall be nominated by the incumbent Board of Directors, the Supervisory Board, and other shareholders. The introduction of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the

Supervisory Board in accordance with the law.

Article 9. Procedures for election, dismissal, and removal of members of the Supervisory Board

1. The election, dismissal, and removal of members of the Supervisory Board fall under the authority of the General Meeting of Shareholders.
2. Voting for the election of members of the Supervisory Board is conducted as prescribed in Clause 2, Article 20 of the Company Charter.

Article 10. Cases for dismissal and removal of members of the Supervisory Board

1. The General Meeting of Shareholders shall dismiss a member of the Supervisory Board in the following cases:
 - a) No longer meeting the standards and conditions to be a member of the Supervisory Board as prescribed in Clause 2, Article 36 of the Company Charter;
 - b) Having submitted a resignation letter which has been accepted;
 - c) Other cases as prescribed by law.
2. The General Meeting of Shareholders shall remove a member of the Supervisory Board in the following cases:
 - a) Failure to complete assigned tasks and work;
 - b) Failure to exercise their rights and obligations for 06 consecutive months, except in cases of force majeure;
 - c) Multiple violations or serious violations of the obligations of a member of the Supervisory Board as prescribed by the Law on Enterprises and the Company Charter;
 - d) Other cases as per the resolution of the General Meeting of Shareholders.

Article 11. Notification of election, dismissal, and removal of members of the Supervisory Board

1. Once the candidates for the Supervisory Board have been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the GMS meeting or 10 days before the deadline for returning written ballots to shareholders on the Company's website so that shareholders can research these candidates before voting. Candidates for the Supervisory Board 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 Supervisory Board. Information related to candidates for the Supervisory Board to be disclosed includes:
 - a) Full name, date of birth;
 - b) Professional qualifications;
 - c) Work history;
 - d) Other management positions;
 - e) Interests related to the Company and related parties of the Company;

- f) Other information: as prescribed in the Company Charter;
 - g) The Company is responsible for disclosing information about companies where the candidate currently holds management positions and interests related to the Company of the candidate for the Supervisory Board (if any).
2. Notification of the results of the election, dismissal, and removal of members of the Supervisory Board shall be carried out in accordance with the regulations and guidelines on information disclosure.

Chapter III

SUPERVISORY BOARD

Article 12. Rights, obligations, and responsibilities of the Supervisory Board

1. The Supervisory Board monitors the Board of Directors and the Director in the management and administration of the Company.
2. Inspect specific issues related to the management and administration of the Company's activities at the request of shareholders.
3. Inspect and review complaints and denunciations related to leadership positions under the Board of Directors and the Director.
4. Require the Board of Directors to convene an extraordinary General Meeting of Shareholders.
5. Replace the Board of Directors to convene a General Meeting of Shareholders within 30 days in case the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises.
6. Request the Chairman of the Board of Directors to convene a meeting of the Board of Directors to address cases of violation of the law, the Company Charter, and resolutions of the General Meeting of Shareholders.
7. Review, extract, and copy part or all of the contents of the list of related persons and related interests declared as prescribed in Clause 1 and Clause 2, Article 164 of the Law on Enterprises.
8. Inspect the reasonableness, legality, truthfulness, and level of caution in management and administration of business activities; the systematic nature, consistency, and suitability of accounting, statistics, and financial reporting.
9. Appraise the completeness, legality, and truthfulness of the Company's annual and 6-month business situation reports and financial statements, reports evaluating the management of the Board of Directors, and submit the appraisal report at the annual General Meeting of Shareholders. Review contracts and transactions with related persons under the approval authority of the Board of Directors or the General Meeting of Shareholders and provide recommendations on contracts and transactions that require approval by the Board of Directors or the General Meeting of Shareholders.
10. Review, inspect, and evaluate the effectiveness and efficiency of the Company's

internal audit, risk management, and early warning systems. Provide necessary and appropriate recommendations and proposals.

11. Review accounting books, accounting records, and other documents of the Company, and the management and administration of the Company's activities when deemed necessary or pursuant to a resolution of the General Meeting of Shareholders or at the request of shareholders or groups of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises and Clause 2, Article 11 of the Company Charter.

12. Monitor the Company's financial situation and the compliance with the law by members of the Board of Directors, the Director, and other managers in their activities. In case of detecting acts of violation of the law or the provisions of Article 165 of the Law on Enterprises, or violation of the Company Charter by members of the Board of Directors, the Director, and other managers, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requiring the violating party to terminate the violation and take measures to remedy the consequences.

13. Carry out inspection and monitoring of production and business activities at the Company and its branches according to the established plan and notify the Board of Directors and the Director for coordination. The Supervisory Board has the right to appoint persons to participate in internal inspection and audit teams organized by the Company at the Company and its branches. For cases requiring contact with organizations or individuals outside the Company to serve the inspection and monitoring work, the Supervisory Board shall discuss with the Board of Directors before implementation.

14. Be provided with necessary tools and means for inspection and monitoring work. Have the right to require the Director and branch leaders to provide data, documents, information, and explanations of the unit's activities that the Supervisory Board deems necessary, and have the responsibility to maintain the confidentiality of the provided data, documents, and information. In case of necessity, the Head of the Supervisory Board shall request the Chairman of the Board of Directors and the Director to decide on mobilizing specialists and managers of the Company to participate in the implementation of the inspection and monitoring program.

15. Upon the request of shareholders or groups of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises, the Supervisory Board shall carry out the inspection within 07 working days from the date of receiving the request. Within 15 days from the date of completing the inspection, the Supervisory Board must report on the requested issues to the Board of Directors and the requesting shareholders or groups of shareholders. The inspection by the Supervisory Board prescribed in this Clause must not hinder the normal operation of the Board of Directors or disrupt the management of the Company's business activities.

16. Recommend to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement, and improve the organizational structure for management, supervision, and administration of the Company's business activities.

17. Attend and participate in discussions at meetings of the General Meeting of Shareholders, the Board of Directors, and other meetings of the Company. Attend meetings, briefings, and preliminary or final summary conferences of the Company and its branches.

18. The Supervisory Board has the right to use independent consultants, the Company's Internal Audit department, or hire auditing services to perform assigned tasks.

19. Report to the annual General Meeting of Shareholders as prescribed in Article 290 of Decree 155/2020/NĐ-CP and Clause 7, Article 38 of the Company Charter.

20. Propose and recommend the General Meeting of Shareholders to approve the list of auditing organizations approved to perform audits of the Company's financial statements and auditing organizations approved to perform inspections of the Company's activities when deemed necessary.

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

22. Be responsible to shareholders for its monitoring activities.

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

24. Witness and monitor the Board of Directors' vote counting and preparation of vote counting minutes if requested by the Board of Directors in the case of collecting shareholders' opinions in writing to pass resolutions of the General Meeting of Shareholders.

25. The Head of the Supervisory Board shall conduct the election of a meeting chairperson by the General Meeting of Shareholders in cases where the Chairman is absent or temporarily unable to perform their duties and the remaining members of the Board of Directors cannot elect a chairperson. In this case, the person with the highest number of votes shall chair the meeting.

26. Participate in professional training courses and enhance professional knowledge at the request of the Supervisory Board. The Director is responsible for notifying the Supervisory Board of the plan to organize the aforementioned contents.

27. Perform other rights and obligations as prescribed by the Law on Enterprises, the Company Charter, and resolutions of the General Meeting of Shareholders.

Article 13. Rights of the Supervisory Board to be provided with information

1. Documents and information must be sent to members of the Supervisory Board at the same time and in the same manner as for members of the Board of Directors, including:

- a) Meeting invitations, ballots for collecting opinions of Board of Directors members, and accompanying documents;
- b) Resolutions, decisions, and minutes of meetings of the General Meeting of Shareholders and the Board of Directors;
- c) Reports of the Director submitted to the Board of Directors, documents issued by the Company, and other documents sent to the Board of Directors must be sent to

Supervisors at the same time and in the same manner as for members of the Board of Directors. The Company Secretary must ensure that meeting invitations, ballots for collecting opinions of Board of Directors members and accompanying documents, all copies of financial information, other information provided to members of the Board of Directors, and copies of Board of Directors meeting minutes shall be provided to the Supervisory Board at the same time and in the same manner as they are provided to the Board of Directors;

- d) At meetings of the Board of Directors: The Supervisory Board is provided with relevant documents as for members of the Board of Directors; has the right to express opinions and make recommendations, but does not participate in voting. If the Supervisory Board has a different opinion from the resolutions of the Board of Directors, it has the right to reserve its opinion in the meeting minutes and report directly to the General Meeting of Shareholders.
- 2. Members of the Supervisory Board have the right to access records and documents of the Company kept at the head office, branches, and other locations; have the right to visit the workplaces of the Company's managers and employees during working hours.
- 3. The Board of Directors, members of the Board of Directors, the Director, and other managers must provide full, accurate, and timely information and documents regarding the management, administration, and business activities of the Company at the request of the member of the Supervisory Board or the Supervisory Board.

Article 14. Responsibility of the Supervisory Board in convening an extraordinary General Meeting of Shareholders

- 1. The Supervisory Board is responsible for replacing the Board of Directors to convene a General Meeting of Shareholders within 30 days in case the Board of Directors fails to convene a General Meeting of Shareholders in the following cases:
 - a) When the number of remaining members of the Board of Directors or Supervisors is less than the minimum number prescribed by law or the number of Board of Directors members is reduced by more than one-third (1/3) compared to the number prescribed in the Charter;
 - b) At the request of shareholders or groups of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises;
 - c) When there is a request to convene an extraordinary General Meeting of Shareholders from the Supervisory Board but the Board of Directors fails to do so.
- 2. In case the Supervisory Board fails to convene the General Meeting of Shareholders as prescribed, the Supervisory Board must compensate the Company for any damages incurred.
- 3. Expenses for convening and conducting the General Meeting of Shareholders as prescribed in Clause 1 of this Article shall be reimbursed by the Company.

Chapter IV

SUPERVISORY BOARD MEETINGS

Article 15. Meetings of the Supervisory Board

1. The Supervisory Board must meet at least two (02) times a year, with the number of members attending the meeting being at least two-thirds (2/3) of the members of the Supervisory Board.
2. The Supervisory Board has the right to request members of the Board of Directors, the Director, and representatives of the approved auditing organization to attend and answer issues that need clarification.

Article 16. Minutes of Supervisory Board meetings

Minutes of Supervisory Board meetings are prepared in detail and clearly. The minutes taker and members of the Supervisory Board attending the meeting must sign the meeting minutes. Minutes of Supervisory Board meetings must be kept to determine the responsibility of each member of the Supervisory Board.

Chapter V

REPORTING AND DISCLOSURE OF INTERESTS

Article 17. Annual reporting

The reports of the Supervisory Board at the annual General Meeting of Shareholders include the following contents:

1. Report on the Company's business results and on the performance of the Board of Directors and the Director to be submitted to the General Meeting of Shareholders for approval at the annual General Meeting of Shareholders.
2. Self-assessment report on the performance of the Supervisory Board and its members.
3. Remuneration, operating expenses, and other benefits of the Supervisory Board and each of its members.
4. Summary of meetings of the Supervisory Board and its conclusions and recommendations; results of monitoring the Company's operational and financial situation.
5. Assessment report on transactions between the Company and members of the Board of Directors, the Director, and their related persons; transactions between the Company and companies in which a member of the Board of Directors is a founding member or a business manager within the last 03 years prior to the transaction.
6. Results of monitoring the Board of Directors, the Director, and other managers.
7. Results of evaluating the coordination between the Supervisory Board and the Board of Directors, the Director, and shareholders.
8. Propose and recommend the General Meeting of Shareholders to approve the list of auditing organizations approved to perform audits of the Company's financial statements

and auditing organizations approved to perform inspections of the Company's activities when deemed necessary.

Article 18. Salaries and other benefits

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

Article 19. Disclosure of related interests

1. Members of the Supervisory Board of the Company must declare to the Company their related interests, including:
 - a) Name, enterprise code, head office address, and business lines of the enterprises they own or in which they own capital contributions or shares; the percentage and time of owning such capital contributions or shares;
 - b) Name, enterprise code, head office address, and business lines of the enterprises that their related persons own, jointly own, or separately own capital contributions or shares exceeding 10% of the charter capital.
2. The declaration as prescribed in Clause 1 of this Article must be made within 07 working days from the date the related interest arises; any amendments or supplements must be notified to the Company within 07 working days from the date of the corresponding amendment or supplement.
3. Members of the Supervisory Board and their related persons may only use information obtained through their positions to serve the interests of the Company.
4. Members of the Supervisory Board are obligated to notify the Board of Directors and the Supervisory Board in writing of transactions between the Company and the member of the Supervisory Board or their related persons in accordance with the law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions in accordance with the securities law on information disclosure.
5. Members of the Supervisory Board and their related persons must not use or disclose to others internal information to conduct related transactions.

Chapter VI

RELATIONSHIPS OF THE SUPERVISORY BOARD

Article 20. Relationship between members of the Supervisory Board

Members of the Supervisory Board have an independent relationship, are not dependent on each other, but coordinate and collaborate in common work to ensure the effective performance of the responsibilities, rights, and tasks of the Supervisory Board in accordance with the law and the Company Charter. The Head of the Supervisory Board is the coordinator of the common work of the Supervisory Board but does not have the right to dominate the members of the Supervisory Board.

Article 21. Relationship with the Executive Board

The Supervisory Board has an independent relationship with the Company's Executive Board and is the unit performing the function of monitoring the activities of the Executive Board. The working relationship between the Supervisory Board and the Executive Board is the relationship between compliance monitoring activities and production and business administration activities, specifically including:

1. Coordination relationship:

The coordination relationship is carried out in accordance with Clause 1, Article 44 of the Internal Regulations on Corporate Governance.

2. Monitoring and supervision relationship:

The monitoring and supervision relationship is carried out in accordance with Clause 2, Article 44 of the Internal Regulations on Corporate Governance and the following provisions:

- a) The Company's annual production and business situation reports and reports evaluating the management of the Board of Directors prepared for submission to the General Meeting of Shareholders at the annual meeting must be sent to the Supervisory Board 30 (thirty) days before the meeting date for appraisal;
- b) The Director is subject to the inspection and monitoring of the Supervisory Board regarding the performance of their duties;
- c) Reports sent by the Director to the Board of Directors must be sent simultaneously to the Supervisory Board;
- d) The Director is responsible for providing full information, documents, and means for inspection and monitoring work at the request of the Supervisory Board;
- e) The Director is responsible for implementing the recommendations of the Supervisory Board or reporting to the Board of Directors on points of disagreement with the recommendations of the Supervisory Board. The Director is responsible for following the direction of the Board of Directors, while simultaneously notifying the Supervisory Board of these directions;
- f) The Director shall promptly notify the Supervisory Board upon discovering weaknesses, shortcomings, violations, risks, major loss of assets, or when there are

changes in the internal inspection and control system at the unit.

Article 22. Relationship with the Board of Directors

The Supervisory Board has an independent relationship with the Board of Directors and is the unit performing the function of monitoring the activities of the Board of Directors. The working relationship between the Supervisory Board and the Board of Directors is the relationship between compliance monitoring activities and corporate governance activities to ensure that all governance and administration of the Company demonstrate reasonableness, transparency, honesty, compliance with Company policies, resolutions of the General Meeting of Shareholders, and are consistent with the provisions of current law;

Governance work involves setting guidelines, policies, and operating mechanisms, establishing a strategic vision and tactics for Company development by phase, and the Company's long-term strategies; the monitoring work of the Supervisory Board involves supervising the implementation of these guidelines, policies, operating mechanisms, and Company development strategies, and supervising the management activities of the Board of Directors.

1. Coordination relationship:

The coordination relationship is carried out in accordance with Clause 1, Article 42 of the Internal Regulations on Corporate Governance.

2. Monitoring - supervision relationship:

The monitoring and supervision relationship is carried out in accordance with Clause 2, Article 42 of the Internal Regulations on Corporate Governance and the following provisions:

- a) The Supervisory Board notifies the Board of Directors of the results of quarterly or extraordinary internal inspection and monitoring;
- b) Upon receiving the inspection results, the Board of Directors will review them to provide conclusions and decisions on handling. The Supervisory Board monitors the implementation of the conclusions and handling decisions of the Board of Directors;
- c) The Company's annual production and business situation reports and reports evaluating the management of the Board of Directors prepared for submission to the General Meeting of Shareholders at the annual meeting must be sent to the Supervisory Board 30 (thirty) days before the meeting date for appraisal.

Article 23. Other working relationships of the Supervisory Board

1. Relationship with State management agencies

The Supervisory Board organizes and implements the regime of information and reporting on contents related to inspection and monitoring work in accordance with current legal regulations.

2. Relationship with shareholders

- a) The Supervisory Board reports on its activities at the annual General Meeting of

Shareholders as prescribed in the Company Charter;

b) The Supervisory Board is responsible for sending inspection and monitoring reports and reports on issues related to control work to major shareholders and coordinating with major shareholders during inspections;

c) The Supervisory Board carries out inspections within 7 (seven) working days upon the request of a major shareholder from the date of receiving the request. Within 15 (fifteen) days from the date of completing the inspection, the Supervisory Board must report and explain the requested inspection issues to the Board of Directors and the major shareholder. The inspection by the Supervisory Board prescribed in this Clause must not hinder the normal operation of the Board of Directors or disrupt the management of the Company's business activities.

3. Relationship with the Internal Audit Department and the Company's internal inspection and monitoring team in the work of inspecting and monitoring the unit:

The Supervisory Board, the Internal Audit Department, and the Company's internal inspection and monitoring team conduct inspection and monitoring activities at the Company's units but with different functions, roles, and purposes.

a) Coordination relationship:

- + The Internal Audit Department and the Company's internal inspection and monitoring team consult the Supervisory Board in planning annual inspection and monitoring of branches;
- + The Supervisory Board, the Internal Audit Department, and the Company's internal inspection and monitoring team conduct inspection and monitoring of branches together according to the agreed time and plan. In cases where they cannot be conducted at the same time, the Supervisory Board shall organize its own inspection and monitoring.

b) Monitoring and supervision relationship:

- + The Supervisory Board may use the data and reports of the Internal Audit Department or the Company's internal inspection and monitoring team, and use the Company's personnel to serve inspection and monitoring work;
- + The Supervisory Board may provide opinions on the content, scope, and conclusions of the inspection by the Internal Audit Department or the Company's internal inspection and monitoring team if deemed necessary;
- + Inspection and monitoring reports of the Internal Audit Department and the Company's internal inspection and monitoring team sent to the Board of Directors and the Director must be provided simultaneously to the Supervisory Board.

c) The Supervisory Board is responsible for maintaining the confidentiality of data and documents in accordance with the law.

Chapter VII
IMPLEMENTATION PROVISIONS

Article 24. Effectiveness

The Operating Regulations of the Supervisory Board of CNG Vietnam Joint Stock Company include 7 Chapters, 24 Articles, and take effect from / / 2026 and replace the Regulations on Organization and Operation of the Supervisory Board of CNG Vietnam Joint Stock Company issued on 18 May 2021.

**ON BEHALF OF THE
SUPERVISORY BOARD
HEAD OF THE BOARD**

SUMMARY TABLE OF PROPOSALS FOR AMENDMENTS AND SUPPLEMENTS TO THE REGULATION ON THE OPERATION OF THE SUPERVISORY BOARD

Article	Clause	Point	CURRENT PROVISION CONTENT	PROPOSED AMENDMENT AND SUPPLEMENT CONTENT	REASON FOR PROPOSED AMENDMENT AND SUPPLEMENT
			Article 3. Interpretation of abbreviations		
3			Supervisor (KSV): Are those who meet the standards and conditions as stipulated in Article 169 of the Law on Enterprises and the Company Charter, elected by the General Meeting of Shareholders to the Supervisory Board.	Supervisor (KSV): Are those who meet the standards and conditions as stipulated in Clause 2, Article 36 of the Company Charter, elected by the General Meeting of Shareholders to the Supervisory Board.	
			Article 6. Standards and conditions for members of the Supervisory Board		
6	1		Members of the Supervisory Board must meet the following standards and conditions:	Members of the Supervisory Board must meet the standards and conditions as stipulated in Clause 2, Article 36 of the Company Charter.	
			Not falling into the categories stipulated in Clause 2, Article 17 of the Law on Enterprises.		
			...		
	2		...representatives of State capital in the parent company and the Company.		
			Article 8. Nomination and candidacy for members of the Supervisory Board		
8	2		In the event that the number of candidates nominated by shareholders or groups of shareholders is lower than the number of candidates they are entitled to nominate, the remaining candidates shall be nominated by the incumbent Supervisory Board and other shareholders...	In the event that the number of candidates nominated by shareholders or groups of shareholders is lower than the number of candidates they are entitled to nominate, the remaining candidates shall be nominated by the Board of Directors, the incumbent Supervisory Board, and other shareholders...	Amended to comply with Point b, Clause 1, Article 7 of Circular 116/2020/TT-BTC on corporate governance for public companies and to be consistent with Clause 2, Article 35 of the Charter.
			Article 9. Method of electing, dismissing, and removing members of the Supervisory Board		
9	2		Voting for the election of members of the Supervisory Board must be carried out using the cumulative voting method, ...or selected according to the criteria stipulated in the election regulation or the Corporation Charter.	Voting for the election of members of the Supervisory Board is carried out as stipulated in Clause 2, Article 20 of the Company Charter.	Amended similarly to the election of members of the Board of Directors and to avoid duplication.
	3		In the case where the number of candidates is less than or equal to the number of members of the Supervisory Board to be elected, then ... The approval ratio for the voting method is carried out according to Clause 3, Article 20 of the Company Charter.		
			Article 10. Cases for dismissal and removal of members of the Supervisory Board		

Article	Clause	Point	CURRENT PROVISION CONTENT	PROPOSED AMENDMENT AND SUPPLEMENT CONTENT	REASON FOR PROPOSED AMENDMENT AND SUPPLEMENT
10	1	a	1. The General Meeting of Shareholders dismisses a member of the Supervisory Board in the following cases:	1. The General Meeting of Shareholders dismisses a member of the Supervisory Board in the following cases:	Amended to include references to both the Law on Enterprises and the Company Charter, as the reference to Article 169 of the 2020 Law on Enterprises regarding standards and conditions for members of the Supervisory Board of a public joint-stock company is incomplete.
			a. No longer meeting the standards and conditions to be a member of the Supervisory Board as stipulated in Article 169 of the Law on Enterprises;	a. No longer meeting the standards and conditions to be a member of the Supervisory Board as stipulated in Clause 2, Article 36 of the Company Charter;	These standards and conditions are not only stipulated in Article 169 of the Law on Enterprises but also in Clause 2, Article 286 of Decree 155/2020/ND-CP (now consolidated and stipulated accordingly in Clause 2, Article 36 of the Company Charter).
			Article 12. Rights and obligations of the Supervisory Board		
12	11		Review accounting books, accounting records, and other documents of the Company,... as stipulated in Clause 2, Article 115 of the Law on Enterprises, Clause 3, Article 11 of the Corporation Charter.	Review accounting books, accounting records, and other documents of the Company,... as stipulated in Clause 2, Article 115 of the Law on Enterprises, Clause 2, Article 11 of the Corporation Charter.	Corrected the reference.
12	13		Conduct inspection and supervision of production and business activities at the Company and its Branches according to the annual Operation Plan agreed upon with the Board of Directors...	Conduct inspection and supervision of production and business activities at the Company and its Branches according to the established Plan and notify the Board of Directors and the General Director to coordinate implementation...	Amended to ensure the independence of the Supervisory Board in accordance with the Law on Enterprises and the Company Charter.
			Article 21. Relationship with the Board of Management		
21	1		Coordination relationship	The coordination relationship is carried out in accordance with the provisions of Clause 1, Article 44 of the Internal Regulation on Corporate Governance.	Amended to avoid duplication.
			The coordination relationship is carried out...in management activities.		
	2		Control and supervision relationship	Control and supervision relationship	
		a	The Supervisory Board has the right to request the General Director or other management officers to provide information...	The control and supervision relationship is carried out in accordance with the provisions of Clause 2, Article 44 of the Internal Regulation on Corporate Governance and the following provisions: (provisions from Point e to Point j of the issued Supervisory Board regulation).	

Article	Clause	Point	CURRENT PROVISION CONTENT	PROPOSED AMENDMENT AND SUPPLEMENT CONTENT	REASON FOR PROPOSED AMENDMENT AND SUPPLEMENT
		e	The annual production and business situation reports of the Company and the management assessment reports of the Board of Directors prepared for submission to the General Meeting of Shareholders at the annual meeting must be sent to the Supervisory Board 15 (fifteen) days before the meeting date for appraisal.	The annual production and business situation reports of the Company and the management assessment reports of the Board of Directors prepared for submission to the General Meeting of Shareholders at the annual meeting must be sent to the Supervisory Board 30 (thirty) days before the meeting date for appraisal.	Amended to comply with Clauses 3 and 4, Article 175 of the Law on Enterprises: "The reports stipulated in Points a, b, and c, Clause 1, Article 175 must be sent to the Supervisory Board for appraisal no later than 30 days before the opening date of the GMS meeting" and the reports after being appraised by the Supervisory Board will be available at the Company's headquarters no later than 10 days before the opening date of the annual General Meeting of Shareholders.
		f	The General Director is subject to the inspection and supervision of the Supervisory Board regarding the performance of their duties. The General Director is responsible for providing information and creating all favorable conditions for the Supervisory Board to perform its functions and duties.	The General Director is subject to the inspection and supervision of the Supervisory Board regarding the performance of their duties.	Removed "The General Director is responsible for providing information and creating all favorable conditions for the Supervisory Board to perform its functions and duties" because it has been stipulated in Clause 2, Article 44 of the Internal Regulation on Corporate Governance.
		j	The General Director shall promptly notify the Supervisory Board when discovering weaknesses, shortcomings, ...		
			Article 22. Relationship with the Board of Directors		
			Coordination relationship	The coordination relationship is carried out in accordance with the provisions of Clause 1, Article 42 of the Internal Regulation on Corporate Governance.	
			The Supervisory Board and the Board of Directors establish...to ensure effective management of resources.		
			Control - supervision relationship	Control - supervision relationship	
			The Supervisory Board, on behalf of the GMS, supervises the Board of Directors...	The control and supervision relationship is carried out in accordance with the provisions of Clause 2, Article 42 of the Internal Regulation on Corporate Governance and the following provisions: (provisions from Point h to Point j of the current Supervisory Board regulation).	
		...			
		g	The Supervisory Board is responsible for promptly notifying the Board of Directors of the results of its supervisory activities and simultaneously working with the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders.		
		h	The Supervisory Board notifies the Board of Directors of the results of internal inspection and supervision on a quarterly or extraordinary basis.		

Article	Clause	Point	CURRENT PROVISION CONTENT	PROPOSED AMENDMENT AND SUPPLEMENT CONTENT	REASON FOR PROPOSED AMENDMENT AND SUPPLEMENT
		j	The annual production and business situation reports of the Company and the management assessment reports of the Board of Directors prepared for submission to the General Meeting of Shareholders at the annual meeting must be sent to the Supervisory Board 15 (fifteen) days before the meeting date for appraisal.	The annual production and business situation reports of the Company and the management assessment reports of the Board of Directors prepared for submission to the General Meeting of Shareholders at the annual meeting must be sent to the Supervisory Board 30 (thirty) days before the meeting date for appraisal.	Amended to comply with Clauses 3 and 4, Article 175 of the Law on Enterprises: "The reports stipulated in Points a, b, and c, Clause 1, Article 175 must be sent to the Supervisory Board for appraisal no later than 30 days before the opening date of the GMS meeting" and the reports after being appraised by the Supervisory Board will be available at the Company's headquarters no later than 10 days before the opening date of the annual General Meeting of Shareholders.
24			Article 24. Effectiveness	Article 24. Effectiveness	
			The Regulation on the Operation of the Supervisory Board of CNG Vietnam Joint Stock Company consists of 7 Chapters, 24 Articles, and takes effect from 18 May 2021, replacing the Regulation on the Organization and Operation of the Supervisory Board of CNG Vietnam Joint Stock Company issued on 26 May 2021.	The Regulation on the Operation of the Supervisory Board of CNG Vietnam Joint Stock Company consists of 7 Chapters, 24 Articles, and takes effect from ... month .. year ... and replaces the Regulation on the Organization and Operation of the Supervisory Board of CNG Vietnam Joint Stock Company issued on 18 May 2021.	Amended to comply with the amended and supplemented Regulation.

No.: 89/TTr- CNG.HĐQT

Ho Chi Minh City, October 07, 2026

PROPOSAL

Regarding the dismissal and supplementary election of members of the Board of Directors

To: General Meeting of Shareholders of CNG Vietnam Joint Stock Company

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

Pursuant to the 18th amended Charter of the Company approved by the General Meeting of Shareholders (GMS) on May 24, 2024;

Pursuant to Minutes No. 24/BB-CNG dated October 1, 2026, of CNG Vietnam Joint Stock Company regarding personnel matters.

The Board of Directors of CNG Vietnam Joint Stock Company hereby submits to the GMS for consideration and approval the dismissal and supplementary election of members of the Board of Directors for the 2026 - 2031 term, specifically as follows:

I. Dismissal of Board Member:

Approve the dismissal of Ms. Nguyen Thi Hong Hai from the position of Member of the Board of Directors to implement the personnel policy of Vietnam Oil and Gas Group.

II. Supplementary election of Board Member:

1. Number of members to be elected: 01 person.
2. Term of Board Member: 2026 - 2031.
3. Information on the supplementary election of a member of the Board of Directors for the 2026 - 2031 term:
 - 3.1. Candidate 1:

- Full name:	Nguyen Thi Thanh Ha
- Date of birth:	15/11/1979
- ID Card/Citizen ID:	001179036085, issued on: 10/05/2021, place of issue: Police Department for Administrative Management of Social Order
- Nationality:	Vietnam
- Ethnicity:	Experience

- Permanent address:	563/9 Nguyen An Ninh, Tam Thang Ward, Ho Chi Minh City
- Professional qualifications:	Bachelor of Accounting and Auditing, Bachelor of English

4. Information on the candidate for Member of the Board of Directors for the 2026 - 2031 term: Details are provided in the attached curriculum vitae.

The Board of Directors of CNG Vietnam Joint Stock Company hereby submits this to the GMS for consideration and approval.

Sincerely,

Recipient:

- As above;
- Board of Directors, Supervisory Board, Board of Management;
- Archived at Office, BOD.S01.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Trinh Van Khiem

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CURRICULUM VITAE

1/ Full name:	NGUYEN THI THANH HA
2/ Gender:	Female
3/ Date of birth:	15/11/1979
4/ Place of birth:	Ha Tay Province, now Hanoi City
5/ ID Card:	001179036085 issued on: 10/05/2021
6/ Nationality:	Vietnam
7/ Ethnicity:	Experience
8/ Permanent address:	563/9 Nguyen An Ninh, Tam Thang Ward, Ho Chi Minh City
9/ Company phone number: (02543) 574 635 (Ext: 804)	Mobile phone number: 0909849966 ha.ntt@cngvietnam.com
10/ Email address:	
11/ Professional qualifications:	Bachelor of Accounting-Auditing, Bachelor of English
12/ Work history: from month/year to month/year + From 10/2002 - 02/2005: + From 02/2005 - 11/2006: + From 12/2006 - 07/2007 + From 07/2007 - 01/2008	Specialist, Finance and Accounting Department, Gas Processing and Trading Company Specialist, Administration and Organization Department, Gas Processing and Trading Company Specialist, Administration and Organization Department, Gas Processing and Trading Company Ltd.

+ From 01/2008 - 04/2015	Specialist, Administration and Organization Department, Vietnam Oil and Gas Group
+ From 04/2015 - 12/2019	Deputy Chief Accountant, Southeast Gas Pipeline Company
+ From 12/2019 - 09/2024	Deputy Head of Finance and Accounting Department, Vung Tau Gas Processing Company
+ From 09/2024 to present	Chief Accountant, Southeast Gas Pipeline Company Head of Supervisory Board, CNG Vietnam Joint Stock Company
13/ Current positions:	Head of Supervisory Board, CNG Vietnam Joint Stock Company
14/ Total shares held (as of .../.../...): 0 shares, accounting for 0% of charter capital, in which:	
+ Representing the capital portion of (name of organization which is State shareholder/strategic shareholder/other):	 shares, accounting for% of charter capital
+ Owned by individual:	 shares, accounting for% of charter capital
15/ Commitments on holding (if any)	
16/ Related persons holding company shares: None	 – Relationship:; holding: shares, accounting for charter capital
17/ Debts to the Company:	None
18/ Related interests with the Company:	None
19/ Conflicting interests with the Company:	None

I certify that the above information is completely true and accurate; I am fully responsible before the law if any of the information is incorrect.

HCMC, October 05, 2026

Declarant

Nguyen Thi Thanh Ha



PROPOSAL

Regarding the dismissal and supplementary election of members of the Supervisory Board

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

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

Pursuant to the Company Charter (18th amendment) approved by the General Meeting of Shareholders (GMS) on May 24, 2024;

Pursuant to Minutes No. 24/BB-CNG dated October 1, 2026, of CNG Vietnam Joint Stock Company regarding personnel work.

The Board of Directors of CNG Vietnam Joint Stock Company hereby submits to the GMS for consideration and approval the dismissal and supplementary election of members of the Supervisory Board for the 2026–2031 term, specifically as follows:

I. Dismissal of a member of the Supervisory Board:

Approval of the dismissal of a member of the Supervisory Board, Ms. Nguyen Thi Thanh Ha - Position: Head of the Company's Supervisory Board.

II. Supplementary election of a member of the Supervisory Board:

1. Number to be elected: 01 person.
2. Term of Supervisory Board member: 2026 - 2031.
3. Information on the supplementary election of a Supervisory Board member for the 2026 - 2031 term:

3.1. Candidate 1:

- Full name:	To Thi Huyen
- Date of birth:	21/11/1987
- ID Card/Citizen ID:	038187027295, date of issue: 21/12/2021, place of issue: Police Department for Administrative Management of Social Order
- Nationality:	Vietnam
- Ethnicity:	Kinh
- Permanent address:	B14.07 Block 1, Dragon Hill Apartment Complex, Subdivision 15A1, Hamlet 23, Nha Be



	Commune, Ho Chi Minh City
- Professional qualifications:	Bachelor of Accounting - Auditing

4. Information on the candidate for Supervisory Board member for the 2026 - 2031 term: Details as per attached curriculum vitae.

The Board of Directors of CNG Vietnam Joint Stock Company respectfully submits this to the GMS for consideration and approval.

Sincerely,

Recipient:

- As above;
- Board of Directors, Supervisory Board, Board of Management;
- Archived at Office, Board of Directors.S01.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Trinh Van Khiem

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PERSONAL PROFILE

1/ Full name:	To Thi Huyen
2/ Gender:	Female
3/ Date of birth:	21/11/1987
4/ Place of birth:	Thanh Hoa
5/ Citizen ID:	038187027295, date of issue: 21/12/2021, place of issue: Police Department for Administrative Management of Social Order
6/ Nationality:	Vietnam
7/ Ethnicity:	Kinh
8/ Permanent address:	B14.07 Block 1, Dragon Hill Apartment Complex, Subdivision 15A1, Hamlet 23, Nha Be Commune, Ho Chi Minh City
9/ Company phone number: (02543) 574 635 (Ext: 804)	
10/ Email address:	
11/ Professional qualifications:	Bachelor of Accounting - Auditing
12/ Work history: from month/year- to month/year + From 10/2002 - 02/2005: + From 02/2005 - 11/2006:	

+ From 12/2006 - 07/2007	
+ From 07/2007- 01/2008	
+ From 01/2008 - 04/2015	
+ From 04/2015 - 12/2019	
+ From 12/2019 - 09/2024	
+ From 09/2024 to present	
13/ Current positions held:	
14/ Total shares held (as of .../.../...): 0 shares, accounting for 0% of charter capital, in which:	
+ Representing the capital portion of (name of organization which is State shareholder/strategic shareholder/other):	 shares, accounting for% of charter capital
+ Personally owned:	 shares, accounting for% of charter capital
15/ Commitments to holding (if any)	
16/ Related persons holding company shares: None	 – Relationship:; holding: shares, accounting for of charter capital
17/ Debts to the Company:	None
18/ Related interests to the Company:	None
19/ Conflicting interests with the Company:	None

I certify that the above information is completely true, and I am fully responsible before the law if any information is incorrect.

Ho Chi Minh City, October 07, 2026

Declarant

(Signed)

Tô Thị Huyền