TASECO AIR SERVICES JOINT STOCK COMPANY	SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom – Happiness
No.: 612 /2026/CBTT-AST	*Hanoi, November 6th, 2026*

CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG KHÔNG TASECO
Digitally signed by CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG KHÔNG TASECO
DN: C=VN, S=THÀNH PHỐ HÀ NỘI, CN=CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG KHÔNG TASECO, OID.0.9.2342.19200300.100.1.1=MST:0107007230
Reason: I am the author of this document
Location: your signing location here
Date: 2026.11.06 16:27:22+07'00'
Foxit PhantomPDF Version: 10.1.4

EXTRAORDINARY INFORMATION DISCLOSURE

To: Ho Chi Minh Stock Exchange.

1. Name of organization: TASECO AIR SERVICES JOINT STOCK COMPANY

- Ticker symbol: AST

- Head office address: 1st Floor, N02-T1 Building, Diplomatic Corps Area, Xuan Tao Street, Xuan Dinh Ward, Hanoi City.

- Telephone: 024 3587 6678

- Fax: 024 3587 6683

2. Contents of information disclosure:

Taseco Air Services Joint Stock Company hereby discloses its Company Charter, as amended and supplemented on 6 November 2026.

3. This information was published on the website of Taseco Air Services Joint Stock Company on November 6, 2026, at: https://tasecoairs.vn/thong-tin-dong-co-dong.html.

We hereby certify that the information disclosed above is true and accurate, and we take full responsibility before the law for the contents of the disclosed information.

Attached documents:
- Company Charter Updated on 6 November 2026

AUTHORIZED PERSON FOR INFORMATION DISCLOSURE
DEPUTY GENERAL DIRECTOR

M.S.D.N: 0107007230 - C.T.C.P
CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG KHÔNG TASECO
THÀNH PHỐ HÀ NỘI

Nguyen Xuan Bang

TABLE OF CONTENTS

Article 1. Definition of Terms 3
Article 2. Name, Form, Headquarters, Branches, Representative Offices and Operating Period of the Company 4
Article 3. Legal Representative of the Company 4
Article 4. Business Objectives of the Company 5
Article 5. Scope of Business and Operation 6
Article 6. Charter Capital, Shares, Founding Shareholders 7
Article 7. Share Certificates 7
Article 8. Other Securities Certificates 8
Article 9. Share Transfer 8
Article 10. Redemption of shares 8
Article 11. Organizational Structure, Governance and Control 9
Article 12. Rights of Shareholders 9
Article 13. Obligations of Shareholders 11
Article 14. General Meeting of Shareholders 12
Article 15. Rights and Duties of the General Meeting of Shareholders 13
Article 16. Exercise of the right to attend a General Meeting of Shareholders 15
Article 17. Changes to Rights 16
Article 18. Convening the General Meeting of Shareholders, Meeting Agenda and Notice of the General Meeting of Shareholders 16
Article 19. Conditions for Conducting the General Meeting of Shareholders 18
Article 20. Procedures for Conducting Meetings and Voting at the General Meeting of Shareholders 18
Article 21. Conditions for the Resolution of the General Meeting of Shareholders to be Adopted 20
Article 22. Authority and Procedures for Obtaining Shareholder Opinions in Writing to Adopt Decisions of the General Meeting of Shareholders 21
Article 23. Resolutions and Minutes of the General Meeting of Shareholders 23
Article 24. Request for Annulment of the Resolution of the General Meeting of Shareholders.....24
Article 25. Nomination and Candidacy of Board of Directors Members 24
Article 26. Composition and Term of Office of Board of Directors Members 25
Article 27. Powers and Obligations of the Board of Directors 25
Article 28. Remuneration, salaries and other benefits of Board of Directors members 27
Article 29. Chairman of the Board of Directors 28

Article 30. Meetings of the Board of Directors 28
Article 31. Subcommittees of the Board of Directors.....30
Article 32. Person in charge of corporate governance 30
Article 33. Organizational structure of management 31
Article 34. The Company's executives 31
Article 35. Appointment, dismissal, duties and powers of the General Director 31
Article 36. Nomination and election of Member of Supervisory Board.....32
Article 37. Composition of the Supervisory Board 32
Article 38. Head of the Supervisory Board 33
Article 39. Rights and obligations of the Supervisory Board 33
Article 40. Meetings of the Supervisory Board 34
Article 41. Salaries, remuneration, bonuses and other benefits of Member of Supervisory Board 34
Article 42. Responsibilities, Honesty and avoiding conflicts of interest.....
Article 43. Liability for damages and compensation 36
Article 44. Right to investigate books and records 37
Article 45. Employees and trade unions 37
Article 46. Profit distribution 38
Article 47. Bank accounts 38
Article 48. Fiscal year 38
Article 49. Accounting system 39
Article 50. Annual, six-month and quarterly financial statements.....39
Article 51. Annual report 39
Article 52. Auditing 39
Article 53. The Company's seal 40
Article 54. Dissolution.....40
Article 55. Liquidation 40
Article 56. Internal dispute resolution 41
Article 57. Amendments and additions to the Charter 41
Article 58. Effective date 42

This Charter was amended and supplemented on November 6, 2026 on the basis of the Law on Enterprises, the Law on Securities, their detailed regulations and implementation guidelines, and relevant laws.

I. DEFINITIONS AND INTERPRETATIONS

Article 1. *Definitions and Interpretations*

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

a. "**Charter Capital**" is the total par value of shares sold or registered for purchase upon the establishment of a joint-stock company and as stipulated in Article 6 of this Charter;

b. "**Voting share**" is the share capital, whereby the owner has the right to vote on matters within the decision-making authority of the Annual General Meeting;

c. "**Law on Enterprises**" is the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15, together with any amendments, supplements, replacement legislation, detailed regulations and implementing guidelines in effect from time to time;

d. "**Law on Securities**" means Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019, as amended and supplemented by Law No. 56/2024/QH15, together with any amendments, supplements, replacements, detailed regulations and implementing guidelines in effect from time to time;

d. **"Vietnam"** refers to the Socialist Republic of Vietnam;

e. "**Date of Incorporation**" is the date the Company was first granted with its Business Registration Certificate (Business Registration Certificate);

g. "**Company Executives**" means the General Director, Deputy General Director(s) and Chief Accountant.

h. "**Company Managers**" means the managers of the Company, including the Chairperson of the Board of Directors, members of the Board of Directors, the General Director, Deputy General Director(s) and the Chief Accountant;

i. "**Related Person**" means an individual or organization as specified in the Law on Enterprises, the Law on Securities and other relevant laws;

k. "**Shareholder**" means an individual or organization owning at least one share of the Company;

l. "**Founding shareholder**" means a shareholder owning at least one common share and signing the list of founding shareholders of the joint-stock company;

m. "**Major Shareholder**" means a shareholder as specified in the Law on Securities;

n. "**Operating period**" means the operating period of the Company as stipulated in Article 2 of the Charter and any extension period (if any) approved by Shareholders of the Company;

o. "**Stock exchange**" means the Vietnam Stock Exchange and its subsidiaries;

p. "**Securities Law**" means the Law on Securities, the decrees and circulars detailing and guiding its implementation (including regulations on corporate governance applicable to public companies and disclosure of information on the securities market), and any documents amending, supplementing or replacing them from time to time.

2. References in this Charter to one or more other provisions or documents include amendments, supplements or replacement documents. If a referenced provision is amended, supplemented, replaced or renumbered, the reference shall be construed as referring to the corresponding provision in force at the time of application.

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

II. NAME, TYPE, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, TERM OF OPERATION AND LEGAL REPRESENTATIVE OF THE COMPANY

Article 2. Name, type, headquarters, branches, representative offices and term of operation of the Company

1. The Company's Name

a. The Company's Name in Vietnamese: **CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG KHÔNG TASECO**

b. The Company's Name in English: **TASECO AIR SERVICES JOINT STOCK COMPANY**

c. The Company's Abbreviated Name: **TASECO AIRS., JSC** or **TASECO AIRS**

2. The Company is a joint stock company with legal personality in accordance with current Vietnamese law.

3. The Company's registered office is:

Address: 1st Floor, N02-T1 Building, Diplomatic Quarter, Xuan Tao Street, Xuan Dinh Ward, Hanoi City.

- Phone number: 024.3587.6683
- Facsimile number: 024.3576.6678
- E-mail: hotmail@tasecoairs.vn
- Website: www.tasecoairs.vn

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

5. Unless the Company ceases operations before the deadline stipulated in Clause 2, Article 54 of this Charter, the Company's operating period is indefinite from the Date of Incorporation.

Article 3. Legal Representative of the Company

1. The Company has only one (01) legal representative. The Chairman of the Board of Directors or the General Director is the legal representative of the Company. During the period this Charter is in effect, the General Director is the legal representative.

2. The legal representative of the Company is the person who represents the Company in exercising the rights and obligations arising from the Company's transactions, representing the Company as plaintiff, defendant, or party with related rights and obligations before Arbitration, Courts, and other rights and obligations as prescribed by law.

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

Article 4. Business Objectives of the Company

1. Business objectives of the Company:

No.	Registered business line name	Business line code
1	Restaurants and mobile food service activities Details: Provision of food and beverage services	5610 ((Main business line)
2	Beverage-serving activities	5630
3	Urban and suburban passenger land transport (except transport by bus) Details: - Passenger transport services under contracts; - Tourist passenger transport by automobile.	4931
4	Other passenger land transport Details: - Passenger transport by intra-provincial and inter-provincial coaches; - Rental of vehicles with drivers for passenger transport, including contracted transport for sightseeing, tourism or other purposes; - Operation of cable cars and funicular railways.	4932
5	Freight transport by road. Details: Freight transport by motor vehicles.	4933
6	Hotels and similar accommodation services. Details: Hotels	5510
7	Beauty care services and other beauty treatment activities Details: Beauty care activities not performed by medical professionals,	9622

	such as massage, pedicure, manicure, makeup, hair removal, etc. Excludes: Cosmetic surgery performed by medical professionals, which is classified under Code 8620 (Activities of general medical and dental clinics).	
8	Business and other management consultancy activities Details: Consulting on and providing business management solutions (excluding legal, financial, tax, auditing, accounting and securities consultancy services).	7020
9	Spa and sauna services. Excludes: Cosmetic surgery performed by medical professionals, which is classified under Code 8620 (Activities of general medical, specialized medical and dental clinics).	9623
10	Manufacture of prepared meals and dishes (No operations conducted at the head office).	1075
11	Advertising Details: Commercial advertising - Advertising agency services for domestic and foreign print newspapers, online newspapers, magazines, radio and television (excluding information prohibited by the State).	7310
12	Manufacture of other food products not elsewhere classified Details: Manufacture of spices, condiments and sauces (no operations conducted at the head office)	1079
13	Manufacture of non-alcoholic beverages and mineral water (No operations conducted at the head office).	1105
14	Travel agency activities Details: The Company provides inbound travel services and domestic travel services for inbound tourists as part of its inbound travel services.	7911
15	Tour operator activities Details: The Company provides inbound travel services and domestic travel services for inbound tourists as part of its inbound travel services.	7912
16	Courier activities Details: Express delivery services by air (excluding public postal	5320

	services).	
17	Other business support service activities not elsewhere classified Details: Import and export of goods traded by the Company (excluding the exercise of export rights, import rights and distribution rights in respect of goods on the List of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise such rights).	8299
18	Wholesale of other household goods (excluding the exercise of export rights, import rights and distribution rights in respect of goods on the List of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise such rights).	4649
19	Other retail sale in non-specialized stores Details: Retail sale of a variety of goods in non-specialized stores and department stores (excluding supermarkets and shopping malls). (Excluding the exercise of export rights, import rights and distribution rights in respect of goods on the List of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise such rights).	4719
20	Retail sale of other new goods (excluding motor vehicles, motorcycles, motorbikes and their parts and accessories) Details: Retail sale of souvenirs, wickerwork and handicrafts (excluding antiques); (Excluding the exercise of export rights, import rights and distribution rights in respect of goods on the List of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise such rights).	4773
21	Other specialized wholesale activities not elsewhere classified Details: Trading in duty-free goods (Excluding the exercise of export rights, import rights and distribution rights in respect of goods on the List of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise such rights).	4679

2. The Company's Operational Objectives:

a. The Company's Objectives:

• The Company is established to mobilize and utilize capital effectively in production and business;

• To improve efficiency and achieve the goal of maximizing reasonable profits;

• To create jobs and stable income for employees;

• To increase returns for shareholders, contribute to the State budget, and continuously develop the Company to become stronger.

b. If any of these objectives require approval from a regulatory authority, the Company can only implement that objective after obtaining approval from the competent authority.

Article 5. Scope of Business and Operations

1. The Company is permitted to conduct business activities in the registered Business objectives specified in this Charter, and to notify changes to the registration content to the business registration authority and publish them on the National Business Registration Portal.

2. The ownership ratio 1. of foreign investors in the Company shall not exceed 49% of the Charter Capital.

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter Capital, Shares, Founding Shareholders

1. The charter capital of the Company is VND 539,999,290,000 *(in words: Five hundred thirty-nine billion nine hundred ninety-nine million two hundred ninety thousand Vietnamese dong only).*

The Company's charter capital is divided into 53,999,929 *(in words: Fifty-three million nine hundred ninety-nine thousand nine hundred twenty-nine)* shares, with a par value of VND 10,000 per share *(in words: Ten thousand Vietnamese dong per share).*

2. The Company may change its Charter Capital when approved by Shareholders and in accordance with the provisions of the law.

3. The Company's shares on the date of adoption of this Charter are common shares. The rights and obligations of these shares are stipulated in Articles 12 and 13 of this Charter.

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

5. The name, address, number of shares, and other details of the founding shareholders as prescribed by the Law on Enterprises are listed in the attached Appendix. This Appendix is part of this Charter.

Common shares must be offered preferentially to existing shareholders in proportion to their shareholding in the Company, unless otherwise decided by the Annual General Meeting. The number of shares not subscribed by shareholders will be decided by the Company's Board of Directors. The Board of Directors may distribute these shares to other parties under conditions and in a manner deemed appropriate, but may not sell them under more favorable conditions than those offered to existing shareholders unless otherwise approved by Shareholders.

6. The Company may repurchase shares issued by itself in the manner prescribed in this

Charter and applicable law.

7. The Company may issue other types of securities as prescribed by law.

Article 7. Certificates of Shares

1. Shareholders of the Company shall be issued Certificates of Shares corresponding to the number and type of shares they own.

2. Shares are securities that confirm the legal rights and interests of the owner in a portion of the Company's share capital. Shares must contain all particulars required by the Law on Enterprises.

3. In case of errors in the content and form of shares issued by the Company, the rights and interests of the owner will not be affected.

4. Within 15 days from the date of submitting a complete application for transfer of share ownership in case of shares not yet listed on the Stock Exchange, or within the time limit stipulated in the share issuance plan approved by Shareholders from the date of full payment for the shares, the shareholder will be issued a share certificate. The shareholder is not required to pay the Company the cost of printing the share certificate.

5. In the event that a share is lost, damaged, or otherwise destroyed, the shareholder shall be reissued the share upon the shareholder's request. The shareholder's request must include the following:

a. Information about the lost, damaged, or otherwise destroyed share;

b. A commitment to assume responsibility for any disputes arising from the reissue of the new share.

Article 8. Other Securities Certificates

Bond certificates or other securities certificates of the Company (excluding offer letters, temporary certificates, and similar documents) issued shall bear the signature of the legal representative and the seal of the Company.

Article 9. Transfer of Shares

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

2. Unpaid shares are not transferable and do not entitle the holder to related rights such as the right to receive dividends, the right to receive newly issued shares to increase share capital from equity, the right to purchase newly offered shares, and other rights as prescribed by law.

Article 10. Redemption of shares

1. In the event that a shareholder fails to pay the full amount due for the purchase of shares on time, the Board of Directors shall notify and has the right to demand that the shareholder pay the remaining amount and be liable for the Company's financial obligations arising from the failure

to pay in full, corresponding to the total par value of the registered shares.

2. The aforementioned payment notice must clearly state the new payment deadline (at least seven (07) days from the date of sending the notice), the payment location, and the notice must clearly state that in case of non-payment as required, the unpaid shares will be repurchased.

3. The Board of Directors has the right to reclaim shares that have not been fully and promptly paid for if the requirements in the aforementioned notice are not met.

4. The reclaimed shares are considered shares authorized for sale in accordance with the Law on Enterprises. The Board of Directors may directly or authorize the sale, redistribution, or settlement of the reclaimed shares to the original owners or other parties under conditions and in a manner deemed appropriate by the Board of Directors.

5. Shareholders holding repurchased shares must relinquish their shareholder status with respect to those shares, but remain liable for the Company's financial obligations arising at the time of repurchase, as decided by the Board of Directors, from the date of repurchase until the date of payment. The Board of Directors has the full right to enforce payment of the full value of the shares at the time of repurchase.

6. The repurchase notice shall be sent to the holder of the repurchased shares before the date of repurchase. The repurchase remains valid even if errors or negligence in sending the notice.

V. ORGANIZATIONAL STRUCTURE, GOVERNANCE AND CONTROL

Article 11. Organizational Structure, Governance and Control

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

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

VI. SHAREHOLDERS AND ANNUAL GENERAL MEETING

Article 12. Rights of Shareholders

1. Common shareholders have the following rights:

a. To attend, speak, and vote directly or through an authorized representative on matters within the authority of the Annual General Meeting, or to vote remotely, sending voting ballots to the meeting via mail, fax, or email. Each common share has one voting right;

b. To receive dividends at the rate decided by the Annual General Meeting;

c. To have priority in purchasing newly offered shares in proportion to the percentage of common shares they own;

d. To freely transfer fully paid shares in accordance with the Law on Enterprises and relevant laws;

e To review, search, and extract information related to shareholders in the list of shareholders with voting rights; to request correction of inaccurate information about oneself;

f. To receive a portion of the remaining assets in proportion to their shareholding in the Company when the Company is dissolved or goes bankrupt;

g. To access information about the list of shareholders entitled to attend the Annual General Meeting;

h. To review, search, extract, or copy the Company's Charter, minutes of the Annual General Meeting, and resolutions of the Annual General Meeting;

i. To request the Company to repurchase their shares in the cases specified in the Law on Enterprises;

j. To be treated fairly. Each share of the same class gives the shareholder equal rights, obligations, and benefits; In case of preferred shares, the rights and obligations associated with preferred shares must be approved by Shareholders and fully disclosed to the shareholders;

k. To have full access to periodic and extraordinary information published by the Company in accordance with the law;

l. To have their legitimate rights and interests protected; to request the suspension or annulment of resolutions and decisions of the Annual General Meeting and the Board of Directors in accordance with the Law on Enterprises.

m. To have other rights as stipulated in this Charter and the law.

2. Shareholders or groups of shareholders holding 5% or more of the total number of common shares have the following rights:

a. Request the Board of Directors to convene a General Meeting of Shareholders in accordance with Clause 3, Article 14 of this Charter and 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 Member of the Supervisory Board, contracts, transactions requiring approval from the Board of Directors, and other documents, except for documents related to the Company's trade secrets and business secrets.

c. The Member of the Supervisory Board may request the inspection of specific issues related to the management and operation of the Company when deemed necessary. The request must be in writing and must include the following information: full name, contact address, nationality, and legal document number of the individual shareholder; name, Business Registration Certificate Number or legal document number of the organization, and Headquarters address of the organization shareholder; the number of shares and registration date of each shareholder, the total number of shares of the entire group of shareholders, and their ownership percentage in the total shares of the Company; the issue to be inspected and the purpose of the inspection.

d. To propose inclusion in the Annual General Meeting. Proposals must be in writing and

sent to the Company no later than 3 working days before the opening date. Proposals must clearly state the name of the shareholder, the number of each type of share held by the shareholder, and the proposed issue to be included in the meeting agenda;

e. To have other rights as stipulated by law and this Charter.

3. Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the right to nominate individuals to the Board of Directors and the Member of the Supervisory Board. The nomination process for the Board of Directors and the Member of the Supervisory Board is as follows:

a. Common shareholders forming a group to nominate individuals to the Board of Directors and the Member of the Supervisory Board must notify the attending shareholders of the group meeting before the opening of the Annual General Meeting;

b. On basis of the number of members of the Board of Directors and the Member of the Supervisory Board, the shareholder or group of shareholders specified in this clause has the right to nominate one or more individuals as decided by the Annual General Meeting as candidates for the Board of Directors and the Member of the Supervisory Board. If the number of candidates nominated by the shareholder or group of shareholders is less than the number of candidates they are entitled to nominate according to the decision of the Annual General Meeting, the remaining candidates shall be nominated by the Board of Directors, the Member of the Supervisory Board, and other shareholders;

Article 13. Obligations of Shareholders

Common shareholders have the following obligations:

1. To pay in full and on time the number of shares committed to purchase.

2. Shareholders are not allowed to withdraw contributed capital in the form of common shares from the Company in any form, except in cases where the shares are repurchased by the Company or another party. If a shareholder withdraws part or all of their contributed capital contrary to the provisions of this clause, that shareholder and any related parties in the Company shall be jointly and severally liable for the Company's debts and other financial obligations to the extent of the value of the withdrawn shares and any resulting damages;

3. Comply with the Company's Charter and Internal Management Regulations;

4. Abide by the resolutions and decisions of the Annual General Meeting and the Board of Directors;

5. Maintain confidentiality of information provided by the Company as stipulated in the Company's Charter and the law; only use the provided information 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. Attend the Annual General Meeting and exercising voting rights through the following

forms:

a. Attend and vote in person at the meeting;

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

c. Attend and vote through online conferencing, electronic voting, or other electronic forms;

d. Send voting ballots to the meeting via mail, fax, or email;

e. Submit voting ballots by other means as prescribed in the Company's Charter.

7. Be personally liable when acting on behalf of the Company in any form to perform any of the following acts:

a. Violating the law;

b. Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;

c. Paying debts not yet due before a potential financial risk to the Company.

8. Other obligations as prescribed in this Charter and the law.

Article 14. Annual General Meeting

1. The Annual General Meeting is the highest authority of the Company. The Annual General Meeting is held once (01) a year. The Annual General Meeting must hold its annual meeting within four (04) months from the end of the financial year. For objective reasons, the Board of Directors make decisions on extending the Annual General Meeting if necessary, but not more than (06) months from the end of the financial year. In addition to the annual meeting, the Annual General Meeting may hold an extraordinary meeting. The location of the Annual General Meeting is determined by where the Chairman attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors convenes the Annual General Meeting and selects a suitable location. The Annual General Meeting makes decisions on matters as prescribed by law and the Company's Charter, especially approving the audited annual financial statements. If 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 firm that performed the audit of the Company's financial statements to attend the Annual General Meeting, and the representative of the approved auditing firm mentioned above is responsible for attending the Company's Annual General Meeting.

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

a. The Board of Directors deems it necessary for the benefit of the Company;

b. The number of members of the Board of Directors, independent members of the Board of Directors, and the Member of the Supervisory Board is less than the number of members prescribed by law, or the number of members of the Board of Directors is less than one-third (1/3) of the number of members stipulated in this Charter;

c. A shareholder or group of shareholders as stipulated in Clause 12.2 of Article 12 of this Charter requests the convening of the Annual General Meeting in writing, which must include the following information: full name, contact address, nationality, and legal document number of the individual shareholder; name, Business Registration Certificate Number or legal document number of the organization, and Headquarters address of the organization shareholder; the number of shares and the registration date of each shareholder's shares and their ownership percentage in the total number of shares of the Company, the basis and reason for requesting the convening of the Annual General Meeting. The request to convene a meeting must be accompanied by documents and evidence regarding violations by the Board of Directors, the extent of the violations, or decisions exceeding their authority. Shareholders or groups of shareholders are fully responsible before the law for the accuracy and truthfulness of the documents and evidence provided to the competent authority when requesting the convening of the Annual General Meeting.

d. At the request of the Member of the Supervisory Board;

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

4. Convening an extraordinary Annual General Meeting:

a. The Board of Directors must convene the Annual General Meeting within thirty (30) days from the date the number of remaining members of the Board of Directors, independent members of the Board of Directors, or Member of the Supervisory Boardy Members of Board of Directors is as stipulated in point b, clause 3 of this Article, or upon receiving the request as stipulated in points c and d, clause 3 of this Article;

b. If the Board of Directors fails to convene the Annual General Meeting as stipulated in point a, clause 4 of this Article, then within the next thirty (30) days, the Member of the Supervisory Board ("BKS") shall replace the Board of Directors in convening the Annual General Meeting in accordance with the Law on Enterprises;

c. If the Member of the Supervisory Board fails to convene the Annual General Meeting as stipulated in point b, clause 4 of this Article, then the shareholder or group of shareholders as stipulated in point c, clause 3 of this Article has the right to request the Company's representative to convene the Annual General Meeting as stipulated in the Law on Enterprises. In this case, the shareholder or group of shareholders convening the Annual General Meeting may request the Business Registration Authority to supervise the procedures for convening, conducting the meeting, and making decisions of the Annual General Meeting. All costs for convening and conducting the Annual General Meeting will be reimbursed by the Company. This does not include expenses incurred by shareholders when attending the Annual General Meeting, including accommodation and travel expenses;

d. Procedures for holding a General Meeting of Shareholders shall comply with the Law on Enterprises.

Article 15. Rights and duties of the Annual General Meeting

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

a. Approve the development orientation of the Company;

b. Make decisions on the types of shares and the total number of shares of each type authorized for sale; Make decisions on the annual dividend rate for each type of share;

c. Elect, dismiss, and remove members of the Board of Directors and members of the Member of the Supervisory Board;

d. Make decisions on investing in or selling assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statement;

e. Make decisions on amending or supplementing the Company's Charter;

f. Approve annual financial statements;

g. Make decisions on repurchasing more than 10% of the total number of shares sold of each class;

h. Review and handle violations by members of the Board of Directors and members of the Member of the Supervisory Board that cause damage to the Company and its shareholders;

i. Make decisions on reorganization or dissolution of the Company;

j. Make decisions on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and Member of the Supervisory Board;

k. Approve the Internal Governance Regulations; Regulations on the operation of the Board of Directors and Member of the Supervisory Board;

l. Approve the list of approved auditing firms; decisions on approved auditing firms to conduct audits of the Company's operations, and dismissal of approved auditors when deemed necessary;

m. Other rights and obligations as prescribed by law and this Charter.

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

a. The Company's annual business plan;

b. Audited annual financial statements;

c. Report of the Board of Directors on governance and performance of the Board of Directors and each member of the Board of Directors, and Report on the activities of independent members of the Board of Directors and the results of the independent members' evaluation of the Board of Directors' activities;

d. Report of the Member of the Supervisory Board on the Company's business results, the performance of the Board of Directors and the General Director;

e. Self-assessment report on the performance of the Member of the Supervisory Board and its members;

f. Dividend rate per share of each class;

g. Number of members of the Board of Directors and Member of the Supervisory Board;

h. Elect, dismiss, and remove members of the Board of Directors and Member of the Supervisory Board;

i. Make decisions on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and Member of the Supervisory Board;

j. Approve the list of approved auditing firms; decision on which auditing firm is approved to conduct inspections of the Company's operations when deemed necessary;

k. Amend and add the Company's Charter;

l. Classes and number of new shares to be issued for each class;

m. Divide, separate, merger, acquire, or converse the Company;

n. Make reorganization and dissolution (liquidation) of the Company and designation of the liquidator;

o. Make decisions on investing in or sell assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement;

p. Make decisions on repurchasing more than 10% of the total number of shares sold of each class;

q. Approve contracts and transactions between the Company and Related Persons that fall within the authority of the General Meeting of Shareholders under Clause 6, Article 42 of this Charter, the Law on Enterprises and the Securities Law;

r. Approve other contracts and transactions falling within the authority of the General Meeting of Shareholders under the Securities Law;

s. Approve the internal regulations on corporate governance, the regulations on the operation of the Board of Directors, and the regulations on the operation of the Member of the Supervisory Board;

t. Other matters as prescribed by law and this Charter.

3. All resolutions and matters included in the meeting agenda must be discussed and voted on at the Annual General Meeting.

Article 16. Exercise of the right to attend a General Meeting of Shareholders

1. Shareholders, or authorized representatives of shareholders who are organizations, may directly attend the meeting or authorize one or more other individuals or organizations to attend the meeting, or attend and vote by one of the methods specified in Clause 6, Article 13 of this Charter and the Law on Enterprises.

2. The authorization of individuals or organizations to represent shareholders at the Annual General Meeting as stipulated in Clause 1 of this Article must be in writing. The Power of Attorney must be prepared in accordance with civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized,

the content of the authorization, the scope of authorization, the duration of authorization, and the signatures of both the Principal and the Proxy. The authorized person attending the Annual General Meeting must submit the Power of Attorney when registering to attend the meeting. In case of sub-authorization, the meeting participant must also present the original Power of Attorney from the shareholder or the authorized representative of the shareholder (if not previously registered with the Company).

3. The voting ballot of the authorized person attending the meeting within the scope of authorization remains valid in the following cases:

a. The authorizing person has died, is restricted in civil capacity, or has lost their civil capacity;

b. The grantor has revoked the authorization;

c. The grantor has revoked the authority of the grantor.

This clause does not apply if the Company receives notice of any of the above events before the opening of the Annual General Meeting or before the meeting is reconvened.

Article 17. Changes to Rights

1. Changes or revocations of special rights associated with a class of preferred shares shall take effect when approved by shareholders representing 65% or more of the total voting rights of all shareholders present at the meeting. A resolution of the Annual General Meeting concerning adverse changes to the rights and obligations of shareholders holding preferred shares shall only be adopted if approved by at least 75% of the total number of preferred shares of that class present at the meeting, or by at least 75% of the total number of preferred shares of that class in case of a resolution adopted by written ballot.

2. The holding of a meeting of shareholders holding a class of preferred shares to approve the aforementioned change of rights shall only be valid if there are at least two shareholders (or their authorized representatives) holding at least one-third of the par value of the issued shares of that class. If the required number of delegates is not present as stated above, the meeting shall be rescheduled within the following 30 days, and those holding shares of that class (regardless of the number of people and shares) present in person or through authorized representatives shall be considered to have met the required number of delegates. At the meetings of shareholders holding the aforementioned preferred shares, those holding shares of that class present in person or through representatives may request a secret ballot. Each share of the same class has equal voting rights at the aforementioned meetings.

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

4. Unless otherwise stipulated in the share issuance terms, special rights associated with preferred shares concerning some or all matters relating to the distribution of profits or assets of

the Company shall not be altered when the Company issues additional shares of the same class.

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

1. The Board of Directors shall convene the Annual General Meeting or the annual and extraordinary Annual General Meeting. The Board of Directors shall convene an extraordinary Annual General Meeting in the cases stipulated in Clause 3, Article 14 of the Charter.

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

a. Prepare a list of shareholders eligible to participate and vote at the Annual General Meeting. The list of shareholders entitled to attend a General Meeting of Shareholders shall be prepared based on the Company's shareholder register and securities holder register, no more than 10 days before the invitation is sent. The Company must disclose information about preparing the list within the time limit prescribed by the Securities Law;

b. Prepare the meeting agenda and content;

c. Prepare documents for the meeting;

d. Draft resolutions of the Annual General Meeting according to the planned content of the meeting;

e. Determine the time and place of the meeting;

f. Notify and send notices of the Annual General Meeting to all shareholders entitled to attend;

g. Other tasks serving the General Meeting.

3. Notices of the Annual General Meeting shall be sent to all shareholders by secure means and simultaneously published on the Company's website and the State Securities Commission, and the stock exchange where the Company's shares are listed or registered for trading. The person convening the Annual General Meeting must send a notice of meeting to all shareholders on the List of Shareholders entitled to attend the meeting at least 21 days before the opening date of the meeting (calculated from the date the notice is duly sent or transmitted). The agenda of the Annual General Meeting and documents related to the issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In cases where documents are not sent with the notice of the Annual General Meeting, the notice of meeting must clearly state the link to all meeting documents so that shareholders can access them, including:

a. Meeting agenda and documents to be used in the meeting;

b. List and detailed information of candidates in case of election of Members of Board of Directors and Member of the Supervisory Boardy Members of Board of Directors;

c. Voting ballot;

d. Draft resolution for each item on the meeting agenda;

e. Form for appointing authorized representatives to attend the meeting.

4. Shareholders or groups of shareholders as specified in Clause 2, Article 12 of this Charter have the right to propose issues to be included in the agenda of the Annual General Meeting. Proposals must be in writing and must be sent to the Company at least three (03) working days before the opening date of the Annual General Meeting. Proposals must include the shareholder's full name, contact address, nationality and personal legal document number for individual shareholders; and the name, enterprise identification number or legal document number and head-office address for institutional shareholders; the number and type of shares held by that shareholder, and the content of the proposal to be included in the meeting agenda.

5. The person convening the Annual General Meeting has the right to reject proposals related to Clause 4 of this Article in the following cases:

a. The proposal is submitted improperly according to 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 specified in Clause 2, Article 12 of this Charter;

c. The issue of the proposal is not within the scope of the Annual General Meeting' authority to discuss and approve;

d. Other cases as prescribed by law and this Charter.

6. The person convening the Annual General Meeting must accept and include the proposal stipulated in Clause 4 of this Article in the proposed agenda and content of the meeting, except as stipulated in Clause 5 of this Article; the proposal is officially added to the agenda and content of the meeting if approved by Shareholders.

Article 19. Conditions for holding the Annual General Meeting

1. The Annual General Meeting shall be held when the number of shareholders attending represents at least 51% of the voting shares.

2. If the first meeting does not meet the conditions for holding as stipulated in Clause 1 of this Article, a notice of the second meeting shall be sent within 30 days from the date of the first planned meeting. The second Annual General Meeting shall be held when the number of shareholders attending represents 33% or more of the total voting shares.

3. If the second meeting does not meet the conditions for holding as stipulated in Clause 2 of this Article, a notice of the third meeting must be sent within (20) days from the date of the second planned meeting. The third Annual General Meeting shall be held regardless of the total number of voting shares of the attending shareholders.

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

1. Before the meeting commences, the Company must carry out the shareholder registration procedure and continue registration until all shareholders entitled to attend the meeting have registered, following this procedure:

a. When registering shareholders, the Company issues each shareholder or authorized representative a voting card, which includes the registration number, the shareholder's full name, the authorized representative's full name, and the shareholder's voting number. The Annual General Meeting discusses and votes on each item on the agenda. Voting is conducted by approval, disapproval and abstention votes. At the meeting, the voting cards in favor of the resolution are collected first, followed by those against the resolution. Finally, the total number of approval or disapproval votes is counted to make a decision. The results of the vote count are announced by the Chairman immediately before the meeting adjourns. The General Meeting elects those responsible for counting or supervising the vote count as proposed by the Chairman. The number of members of the Vote Counting Committee is decided by the Annual General Meeting Pursuant to the proposal of the meeting Chairman;

b. Shareholders, authorized representatives of shareholders who are organizations, or authorized persons arriving after the meeting has commenced have the right to register immediately and then have the right to participate and vote at the meeting immediately after registration. The Chairman is not responsible for stopping the meeting to allow late-arriving shareholders to register, and the validity of previously voted items remains unchanged.

2. The election of the Chairman, Secretary, and Vote Counting Committee is regulated as follows:

a. The Chairman of the Board of Directors shall preside over or authorize another member of the Board of Directors to preside over the Annual General Meeting convened by the Board of Directors. In the event that the Chairman is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them to preside over the meeting by majority vote. If no Chairman is elected, the Head of the Member of the Supervisory Board shall direct the Annual General Meeting to elect a Chairman from among those present, with the person receiving the highest number of votes becoming the Chairman;

b. Except as stipulated in point a of this clause, the person signing the minutes convening the Annual General Meeting shall direct the Annual General Meeting to elect a Chairman, with the person receiving the highest number of votes becoming the Chairman;

c. The Chairman shall appoint one or more people to serve as meeting secretaries;

d. The Annual General Meeting shall elect one or more people to the Vote Counting Committee as proposed by the Chairman.

3. The agenda and content of the meeting must be approved by Shareholders at the opening session. The agenda must clearly and specifically define the time allocated to each item on the agenda.

4. The presiding officer of the meeting has the right to take necessary and reasonable measures to conduct the Annual General Meeting in an orderly manner, in accordance with the

approved agenda, and reflecting the wishes of the majority of attendees:

a) Arranging seating at the meeting venue;

b) Ensuring the safety of all persons present at the meeting venues;

c) Facilitating the attendance (or continued attendance) of shareholders at the meeting. The person convening the Annual General Meeting has the full right to change the above measures and apply all necessary measures. These measures may include issuing entry passes or using other alternative methods.

5. The Annual General Meeting shall discuss and vote on each item on the agenda. Voting is conducted by vote in favor, against, and abstention. The results of the vote count are announced by the Chairman immediately before the meeting adjourns.

6. Shareholders or their authorized representatives who arrive after the meeting has commenced may still register and have the right to vote immediately after registration; in this case, the validity of any previously voted-on items remains unchanged.

7. The convener or Chairman of the Annual General Meeting has the following rights:

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

b) To request the competent authority to maintain order at the meeting; to expel those who do not comply with the Chairman's authority, intentionally disrupt order, hinder the normal progress of the meeting, or fail to comply with security checks from the Annual General Meeting.

8. The Chairman has the right to postpone the Annual General Meeting that has reached the maximum number of registered attendees for no more than 3 working days from the scheduled opening date, and may only postpone or change the meeting location in the following cases:

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

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

c) Attendees obstruct or disrupt order, posing a risk of the meeting not being conducted fairly and legally.

9. If the Chairman postpones or suspends the Annual General Meeting contrary to the provisions of Clause 8 of this Article, the Annual General Meeting shall elect another person from among the attendees to replace the Chairman and conduct the meeting until its conclusion; all resolutions passed at that meeting shall be effective and enforceable.

10. In cases where the Company applies modern technology to organize the Annual General Meeting through online meetings, the Company is responsible for ensuring that shareholders can attend and vote by electronic voting or other electronic means in accordance with the Law on Enterprises, the Securities Law and the Internal Regulations on Corporate Governance.

Article 21. Conditions for the adoption of a Resolution of the Annual General Meeting

1. A resolution on the following matters shall be adopted if it is approved by shareholders representing 65% or more of the total voting shares of all shareholders attending and voting at the meeting, except where otherwise provided by the Law on Enterprises:

a. Type of shares and total number of shares of each type;

1. Changes in industry, profession, and business sector;

c. Changes in the Company's organizational and management structure;

d. Investment projects or sales of assets with a value of 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 are adopted when approved by shareholders holding more than 51% of the total voting shares of all shareholders attending and voting at the meeting, except in the case specified in Clause 1 of this Article and in other cases provided by the Law on Enterprises.

3. Resolutions of the Annual General Meeting adopted by 100% of the total voting shares are legal and effective even if the procedures for convening the meeting and adopting the resolution violate the provisions of the Law on Enterprises and the Company's Charter.

Article 22. Authority and Procedure for Obtaining Shareholder Opinions in Writing to Approve Resolutions of the Annual General Meeting

The authority and procedure for obtaining shareholder opinions in writing to approve decisions of the Annual General Meeting shall be carried out in accordance with the following regulations:

1. The Board of Directors may seek shareholders' written opinions to pass resolutions on matters within the authority of the General Meeting of Shareholders, including but not limited to the matters specified in Clause 2, Article 147 of the Law on Enterprises and Clause 2, Article 15 of this Charter, at any time when it considers this necessary in the Company's interests.

2. The Board of Directors must prepare Voting Ballots, draft resolutions of the Annual General Meeting, explanatory documents for the draft resolutions, and send them to all shareholders with voting rights at least 10 days before the deadline for returning the Voting Ballots. The requirements and method of sending Voting Ballots and accompanying documents shall be carried out in accordance with Clause 3, Article 18 of the Charter.

3. The Voting Ballot must contain the following main contents:

a. Name, registered office address, Business Registration Certificate No.;

b. Purpose of obtaining opinions;

c. The full name, contact address, nationality, and legal document number of the individual shareholder; the name, Business Registration Certificate Number or legal document number of the organization, and the Headquarters address of the organization shareholder; or the full name, contact address, nationality, and legal document number of the individual representative of the

organization shareholder; the number of shares of each class and the number of voting rights of the shareholder;

d. The issue requiring a vote to be passed;

e. Voting options including "agree," "disagree," and "no opinion" for each issue requiring a vote;

f. The deadline for returning the completed Voting Ballot to the Company;

g. The full name and signature of the Chairman of the Board of Directors.

4. Shareholders may send the completed Voting Ballot to the Company by mail, fax, or email as follows:

a. In case of mailing, the answered ballot must be signed by the individual shareholder, the authorized representative, or the legal representative of the corporate shareholder. The ballot sent to the Company must be enclosed in a sealed envelope, and no one is allowed to open it before the vote count;

b. In case of faxing or emailing, the ballot sent to the Company must be kept confidential until the vote count;

c. Ballots sent to the Company after the deadline specified in the ballot content, or that have been opened in case of mailing or disclosed in case of faxing or email, are invalid. Unsent ballots are considered non-voting ballots.

5. The Board of Directors will count the votes and prepare a vote count report in the presence of the Member of the Supervisory Board or a shareholder who does not hold a management position in the Company. The vote count report must include the following main contents:

a. Name, registered office address, Business Registration Certificate Number;

b. The purpose and issues requiring consultation for decision-making;

c. The number of shareholders and the total number of votes cast, distinguishing between valid and invalid votes, and the method of submitting ballots, along with an appendix listing participating shareholders;

d. The total number of approval, disapproval and abstention votes for each issue;

e. Issues that have been approved;

f. The full name and signature of the Chairman of the Board of Directors, the legal representative of the Company, the vote counting member of the Supervisory Board, and the vote counter.

The members of the Board of Directors, the vote counter, and the vote counting member of the Supervisory Board shall be jointly responsible for the honesty and accuracy of the vote counting minutes; and jointly responsible for any damages arising from decisions made due to dishonest or inaccurate vote counting.

6. The vote count minutes and resolutions must be sent to shareholders within 15 days from

the date the vote count is completed. Sending the vote count minutes and resolutions may be replaced by posting them on the Company's website within 24 hours from the time the vote count is completed.

7. The completed ballots, vote count minutes, the full text of the approved resolutions, and related documents accompanying the ballots must be kept at the Company's Headquarters.

8. Resolutions adopted by written shareholder consultation must be approved by shareholders representing at least 51% of the total voting shares and have the same validity as decisions adopted at the Annual General Meeting.

Article 23. Resolutions and Minutes of the Annual General Meeting

1. The Annual General Meeting must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. Minutes must be prepared in Vietnamese, and may also be prepared in a foreign language, containing the following main contents:

a. Name, registered office address, and Business Registration Certificate Number;

b. Time and place of the Annual General Meeting;

c. Agenda and content of the meeting;

d. Full name of the Chairman and Secretary;

e. Summary of the meeting proceedings and opinions expressed at the Annual General Meeting on each item on the agenda;

f. Number of shareholders and total number of votes cast by shareholders attending the meeting, appendix listing registered shareholders, shareholder representatives attending the meeting with their corresponding shareholdings and votes;

g. Total number of votes cast for each voting item, clearly stating the voting method, total number of valid, invalid, affirmative, and abstention votes; corresponding percentage of the total number of votes cast by shareholders attending the meeting;

h. Issues that have been approved and the corresponding percentage of approval votes;

i. Full name and signature of the Chairman and Secretary. If the Chairman or Secretary refuses to sign the meeting minutes, these minutes shall be valid if signed by all other members of the Board of Directors present at the meeting and containing all the content as stipulated in this clause. The meeting minutes shall clearly state the Chairman's or Secretary's refusal to sign the minutes.

2. The minutes of the Annual General Meeting must be completed and approved before the end of the meeting. The Chairman and Secretary of the meeting shall be jointly responsible for the truthfulness and accuracy of the content of the minutes.

3. Minutes prepared in Vietnamese and foreign languages have equal legal validity. In case of discrepancies in content between the minutes in Vietnamese and the minutes in a foreign language, the content in the Vietnamese minutes shall prevail.

4. Resolutions, minutes of the Annual General Meeting, appendices listing registered shareholders with their signatures, proxies for attending the meeting, all documents attached to the minutes (if any), and related documents accompanying the notice of meeting must be disclosed in accordance with the law on information disclosure in the securities market and must be kept at the Company's Headquarters.

Article 24. Request for annulment of a resolution of the Annual General Meeting

Within 90 days from the date of receiving the resolution or minutes of the Annual General Meeting or the minutes of the vote count results of the Annual General Meeting, the shareholders or groups of shareholders specified in Clause 2, Article 12 of this Charter may request the Court or Arbitration to review and annul the resolution or part of the content of the resolution of the Annual General Meeting in the following cases:

1. The procedures for convening the meeting and making decisions of the Annual General Meeting seriously violate the provisions of the Law on Enterprises and the Company's Charter, except for the cases specified in Clause 3, Article 21 of this charter.

2. The content of the decision violates the law or the Company's Charter.

VII. BOARD OF DIRECTORS

Article 25. Nomination and Election of Members of Board of Directors

1. In cases where candidates have been determined in advance, information related to the Board of Directors candidates shall be included in the General Meeting of Annual General Meeting documents and published at least 10 days before the opening of the General Meeting of Annual General Meeting on the Company's website so that shareholders can learn about these candidates before voting. Board of Directors candidates must provide a written commitment regarding the truthfulness, accuracy, and reasonableness of the personal information disclosed and must commit to performing their duties honestly, faithfully, diligently, and in the best interests of the Company if elected as a member of the Board of Directors. The information related to Board of Directors candidates to be disclosed shall include at least:

a. Full name, date of birth;

b. Professional qualifications;

c. Work experience;

d. Companies in which the candidate holds positions as a member of the Board of Directors and other management positions;

e. Related interests in the Company (if any);

f. Other information (if any).

g. The Company is responsible for disclosing information about the companies in which the candidate holds positions as a member of the Board of Directors, other management positions, and related interests in the candidate's Board of Directors (if any).

2. Shareholders holding voting shares have the right to combine their individual voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; From 40% to less than 50%, a maximum of four (04) candidates may be nominated; from 50% or more, the full number of candidates may be nominated.

3. If the number of candidates for the Board of Directors through nomination and candidacy does not meet the required number under the Law on Enterprises and this Charter, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company's Charter, internal regulations on corporate governance, and the operating regulations of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the Annual General Meeting votes to elect members of the Board of Directors in accordance with the law.

4. A Board member must satisfy the standards and conditions under the Law on Enterprises, the Securities Law and this Charter.

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

1. The Board of Directors must have a minimum of 5 and a maximum of 9 members. The number of members for the term (2022-2027) is 7. The term of office for a Member of Board of Directors shall not exceed 5 years. An individual may only be elected as an independent member of the Board of Directors of a company for no more than 2 consecutive terms; if all members of the Board of Directors complete their terms at the same time, they shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work; members of the Board of Directors may be re-elected for an unlimited number of terms. The Company's Board structure must meet the minimum number of non-executive and independent Board members required by the Securities Law. The Company shall limit the number of Board members concurrently holding executive positions to ensure the Board's independence.

2. A member of the Board of Directors loses their status as a member of the Board of Directors if they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with the Law on Enterprises and this Charter.

3. The appointment of members of the Board of Directors must be disclosed in accordance with the provisions of the law on securities and the securities market.

4. Members of the Board of Directors do not necessarily have to be shareholders of the Company.

5. The election of members of the Board of Directors is Pursuant to cumulative voting, and the removal is Pursuant to a general majority.

6. A Board member of the Company may not concurrently serve as a Board member or a member of a Members' Council of more than five other companies.

Article 27. Powers and Obligations of the Board of Directors

1. The Board of Directors is the governing body of the Company, having full authority to act on behalf of the Company to make decisions on and exercise the rights and obligations of the Company, except for those rights and obligations falling under the authority of the Annual General Meeting.

2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Charter, and the Annual General Meeting. In particular, the Board of Directors has the following powers and obligations:

a. Make decisions on the strategy, medium-term development plan, and annual business plan of the Company;

b. Propose the types of shares and the total number of shares authorized for sales of each type;

c. Make decisions on the sales of unsold shares within the scope of the number of shares authorized for sales of each type; Make decisions on raising additional capital through other forms;

d. Make decisions on the selling price of shares and bonds of the Company;

e. Decide on share repurchases within the authority of the Board of Directors under the Law on Enterprises and the Securities Law;

f. Make decisions on investment plans and investment projects within the authority and limits prescribed by law;

g. Make decisions on solutions for market development, marketing, and technology;

h. Approve transactions, investments, purchase and sale contracts, loan agreements, and other contracts with a value equal to or greater than 10% of the total asset value recorded in the Company's most recent financial statement. This provision does not apply to contracts, transactions or investments within the authority of the General Meeting of Shareholders under Articles 15 and 42 of this Charter and the law;

i. Elect, dismiss, and remove the Chairman of the Board of Directors; appoint, dismiss, sign contracts with, and terminate contracts with the General Director and other key managers as stipulated in the Company's Charter; Make decisions on the salaries and other benefits of those managers; Appoint authorized representatives to participate in the Board of Members or Annual General Meeting in other companies, and make decisions on the remuneration and other benefits of those representatives;

j. Supervise and direct the General Director and other managers in the daily operation of the Company's business;

k. Make decisions on the organizational structure and internal management regulations of

the Company, make decisions on the establishment of subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises;

l. Approve the agenda and content of documents for the Annual General Meeting, convening the Annual General Meeting or soliciting opinions for the Annual General Meeting to pass resolutions;

m. Submit the annual financial statement to the Annual General Meeting;

n. Propose the dividend rate to be paid; Make decisions on the time and procedures for paying dividends or handling losses incurred during business operations;

o. Propose the reorganization, dissolution, or bankruptcy of the Company;

p. Make decisions on issuing the Board of Directors' operating regulations, internal regulations on corporate governance after approval by the Annual General Meeting, and regulations on information disclosure of the Company;

q. Pay dividends to shareholders in accordance with the law after approval by the Annual General Meeting.

r. Organize training and workshops on corporate governance and necessary skills for members of the Board of Directors, the General Director, the person in charge of corporate governance, and other managers of the Company to ensure that members understand the main principles of corporate governance and update them annually with the latest trends and requirements in governance.

s. Have other rights and obligations as prescribed by the Law on Enterprises, the Securities Law, other legal regulations, and the Company's Charter.

3. The Board of Directors shall report on its activities to the General Meeting of Shareholders in accordance with the Law on Enterprises and the Securities Law.

Article 28. Remuneration, Salaries, and Other Benefits of Members of Board of Directors

1. The Company has the right to pay remuneration and bonuses to Members of Board of Directors Pursuant to business results and efficiency.

2. Members of Board of Directors are entitled to work-related remuneration and bonuses. Work-related remuneration is calculated Pursuant to the number of working days required to complete the Member of Board of Director's tasks and the daily remuneration rate. The Board of Directors determines the remuneration for each member Pursuant to consensus. The total amount of remuneration and bonuses for the Board of Directors is d by the Shareholders at the Annual General Meeting.

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

Annual General Meeting.

4. Members of Board of Directors holding executive positions, or members working in subcommittees of the Board of Directors, or performing other duties outside the normal scope of a Member of Board of Directors' duties, may receive additional compensation in the form of a lump-sum payment, salary, commission, profit sharing, or other forms as decided by the Board of Directors.

5. Members of Board of Directors are entitled to reimbursement for all travel, accommodation, and other reasonable expenses incurred in fulfilling their duties as Members of Board of Directors, including expenses incurred in attending of the Annual General Meeting, the Board of Directors, or its subcommittees.

6. Members of Board of Directors may be insured by the Company for liability insurance after approval by the Annual General Meeting. This insurance does not cover the liability of Members of Board of Directors related to violations of the law and the Company's Charter.

Article 29. Chairman of the Board of Directors

1. The Board of Directors must select from among its members to elect a Chairman and Vice-Chairmen.

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

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

a. Prepare the program and plan of activities of the Board of Directors;

b. Prepare the program, content, and documents for meetings; to convene, preside over, and chair meetings of the Board of Directors;

c. Organize the adoption of resolutions and decisions of the Board of Directors;

d. Supervise the implementation of resolutions and decisions of the Board of Directors;

e. Chair the Annual General Meeting;

f. Have other rights and obligations as prescribed by the Law on Enterprises.

4. If the Chairman of the Board of Directors resigns or is dismissed by a decision of the Board of Directors, the Board of Directors must elect a replacement within ten (10) days.

5. In the absence of the Chairman of the Board of Directors or inability to perform his/her duties, he/she must authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Directors. If there is no authorized person, or if the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative sanctions at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is restricted or incapacitated, has difficulties in understanding or controlling his/her actions, or is prohibited by the Court from holding office, practicing a profession, or performing a specific job, then the remaining members shall elect one of them to

hold the position of Chairman of the Board of Directors by a majority vote until a new decision is made by the Board of Directors.

Article 30. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within 7 working days from the date of the conclusion of that Board of Directors election. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one member has the highest number of votes or the same percentage of votes, the members shall elect by majority rule to choose one of them to convene the Meeting of Board of Directors.

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

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

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

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

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

d. Other cases (if any).

4. The proposal stipulated in Clause 3 of this Article must be in writing, clearly stating the purpose, the issues to be discussed, and the decisions within the authority of the Board of Directors.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 7 working days from the date of receiving the proposal stipulated in Clause 3 of this Article. If the Chairman of the Board of Directors fails to convene a meeting as requested, he/she shall be responsible for any damages incurred by the Company; the person making the request has the right to replace the Chairman of the Board of Directors in convening the meeting.

6. The Chairman of the Board of Directors or the person convening the meeting must send a notice of meeting at least 5 working days before the meeting date. The notice of meeting must specify the time and place of the meeting, the agenda, the issues to be discussed and decided. The notice of meeting must include the documents to be used at the meeting and the voting ballots of the members.

The notice of the Meeting of Board of Directors may be sent by invitation, telephone, fax, electronic means, or other methods as stipulated in the Company's Charter, ensuring that it reaches the contact address of each Member of Board of Directors registered with the Company.

7. The Chairman of the Board of Directors or the person convening the meeting shall send the notice of the meeting and accompanying documents to the members of the Member of the Supervisory Board as with the members of the Board of Directors.

Members of the Member of the Supervisory Board have the right to attend Meeting of Board of Directors; they have the right to discuss but not to vote.

8. A first Board meeting may be held if at least three-quarters of the total Board members attend. If the first meeting does not meet the conditions to proceed, a second meeting shall be convened within seven days of the date scheduled for the first meeting; the second meeting may be held if more than half of the Board members attend.

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

a) Attending and voting in person at the meeting;

b) Authorizing another person to attend and vote on their behalf as stipulated in Clause 11 of this Article;

c) Attending and voting through online conferencing, electronic voting, or other electronic means;

d) Sending voting ballots to the meeting via mail, fax, or email;

e) Sending voting ballots by other means.

10. In case of sending voting ballots to the meeting via mail, the ballot must be enclosed in a sealed envelope and must be delivered to the Chairman of the Board of Directors no later than one hour before the meeting begins. The ballot may only be opened in the presence of all attendees.

11. Members must attend all Meeting of Board of Directors. Members may authorize another person to attend and vote on their behalf if approved by a majority of the Members of Board of Directors.

12. Resolutions and decisions of the Board of Directors are adopted if approved by a majority of the members present at the meeting; in case of a tie, the final decision rests with the side whose opinion is supported by the Chairman of the Board of Directors.

Article 31. Subcommittees of the Board of Directors

1. The Board of Directors may establish subcommittees to be responsible for development policy, personnel, compensation, and internal audit. The number of members of the subcommittee is decided by the Board of Directors, but should have at least three (03) members including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors should constitute a majority in the subcommittee and one of these members shall be appointed as the Head of the subcommittee by decision of the Board of Directors. The activities of the subcommittee must comply with the regulations of the Board of Directors. Resolutions of the subcommittee are only effective when approved by a majority of the members present and voting at the subcommittee meeting who are members of the Board of Directors.

2. The implementation of decisions of the Board of Directors, or of subcommittees under

the Board of Directors, or of persons with membership status in the Board of Directors' subcommittees must comply with current legal regulations and the provisions of the Company's Charter.

Article 32. Person in charge of corporate governance

1. The Board of Directors of the Company must appoint at least one person in charge of corporate governance to support corporate governance at the enterprise. The term of office of the person in charge of corporate governance is decided by the Board of Directors, with a maximum of five (05) years. The person in charge of corporate governance may concurrently act as Company Secretary in accordance with the Law on Enterprises.

2. The person in charge of corporate governance is not allowed to simultaneously work for an approved auditing organization that is auditing the Company's financial statements.

3. The person in charge of corporate governance has the following rights and obligations:

a. Advise the Board of Directors on organizing the Annual General Meeting in accordance with regulations and related matters between the Company and shareholders;

b. Prepare for Board of Directors, Member of the Supervisory Board, and Annual General Meeting as requested by the Board of Directors or Member of the Supervisory Board;

c. Advise on meeting procedures;

d. Attend meetings;

e. Advise on procedures for drafting Board of Directors resolutions in accordance with legal regulations;

f. Provide financial information, copies of Meeting of Board of Directors minutes, and other information to members of the Board of Directors and the Member of the Supervisory Board;

g. Monitor and report to the Board of Directors on the Company's information disclosure activities;

h. Act as the liaison with relevant stakeholders;

i. Maintain confidentiality of information in accordance with legal regulations and the Company's Charter;

j. Have other rights and obligations as stipulated by law and the Company's Charter.

4. The Board of Directors may dismiss the Head of Corporate Governance when necessary, but not contrary to current labor laws. The Board of Directors may appoint an Assistant Head of Corporate Governance from time to time.

VIII. GENERAL DIRECTOR, OTHER EXECUTIVES

Article 33. Management Structure

The Company's management system must ensure that the management structure is accountable to the Board of Directors and subject to the supervision and direction of the Board of Directors in the Company's daily business operations. The Company has one (01) General Director,

Deputy General Directors and a Chief Accountant and other positions appointed by the Board of Directors. The appointment, dismissal, and removal of the above-mentioned positions must be approved by resolution or decision of the Board of Directors.

Article 34. The Company's Executives

1. Company Executives include the General Director, Deputy General Director(s) and Chief Accountant.

2. Upon the recommendation of the General Director and with the approval of the Board of Directors, the Company may recruit other executives in a number and according to standards consistent with the Company's structure and management regulations as stipulated by the Board of Directors. Executives are responsible for supporting the Company in achieving its operational and organizational goals.

3. The General Director receives a salary and bonuses. The General Director's salary and bonuses are determined by the Board of Directors.

4. Executive salaries are included in the Company's business expenses in accordance with the law on corporate income tax, are presented as a separate item in the Company's annual financial statements, and must be reported to the Shareholders at the Annual General Meeting.

Article 35. Appointment, Dismissal, Duties and Powers of the General Director

1. The Board of Directors appoints a member of the Board of Directors or another person as the General Director.

2. The General Director is responsible for managing the Company's daily business operations; is subject to the supervision of the Board of Directors; Responsible to the Board of Directors and to the law for the exercise of assigned rights and obligations.

3. The term of office of the General Director is five (05) years and can be reappointed for an unlimited number of terms. The appointment may expire Pursuant to the provisions of the labor contract. 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 and the Company's Charter.

4. The General Director has the following rights and obligations:

a. Make decisions on matters related to the daily business of the Company that are not within the authority of the Board of Directors;

b. Organize the implementation of resolutions and decisions of the Board of Directors;

c. Organize the implementation of the Company's business plan and investment plan;

d. Propose organizational structure plans and internal management regulations of the Company;

e. Appoint, dismiss, and remove management positions in the Company, except for positions within the authority of the Board of Directors;

f. Make decisions on salaries and other benefits for employees in the Company, including

managers appointed by the General Director;

g. Recruit employees;

h. Propose dividend payment plans or handling of business losses;

i. Have other rights and obligations as prescribed by law.

5. The Board of Directors may dismiss the General Director when a majority of the Members of Board of Directors present at the meeting have the right to vote in favor and appoint a new General Director to replace him/her. The dismissed General Director has the right to object to this dismissal at the next Annual General Meeting.

IX. MEMBER OF THE SUPERVISORY BOARD

Article 36. Nomination and Election of Member of the Supervisory Boardy Members of Board of Directors

1. The nomination and election of Member of the Supervisory Boardy Members of Board of Directors shall be carried out similarly to the provisions in Clauses 1 and 2 of Article 25 of this Charter.

2. If the number of candidates for the Member of the Supervisory Board nominated through election and candidacy is insufficient, the incumbent Member of the Supervisory Board may nominate additional candidates or organize nominations according to the mechanism stipulated in the Company's Charter. The incumbent Member of the Supervisory Board's nomination of additional candidates must be clearly announced before the Annual General Meeting votes on the election of Member of the Supervisory Boardy Members of Board of Directors in accordance with the law.

Article 37. Composition of the Member of the Supervisory Board

1. The number of members of the Company's Member of the Supervisory Board is 3. The term of office of a Member of the Supervisory Board is no more than 5 years and they may be re-elected without limit.

2. Members of the Member of the Supervisory Board must meet the standards and conditions in accordance with the Law on Enterprises and the Securities Law and must not fall under the following cases:

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

b. Being a member or employee of an independent auditing firm that has audited the Company's financial statements for the three consecutive years preceding the election.

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

a. No longer meeting the qualifications and conditions to be a Member of the Supervisory Boardy Member of Board of Directors as prescribed in the Law on Enterprises;

b. Submitting a resignation letter and having it accepted;

c. Other cases as prescribed by law and this Charter.

4. Member of the Supervisory Boards shall be dismissed in the following cases:

a. Failure to complete assigned tasks and work;

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

c. Repeated and serious violations of the obligations of a member of the Member of the Supervisory Board as prescribed by the Law on Enterprises and the Company's Charter;

d. By decision of the Annual General Meeting;

e. Other cases as prescribed by law and this Charter.

Article 38. Head of the Member of the Supervisory Board

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

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

a. Convene Member of the Supervisory Board meetings;

b. Request the Board of Directors, the General Director, and other executives to provide relevant information for reporting to the Member of the Supervisory Board;

c. Prepare and sign the Member of the Supervisory Board report after consulting with the Board of Directors to submit to the Annual General Meeting.

Article 39. Rights and obligations of the Member of the Supervisory Board

The Member of the Supervisory Board has the rights and obligations under the Law on Enterprises and the following rights and obligations:

1. Propose and recommend to the Annual General Meeting the approval of the list of auditing organizations approved to audit the Company's financial statements; Make decisions on the auditing organization approved to conduct the inspection of the Company's operations, and dismiss approved auditors when deemed necessary;

2. Be accountable to shareholders for its member of the Supervisory Boardy activities;

3. Monitor the Company's financial situation and the legal compliance of members of Board of Directors, the General Director, and other managers;

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

5. In case of discovering violations of the law or the Company's Charter by members of Board of Directors, the General Director, and other executives, the Member of the Supervisory

Board must notify the Board of Directors in writing within 48 hours, request the violator to cease the violation and take remedial measures;

6. Develop the Member of the Supervisory Board's operating regulations and submit them to the Annual General Meeting for approval;

7. Report to the General Meeting of Shareholders in accordance with the Securities Law;

8. Have the right to access the Company's records and documents kept at the Headquarters, branches, and other locations; has the right to visit the workplaces of the Company's managers and employees during working hours;

9. Have the right to request the Board of Directors, members of the Board of Directors, the General Director, and other managers to provide complete, accurate, and timely information and documents on the management, operation, and business activities of the Company;

10. Other rights and obligations as prescribed by law and this Charter.

Article 40. Meetings of the Member of the Supervisory Board

1. The Member of the Supervisory Board may issue regulations on the meetings of the Member of the Supervisory Board and the way the Member of the Supervisory Board operates. The Member of the Supervisory Board must meet at least two (02) times a year, and the meeting is conducted when at least two-thirds (2/3) of the Member of the Supervisory Boards are present. Minutes of the Member of the Supervisory Board meetings shall be prepared in detail and clearly. The Secretary and the Member of the Supervisory Boards attending the meeting must sign the meeting minutes. Minutes of Member of the Supervisory Board meetings must be kept to determine the responsibilities of each Member of the Supervisory Board.

2. The Member of the Supervisory Board has the right to request members of the Board of Directors, the General Director, and representatives of approved auditing organizations to attend and answer questions requiring clarification.

Article 41. Salaries, remuneration, bonuses, and other benefits of Member of the Supervisory Boardy Members of Board of Directors

1. Members of the Member of the Supervisory Board shall be paid salaries, remuneration, bonuses, and other benefits as decided by the Annual General Meeting. The Annual General Meeting shall make decisions on the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Member of the Supervisory Board.

2. Members of the Member 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 remuneration and these expenses shall not exceed the total annual operating budget of the Member of the Supervisory Board approved by Shareholders, unless the Annual General Meeting decides otherwise.

3. The salaries and operating expenses of the Member of the Supervisory Board shall be

included in the Company's business expenses in accordance with the provisions of the law on corporate income tax, other relevant laws, and must be presented as a separate item in the Company's annual financial statements.

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

Members of Board of Directors, Member of the Supervisory Boards, the General Director and other executives are responsible for performing their duties, including those as members of subcommittees of the Board of Directors, honestly and carefully for the benefit of the Company.

Article 42. Responsibility for honesty and avoiding conflicts of interest

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

2. Members of the Board of Directors, members of the Member of the Supervisory Board, the General Director, other managers, and their related parties 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 Member of the Supervisory Board, the General Director, and other managers are obligated to notify the Board of Directors and the Member of the Supervisory Board in writing of transactions between the Company, its subsidiaries, and other companies in which the public company holds 50% or more of the Charter Capital, and those entities or their related parties, as stipulated by law. For the aforementioned transactions approved by Shareholders or the Board of Directors, the Company must disclose information on these resolutions in accordance with the securities law on information disclosure.

4. Members of the Board of Directors are not allowed to vote on transactions that benefit that member or their related parties, as stipulated by the Law on Enterprises and the Company's Charter.

5. Members of the Board of Directors, members of the Member of the Supervisory Board, the General Director, other managers, and related parties of these entities are prohibited from using or disclosing internal information to others for the purpose of conducting related transactions.

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

a. For contracts with a value less than thirty-five percent (35%) of the total asset value recorded in the most recent financial statement, the significant contents of the contract or transaction, as well as the relationships and interests of the members of the Board of Directors, members of the Member of the Supervisory Board, the General Director, and other executives, have been reported to the Board of Directors and approved by a majority vote of the Members of

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 arising within 12 months from the date of the first transaction with a value of 35% or more of the total asset value recorded in the most recent financial statement, the significant contents of this transaction, as well as the relationship and interests of the Board of Directors, Member of the Supervisory Boardy Members of Board of Directors, General Director, and other executives, have been disclosed to shareholders and approved by Shareholders by voting of shareholders without related interests;

7. The General Director shall not be a related party of the enterprise manager, the Member of the Supervisory Board of the Company and parent company, the representative of state capital, or the representative of the enterprise's capital in the Company and parent company as specified in the Securities Law.

Article 43. Liability for Damages and Compensation

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

2. The Company shall compensate persons who have been, are, or may become parties involved in claims, lawsuits, or prosecutions (including civil and administrative cases, and not cases in which the Company is the plaintiff) if that person has been or is a member of the Board of Directors, Member of the Supervisory Board, General Director, other executive, employee, or authorized representative of the Company, or if that person has acted or is acting at the request of the Company as a member of the Board of Directors, executive, employee, or authorized representative of the Company, provided that person acted honestly, carefully, and diligently in the interests of or not in conflict with the interests of the Company, in compliance with the law, and there is no evidence to confirm that that person has violated their responsibilities.

3. Compensation costs include incidental expenses (including attorney fees), judgment costs, fines, and payments actually incurred or considered reasonable in resolving these cases within the framework of the law. The Company may purchase insurance for those individuals to avoid the aforementioned compensation liabilities.

XI. RIGHT TO INSPECT THE COMPANY'S RECORDS AND ACCOUNTS

Article 44. Right to Inspect the Company's records and accounts

1. The shareholders or groups of shareholders referred to in Clause 2, Article 25 of this Charter may, in person or through an authorized representative, submit a written request to inspect the shareholder list, the Company's securities holder register and the minutes of General Meetings, and to copy or extract those records during business hours at the Company's head office. A request

made by an authorized representative must include the shareholder's power of attorney or a notarized copy.

2. Members of the Board of Directors, members of the Member of the Supervisory Board, the General Director, and other executives have the right to access the Company's shareholder register, securities holder register, shareholder list, books, and other records for purposes related to their positions, provided that this information is kept confidential.

3. The Company must keep this Charter and its amendments, the Certificate of Business Registration, regulations, documents proving ownership of assets, resolutions of the Annual General Meeting and the Board of Directors, minutes of the Annual General Meeting and the Board of Directors, reports of the Board of Directors, reports of the Member of the Supervisory Board, annual financial statements, accounting books, and other documents as prescribed by law at its Headquarters or another location, provided that shareholders and the business registration authority are notified of the location where these documents are stored.

4. This Charter must be published on the Company's website.

XII. EMPLOYEES AND TRADE UNIONS

Article 45. Employees and Trade Unions

1. The General Director must prepare a plan for the Board of Directors to approve matters relating to recruitment, termination of employment, wages, social insurance, benefits, rewards and disciplinary actions for employees and business managers.

2. The General Director must prepare a plan for the Board of Directors to approve matters relating to the Company's relationship with trade unions in accordance with best management standards, practices and policies, the practices and policies stipulated in this Charter, the Company's regulations and applicable laws.

XIII. PROFIT DISTRIBUTION

Article 46. Profit Distribution

1. The Annual General Meeting shall make decisions on the dividend payment rate and the form of annual dividend payment from the Company's undistributed after-tax profits, subject to the dividend payment conditions prescribed by the Law on Enterprises.

2. The Company shall not pay interest on dividend payments or payments related to a particular stock.

3. The Board of Directors may propose to the Annual General Meeting the approval of the payment of all or part of the dividend in shares, and the Board of Directors shall be the body to implement this decision.

4. In the event that dividends or other payments related to a particular stock are paid in cash, the Company must pay in Vietnamese Dong. Payment may be made directly or through banks Pursuant to the bank details provided by the shareholder. If the Company has transferred the 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 transferred to the beneficiary shareholder. Dividend payments for shares deposited and traded on the stock exchange can be made through a securities company or the Vietnam Securities Depository Center.

5. Pursuant to the Law on Enterprises and the Securities Law, the Board of Directors shall pass a resolution determining a specific date to finalize the list of shareholders. Pursuant to that date, those registered as shareholders or owners of other securities are entitled to receive dividends, interest, profit distribution, share issuance, notices, or other documents.

6. Other matters related to profit distribution shall be carried out in accordance with the law.

XIV. BANK ACCOUNTS, RESERVE FUNDS, FINANCIAL YEAR AND ACCOUNTING SYSTEM

Article 47. Bank Accounts

1. The Company shall open accounts at Vietnamese banks or at foreign banks permitted to operate in Vietnam.

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

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

Article 48. Financial Year

The Company's financial year begins on the first day of January each year and ends on the 31st day of December. The first financial year begins on the date of issuance of the Business Registration Certificate and ends on the 31st day of December immediately following the date of issuance of that Business Registration Certificate.

Article 49. Accounting System

1. The accounting system used by the Company is the Vietnamese Accounting System (VAS) or other accounting system approved by the Ministry of Finance.

2. The Company prepares accounting books in Vietnamese. 3. The Company maintains accounting records according to the type of business activities in which it engages. These records must be accurate, up-to-date, systematic, and sufficient to substantiate and explain the Company's transactions.

4. The Company uses the Vietnamese Dong as its accounting currency. If the Company's economic transactions are primarily conducted in a foreign currency, it may choose that foreign currency as its accounting currency, is legally responsible for that choice, and must notify the relevant tax authority.

XV. ANNUAL REPORT, INFORMATION DISCLOSURE RESPONSIBILITIES, PUBLIC NOTICES

Article 50. Annual, Semi-Annually, and Quarterly Financial Statements

1. The Company must prepare annual Financial Statements, and these annual Financial Statements must be audited in accordance with the law. The Company shall publish the audited annual Financial Statements in accordance with the law on information disclosure on the securities market and submit them to the competent state agency.

2. The annual Financial Statement must include all reports, appendices, and explanatory notes as prescribed by the law on corporate accounting. The annual Financial Statement must truthfully and objectively reflect the Company's operational situation.

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

Article 51. Annual Report

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

XVI. CORPORATE AUDITOR

Article 52. Corporate Auditor

1. The Annual General Meeting shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the Board of Directors to make decisions on the selection of one of these firms to conduct the audit of the Company for the following fiscal year According to the terms and conditions agreed upon with the Board of Directors. The Company must prepare and submit the annual financial statements to the independent auditing firm after the end of the fiscal year.

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

3. Independent auditors conducting the audit of the Company are permitted to attend General Meetings of Shareholders and have the right to receive notices and other information related to the Annual General Meeting that shareholders are entitled to receive, and to express their opinions at the meeting on matters related to the audit of the Company's financial statements.

XVII. THE COMPANY'S SEAL

Article 53. The Company's Seal

1. The seal includes a seal made at a seal-making establishment or a seal in the form of a digital signature as prescribed by law on electronic transactions.

2. The Board of Directors makes decisions on the official seal of the Company, and the seal is engraved in accordance with the law and the Company's Charter.

3. The Board of Directors and the General Director use and manage the seal in accordance

with current law.

XVIII. DISSOLUTION OF THE COMPANY

Article 54. Dissolution of the Company

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

a. Under a resolution of the General Meeting of Shareholders;

b. The Enterprise Registration Certificate is revoked, except where otherwise provided by the Law on Tax Administration;

c. The Company no longer has the minimum number of shareholders required by the Law on Enterprises for six consecutive months and fails to complete procedures to convert its enterprise type;

d. Other cases as prescribed by law.

The Company's bankruptcy shall be handled in accordance with the law on recovery and bankruptcy.

2. The dissolution of the Company is decided by the Annual General Meeting and implemented by the Board of Directors. The decision to dissolve or cease operations must be notified to or approved by the competent authority as prescribed.

Article 55. Liquidation

1. After a decision to dissolve the Company, the Board of Directors shall establish a Liquidation Committee consisting of three (03) members to liquidate assets and pay debts within the period prescribed by the Law on Enterprises. Two (02) members shall be appointed by the Annual General Meeting and one (01) member shall be appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All expenses related to the liquidation shall be paid by the Company before other debts of the Company.

2. The Liquidation Committee shall be responsible for reporting to the Business Registration Authority on the Date of Incorporation and the date of commencement of operations. From that time onwards, the Liquidation Committee shall represent the Company in all matters related to the liquidation of the Company before the Court and administrative agencies.

3. The Company's debts shall be paid in the order prescribed by the Law on Enterprises. After all debts and dissolution expenses have been paid, the remainder shall be distributed to shareholders in proportion to their shareholdings; preference shares, if any, shall be paid first.

XIX. INTERNAL DISPUTE RESOLUTION

Article 56. Internal Dispute Resolution

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

a. Shareholders and the Company;

b. Shareholders and the Board of Directors, Member of the Supervisory Board, General Director, or other executives;

The parties concerned shall attempt to resolve the dispute through negotiation and conciliation. Except in cases where the dispute involves the Board of Directors or the Chairman of the Board, the Chairman of the Board shall preside over the dispute resolution and require each party to present factual 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, any party may request the Member of the Supervisory Board to appoint an independent expert to act as an arbitrator in the dispute resolution process.

2. If a conciliation agreement is not reached within six (06) weeks from the start of the conciliation process or if the conciliation decision is not accepted by the parties, any party may submit the dispute to Arbitration or Court.

3. The parties shall bear their own costs related to the negotiation and conciliation procedure. Payment of court costs shall be made according to the judgment of the Court.

XX. SUPPLEMENTS AND AMENDMENTS TO THE CHARTER

Article 57. Supplements and Amendments to the Charter

1. Any supplementation or amendment to this Charter must be considered and decided by the Annual General Meeting.

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

XXI. EFFECTIVE DATE

Article 58. Effective Date

1. This Charter comprises 21 chapters and 58 articles and was approved by the General Meeting of Shareholders of Taseco Air Services Joint Stock Company on Novemer 6, 2026, and the full text of this Charter is hereby approved.

2. This Charter is the only and official Charter of the Company.

3. Copies or extracts of the Company's Charter are valid only when signed by the Chairman of the Board of Directors or the Company's Legal Representative.

The Company's Legal Representative

General Director

M.S.D.N: 0107007... CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG KHÔNG TASECO THÀNH PHỐ HÀ NỘI

Le Anh Quoc