CÔNG TY CỔ PHẦN ĐÔNG HẢI BẾN TRE	**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM**
	Độc lập - Tự do - Hạnh phúc
	SOCIALIST REPUBLIC OF VIETNAM
DONGHAI JOINT STOCK	**Independence - Freedom - Happiness**
COMPANY OF BENTRE	Vĩnh Long, ngày 07 tháng 11 năm 2026
	Vinh Long, November 07th, 2026

Số/No.: 152/TB-CTĐH

CÔNG BỐ THÔNG TIN BẤT THƯỜNG

UNUSUAL INFORMATION DISCLOSURE

Kính gửi/ To:

-Ủy ban Chứng khoán Nhà nước/ The State Securities Commission

- Sở Giao dịch Chứng khoán Hồ Chí Minh/ Ho Chi Minh Stock Exchange

1. Tên tổ chức/ *Organization name*: CÔNG TY CỔ PHẦN ĐÔNG HẢI BẾN TRE/ *DONGHAI JOINT STOCK COMPANY OF BENTRE*

- Mã chứng khoán/ *Securities Symbol*: DHC
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2. Nội dung thông tin công bố/ *Content of Information disclosure*:

Điều lệ Công ty sửa đổi ngày 06/11/2026/ *Charter of company revised on 06/11/2026.*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 07/11/2026 tại đường dẫn: www.dohacobentre.com.vn.

This information was disclosed on Company/Fund's Potral on date 07/11/2026 Available at: www.dohacobentre.com.vn.

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

We declare that all information provided in this paper is true and accurate and shall be legally responsible for any misrepresentation.

Signature Not Verified
Ký bởi: CÔNG TY CỔ PHẦN ĐÔNG HẢI BẾN TRE
Ký ngày: 7/11/2026 23:12:39

Tài liệu đính kèm:

Điều lệ Công ty sửa đổi ngày 06/11/2026/

Charter of company revised on 06/11/2026

Đại diện tổ chức

Người đại diện theo pháp luật/

Organization representative

Legal representative

M.S.D.N: 1300358260 C.T.C.P
CÔNG TY CỔ PHẦN ĐÔNG HẢI BẾN TRE
X. GIAO LONG - T. VĨNH LONG

Lê Bá Phương

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

CHARTER

DONGHAI JOINT STOCK COMPANY OF BENTRE

(DOHACO)

(Issued according to the Resolution of the Annual General Meeting of Shareholders in 2021 as amended and supplemented on November 06, 2026)

Vinh Long, November 06, 2026

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HEADING

This Charter is built according to the resolution of the General Meeting of Shareholders No. 01/NQ-DHDCD on June 21, 2021 and amended on November 06, 2026.

I. DEFINITIONS OF TERMS IN THE CHARTER

Article 1. Definitions of terms

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

a) *Charter capital* is the total value of shares sold or registered purchase when establishing enterprise as stipulated in Article 6 of this Charter;

b) *Law on Enterprise* means Law on Enterprise No. 59/2020/QH14 dated June 17th, 2020;

c) *Law on Securities* means Law on securities No. 54/2019/QH14 dated November 26th, 2019;

d) *Date of Establishment* means the first date the Company is granted the Enterprise Registration Certificate (Business Registration Certificate and other equivalent documents);

e) *Enterprise operators* are the General Director, Deputy General Director, Chief Accountant, and other operators appointed by the Board of Directors;

f) *Enterprise managers* are company managers, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director and individuals holding other management positions appointed by the General Meeting of Shareholders or the Board of Directors;

g) *Related person* is an individual or organization as stipulated in Clause 46 Article 4 of the Law on Securities;

h) *Shareholder* is an individual or organization that owns at least one share of a Joint Stock Company;

i) *Founding Shareholder* is a shareholder owning at least one common share and signing in the list of founding shareholders of a Joint Stock Company.;

j) *Major Shareholder* is a shareholder as stipulated in Clause 18, Article 4 of the Law on Securities;

k) *A member of the Supervisory Board* is a surveyor;

l) *The duration of operation* is the term of operation of the Company as stipulated in Article 2 of this Charter;

m) *Stock Exchange* means the Stock Exchange of Vietnam and its subsidiaries.

2. In this charter, references to one or more of the regulations or other documents will include amendments or documents replacing them.

3. Titles (chapters and articles of this Charter) are used to facilitate the understanding of contents and do not affect the content of this Charter.

II. NAME, FORM, HEAD OFFICE OF THE COMPANY, BRANCH, REPRESENTATIVE OFFICE, BUSSINESS LOCATION, DURATION OF OPERATION AND LEGAL REPRESENTATIVE

Article 2. Name, form, head office, branch, representative office, bussiness location and duration of operation

1. Name of the Company:

- Name of the Company in Vietnamese: CÔNG TY CỔ PHẦN ĐÔNG HẢI BẾN TRE

- Name of the Company in English: DONGHAI JOINT STOCK COMPANY OF BENTRE

- Name of the Company in abbreviation: DOHA-CO

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

3. Head office:

- Address: Lot AIII, Giao Long Industrial Zone, Giao Long Ward, Vinh Long Province, Viet Nam.

- Tel: 0275 3611666

- Fax: 0275 3611222 – 0275 3635222

- E-mail: donghaibentre@yahoo.com

- Website: www.dohacobentre.com.vn

4. The Company may establish branches and representative offices in the business area to implement the operation goals of company in accordance with the resolution of the Board of Directors and to the extent permitted by law.

5. Unless the Company terminates operation ahead of time according to Clause 2, Article 55, duration of operation of the Company starts from the date of establishment and is indefinite.

Article 3. Legal Representative of company

1. The Company has one (01) legal representative who is the General Director of the Company.

2. The legal representative of the Company is an individual representing the Company to perform rights and obligations arising from the Company's transactions, representing the Company as a plaintiff, defendant, persons with related interests and obligations before the Arbitration or Court. Responsibilities of the legal representative shall comply with Article 13 of the Enterprise Law and other rights and obligations as prescribed by current law.

3. The legal representative of the Company must reside in Vietnam; and must authorize in writing another person to perform the rights and obligations of the legal representative at the Company when leaving Vietnam.

4. In case the authorization expires but the legal representative of the Company has not returned to Vietnam and has no other authorization, the authorized person will continue to perform the rights and obligations of the legal representative of the Company within the authorized scope until the legal representative of the Company returns to work, or until the Board of Directors decides to appoint another person to replace it.

5. In case of being absent from Vietnam for more than thirty (30) days without authorizing another person to perform the rights and duties of the legal representative of the Company, the Board of Directors will appoint another person to act as the legal representative of the Company.

III. GOALS, BUSINESS AND OPERATION SCOPE OF COMPANY

Article 4. Operation goals of company

1. Main business lines of the Company:

Code of industry, business line	Name of industry and business line
1020	Processing and preserving of aquatic products and related products

0322	Inland aquaculture
4632	Wholesale of food products. Details: Wholesale and import-export of seafood and seafood products. Wholesale and import of corn starch, wheat flour, cassava flour, cassava starch and products derived from flour and starch for use as raw materials in industrial manufacturing, not for food use. (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 business organizations are not permitted to exercise export rights, import rights or distribution rights)
4620	Wholesale of agricultural and forestry raw materials (except wood, bamboo and rattan) and live animals. Details: Wholesale and import of animal feed and raw materials for livestock, poultry, and aquaculture feed. Import of corn and grains (except rice, sugar, and tobacco)
1702	Manufacture of corrugated paper, paperboard, and paper packaging. Details: Manufacture of paper and paperboard packaging
2220	Manufacture of plastic products. Details: Manufacture of plastic packaging
1812	Ancillary printing services. Details: Except printing of newspapers, magazines, and other press publications under the law on press; printing of official government forms; anti-counterfeit stamps; financial invoices; and cards or papers with predetermined or monetary value (excluding money)
1701 (Main)	**Manufacture of pulp, paper, and paperboard**
1811	Printing. Details: Except printing of newspapers, magazines, and other press publications under the law on press; printing of official government forms; anti-counterfeit stamps; financial invoices; and cards or papers with predetermined or monetary value (excluding money)

4662	Wholesale of metals and metal ores. Details: Wholesale, import, and export of iron and steel
4659	Wholesale of other machinery, equipment, and spare parts. Details: Wholesale, import, and export of industrial machinery, equipment, and spare parts (except video recording devices and products restricted to foreign investors)
4933	Road freight transport
4679	Other specialized wholesale not elsewhere classified. Details: Wholesale and import-export of paper, paper packaging, plastic packaging, pulp, raw materials and auxiliary materials for the paper industry; modified starch and starch derivatives for use in the paper and packaging industry. (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 business organizations are not permitted to exercise export rights, import rights or distribution rights).
3830	Scrap recycling Details: Recycling used paper and paper packaging into paper products
4631	Wholesale of rice, wheat, other cereal products, and wheat flour. Details: Wholesale of wheat starch for industrial manufacturing purposes (not for food use) (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 business organizations are not permitted to exercise export rights, import rights or distribution rights).

2. Operation goals of company is: The company was established to mobilize and use capital effectively in the development of registered production and business lines, in order to maximize profits, increase profits for shareholders, create stable jobs for employees, contribute to the State budget and develop the Company.

Article 5. The scope of business and activities

The company that is allowed to conduct business activities according to the lines of business specified in this Charter has registered, notified of enterprise registration information with the business registration authority and announced it on the National business registration portal.

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter capital, shares, founding shareholders

1. The charter capital of the company is 1.062.496.200.000 VND (*One thousand sixty-two billion, four hundred ninety-six million, two hundred thousand dong*).

The total charter capital comprises of 106.249.620 as common shares. Par value of each shares is 10.000d/share.

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

3. The shares of the Company on the date of adoption of this Charter include common shares and preferredence shares (if any). The rights and obligations attached to each type of shares are stipulated in Article 12 and Article 13 of this Charter.

4. The Company may issue other types of preferred shares after obtaining approval from the General Meeting of Shareholders and in accordance with regulation of substantive law.

5. The company officially operated in the form of a Joint Stock Company under the Business Registration Certificate No. 1300358260 issued for the first time by the Department of Planning and Investment of Ben Tre Province on April 2, 2003. According to the provisions of the Law on Enterprises, up to now, the time limit for transfer of common shares of founding shareholders has expired.

6. Common shares must be offered priority to the existing shareholders in proportion to their proportion of common shares in the Company, unless otherwise decided by the General Meeting of Shareholders. The number of shares that shareholders do not subscribe to buy all will be decided by the Board of Directors of the Company. The Board of Directors may distribute such shares to shareholders and others with conditions not more favorable than those offered to existing shareholders, unless the General Meeting of Shareholders otherwise approved or otherwise provided by the securities law.

7. The company can buy shares issued by the company by the ways stipulated in this Charter and substantive law.

8. The Company may issue other types of securities after the approval from the General Meeting of Shareholders and in accordance with regulation of law.

Article 7. The share certificates

1. The shareholders of the Company are issued the share certificates corresponding to the number of shares and types of shares they own.

2. Share is a certificate issued by a company, book entries or electronic data which certify ownership of one or an amount of shares of the company. Shares must have all the contents stipulated in Clause 1, Article 121 of the Law on Enterprises.

3. Within thirty (30) days from the date of submission of complete application for transfer of share ownership according to the Company's regulations or within two (02) months from the date of full payment of purchase shares in accordance with the provisions of the Company's share issuance plan (or other period as specified by the Issuing Terms), the holder of the shares shall be granted a share certificate. The share holders do not have to pay the Company the cost of printing stock certificates.

4. In case a share certificates is lost, damaged or destroyed in other ways, the shareholder shall be re-issued with shares by the Company at the request of such shareholder. The shareholder's proposal must include the following contents:

a) Information about shares has been lost, damaged or otherwise destroyed;

b) Commitment to be responsible for disputes arising from the re-issuance of new shares.

Article 8. Other securities certificates

Bond certificates or other securities certificates of the Company will be issued with the signature of the legal representative and the seal of the Company.

Article 9. Transfer of shareholdings

1. All shareholdings are freely transferable unless otherwise stipulated by this Charter and the law. Shares listed, registered for trading on the Stock Exchange are transferred in accordance with regulation of law on securities and securities market.

2. Shareholdings which have not been paid for in full are not transferable and do not enjoy related benefits such as the right to receive dividends, the right to receive

shares issued to increase share capital from equity sources, the right to buy newly offered shares and other benefits as provided for by law.

Article 10. Withdrawal of shareholdings

1. In case a shareholder do not pay in full and on time for the amount to buy shares, the Board of Directors shall notify and have the right to request that shareholder to pay the remaining amount together with interest on that amount and expenses incurred due to failure of full payment to the Company.

2. The above payment notice must clearly state the new payment term (at least seven (07) days from the date of sending the notice), the place of payment and the notice must specify the case of non-payment as required, the unpaid shares will be withdrawn.

3. The Board of Directors has the right to withdraw shares that have not been paid in full and on time in case the requirements in the above notice are not fulfilled.

4. The shares withdrawn are considered the authorized shares for sale according to Clause 3, Article 112 of the Enterprises Law. The Board of Directors can directly sell or authorize the sale, redistribution according to the conditions and methods that the Board of Directors deem it appropriate.

5. Shareholders holding withdrawn shares must give up their status as shareholders for such shares, but must still be responsible in proportion to the total par value of shares registered to buy for the financial obligations of the Company arising at the time of withdrawal according to the decision of the Board of Directors from the date of withdrawal until the date of payment. The Board of Directors has full authority to decide the enforcement of the payment of the entire value of shares at the time of withdrawal.

6. Recovery notice is sent to holders of withdrawn shares before the time of withdrawal. The withdrawal is still valid even in the case of errors or carelessness in sending notice.

V. THE ORGANISATIONAL STRUCTURE OF MANAGEMENT AND SUPERVISION

Article 11. The Organizational structure of management and supervision

Organisation structure – business and management of the company shall consist of:

1. The General Meeting of Shareholders;

2. The Board of Directors, The Board of Supervisory;

3. The General Director.

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of shareholders

1. Holders of common shares have the following rights:

a) Attend and give opinions at the General Meeting of Shareholders and exercise the right to vote directly or through an authorized representative or in other forms prescribed by the Company's Charter and the law. Each common share has one vote;

b) Receive dividends at a rate decided by the General Meeting of Shareholders;

c) Have the preemptive right when buying newly-offered shares in proportion to common shares;

d) Freely transfer the shares to others, except for the cases specified in Clause 3, Article 120, Clause 1, Article 127 of the Law on Enterprises and other relevant laws;

e) Review, search and extract information about names and contacts in the list of shareholders with voting rights; request adjustments to incorrect information;

f) Review, search and extract or copy the company's charter, book of minutes of the General Meeting of Shareholders and resolutions of the General Meeting of Shareholders;

g) When the Company is dissolved or bankrupt, to receive a part of the remaining assets in proportion to the percentage of shares ownership in the Company;

h) Request the Company to repurchase their shares in the cases provided by Article 132 of the Law on Enterprises;

i) Be treated equally. Each share of the same type gives shareholders equal rights, obligations and interests. In case the Company has types of preference shares, the rights and obligations attached to these types of preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;

j) Have full access to periodic and extraordinary information published by the Company in accordance with the law;

k) To be protected their legitimate rights and interests; to request suspension or annulment of resolutions of the General Meeting of Shareholders, the Board of Directors in accordance with the Law on Enterprises;

l) Other rights prescribed in this Charter and law.

2. Any shareholder or group of shareholders that holds more than 5% of the total number of common shares, have the right to:

a) Request the Board of Directors to convene the General Meeting of Shareholders in accordance with Clause 3 Article 115 and Article 140 of the Law on Enterprises;

b) Review, search and extract the number of minutes and resolutions of the Board of Directors, semi-annual and annual financial statements, reports of the Supervisory Board, contracts and transactions that must be approved by the Board of Directors and other documents, except documents related to trade secrets, business secrets of the Company;

c) Request the Supervisory Board to inspect each issue to the Company's administration where necessary. The request shall be made in writing, bear the full name, address, nationality, ID/passport number if the shareholder is an individual; name, permanent residence, nationality, establishment decision number or business registration number if the shareholder is an organization; the holding and time of shares registration of each shareholder; total shares of the group shareholders and the proportion of shares to the company's total shares; the issue that need inspecting, and inspection purposes;

d) Proposing issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and sent to the Company at least three (03) working days before the opening date. The proposal must clearly state the name of the shareholder, the number of shares of each type of the shareholder, and the issues proposed to be included in the meeting agenda.

e) Other rights prescribed in this charter.

3. Any shareholder or group of shareholders that holds more than 5% of the total number of common shares, have the right to nominate candidates for the Board of Directors or the Board of Supervisory. The nomination of people to the Board of Directors and the Supervisory Board shall be carried out as follows:

a) The common shareholders forming a group to nominate people to the Board of Directors and the Supervisory Board must notify the group meeting to the attending shareholders before the opening of the General Meeting of Shareholders;

b) Based on the number of members of the Board of Directors and the Supervisory Board, a shareholder or group of shareholders specified in this Clause is entitled to

nominate one or several people as candidates for the Board of Directors and the Supervisory Board. In case the number of candidates nominated by a shareholder or a group of shareholders is lower than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining number of candidates are nominated by the Board of Directors, the Supervisory Board and other shareholders as prescribed in Article 25 and Article 37 of this Charter.

Article 13. Obligations of shareholders

Shareholders have the following obligations:

1. To pay in full and on time for the registered shares to buy shares.

2. Do not withdraw contributed capital in the form of common shares in any shape or form, unless the shares are purchased by the company or other persons. The shareholder that withdraws all or part of the share capital against regulations of this Clause and persons with related interests in the company shall have a liability for the company's debts and other liabilities which is equal to the value of the shares withdrawn and the damage caused by this action.

3. Comply with the Company's Charter and the Company's Internal Regulations on Corporate Governance.

4. Comply with resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

5. Confidentiality of the information provided by the Company in accordance with the provisions of the Company's Charter and the law; only use the information provided to exercise and protect their legitimate rights and interests. It is strictly forbidden to distribute, copy or send information provided by the Company to other organizations and individuals.

6. Attend the General Meeting of Shareholders and exercise the right to vote/elect through the following forms:

a) Attending and voting/electing in person at the meeting;

b) Authorize other individuals and organizations to attend and vote/elect at the meeting;

c) Attending and voting/ electing through online conference, electronic voting or other electronic form;

d) Send voting/election ballots to the meeting via mail, fax, email;

7. To take personal responsibility when on behalf of the Company in any form to perform one of the following actions:

a) Violations of the law;

b) Implement of business and other transactions for personal benefits or for creation for organization gain or individual benefits;

c) Paying in advance for immature debts before the financial risk able to occur to the Company.

8. To fulfill other obligations prescribed in substantive law.

Article 14. The General Meeting of Shareholders

1. The General Meeting of Shareholders, consisting of all shareholders with voting rights, is the highest competent authority of the Company.. The Annual General Meeting of Shareholders is held once a year and within four (04) months from the end of the financial year. The Board of Directors shall decide to extend the Annual General Meeting of Shareholders in case of necessity, but not exceeding six (06) months from the end of the financial year. In addition to the annual meeting, the General Meeting of Shareholders may hold an extraordinary meeting. The venue of the General Meeting of Shareholders is determined to be the place where the chairperson attends the meeting and must be in the Vietnamese territory.

2. The Board of Directors convenes the Annual General Meeting of Shareholders and selects the appropriate venue. The Annual General Meeting of Shareholders decides issues in accordance with the law and the Charter of the Company. In case the Company's annual financial statement audit report contains main exceptions, contrary audit opinions or refusal, the Company must invite a representative of an auditing organization approved to audit the financial statements of the Company to attend the Annual General Meeting of Shareholders and the representative of the above approved audit organization is responsible for attending the Company's Annual General Meeting of Shareholders.

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

a) The Board of Directors considers it necessary for the benefits of the Company;

b) When the number of members of the Board of Directors, the Supervisory Board is less than the number of members as prescribed by law;

c) At the request of a shareholder or a group of shareholders as provided for in Clause 2, Article 115 of the Enterprise Law; the request to convene a meeting of the General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders or a written request made in many copies and gather enough signatures of relevant shareholders;

d) At the request of the Supervisory Board;

d) Other cases as provided for by law and the company's charter.

4. Convene the extraordinary General Meeting of Shareholders:

a) The Board of Directors must convene the General Meeting of Shareholders within sixty (60) days from the date of the remaining number of members of the Board of Directors, members of the Board of Supervisory as prescribed in point b Clause 3 of this Article or receive the request for specified at points c and d, Clause 3 of this Article; The Board of Directors must notify the case that independent members of the Board of Directors no longer fully meet the criteria and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect or replace independent members of the Board of Directors within six (06) months from the date of receipt of the notice of relevant independent members of the Board of Directors;

b) If the Board of Directors do not convene the General Meeting of Shareholders as prescribed at point a, Clause 4 of this Article, within the next thirty (30) days, the Supervisory Board must replace the Board of Directors to convene General meeting of shareholders in accordance with Clause 3 Article 140 of the Law on Enterprises;

c) If the Board of Supervisory do not convene the General Meeting of Shareholders as prescribed at point b, Clause 4 of this Article, a shareholder or a group of shareholders as prescribed at point c, Clause 3 of this Article has the right to request the Company's representative to convene the General Meeting of Shareholders in accordance with the provisions of the Enterprise Law.

In this case, a shareholder or a group of shareholders convening the General Meeting of Shareholders has the right to request the business registration authority to supervise the sequences and procedures for convening, conducting the meeting and making resolutions of the General Meeting of Shareholders. All expenses for convening and conducting the General Meeting of Shareholders will be reimbursed by the company. These expenses do not include expenditures spent by shareholders when they attend the

General Meeting of Shareholders, including the cost of accommodation and travel.

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

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

1. The Annual General Meeting of Shareholders has the right as following:

a) Through the development orientation of the Company;

b) Decide on the type of shares and the total number of shares of each type which are entitled to offer for sale; decide the annual dividend rate of each type of shares;

c) Election, dismissal, removal members of the Board of Directors and the Supervisory Board;

d) Investment decision or sale transaction of Company assets with value of 35% or more of the total asset value of the Company and its branches which are recorded in the near financial statements are audited;

e) Supplement and modification of the Company's Charter;

f) Approval of annual financial statements;

g) Decide to repurchase more than 10% of the total number of shares sold of each type;

h) Check and handle violations of the Board of Directors or the Supervisory Board causing damage to the Company and the shareholders of the Company;

i) Reorganize and dissolve the Company;

j) Decide the budget or total remuneration, bonus and other benefits for the Board of Directors, Supervisory Board;

k) Approving, supplementing and adjusting the internal regulations on corporate governance; Operational Regulations of the Board of Directors, Operational Regulations of the Supervisory Board;

l) Approving the list of approved audit firms; decide on the approved audit firm to inspect the operation of the Company, dismiss the approved auditor when deeming it necessary.

m) Other rights and obligations as prescribed by law.

2. The General Meeting of Shareholders discussé and approves the following issues:

a) Company's annual business plan;

b) The annual audited financial statements;

c) Report of the Board of Directors on the management and operation results of the Board of Directors and each member of the Board of Directors

d) Report of the Supervisory Board on the Company's business results, the operation results of the Board of Directors, the General Director;

e) Report on self-assessment of operation results of the Supervisory Board and members of the Supervisory Board;

f) The dividend rate of each type of shares;

g) The number of members of the Board of Directors, members of the Supervisory Board;

h) Election, dismissal, removal members of the Board of Directors and the Supervisory Board;

i) Decide the budget or total remuneration, bonus and other benefits for the Board of Directors, Supervisory Board;

j) Approving the list of approved audit firms; decide on the approved audit firm to inspect the operation of the Company when deeming it necessary

k) Supplement and modification of the Company's Charter;

l) Types of shares and the number of new shares will be issued to each of shares and the transfer of shares by founding members within the first three years from the date of establishment;

m) Division, partial division, corporate amalgamation, acquisition or conversion of the Company;

n) Reorganize and dissolve (liquidate) the Company and appoint a liquidator;

o) Investment decision or sale transaction of Company assets with value of 35% or more of the total asset value of the Company and its branches which are recorded in the near financial statements are audited;

p) Decide to repurchase more than 10% of the total number of shares sold of each type;

q) The Company or its branches enter into a contract with the persons defined in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total asset value of the Company and its branches recorded in the most recent audited financial statement;

r) Approving the transactions specified in Clause 4, Article 293 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Securities Law.

s) Approving, supplementing and adjusting the internal regulations on corporate governance; Operational Regulations of the Board of Directors, Operational Regulations of the Supervisory Board;

t) Other issues as prescribed by law and this Charter.

3. All resolutions and the issues included on the meeting agenda must be discussed and voted at the General Meeting of Shareholders.

Article 16. The authorized representatives

1. Shareholders, authorized representatives of shareholders being organizations may directly attend the meeting or authorize one or several other individuals and organizations to attend the meeting or attend the meeting through one of the prescribed forms in Clause 3, Article 144 of the Enterprise Law.

2. The authorization for an individual or representative organization to attend the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The power of attorney is made in accordance with the civil law and must clearly state the name of authorizing shareholders, the name of the authorized individual or organization, the number of authorized shares, the content of the authorization, and the scope of the authorization, authorization duration, signatures of the authorizing party and the authorized party.

Persons authorized to attend the General Meeting of Shareholders must submit a power of attorney when registering to attend the meeting. In case of re-authorization, the meeting attendee must also present the original authorization document of the shareholder, the authorized representative of the shareholder being an organization (if not previously registered with the Company).

3. Voting cards/electing votes of the person authorized to attend the meeting within the scope of authorization shall still be valid when one of the following cases occurs:

a) The authorizers is dead, has limited or has lost civil act capacity;

b) The authorizers has rescinded the authorization;

c) The authorizers has rescinded the authority of the person performing the delegation.

This provision shall be not applied in case the Company receives notice of one of the above events before the opening of the General Meeting of Shareholders or before the meeting is re-convened.

Article 17. Change of rights

1. Any change or cancellation of special rights associated with a type of preferred share take effect when approved by a shareholder representing 65% or more of the total votes of all attending shareholders. A resolution of the General Meeting of Shareholders on the content that adversely changes the rights and obligations of shareholders owning preferred shares may only be passed if preferred shareholders of the same type attending the meeting owns 75% or more of the total number of preferred shares of that type or approved by preferred shareholders of the same type who own 75% or more of the total number of preferred shares of that type in the case of passing a resolution in the form of collecting opinions in writing.

2. The organization of a meeting of shareholders holding the type of preferred shares to approve change the above-mentioned rights is only valid if there is at least two (02) shareholders (or their authorized representatives) holding at least one third (1/3) of the par value of such type of preferred shares issued. In case there are not enough delegates as mentioned above, the meeting will be re-organized within thirty (30) days thereafter and the holders of such shares (regardless of the number of people and the number of shares) being present in person or through an authorized representative is considered to be a sufficient number of delegates. At the meetings of the shareholders holding preference shares mentioned above, those holding shares of that type present in person or through a representative can request a secret ballot. Each share of the same type has equal voting rights in the meetings.

3. The procedures for conducting such separate meetings are implemented similar to the provisions of Article 19 and Article 21 of this Charter.

4. Unless the terms of issuance of shares stated differently, the special rights associated with the types of shares having preferantial rights for some or all of the issues

related to the sharing of profits or assets of the Company is not changed when the Company issued additional shares of the same type.

Article 18. Convocation, agenda and invitation to General Meeting of Shareholders

1. The Board of Directors convenes the Annual and Extraordinary General Meeting of Shareholders. The Board of Directors shall convene an Extraordinary General Meeting of Shareholders in the cases specified in Clause 3, Article 14 of this Charter.

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

a) Prepare a list of shareholders eligible to participate and vote/elect at the General Meeting of Shareholders. The list of shareholders entitled to attend the meeting of the General Meeting of Shareholders shall be made no more than 10 days before the date of sending the invitation to the General Meeting of Shareholders. The company must disclose information about making a list of shareholders entitled to attend the General Meeting of Shareholders at least twenty (20) days before the last registration date;

b) Meeting agenda and content;

c) Prepare documents for the meeting;

d) Draft resolution of the General Meeting of Shareholders according to the expected content of the meeting;

e) Determine the time and place of the meeting;

f) Send meeting invitation notice to each shareholder entitled to attend the meeting;

g) Other tasks for the meeting.

3. Meeting notice of the General Meeting of Shareholders is sent to all shareholders by a secured method, and is also published on the website of the Company and the State Securities Commission, the Stock Exchange (for listed companies or registered for trading). The convener of the General Meeting of Shareholders must send the meeting invitation to all shareholders in the list of shareholders entitled to attend the meeting at least twenty-one (21) days before the opening date of the meeting of the General Meeting of Shareholders (from the date on which the notice is duly sent or dispatched, paid for the fee or deposited in the mailbox). Agenda of the General Meeting of Shareholders, documents related to the issues to be voted at the meeting are sent to the shareholders or /

and posted on the website of the Company. In case the document is not attached to the notice of the meeting of the General Meeting of Shareholders, the notice of the meeting must clearly state the path to the entire meeting document so that shareholders can access, including:

a) Agenda, documents used in the meeting;

b) List and details of candidates in case of election of members of the Board of Directors, the Supervisory Board;

c) Voting/ electing cards;

d) Draft resolution for each issue in the agenda.

4. A shareholder or a group of shareholders as stipulated in Clause 2, Article 12 of this Charter has the right to recommend issues to be included in the agenda of the General Meeting of Shareholders. The proposal should be made in writing and sent to the Company at least three (03) working days before the opening date of the General Meeting of Shareholders. The proposal must include full name of shareholder, number of shares of each type of shareholder, permanent address, nationality, Citizen card number, ID card, Passport or other legal personal identification for shareholder as individual; name, business number or number of establishment decision, address of head office for shareholder as an organization; number and type of shares held by that shareholder, and proposed content to be included in the meeting agenda.

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

a) The proposal is sent incorrect as prescribed at Clause 4 of this Article;

b) At the time of the proposal, shareholders or groups of shareholders do not hold enough [5]% of the common shares or more as prescribed in Clause 2, Article 12 of this Charter;

c) The proposed issue does not belong within the competence of the General Meeting of Shareholders;

d) Other cases as prescribed by law and this charter.

6. The convenor of the General Meeting of Shareholders must accept and include the proposals specified in Clause 4 of this Article in the proposed agenda and contents of the meeting, except for the case specified in Clause 5 of this Article; Proposals are

officially added to the agenda and contents of the meeting if approved by the General Meeting of Shareholders.

Article 19. Conditions for convening General Meeting of Shareholders

1. The General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents more than 50% of the total number of votes.

2. In case the first meeting does not meet the conditions prescribed in Clause 1 of this Article, the notice of invitation to the second meeting shall be sent within thirty (30) days from the intended date of the first meeting. The second General Meeting of Shareholders shall be conducted when the number of shareholders attending the meeting represents 33% of the total number of votes or more.

3. In case the second meeting does not meet the conditions prescribed in Clause 2 of this Article, the notice of invitation to the third meeting must be sent within thirty (30) days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of votes of the attending shareholders.

Article 20. Meeting and voting process at General Meeting of Sharehplders

1. Before opening meeting, the Company must register shareholder and must do until all shareholders with the right to attend the meeting have registered:

a) When registering shareholders, the Company grants to each shareholder or authorized representative a voting card, on which write the registration number, full name of the shareholder, full name of the authorized representative and number of votes of that shareholder. The General Meeting of Shareholders discusses and votes on each issue in the agenda. Voting is conducted by voting for, against and abstention. The vote counting results are announced by the Chairman/Vote Counting Committee before the closing of the meeting. The General Meeting elects the persons responsible for counting votes or supervising the counting of votes at the proposal of the Chairman. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairman;

b) Shareholders, authorized representatives of shareholders being organizations or authorized persons who arrive after the meeting has opened have the right to register immediately and then have the right to participate and vote/elect at the meeting after registration. The Chairman is not responsible for stopping the meeting to allow late

shareholders to register and the validity of the previously voted/elected contents does not change.

2. The election of the chairman, secretary, shareholder/delegation inspection board and vote counting committee is regulated as follows:

a) The Chairman of the Board of Directors shall chair or authorize another member of the Board of Directors to chair the General Meeting of Shareholders convened by the Board of Directors. In case the Chaiman is absent or temporarily not capable of working, the remaining members of the Board of Directors shall elect one of them to chair the meeting under the majority rule. In case a chair is not elected, the Head of Supervisory Board shall control for the General Meeting of Shareholders to elect the chairman of the meeting among the attendees and the person that receives most votes shall chair the meeting.

b) Except for the case specified at Point a of this Clause, the person signing the convening of the General Meeting of Shareholders shall administer the meeting so that the General Meeting of Shareholders elects the chairperson of the meeting and the person with the highest number of votes shall act as the chairman of the meeting;

c) The chairperson appoints one or several people to act as secretary of the meeting; Board to check the status of shareholders/Delegates serving the meeting;

d) The General Meeting of Shareholders elects one or several people to the vote counting committee at the request of the chairperson of the meeting.

3. The agenda and contents of General Meeting of Shareholders must be ratified by the meeting during the opening session. The agenda must specify the time for each issue on the agenda.

4. The chairman of the meeting has the right to take necessary and reasonable measures to run the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of participants.

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

b) Ensure the safety of everyone present at the meeting places;

c) Creating conditions for shareholders to attend (or continue to attend) the meeting. The convenor of the General Meeting of Shareholders has the full right to change the

above measures and apply all necessary measures. Measures may be to issue a pass or use other options.

5. The General Meeting of Shareholders discusses and votes on each issue in the agenda. Voting is conducted by voting for, against and abstention. The vote counting results are announced by the chairperson before the closing of the meeting.

6. Shareholders or authorized persons who arrive after the meeting has opened are still registered and have the right to participate in voting after registration; in this case, the effect of the contents voted previously will not change.

7. The convenor or chairperson of the General Meeting of Shareholders has the following rights:

a) Require all meeting attendees to be subject to inspection or other lawful and reasonable security measures;

b) Request the competent authority to maintain the meeting automatically; expel those who do not obey the chairman's executive authority, intentionally disrupt order, prevent the normal progress of the meeting or do not comply with the requirements of security, checks out the General Meeting of Shareholders.

8. The chairperson has the right to postpone the meeting of the General Meeting of Shareholders, which has enough registered people to attend the meeting, no more than three (03) working days from the date the meeting is intended to open and may only postpone the meeting or change the meeting place in the following cases:

a) The meeting place does not have enough convenient seats for all participants;

b) The media at the meeting place is not guaranteed for shareholders attending the meeting to participate, discuss and vote;

c) A meeting attendee obstructs, disrupts order, and threatens to prevent the meeting from being conducted in a fair and lawful manner.

9. In case the chairperson postpones or suspends the General Meeting of Shareholders contrary to the provisions of Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the chairperson to run the meeting until the end; All resolutions passed at that meeting shall come into force.

10. In case the Company applies modern technology to organize the General Meeting of Shareholders through an online meeting, the Company is responsible for

ensuring that shareholders attend and vote in the form of electronic voting or other electronic forms as prescribed in Article 144 of the Law on Enterprises and Clause 3, Article 273 of the Government's Decree No. 155/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Securities Law.

Article 21. Conditions for ratifying resolutions of the General Meeting of Shareholders

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

a) Types of shares and total number of shares of each type;

b) Change of industry and business line;

c) Changing the organizational and management structure of the Company;

d) Investment project or asset sale with a value of 35% or more of the total value of assets recorded in the most recent financial statement of the Company, unless the company's charter stipulates the ratio or value other;

e) Reorganization, dissolution of the Company;

f) Extension of the Company's operation.

2. Resolutions shall be passed when approved by shareholders holding more than 50% of the total votes of all attending shareholders, except for the cases specified in Clauses 1 of this Article and Clauses 3, 4 and 6, Articles 148 of Enterprise Law.

Note, In case of election of members of the Board of Directors and Supervisory Board, if the number of candidates is less than or equal to the number of members of the Board of Directors/Board of Supervisory to be elected, the election of members of the Board of Directors/Board of Supervisory can be carried out by the method of cumulative voting as above or by voting method (for, against, no opinion). The percentage of votes passed by voting method shall comply with Clause 2, Article 21 of the Company's Charter.

3. Resolutions of the General Meeting of Shareholders, which are ratified by 100% of the total number of voting shares, are legal and effective even if the order and procedures for convening and approving such resolutions violate regulations of the Enterprise Law and the Company's Charter.

Article 22. Authority and procedures to get shareholders' written opinions to ratify resolutions of the General Meeting of Shareholders

Authority and procedures to get shareholders' written opinions to ratify resolutions of the General Meeting of Shareholders are as follows:

1. The Board of Directors has the right to collect written opinions of shareholders in order to approve a resolution of the General Meeting of Shareholders on the following issues:

a) Amending and supplementing the contents of the Company's Charter;

b) Approving, supplementing and adjusting the internal regulations on corporate governance, operating regulations of the Board of Directors, operating regulations of the Supervisory Board;

c) Development orientation of the Company;

d) Types of shares and total number of shares of each class;

e) Electing, dismissing and removing members of the Board of Directors and the Supervisory Board;

f) Decide to invest or sell assets with a value equal to or greater than 35% of the total value of assets recorded in the most recent financial statement of the Company;

g) Approval of annual financial statements;

h) Reorganization and dissolution of the Company;

i) Change in industry and business line;

j) Changing the organizational and management structure of the Company;

k) Other matters when the Board of Directors considers it necessary for the benefit of the Company.

2. The Board of Directors must prepare the opinion form, draft resolution of the General Meeting of Shareholders, documents explaining the draft resolution and send it to all shareholders with voting rights at least ten (10) days before deadline to return the opinion form. The request and method of sending the opinion form and accompanying documents shall comply with the provisions of Clause 3, Article 18 of this Charter.

3. The written opinion forms must contain the following key content:

a) Name, head office address, enterprise code number;

b) Purpose of collecting opinions;

c) Full name, contact address, nationality, number of identity card of the individual, for shareholders being individuals; name, business identification number or legal number of the organization, head office address, for shareholders being an organization, or full name, contact address, nationality, number of identity card of an individual, with representatives of shareholders being organizations; number of shares of each type and number of votes of shareholders;

d) Issue needing opinion to pass the decision;

e) Voting measure include agree, disagree and no opinion on each issue for which opinions are collected;

f) The deadline to send back to the Company the answered opinion form;

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

4. Shareholders can send their answered opinion forms to the Company by mail, fax or email according to the following regulations:

a) In case of sending a letter, the answered opinion form must be signed by the shareholder being an individual, the authorized representative or the legal representative of the shareholder being an organization. The opinion form sent to the Company must be enclosed in a sealed envelope and no one is allowed to open it before counting the votes;

b) In case the opinion form sent to the Company by fax or email must be kept confidential until the vote counting time;

c) The opinion forms sent to the Company after the time limit specified in the content of the opinion form or opened in the case of mailing and disclosed in the case of faxing or emailing are invalid. The opinion form that is not returned is considered as a non-voting vote.

5. The Board of Directors performs the vote counting and makes the minutes of vote counting in the witness of the Supervispry Board or by shareholders who do not hold managemant positions of the company. The minutes of counting of votes must contain the following main details:

a) Name, head office address, enterprise code number;

b) The purposes and the issues needing to take opinions to pass the resolution;

c) Number of shareholders with the total number of votes/elections who participated in the voting/election, in which the number of valid votes/elections and the number of invalid votes/elections are distinguished and the method of sending votes/elections, together with an appendix of the list of shareholders participating in the voting/election;

d) Total number of votes for, against and abstention for each issue, total number of votes for each candidate (if any);

e) The issue has been passed and the corresponding rate of votes passed;

f) Full name and signature of the Chairman of the Board of Directors, the person counting votes and the person supervising the vote counting.

The members of the Board of Directors, vote counters and vote counting supervisors must be jointly responsible for the truthfulness and accuracy of the vote counting minutes; jointly responsible for damages arising from decisions passed by the vote counting untruthful or inaccurate.

6. The minutes of counting votes must be sent to shareholders within fifteen (15) days from the date of completion of counting votes. In case the Company has a website, the submission of the vote counting minutes can be replaced by posting on the Company's website within twenty-four (24) hours from the closing time counting votes.

7. The answered opinion forms, the minutes of counting votes, resolutions passed and relevant documents attached the answered opinion forms must be kept at the head office of the Company.

8. A resolution shall be passed in the form of collecting written opinions of shareholders if it is approved by the number of shareholders holding more than 50% of the total votes of all voting shareholders and has the same validity as the resolution approved at the General Meeting of Shareholders.

Article 23. Resolutions, Minutes of the General meeting of Shareholders

1. The General Meeting of Shareholders must be recorded in minutes and may be recorded or recorded and stored in other electronic forms. The minutes must be made in Vietnamese language, possibly additionally in English, and contain the following main details:

a) Name, head office address, enterprise code number;

b) Time and location of the General Meeting of Shareholders;

c) Agenda and content;

d) Full name of the chairman and secretary;

e) Summarize the meeting progress and opinions expressed at the General Meeting of Shareholders on each issue in the agenda;

f) Number of shareholders and total votes of the attending shareholders, the list of shareholders registration appendix, shareholder representatives attending the meeting with the corresponding number of shares and number of votes;

g) Total number of votes for each voting issue, which clearly state the voting method, total number of valid, invalid, agree, disagree and no opinion votes; corresponding rate on total votes of the attending shareholders;

h) Total number of votes for each candidate (if any);

i) The issues that were passed and the corresponding rate of votes through;

j) Fullname, signature of the chairman and secretary. In case the chairman or secretary refuses to sign the meeting minutes, this minutes will take effect if it is signed by all other members of the Board of Directors attending the meeting and contains all the contents as prescribed in this Clause. The meeting minutes clearly state the refusal of the chairman and secretary to sign the minutes of the meeting.

2. Minutes of the General Meeting of Shareholders must be completed and approved prior to the end of the meeting. The chairman and secretary of the meeting or another person must be jointly responsible for the truthfulness and accuracy of the content of the minutes.

3. Minutes made in Vietnamese and foreign languages have the same legal effect. In case there is a difference in content between the minutes in Vietnamese and in a foreign language, the content in the minutes in Vietnamese shall prevail.

4. Resolutions, Minutes of the General Meeting of Shareholders, the appendix to the list of shareholders registered to attend the meeting, the written authorization to attend the meeting, all documents attached to the Minutes (if any) and other relevant documents and the notice of meeting invitation must be kept at the head office of the Company.

Resolutions, minutes of the General Meeting of Shareholders and accompanying documents must be disclosed in accordance with the law on information disclosure on the stock market.

Article 24. Request to cancel resolution of the General Meeting of Shareholders

Within ninety (90) days from the date of receipt of the resolutions or the minutes of the General Meeting of Shareholders or the written record of vote counting results, a shareholder or a group of shareholders specified in Clause 2, Article 115 of Enterprise Law has the right to request a Court or an arbitrator to consider, cancel a resolutions or a part of the resolutions of the General Meeting of Shareholders in the following cases:

1. The order and procedures for convening a meeting and issuing a resolution of the General Meeting of Shareholders do not comply with the provisions of the Law on Enterprises and this Charter, unless otherwise provided for in Clause 3 Article 21 of this Charter.

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

In case a shareholder or group of shareholders requests the Court or Arbitrator to canceled a resolution of the General Meeting of Shareholders as prescribed in Article 151 of the Law on Enterprises, such resolution shall remain in effect until the Court's decision or arbitration's decision to annul such resolution takes effect, except for the case of application of provisional urgent measures under a decision of a competent authority.

VII. THE BOARD OF DIRECTORS

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

1. If the candidate has been determined, information related to the candidates is announced at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates of the Board of Directors must have a written commitment to the truthfulness, accuracy of the published personal information and must commit to perform their duties honestly, carefully and in the best interests of the Company if elected as a member. Information relating to candidates for the Board of Directors includes:

a) Full name, date of birth;

b) Qualification;

c) Working process;

d) Other management titles (including the title of Board of Directors of other Company);

e) Interests related to the Company and related parties of the Company;

f) Other information (if any).

The company must be responsible for disclosing information about the companies in which the candidate is holding the position of member of the Board of Directors, other management positions and the company-related interests of the candidate for the Board of Directors (if any).

2. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors in accordance with the Enterprise Law and the Company's Charter. Shareholders holding common shares have the right to combine the number of voting rights to nominate candidates for the Board of Directors.

A shareholder or group of shareholders holding from 10% to less than 20% of the total number of shares with voting rights is entitled to nominate one (01) candidate; from 20% to less than 30% to nominate up to two (02) candidates; from 30% to less than 40% to nominate up to three (03) candidates; from 40% to less than 50% to nominate up to four (04) candidates; from 50% to less than 60% to nominate up to five (05) candidates; from 60% to less than 70% to nominate up to six (06) candidates; from 70% to 80% to nominate up to seven (07) candidates; and from 80% or more to nominate up to eight (08) candidates.

3. If the number of candidates for the Board of Directors through nomination and candidacy as prescribed in Clause 5, Article 115 of the Law on Enterprises is still insufficient, the incumbent Board of Directors shall nominate additional candidates prescribed in the Company's Charter, Internal Regulations on Corporate Governance and Operation Regulation of the Board of Directors. The nomination of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

4. In case the number of additional candidates nominated by the incumbent Board of Directors under Clause 3 of this Article is still insufficient, the Board of Directors shall organize for other shareholders to nominate according to the provisions of the Company's Charter, internal regulations on corporate governance and operating regulations of the Board of Directors. The fact that the incumbent Board of Directors organizes for other shareholders to nominate additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

5. Members of the Board of Directors must meet the standards and conditions specified in Clauses 1 and 2, Article 155 of the Enterprise Law and the Company's Charter.

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

1. The number of members of the Board of Directors is five (05) people. The term of a member of the Board of Directors shall not exceed five (05) years and may be re-elected for an unlimited number of terms. In case all members of the Board of Directors end their terms at the same time, those members will continue to be members of the Board of Directors until a new member is elected to replace and take over the job.

2. The composition of members of the Board of Directors is as follows:

The total number of non-executive members of the Board of Directors must account for at least one third (1/3) of the total number of members of the Board of Directors. The Company minimizes members of the Board of Directors concurrently holding executive positions of the Company to ensure the independence of the Board of Directors. An individual may only be elected as an independent member of the Board of Directors of a company for no more than two (02) consecutive terms. In case all members of the Board of Directors end their terms at the same time, those members will continue to be members of the Board of Directors until a new member is elected to replace and take over the job.

Total number of independent members The Board of Directors must ensure one (01) member.

The rights, obligations and ways of organizing and coordinating activities of independent members of the Board of Directors will be specified in the Regulation on operation of the Board of Directors.

3. Members of the Board of Directors must meet the following criteria and conditions:

a. Not one of the persons specified in Clause 2, Article 17 of this Law;

b. A member of the Board of Directors of the Company must not be a member of the Board of Directors or incumbent on the management position of a competitor's business. Except for the case when the Company appoints a capital representative in another enterprise to which the Company has contributed capital.

4. A member of the Board of Directors is no longer a member of the Board of Directors in case he is dismissed or replaced by the General Meeting of Shareholders as prescribed in Article 160 of the Law on Enterprises.

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

6. Members of the Board of Directors may not be shareholders of the Company.

Article 27. Rights and obligations of The Board of Directors

1. The Board of Directors is the managerial body of the company and has the right to make decisions on behalf of the company, perform rights and obligations of the company, except the rights and obligations of the General Meeting of Shareholders.

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

a) Decide the company's medium-term development strategies and annual business plans;

b) Propose the types of authorized shares and quantity of each type;

c) Decide sale of certain types of unsold authorized shares; decide other methods of raising capital;

d) Decide selling prices for the company's shares and bonds;

e) Decide repurchase of shares as prescribed in Clause 1 and Clause 2 Article 133 of this Law;

f) Decide the investment plan and investment projects within its jurisdictions and limitations prescribed by law;

g) Decide solutions for market development, marketing and technology;

h) Approve sale contracts, purchase contracts, borrowing contracts, lending contracts, other contracts and transactions that are worth at least 35% of the total assets written in the latest financial statement, unless another ratio or value is specified in the company's charter; contracts and transactions within the jurisdiction of the General Meeting of Shareholders as prescribed in Point d Clause 2 Article 138, Clause 1 and Clause 3 Article 167 of this Law.

i) Elect, dismiss the President of the Board of Directors; designate, dismiss, enter into and terminate contracts with the Director/General Director and other key executives specified in the company's charter; decide salaries, remunerations, bonuses and other

benefits of these executives; designate authorized representatives to participate in the Board of Members or General Meeting of Shareholders of another company; decide their remunerations and other benefits;

i) Supervise the Director/General Director and other executives managing the company's everyday business;

k) Decide the company's organizational structure, rules and regulations; establishment of subsidiary companies, branches and representative offices; contribution of capital to and purchase of shares of other enterprises;

l) Approve the agenda and documents of the General Meeting of Shareholders; convene the General Meeting of Shareholders or carry out surveys for the General Meeting of Shareholders to ratify its resolutions;

m) Submit annual financial statements to the General Meeting of Shareholders;

n) Propose the dividends; decide the time and procedures for paying dividends or settling business losses;

o) Propose reorganization or dissolution of the bankruptcy; file bankruptcy of the company;

p) Decide to issue the Regulation on operation of the Board of Directors, internal regulations on corporate governance after being approved by the General Meeting of Shareholders; Regulations on information disclosure of the Company;

q) To request the General Director, Deputy General Director and other managers in the Company to provide information and documents on the financial situation and business activities of the Company and the units in the Company. Managers are required to provide timely, complete and accurate information and documents at the request of members of the Board of Directors. The order and procedures for requesting and providing information are specified as follows:

- Members of the Board of Directors must submit the requested content to the Board of Directors of the company.
- Deeming it necessary, the Board of Directors will convene a meeting to collect opinions within seven (07) working days from the date of receipt of the request of a member of the Board of Directors on the requested information. Content is requested to provide information.

- If the above content is approved by the Board of Directors, the manager requested to provide information will provide the requested information within seven (07) days.

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

3. The Board of Directors must report to the General Meeting of Shareholders on the operation results of the Board of Directors in accordance with the provisions of Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government stipulating detailed implementation of a number of articles of the Law on Securities.

Article 28. Salaries, remunerations and other benefits of members of The Board of Directors

1. The company is entitled to pay salaries and bonuses to members of the Board of Directors according to the company's business performance.

2. Members of the Board of Directors shall receive salaries and bonuses. The salary is based on the number of days necessary to fulfill the member's duties and the daily pay. The Board of Directors shall estimate the salary of each member by consensus. The total salaries and bonuses of the Board of Directors shall be decided by the annual General Meeting of Shareholders.

3. Salaries of members of the Board of Directors shall be recorded as the company's expenses in accordance with regulations of law on corporate income tax in a separate section of the company's consolidated financial statement and shall be reported at the annual General Meeting of Shareholders.

4. Members of the Board of Directors holding executive positions or members of the Board of Directors working in sub-committees of the Board of Directors or performing other jobs outside the scope of normal duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump sum payment each time, salary, commission, percentage of profit or in other forms as decided by the Board of Directors.

5. Members of the Board of Directors have the right to be paid all travel, stay, food and other reasonable costs that they have had to pay when performing their responsibilities as members of the Board of Directors, including costs incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors or the sub-committees of the Board of Directors.

6. A member of the Board of Directors may be purchased liability insurance by the Company after obtaining the approval of the General Meeting of Shareholders. This insurance does not cover the liability of members of the Board of Directors related to violations of the law and the Company's Charter.

Article 29. Chaiman of The Board of Directors

1. The Board of Directors shall elect one of its members Chairman of the Board of Directors; dismiss its Chairman.

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

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

a) Plan the activities of the Board of Directors;

b) Draw up agenda and prepare documents for meetings of the Board of Directors; convene and chair the meetings;

c) Organize the ratification 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 General Meeting of Shareholders;

f) Other rights and obligations prescribed by Law and the company's charter.

4. In case the Chairman of the Board of Directors submits a resignation letter or is dismissed, the Board of Directors must elect a replacement within ten (10) days from the date of receiving the resignation letter or being dismissed.

5. In case the President of the Board of Directors is not present or not able to perform his tasks, he/she shall authorize another member in writing to perform the rights and obligations of the President of the Board of Directors in accordance with the company's charter. In case no member is authorized or the President is dead, missing, detained, serving an imprisonment sentence, serving an administrative penalty in a correctional institution or rehabilitation center, making a getaway; has limited legal capacity or is incapacitated, has difficulty controlling his/her behavior, is prohibited by the court from holding certain positions or doing certain works, one of the Board of Directors shall convene a meeting with the remaining members to elect one of them as the interim President under the majority rule until a new decision is issued by the Board of Directors.

Article 30. Meetings of the Board of Directors

1. The President of the Board of Directors shall be elected during the first meeting of the Board of Directors within 07 working days from the election of that Board of Directors. This meeting shall be convened and chaired by the member that received the highest number of votes. In case more than one member received the same highest number of votes, one of them will be elected by the members under majority rule to convene the meeting of the Board of Directors.

2. Meetings of the Board of Directors shall be held at least quarterly and on an ad hoc basis.

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

a) It is requested by the Board of Supervisory or independent members of the Board of Directors;

b) It is requested by the General Director and at least 05 other executives;

c) It is requested by at least 02 members of the Board of Directors;

d) Other cases specified in the charter.

4. The request mentioned in Clause 3 of this Article shall be made in writing and specify the issues that need discussing and deciding within the jurisdiction of the Board of Directors.

5. The President of the Board of Directors shall convene the meeting within 07 working days from the day on which the request mentioned in Clause 3 of this Article is received. Otherwise, he/she shall be responsible for the damage to the company and the requesting person is entitled to convene the meeting of the Board of Directors.

6. The President of the Board of Directors or the person that convenes the meeting shall send the invitations at least 03 working days before the meeting day unless otherwise prescribed by the company's charter. The invitation shall specify the meeting time, location, agenda, issues to be discussed. The invitation shall be enclosed with meeting documents and votes.

The invitations can be sent physically, by phone, fax, electronically or by other methods prescribed by the company's charter to the registered mailing address of each member of the Board of Directors.

7. The Chairman of the Board of Directors or the person that convenes the meeting shall send the same invitations and documents to the member of the Supervisory Board.

The member of the Supervisory Board are entitled to participate in meetings of the Board of Directors and discuss but must not vote.

8. A meeting of the Board of Directors shall be conducted when it is participated in by at least three fourths (3/4) of the members. In case a meeting cannot be conducted due to inadequate number of participants, the second meeting shall be convened within 07 days from the first meeting date unless a shorter period is prescribed by the company's charter. The second meeting shall be conducted when it is participated in by more than 50% of the members.

9. The Board of Directors shall approve resolutions, decisions by voting at the meeting, collect opinions in writing or in other forms prescribed by the company's charter. Each member of the Board of Directors has one vote. A member of the Board of Directors is considered to attend and vote at the meeting in the following cases:

a) Directly participate in and votes at the meeting;

b) Authorize another person to participate in and vote at the meeting as prescribed in Clause 11 of this Article;

c) Participate in the meeting and votes online or through other electronic methods;

d) Send the votes to the meeting by post, fax or email;

e) Send the votes by other means specified in the company's charter (if any).

10. A vote is sent by post shall be put in a closed envelope and be delivered to the Chairman of the Board of Directors at least 01 hour before the opening time. Votes shall only be open in the presence of all participants.

11. Members must attend all meetings of the Board of Directors. A member is allowed to authorize another member of the Board of Directors or to another person (not a member of the Board of Directors if approved by a majority of the members of the Board of Directors) to attend the meeting and vote.

12. Resolutions and decisions of the Board of Directors shall be approved by a majority (more than ½) of the attending members; In case the number of votes is equal, the final decision belongs to the side with the opinion of the Chairman of the Board of Directors. Note, a member of the Board of Directors is not allowed to vote on

transactions that bring benefits to that member or his/her related person in accordance with the Law on Enterprises and Article 43 of the company's charter.

Article 31. Subcommittees under the Board of Directors

1. The Board of Directors may establish a subcommittee to be in charge of development policy, personnel, salary, internal audit, risk management. The number of members of the subcommittee is decided by the Board of Directors, but there should be at least two (02) people including members of the Board of Directors and outside members. The independent members of the Board of Directors / non-executive members of the Board of Directors should make up the majority of the subcommittee and one of these members is appointed to be the Head of the subcommittee according to the decision of the Board of Directors. The operation of the subcommittee must comply with the regulations of the Board of Directors. The resolution of the subcommittee is only effective when the majority of members attend and vote for approval at the meeting of the subcommittee.

2. The execution of resolution of the Board of Directors, or of sub-committees under the Board of Directors, must be in accordance with substantive law and the company's charter, internal regulations on corporate governance.

Article 32. The person in charge of administration company

1. The Board of Directors appoints at least one (01) person to be the person in charge of corporate governance, to support corporate governance activities. The person in charge of corporate governance may concurrently act as the Company Secretary according to the provisions of Clause 5, Article 156 of the Enterprise Law.

2. The person in charge of corporate governance must not concurrently 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 in organizing the General Meeting of Shareholders in accordance with the regulations and related work between the Company and shareholders;

b) Prepare meetings of the Board of Directors, The Supervisory Board and General Meeting of Shareholders at the request of the Board of Directors or The Supervisory Board;

c) Advise about the procedures of the meetings;

d) Attend meetings;

e) Advise on procedures for making resolutions of the Board of Directors in accordance with law;

f) Provide financial information, copies of meeting minutes of the Board of Directors and other information to members of the Board of Directors and The Supervisory Board;

g) Supervise and report to the Board of Directors on the company's information disclosure;

h) Act as a point of contact for stakeholders;

i) Confidential information according to the provisions of law and the company's Charter;

j) Other rights and obligations as provided for by law and the company's charter.

VIII. GENERAL DIRECTOR, OTHER MANAGERS AND COMPANY SECRETARY

Article 33. Organizational apparatus of management

The Company's management system must ensure that the management apparatus is responsible to the Board of Directors and supervised and directed by the Board of Directors in the daily business of the Company. The Company has the General Director, Deputy General Directors, Chief Accountant appointed by the Board of Directors. The appointment, dismissal or removal of the above positions must be approved by resolutions of the Board of Directors.

Article 34. The company's managers

1. The Executives of the Company include the General Director, Deputy General Director, Chief Accountant appointed by the Board of Directors.

2. At the request of the General Director and the approval of the Board of Directors, the Company is allowed to recruit other executives with the number and standards in accordance with the Company's structure and management regulations as stipulated by the Board of Directors. Business executives have a diligent responsibility to support the Company in achieving its operational and organizational goals.

3. General Director is paid salary and bonus. The salary and bonus of the General Director shall be decided by the Board of Directors.

4. The salary of the business executives is included in the Company's business expenses in accordance with the law on corporate income tax, shown in a separate section

in the Company's annual financial statements and must report to the General Meeting of Shareholders at the annual meeting.

Article 35. Appointment, dismissal, rights and obligations of General Director

1. The Board of Directors appoints one (01) member of the Board of Directors or hires another person to act as the General Director.

2. The General Director is the person who runs the daily business of the Company; under the supervision of the Board of Directors; take responsibility before the Board of Directors and before the law for the performance of assigned rights and obligations.

3. The term of the General Director shall not exceed five (05) years and may be re-appointed for an unlimited number of terms. The General Director must meet the standards and conditions as prescribed in Clause 5, Article 162 of the Law on Enterprises.

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

a) Decide everyday operating issues of the company that are outside the jurisdiction of the Board of Directors;

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

c) Organize implementation of the company's busines plans and investment plans;

d) Propose the company's organizational structure, Internal Regulations on Corporate Governance of the company;

e) Designate, dismiss the company's executives, except those under jurisdiction of the Board of Directors;

f) Decide salaries and other benefits of the company's employees, including the executives designated by the General Director;

g) Recruit employees;

h) Propose plans distribution of dividends or settlement of business losses;

i) Other rights and obligations specified by law, the company's charter, resolutions and decisions of the Board of Directors.

5. The Board of Directors may dismiss the General Director when a majority of the members of the Board of Directors who have voting right to attend the meeting agree and appoint a new General Director to replace.

Article 36. Company secretary

When deeming it necessary, the Board of Directors shall decide to appoint one (01) or more persons to act as the Company Secretary for the term as decided by the Board of Directors. The Board of Directors may dismiss the Company Secretary when necessary, but not contrary to current labor laws. The Company Secretary has the following rights and obligations:

a) Assist in convening the General Meeting of Shareholders and the Board of Directors; record meeting minutes;

b) Assist members of the Board of Directors in exercising their assigned rights and obligations;

c) Support the Board of Directors in applying and implementing the principles of corporate governance;

d) Support the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; compliance with the obligation to provide information, publicize information and administrative procedures;

e) Other rights and obligations specified by the company's charter, Internal Regulations on Corporate Governance of the company.

IX. THE BOARD OF SUPERVISORY

Article 37. Candidacy, nomination members of The Board of Supervisory

1. The candidacy and nomination of the Supervisory Board shall be done similarly with the provisions in Clauses 1, Article 25 of this Charter. A shareholder or group of shareholders holding from 10% to less than 20% of the total number of shares with voting rights is entitled to nominate one (01) candidate; from 20% to less than 30% to nominate up to two (02) candidates; from 30% to less than 40% to nominate up to three (03) candidates; from 40% to less than 50% to nominate up to four (04) candidates; from 50% to less than 60% to nominate up to five (05) candidates; from 60% to less than 70% to nominate up to six (06) candidates; from 70% to 80% to nominate up to seven (07) candidates; and from 80% or more to nominate up to eight (08) candidates.

2. In case the number of candidates for the Supervisory Board through nomination and candidacy under Clause 5, Article 115 of the Law on Enterprises is not enough, the incumbent Supervisory Board may nominate additional candidates as prescribed in Clause 5, Article 115 of the Enterprise Law, the Company's Charter, Internal Regulations

on Corporate Governance and Operational Regulations of the Supervisory Board. The nomination of additional candidates by the incumbent Supervisory Board must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.

3. If the number of candidates nominated by the incumbent Supervisory Board in accordance with Clause 2 of this Article is still insufficient, the incumbent Supervisory Board shall organize nominations for other shareholders in accordance with the provisions of the Company's Charter, Internal Regulations on Corporate Governance and Operational Regulations of the Supervisory Board. The incumbent Supervisory Board's organization for other shareholders to nominate additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with law.

Article 38. Composition of the Supervisory Board

1. The Supervisory Board has 03 members. The term of the Surveyor does not exceed 05 years and may be re-elected for unlimited number of terms.

2. A member of the Supervisory Board must satisfy the standards and conditions specified in Clause 1, Article 169 of the Law on Enterprises, the company's charter and not fall into the following cases:

a) Work in the accounting and finance department of the company;

b) Being members or employees of the independent audit company auditing the financial statements of the company in the previous three (03) years.

3. A member of the Supervisory Board is dismissed in the following cases:

a) No longer meeting the standards and conditions to act as a surveyor as prescribed in Clause 2 of this Article;

b) Resignation and approval;

c) Other cases as prescribed by law, this Charter.

4. A member of the Supervisory Board is discharged in the following cases:

a) Failure to complete assigned tasks;

b) Failure to perform its rights and obligations for six (06) consecutive months, except for force majeure events;

c) Serious or repeated violations of obligations of surveyors under the provisions of the Enterprise Law and the company's charter;

d) Other cases according to the resolution of the General Meeting of Shareholders.

Article 39. Heading of the Board of Supervisory

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

2. The Head of the Supervisory Board has the following rights and obligations:

a) Convene the Supervisory Board meeting;

b) Request the Board of Directors, General Director and other executives to provide relevant information to report to the Supervisory Board;

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

Article 40. Rights and obligations of the Board of Supervisory

In addition to the rights and obligations prescribed in Article 170 of the Law on Enterprises, the Supervisory Board has the following rights and obligations:

1. Propose the General Meeting of Shareholders to approve an independent audit company to audit the company's financial statements; decide on the approved audit organization to inspect the operation of the Company, dismiss the approved auditor when deeming it necessary.

2. Responsible to shareholders for their supervisory activities.

3. Monitoring the financial situation of the company, the legality of the activities of members of the Board of Directors, General Director, other managers.

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

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

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

6. Develop the operation regulation of the Supervisory Board and submit it to the General Meeting of Shareholders for approval.

7. Report at the General Meeting of Shareholders according to the provisions of Article 290 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

8. Have the right to access files and documents of the Company kept at the head office, branches and other locations; have the right to go to the workplace of the manager and employee of the Company during working hours.

9. To request the Board of Directors, members of the Board of Directors, the General Director and other managers to provide timely, complete and accurate information and documents on the management, administration and business activities of the Company. The order and procedures for requesting and providing information are specified as follows:

- Members of the Board of Supervisory must submit the requested content to the Board of Supervisory of the company.
- Deeming it necessary, the Board of Supervisory will convene a meeting to collect opinions within seven (07) working days from the date of receipt of the request of a member of the Board of Supervisory on the requested information.
- If the above content is approved by the Board of Supervisory, the manager requested to provide information will provide the requested information within seven (07) days.

10. Other rights and obligations in accordance with provisions of laws and this Charter.

Article 41. Meetings of the Board of Supervisory

1. The Supervisory Board must meet at least twice a year and the meeting is conducted when there are two thirds (2/3) or more of the Surveyors attending the meeting. Minutes of the Supervisory Board meeting are detailed and clear. The person recording the minutes and members of the Supervisory Board attending the meeting must sign the minutes of the meeting. Minutes of meetings of the Supervisory Board must be kept in order to determine the responsibilities of each member of the Supervisory Board.

2. The Supervisory Board has the right to request members of the Board of Directors, the General Director and representatives of the approved auditing organization to attend and answer questions that need to be clarified.

Article 42. Salaries, remunerations and other benefits of members of The Board of Supervisory

The salaries, bonuses and other benefits of Members of the Board of Supervisory shall be paid as follows:

1. Members of the Supervisory Board are entitled to salary, remuneration, bonus and other benefits according to the decision of the General Meeting of Shareholders. The salaries, bonuses, other benefits and operating budget shall be decided by the General Meeting of Shareholders.

2. Reasonable costs of food, stay, travel, independent counseling services of Members of the Supervisory Board shall be reimbursed. The total salaries and costs must not exceed the annual operating budget of the Board of Supervisory which has been approved by the General Meeting of Shareholders, unless otherwise prescribed by the General Meeting of Shareholders.

3. Salaries and operating costs of the Board of Supervisory shall be recorded as the company's expenses in accordance with regulations of law on corporate income tax and relevant laws and placed in a separate section in the company's annual financial statements.

V. RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE BOARD OF SUPERVISORY, GENERAL DIRECTOR AND OTHER MANAGERS

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

Article 43. Responsibility to be honest and avoid conflicts of interest

1. Members of the Board of Directors, member of the Supervisory Board, General Director and other executives must disclose their related interests according to the provisions of the Enterprise Law and other law provisions.

2. Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers and related persons of these members may only use the information obtained through their positions to serve the interests of the Company.

3. Members of the Board of Directors, members of the Supervisory Board, the General Director and other managers are obliged to notify in writing the Board of Directors and the Supervisory Board of the transactions between the Company, its subsidiaries, another company in which the Company holds control over 50% of the charter capital and the same entity or and the related persons of that entity in accordance with law. For the above transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions in accordance with the provisions of the securities law on information disclosure.

4. Members of the Board of Directors may not vote on a transaction that benefits such member or his/her related person in accordance with the Law on Enterprises and this Charter.

5. Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers and related people of them are not allowed to use or disclose to others internal information to carry out related transactions.

6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, General Directors, other executives and individuals, organizations related to them are not disabled in the following cases:

a) For transactions with value less than thirty-five percent (35%) of the total value of assets recorded in the most recent financial statements, the important contents of the contract or transaction as well as relationships and benefits of members of the Board of Directors, members of the Supervisory Board, General Director, other executives have been reported to the Board of Directors and have approved by a majority of the votes of the members of the Board of Directors who have no related interests;

b) For a transaction with a value of 35% or a transaction that results in a transaction value arising within twelve (12) months from the date of the first transaction with a value of 35% or more of the total asset value, assets recorded in the most recent financial statement, the important contents of this transaction as well as the relationship and interests of members of the Board of Directors, members of the Supervisory Board, the

General Director, other executives was announced to shareholders and approved by the General Meeting of Shareholders by votes of shareholders with no relevant interests.

c) Contracts, transactions of borrowing and selling assets with a value greater than 10% of the total value of assets recorded in the most recent financial statement between the Company and a shareholder owning 51% of the total number of voting shares or more or a related person of that shareholder has been announced to the shareholders and approved by the General Meeting of Shareholders by votes of the shareholders who have no related interests.

Article 44. Responsibility for damages and compensation

1. Members of the Board of Directors, members of the Supervisory Board, General Director and other managers violate their obligations, responsibility for honest and careful, and fail to fulfill their obligations to be held responsible for damages caused by their violations.

2. The Company indemnifies those who have been, are or may become a party related in complaints, lawsuits and prosecutions (including civil and administrative cases and not due to The company is the petitioner) if that person was or is a member of the Board of Directors, a member of the Supervisory Board, the General Director, another executive, an employee or an authorized representative of the Company who has or is currently performing his or her duties authorized by the Company, acting honestly and prudently for the benefit of the Company on the basis of compliance with the law and there is no corroborating evidence that the person has breached his or her responsibilities

3. Compensation costs include judgment costs, fines, actual payments (including attorneys' fees) when dealing with these cases within the framework permitted by law. The company can buy insurance for these people to avoid the above liability.

XI. RIGHT TO INSPECT COMPANY BOOKS AND RECORDS

Article 45. Right to inspect company books and records

1. Common shareholders have the right to search books and records, specifically as follows:

a) Common shareholders have the right to review, search and extract information about names and contact addresses in the list of voting shareholders; request to correct incorrect information; consider, search, extract or copy the Company's Charter, minutes

of the General Meeting of Shareholders and resolutions of the General Meeting of Shareholders;

b) A shareholder or a group of shareholders owning 5% or more of the total number of common shares or having the right to review, search, and extract the minutes, resolutions and decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Supervisory Board, contracts and transactions must be approved by the Board of Directors and other documents, except documents related to trade secrets and business secrets of the Company.

2. In case the authorized representative of a shareholder and a group of shareholders requests to search the books and records, this person must be accompanied the power of attorney of the shareholder and the group of shareholders or a notarized copy of this authorization.

3. Members of the Board of Directors, members of the Supervisory Board, General Director and other managers have the right to search the register books of shareholders of the Company, the list of shareholders and the other books and records of the company for purposes relating to their positions on the condition that these information must be kept confidential.

4. The Company must keep this Charter and the amendments and additions to the Charter, Certificate of business registration, regulations, documents proving property ownership, resolutions of the General Meeting of Shareholders and The Board of Directors, minutes of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, The Supervisory Board's reports, annual financial statements, accounting books and any other documents as required by law at the head office or elsewhere that shareholders and business registration agency are informed of where to store these documents.

5. The Company's Charter must be published on the website of the company.

XII. EMOLYEES AND TRADE UNION

Article 46. Emolyees and trade union

1. The General Director must plan for the Board of Directors to approve the issues related to the recruitment, resignation of employees, salary, social insurance, welfare, commendation and discipline with employees and business executives.

2. The General Director must plan for the Board of Directors to approve the issues related to the relationship of the Company with trade unions according to the best

management standards, practices and policies, the practices and policies as provided in this Charter, the regulations of the Company and substantive laws.

XIII. PROFIT DISTRIBUTION

Article 47. Profit distribution

1. The General Meeting of Shareholders decides the dividend payment level and the form of annual dividend payment from the retained profits of the Company.

2. The Company does not pay interest on the dividend payments or payable amounts related to a type of shares.

3. The Board of Directors can propose the General Meeting of Shareholders to approve the whole or part of dividend in shares and the Board of Directors is the body implementing this decision.

4. Where dividends or other payments related to a stock are paid in cash, the Company must pay in Vietnam Dong. The payment can be made directly or through banks on the basis of detailed bank account information provided by shareholders. In case the Company has transferred the money according to the bank details provided by the shareholder but that shareholder does not receive the money, the Company is not responsible for the amount of money the Company has transferred to this shareholder. The payment of dividends for shares registered to be listed on the Stock Exchange can be made through the Securities Company or the Vietnam Securities Depository Center / Securities Depository and Clearing Vietnamese securities.

5. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors approves a resolution and decided to determine a specific date to close the list of shareholders. Pursuant to that date, persons registered as shareholders or holders of other securities are entitled to receive cash or stock dividends, notices or other documents.

6. Other issues related to profit distribution comply with the provisions of law.

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

Article 48. Bank accounts

1. The Company will be open accounts at Vietnamese banks or at foreign banks licensed to operate in Vietnam.

2. Under the prior approval of the competent authoritie, in case of necessity, the Company can open bank accounts in foreign countries in accordance with the provisions of law.

3. The Company will conduct all the payments and accounting transactions through bank accounts in Vietnam dong or foreign currency at banks that the Company opens bank accounts.

Article 49. Financial Year

The Company's financial year begins on the first day of January of every year and ends on the 31st day of December of the same year. The first financial year starts from the date of issuance of the Business Registration Certificate and ends on the 31st day of December of the year in which the Business Registration Certificate is issued.

Article 50. Accounting system

1. The accounting system used by the Company is the enterprise accounting system or a specific accounting system approved by the Ministry of Finance.

2. The Company makes accounting books in Vietnamese and keeps accounting records in accordance with the law on accounting and relevant laws. These records must be accurate, updated, systematic and should be sufficient to prove and explain the transactions of the Company.

3. The company uses Vietnam dong as the currency unit used in accounting. In case the Company has economic transactions mainly in a foreign currency, it is allowed to choose that foreign currency as the monetary unit in accounting, take responsibility for that choice before the law and notify the direct tax administration agency.

VI. ANNUAL STATEMENTS, ANNUAL REPORT AND RESPONSIBILITY OF INFORMATION DISCLOSURE

Article 51. Quarterly, Semi-Annual and Annual statements

1. The Company must prepare the annual financial statements and the statement must be audited according to the provisions of law. The company publishes audited annual financial statements in accordance with the law on disclosure of information on the stock market and submits it to competent state agencies.

2. The annual financial statements must include all reports, appendices and explanations in accordance with the law on corporate accounting. The annual financial statements must honestly and objectively reflect the Company's operations.

3. The company must prepare and disclose the reviewed semi-annual financial statements and quarterly financial statements in accordance with the law on disclosure of information on the stock market and submit them to the competent state agencies.

Article 52. Annual statements

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

XVI. AUDITING THE COMPANY

Article 53. Auditing

1. The General Meeting of Shareholders appoints an independent auditing company or approves a list of independent auditing company and authorizes the Board of Directors to decide to choose one of these units to audit the Company's financial statements for the next financial year based on the terms and conditions agreed with the Board of Directors.

2. The audit report is attached to the annual financial statement of the Company.

3. An independent auditor who audits the annual financial statement of the Company is attended meetings of the General Meeting of Shareholders and is entitled to receive notices and other information related to the General Meeting of Shareholders and to express their opinions at the meetings on matters relating to the audit of the Company's financial statements.

XVII. COMPANY SEAL

Article 54. Company seal

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

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

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

XVIII. TERMINATE OPERATION AND LIQUIDATION

Article 55. Extend operation

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

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

b) Certificate of business registration revoked, unless otherwise provided by the Tax Administration Law;

c) Other cases as provided for by law.

2. The dissolution of the Company ahead of schedule is decided by the General Meeting of Shareholders, implemented by the Board of Directors. This dissolution decision must be notified or approved by the authority agency (if required) according to the regulations.

Article 56. Liquidation

1. After the decision to dissolve the Company, the Board of Directors must establish a Liquidation Board consisting of three (03) members, in which two (02) members are appointed by the General Meeting of Shareholders and one (01) member is appointed by the Board of Directors from an independent audit company. The Liquidation Board will prepare its own operating regulations. Members of the Liquidation Board may be selected from among the employees of the Company or independent experts. All expenses related to the liquidation wil be the priority of payment by the Company before other debts of the company.

2. The Liquidation Board is responsible for reporting to the Business Registration Office on the date of establishment and the start of operation. From that time, the Liquidation Board on behalf of the Company in all affairs related to the liquidation of the Company in Court and administrative agencies.

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

a) Liquidation expenses;

b) Salary debts, severance pay, social insurance and other benefits of the employee under the collective labor agreement and signed labor contract;

c) Tax debt;

d) Other debts of the Company;

e) The remainding balance after payment of all liabilities from section (a) to section (d) above shall be distributed to shareholders. The preferential shares will prioritize prepayment.

XIX. INTERNAL DISPUTE RESOLUTION

Article 57. Internal dispute resolution

1. In case of disputes or complaints related to the Company's operations, rights and

obligations of shareholders as prescribed in the Law on Enterprises, the Company's Charter, other legal provisions or agreements between:

a) Shareholders and the Company;

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

Related parties will try to resolve that dispute through negotiation and conciliation. Except for disputes relating to the Board of Directors or the Chaiman of the Board of Directors, the Chaiman of the Board of Directors shall preside over the dispute resolution and request each party to present information related to the dispute within 30 working days after a dispute arose. In the case of a dispute related to the Board of Directors or the Chairman of the Board of Directors, either party can request Heading of the Supervisory Board to appoint an independent expert to act as arbitrator for the dispute settlement process.

2. In case the conciliation decision is not reached within six (06) weeks from the commencement of the mediation process or if the mediator's decision is not accepted by the parties, either party may refer the dispute to Economic Arbitration or Economic Court.

3. The parties will bear the costs relating to the procedure of the negotiation and conciliation. The payment of the Court's costs shall comply with the judgment of the Court.

XX. AMENDING, SUPPLEMENTING THIS CHARTER

Article 58. Charter of company

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

2. In case there are provisions of law relating to the operation of the Company which are not mentioned in this Charter or in case new provisions of law are different with articles of this Charter, the provisions of that law are automatically applied and adjusted the operations of the Company.

XXI. VALIDITY OF THIS CHARTER

Article 59. Validity of this charter

1. This Charter includes 21 chapters, 59 articles approved by the General Meeting of Shareholders of DongHai Joint Stock Company of BenTre dated June 21, 2021 and amended on November 06, 2026 in Vinh Long Province.

2. The Charter is made in 10 copies with equal validity and must be kept at the head office of the Company.

3. This Charter is the unique and official version of the Company.

4. Copies or extracts of the company charter are valid when signed by the Chairman of the Board of Directors or at least half (1/2) of the total members of the Board of Directors.

Full name, signature of the legal representative

M.S.D.N: 1300358260 - C.T.C.P
CÔNG TY CỔ PHẦN ĐÔNG HẢI BẾN TRE
X. GIAO LONG - T. VĨNH LONG

Lê Bá Phương