CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG HÓA SÀI GÒN
SAIGON CARGO SERVICE CORPORATION

No.: SCSC26/HSX/CBTT/362

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
SOCIALIST REPUBLIC OF VIETNAM
Independence – Liberty - Happiness

TP.HCM, ngày 26 tháng 06 năm 2026
Ho Chi Minh City, June 26th, 2026

CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE

Kính gửi: Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh
To: Ho Chi Minh Stock Exchange

1. Tên tổ chức/ *Name of organization*: CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG HÓA SÀI GÒN/ *SAIGON CARGO SERVICE CORPORATION*

- Mã chứng khoán/ Mã thành viên/ *Stock code/ Broker code*: SCS
- Địa chỉ: 30 Phan Thúc Duyện, phường Tân Sơn Nhất, TP. Hồ Chí Minh
  Address: 30 Phan Thuc Duyen Street, Tan Son Nhat Ward, Ho Chi Minh City
- Điện thoại liên hệ/ *Tel.*: 028 3997 6930
- E-mail: info@scsc.vn

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

- Điều lệ tổ chức và hoạt động của Công ty Cổ phần Dịch vụ Hàng hóa Sài Gòn cập nhật sau khi phát hành cổ phiếu theo chương trình lựa chọn cho người lao động 2026 (ESOP).
- *Charter on organization and operation of Saigon Cargo Service Corporation updated after the share issuance under the 2026 Employee Stock Ownership Plan (ESOP).*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 26/06/2026 tại đường dẫn https://www.scsc.vn / *This information was published on the company's website on June 26, 2026, as in the link https://www.scsc.vn*

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

Tài liệu đính kèm/ Attached documents:
- *Điều lệ tổ chức và hoạt động công ty SCSC*
  Charter on organization and operation of SCSC

Đại diện tổ chức
Organization representative
Người đại diện pháp luật/ Legal representative

S.Đ.K.K.D:0305654014-C.T.C.P
CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG HÓA SÀI GÒN
Q. TÂN BÌNH TP.HỒ CHÍ MINH

Nguyễn Quốc Khánh
TỔNG GIÁM ĐỐC

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CHARTER ON ORGANIZATION AND OPERATION

SAIGON CARGO SERVICE CORPORATION

Ho Chi Minh City, June 26, 2026

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INTRODUCTION

This Charter is adopted pursuant to the resolution of the General Meeting of Shareholders dated April 29, 2022 and the resolution of the Board of Management dated June 15, 2026.

I. DEFINITION OF TERMS IN THE CHARTER

Article 1. Interpretation of Terms

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

   a. **"Charter Capital"** is the total par value of shares sold

   b. or registered for purchase upon the establishment of a joint stock company and stipulated in Article 6 of thiss Charter;

   c. **"Voting Capital"** is the share capital whereby the holder has the right to vote on matters within the authority of the General Meeting of Shareholders;

   d. **"Enterprise Law"** is the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020;

   e. **"Securities Law"** is the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 26/11/2019;

   f. Vietnam is the Socialist Republic of Vietnam;

   g. **"Date of Establishment"** is the date the Company is first issued the Enterprise Registration Certificate (Business Registration Certificate and equivalent documents);

   h. **"Enterprise Executive"** is the Managing Director, Deputy Managing Director, Chief Accountant, and other executives as stipulated in the Company's Charter;

   i. **"Enterprise Manager"** is the company manager, including the Chairman of the Board of Management, members of the Board of Management, Director (Managing Director), and individuals holding other managerial positions as stipulated in the Company's Charter;

   j. **"Related Person"** is an individual or organization as defined in Clause 46, Article 4 of the Securities Law;

   k. Shareholder is an individual or organization owning at least one share of the joint stock company;

   l. Founding Shareholder is a shareholder owning at least one common share and signing the list of founding shareholders of the joint stock company;

   m. **"Major Shareholder"** is a shareholder as defined in Clause 18, Article 4 of the Securities Law;

   n. **"Operating Term"** is the duration of the Company's operation as stipulated in Article 2 of this Charter and any extension thereof (if any) approved by the General Meeting of Shareholders of the Company;

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

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

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

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

Article 2. Name, form, head office, branches, representative offices and duration of operation of the Company

1. Company Name

- Company name in Vietnamese:

CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG HÓA SÀI GÒN

- Company name in English:

SAIGON CARGO SERVICE CORPORATION

- Abbreviated company name: **SCSC**

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

3. The registered head office of the Company is:

- Head office address: 30 Phan Thuc Duyen, Tan Son Nhat Ward, Ho Chi Minh City
- Telephone: (84-28) 3997 6930
- E-mail: info@scsc.vn
- Website: www.scsc.vn

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

5. Unless terminated prematurely according to Clause 2, Article 55 or extended according to Article 56 of this Charter, the duration of operation of the Company commences from the date of establishment and is indefinite.

Article 3. Legal Representative of the Company

The Company has one (01) legal representative who is the Managing Director.

The rights and obligations of the legal representative are executed in accordance with the provisions of the Enterprise Law, the Company Charter and the Governance Regulations approved by the General Meeting of Shareholders.

III. OBJECTIVES, BUSINESS SCOPE AND OPERATIONS OF THE COMPANY

Article 4. Objectives of the Company's Operations

1. Business sectors of the Company:

No.	Industry Name	Industry Code
1	Real estate business, land use rights of owners, users or lessees Details: Leasing, operating and managing non-residential buildings and land such as offices, warehouses, yards and spaces within buildings.	6810
2	Support services directly related to air transport Details: Ground handling services at airports.	5223
3	Construction of other civil engineering projects Details: Construction of piers, civil and industrial works.	4290
4	Freight transport by road Details: Business of freight transport by automobile.	4933
5	Warehousing and storage of goods Details: Storage of goods	5210
6	Loading and unloading of goods Details: Freight forwarding services, loading and unloading of goods (excluding loading and unloading of	5224 (Main)
7	Other support activities related to transportation Details: Customs clearance agency activities.	5229
8	Vocational education Details: Vocational training.	8532

2. Objectives of the Company's Operations:

The objectives of the Company's operations are to mobilize and utilize capital most effectively, continuously develop resources; improve quality, enhance competitiveness to meet the increasing demands of customers; improve working conditions, stabilize the lives of employees; ensure the legitimate interests of shareholders and fulfill obligations to the State.

Article 5. Scope of Business and Operations of the Company

1. The Company is permitted to plan and conduct all business activities in the sectors announced on the National Business Registration Portal and this Charter, in compliance with current legal regulations and to take appropriate measures to achieve the

Company's objectives.

2. The Company may conduct business activities in other sectors permitted by law and approved by the General Meeting of Shareholders.

IV.CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter Capital, Shares, Founding Shareholders

1. The Company's charter capital is **1,030,976,820,000 VND**.(One trillion, thirty billion, nine hundred seventy-six million, eight hundred twenty thousand Vietnamese Dong.)

   The total charter capital of the Company is divided into **103,097,682 shares** with a par value of 10,000 VND per share.

2. The Company may alter its charter capital upon approval by the General Meeting of Shareholders and in accordance with legal regulations.

3. The Company's shares as of the date of approval of this Charter include common shares and preferred shares (if any). The rights and obligations of shareholders holding each type of share are stipulated in Articles 12 and 13 of this Charter.

4. The Company may issue other types of preferred shares upon approval by the General Meeting of Shareholders and in accordance with legal regulations.

5. Common shares must be offered preferentially to existing shareholders in proportion to their ownership of common shares in the Company, unless otherwise decided by the General Meeting of Shareholders. The shares not subscribed by shareholders shall be *decided by the Company's Board of Management. The Board of Management may distribute such shares to shareholders and others under conditions not more favorable than those offered to existing shareholders unless otherwise approved by the General Meeting of Shareholders.*

6. The Company may purchase shares issued by itself in the manner prescribed in this Charter and applicable laws.

7. The Company may issue other types of securities in accordance with legal regulations.

Article 7. Share Certificates

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

2. A share certificate is a type of security that confirms the legal rights and interests of the holder over a portion of the share capital of the issuing organization. A share certificate must contain all the contents as prescribed in Clause 1, Article 121 of the Enterprise Law.

3. Within 14 days from the date of submission of a complete application for the transfer of share ownership as prescribed by the Company or within 14 days (or another period as stipulated in the issuance terms) from the date of full payment for the purchase of shares as specified in the Company's share issuance plan, the holder of the shares shall be issued a share certificate. The share owner shall not be charged by the Company for

the cost of printing the share certificate.

4. In the event that a share certificate is lost, damaged or destroyed in another form, the shareholder shall be reissued a share certificate by the Company upon the shareholder's request. The shareholder's request must include the following contents:

   a. Information about the share certificate that has been lost, damaged or destroyed in another form;

   b. A commitment to bear responsibility for any disputes arising from the issuance of a new share certificate.

   In the event that a shareholder fails to pay in full and on time the amount payable for the purchase of shares, the Board of Management shall notify and have the right to require the shareholder to pay the remaining amount and be responsible in proportion to the total par value of the shares registered for purchase regarding the Company's financial obligations arising from the failure to pay in full.

Article 8. Other Securities Certificates

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

Article 9. Transfer of Shares

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

2. Shares that have not been fully paid for shall not be transferred and shall not enjoy related rights such as the right to receive dividends, the right to receive shares issued to increase share capital from the owner's equity, the right to purchase newly offered shares, and other rights as prescribed by law.

Article 10. Recovery of Shares

1. In the event a shareholder fails to fully and timely pay the amount due for purchasing shares, the Board of Management shall notify and have the right to demand the shareholder to pay the remaining amount and be responsible corresponding to the total par value of the shares registered for purchase concerning the Company's financial obligations arising from the failure to fully pay.

2. The payment notice must specify the new payment deadline (at least seven (7) days from the date of sending the notice), the payment location, and must clearly state that if payment is not made as required, the unpaid shares will be recovered.

3. The Board of Management shall have the right to recover shares that have not been fully and timely paid for if the requirements in the aforementioned notice are not fulfilled.

4. Recovered shares shall be considered shares eligible for sale as stipulated in Clause 3, Article 112 of the Enterprise Law. The Board of Management may directly or authorize the sale, redistribution under conditions and methods deemed appropriate by the Board.

5. Shareholders holding recovered shares must relinquish shareholder status for those shares, but shall still be responsible corresponding to the total par value of the shares registered for purchase concerning the Company's financial obligations arising at the time of recovery as decided by the Board of Management from the date of recovery until the date of payment execution. The Board of Management shall have full authority to enforce the payment of the entire value of the shares at the time of recovery.

6. The recovery notice shall be sent to the holder of the recovered shares prior to the recovery date. The recovery shall remain effective even in the event of errors or negligence in sending the notice.

V. ORGANIZATIONAL STRUCTURE, GOVERNANCE AND CONTROL

Article 11. Organizational Structure, Governance and Control

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

1. The General Meeting of Shareholders;
2. The Board of Management;
3. The Supervisory Board;
4. The Managing Director.

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of Shareholders

1. Common shareholders have the following rights:
   a. To attend, speak at the General Meeting of Shareholders and exercise voting rights directly or through an authorized representative or other forms as stipulated by the Company's Charter and the law.Each common share carries one voting ballot;
   b. To receive dividends at the rate determined by the General Meeting of Shareholders;
   c. To have priority in purchasing new shares corresponding to the ownership ratio of common shares of each shareholder in the Company;
   d. Free to transfer their shares to others, except as provided in Clause 3, Article 120, Clause 1, Article 127 of the Enterprise Law and other relevant legal provisions;
   e. Review, search and extract information regarding names and contact addresses in the list of shareholders with voting rights; request amendments to incorrect personal information;
   f. Review, search, extract or copy the Company Charter, Meeting Minutes of the General Meeting of Shareholders and Resolutions of the General Meeting of Shareholders;
   g. Upon the dissolution or bankruptcy of the Company, receive a portion of the remaining assets corresponding to the shareholding ratio in the Company;

h. Request the Company to repurchase shares in cases stipulated in Article 132 of the Enterprise Law;

i. Be treated equally. Each share of the same type confers equal rights, obligations,

j. and benefits to the shareholder. In the event the Company has preferred shares, the rights and obligations associated with preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;

k. Have full access to periodic and extraordinary information disclosed by the Company in accordance with legal regulations;

l. Be protected in their legal rights and interests; propose the suspension or annulment of resolutions or decisions of the General Meeting of Shareholders, Board of Management as per the Enterprise Law;

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

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

   a. Request the Board of Management to convene a General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Enterprise Law;

   b. Review, search, extract the minutes and resolutions, decisions of the Board of Management, semi-annual and annual financial statements, reports of the Supervisory Board, contracts, transactions requiring Board of Management' approval and other documents, except those related to the Company's trade secrets, business secrets;

   c. Request the Supervisory Board to examine specific issues related to the management and operation of the Company when deemed necessary. The request must be in writing and include the following details: full name, contact address, nationality, legal document number for individual shareholders; name, enterprise code or legal document number of the organization, head office address for organizational shareholders;the number of shares and the time of share registration of each shareholder, the total number of shares of the entire group of shareholders and the ownership ratio in the total shares of the Company; the issue to be examined, the purpose of the examination;

   d. Propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company no later than three working days before the opening day. The proposal must clearly state the name of the shareholder, the number of each type of shares of the shareholder, the issue proposed to be included in the agenda;

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

3. Shareholders or groups of shareholders owning 10% or more of the total common shares have the right to nominate individuals to the Board of Management, Supervisory Board

and the nomination process for the Board of Management and Supervisory Board is as follows:

a. Common shareholders forming a group to nominate individuals to the Board of Management and the Supervisory Board must notify the attending shareholders of the group meeting prior to the commencement of the General Meeting of Shareholders;

b. Based on the number of members of the Board of Management and the Supervisory Board, shareholders or groups of shareholders as stipulated in this clause are entitled to nominate one or more individuals as candidates for the Board of Management and the Supervisory Board, as decided by the General Meeting of Shareholders. In the event that the number of candidates nominated by shareholders or groups of shareholders is fewer than the number they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Management, the Supervisory Board and other shareholders.

4. For the shareholder being Aircraf Repairing One Member Limited Liability Company – a founding shareholder of the Company contributing capital through land lease and receiving preferred dividends, there shall be one (1) position on the Board of Management in each term without the need for the nomination, candidacy and election process of the General Meeting of Shareholders.

   The representative of the capital contribution participating in the Board of Management must have a letter of introduction from the governing body of Aircraf Repairing One Member Limited Liability Company regarding the individual participating in the Board of Management of the Company.

Article 13. Obligations of Shareholders

Common shareholders have the following obligations:

1. To fully and timely pay for the shares committed to purchase.
2. Not to withdraw the contributed capital in the form of common shares from the Company in any manner, except in cases where the shares are repurchased by the Company or another party. In the event a shareholder withdraws part or all of the contributed share capital contrary to the provisions of this clause, such shareholder and any related parties within the Company shall be jointly liable for the debts and other financial obligations of the Company within the value of the shares withdrawn and any resulting damages.
3. To comply with the Company Charter and the Company's internal management regulations.
4. To adhere to the Resolutions and decisions of the General Meeting of Shareholders and the Board of Management.
5. To maintain the confidentiality of information provided by the Company as stipulated

in the Company Charter and by law; to use the information provided solely to exercise and protect their legitimate rights and interests; it is strictly prohibited to disseminate or copy, send the information provided by the Company to other organizations or individuals.

6. To attend the General Meeting of Shareholders and exercise voting rights through the following forms:

   a. Attend and vote directly at the meeting;

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

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

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

7. To bear personal responsibility when acting on behalf of the Company in any form to perform the following acts:

   a. Violation of the law;

   b. Conducting business and other transactions for personal gain or to benefit other organizations or individuals;

   c. Paying debts not yet due prior to financial risks to the Company.

8. To fulfill other obligations as prescribed by current law.

Article 14. General Meeting of Shareholders

1. *The General Meeting of Shareholders, comprising all shareholders with voting rights, is the highest decision-making body of the Company. The Annual General Meeting of Shareholders is convened once a year within four (4) months from the end of the fiscal year. The Board of Management may extend the time for holding the Annual General Meeting of Shareholders if necessary, but not exceeding six months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may convene extraordinary meetings. The location of the General Meeting of Shareholders is determined as the place where the Chairman attends and must be within the territory of Vietnam.*

2. The Board of Management convenes the Annual General Meeting of Shareholders and selects an appropriate venue. The Annual General Meeting of Shareholders decides on matters as prescribed by law and the Company Charter, particularly the approval of the audited annual financial statements. *In cases where the audit report on the Company's annual financial statements contains material exceptions, adverse opinions, or disclaimers, the Company must invite a representative of the approved auditing organization that conducted the audit of the Company's financial statements to attend the Annual General Meeting of Shareholders, and the representative of the approved auditing organization is obligated to attend the Annual General Meeting of Shareholders of the Company.*

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

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

   b. *The number of remaining members of the Board of Management or the Supervisory Board is less than the minimum number required by law;*

   c. *Upon the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law.* The request to convene the General Meeting of Shareholders must be made in writing, clearly stating the reasons and purposes of the meeting, bearing the signatures of the relevant shareholders or the written request may be made in multiple copies and collectively signed by the relevant shareholders;

   d. *Upon the request of the Supervisory Board;*

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

4. Convening an Extraordinary General Meeting of Shareholders

   a. The Board of Management must convene the General Meeting of Shareholders within thirty (30) days from the date the number of members of the Board of Management, independent members of the Board of Management, or *members of the Supervisory Board remaining as stipulated in Point b, Clause 3 of this Article, or upon receiving the request as stipulated in Points c and d, Clause 3 of this Article.;*

   b. If the Board of Management does not convene the General Meeting of Shareholders as stipulated in Point a, Clause 4 of this Article, then within the next thirty (30) days, the Supervisory Board shall replace the Board of Management in convening the General Meeting of Shareholders as stipulated in Clause 3, Article 140 of the Enterprise Law;

   c. If the Supervisory Board does not convene the General Meeting of Shareholders as stipulated in Point b, Clause 4 of this Article, then the shareholder or group of shareholders as stipulated in Point c, Clause 3 of this Article has the right to request the Company's representative to convene the General Meeting of Shareholders as stipulated in the Enterprise Law;

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

   d. *Procedures for convening the General Meeting of Shareholders as stipulated in*

Clause 5, Article 140 of the Enterprise Law.

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

1. *The General Meeting of Shareholders shall have the following rights and obligations:*

    a. *Approval of the Company's development orientation;*

    b. *Decision on the type of shares and the total number of shares of each type authorized for sale; decision on the annual dividend rate for each type of share;*

    c. *Election, dismissal and removal of members of the Board of Management and members of the Supervisory Board;*

    d. *Decision on investment or sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statements;*

    e. *Decision on amendments and supplements to the Company Charter;*

    f. *Approval of the annual financial statements;*

    g. *Decision to repurchase more than 10% of the total shares sold of each type;*

    h. *Review and address violations by members of the Board of Management and members of the Supervisory Board causing damage to the Company and its shareholders;*

    i. *Decision on reorganization or dissolution of the Company;*

    j. *Decision on the budget or total remuneration, bonuses and other benefits for the Board of Management and the Supervisory Board;*

    k. *Approval of the internal governance regulations; regulations on the operation of the Board of Management and the Supervisory Board;*

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

    m. *Other rights and obligations as prescribed by law.*

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

    a. *The Company's annual business plan;*

    b. *Audited annual financial statements;*

    c. *Report of the Board of Management on governance and the performance of the Board of Management and each member of the Board of Management;*

    d. *Report of the Supervisory Board on the Company's business results, the performance of the Board of Management, and the Managing Director;*

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

    f. *Dividend rate for each type of share;*

g. *Number of members of the Board of Management and the Supervisory Board;*

h. *Election, dismissal and removal of members of the Board of Management and members of the Supervisory Board;*

i. *Decision on the budget or total remuneration, bonuses and other benefits for the Board of Management and the Supervisory Board;*

j. *Approval of the list of approved auditing firms; decision on the approved auditing firm to conduct audits of the Company's operations when deemed necessary;*

k. *Amendments and supplements to the Company Charter;*

l. *Type of shares and number of new shares to be issued for each type of share and the transfer of shares by founding members within the first three (03) years from the date of establishment;*

m. *Division, separation, consolidation, merger or conversion of the Company;*

n. *Reorganization and dissolution (liquidation) of the Company and appointment of a liquidator;*

o. *Decision on investment transactions or total asset value recorded in the Company's most recent financial statements;*

p. *Decision to repurchase more than 10% of the total shares sold of each type;*

q. *The Company enters into contracts and transactions with entities specified in Clause 1 Article 167 of the Enterprise Law with a value equal to or greater than 35% of the total asset value of the Company as recorded in the most recent financial statements;*

r. *Approval of transactions stipulated in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated 31/12/2020, of the Government detailing the implementation of certain provisions of the Securities Law;*

s. *Approval of the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Management, and the Operating Regulations of the Supervisory Board;*

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

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

Article 16. Authorization to Attend the General Meeting of Shareholders

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

2. The authorization for individuals or organizations to represent at the General Meeting of Shareholders as stipulated in Clause 1 of this Article must be made in writing. The

authorization document shall be prepared in accordance with civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the content of the authorization, the scope of the authorization, the duration of the authorization, and the signatures of both the authorizing party and the authorized party.

The authorized representative attending the General Meeting of Shareholders must submit the authorization document upon registration for the meeting. In the case of further delegation, the attendee must also present the original authorization document of the shareholder or the authorized representative of the institutional shareholder (if not previously registered with the Company).

3. The voting ballot of the authorized representative attending the meeting within the scope of the authorization remains valid in the event of any of the following circumstances, except in cases where:

   a. The authorizing party has died, been restricted in civil act capacity or lost civil act capacity;

   b. The authorizing party has revoked the authorization designation;

   c. The authorizing party has revoked the authority of the person executing the authorization.

   This clause does not apply if the Company receives notification of any of the above events prior to the commencement of the General Meeting of Shareholders or before the meeting is reconvened.

Article 17. Amendment of Rights

1. The amendment or cancellation of special rights attached to a class of preferred shares shall take effect when approved by shareholders representing at least 65% of the total voting rights of all shareholders attending the meeting. A resolution of the General Meeting of Shareholders on matters adversely affecting the rights and obligations of shareholders holding preferred shares shall only be approved if it is agreed upon by shareholders holding at least 75% of the total preferred shares of that class attending the meeting or by shareholders holding at least 75% of the total preferred shares of that class in the case of approval by written opinion.

2. The convening of a meeting of shareholders holding a class of preferred shares to approve the aforementioned change in rights shall be valid only if at least two (2) shareholders (or their authorized representatives) holding at least one-third (1/3) of the par value of the issued shares of that class are present. If the required number of delegates is not met, the meeting shall be reconvened within thirty (30) days subsequently and those holding shares of that class (regardless of the number of persons and shares) present in person or through an authorized representative shall be deemed to meet the required number of delegates. At such meetings of preferred shareholders, those holding shares of that class present in person or through a representative may request a secret ballot. Each share of the same class shall have equal voting rights at the

aforementioned meetings.

3. The procedures for conducting such separate meetings shall be carried out in accordance with the provisions of Articles 19, 20, 21 and 22 of this Charter.

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

Article 18. Convening, Agenda, and Notice of the General Meeting of Shareholders

1. The Board of Management shall convene the Annual and Extraordinary General Meeting of Shareholders. The Board of Management shall convene the Extraordinary General Meeting of Shareholders in the cases stipulated in Clause 3, Article 14 of this Charter.

2. The convener of the General Meeting of Shareholders shall perform the following tasks:

   a. Prepare the list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be compiled no more than ten days before the date of sending the Notice of Meeting of the General Meeting of Shareholders. The Company must disclose information on the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least twenty days before the Final Registration Date;

   b. Prepare the agenda and content of the meeting;

   c. Prepare documents for the meeting;

   d. Draft resolutions of the General Meeting of Shareholders according to the expected content of the meeting;

   e. Determine the time and venue for the meeting;

   f. Notify and send the Notice of Meeting of the General Meeting of Shareholders to all shareholders entitled to attend;

   g. Other tasks serving the meeting.

3. The Notice of Meeting of the General Meeting of Shareholders shall be sent to all shareholders by a method to ensure it reaches the contact address of the shareholder, and simultaneously published on the Company's website and the State Securities Commission, the Stock Exchange where the Company's shares are listed or registered for trading. The convener of the General Meeting of Shareholders must send the Notice of Meeting to all shareholders on the Shareholder List entitled to attend the meeting no later than twenty-one (21) days before the opening date of the meeting.The Meeting Agenda of the General Meeting of Shareholders and related documents concerning matters to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In cases where documents are not enclosed with the Notice of the

General Meeting of Shareholders, the Notice of Meeting must specify the link to all meeting documents for shareholder access, including:

a. The meeting agenda and documents used during the meeting;

b. The list and detailed information of candidates in the event of the election of members to the Board of Management and Supervisors;

c. Voting Ballots;

d. Draft resolutions for each issue on the meeting agenda.

4. Shareholders or groups of shareholders as stipulated in Clause 2, Article 12 of this Charter have the right to propose 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 (3) working days prior to the opening of the meeting. The proposal must clearly state the name of the shareholder, the number of each type of shares held by the shareholder, and the issues proposed to be included in the meeting agenda.

5. The convener of the General Meeting of Shareholders has the right to reject proposals stipulated in Clause 4 of this Article if they fall under any of the following cases:

a. The proposal is not sent in accordance with Clause 4 of this Article;

b. At the time of the proposal, the shareholder or group of shareholders does not hold at least 5% of the common shares as stipulated in Clause 2 of Article 12 of this Charter;

c. The proposed issue is not within the decision-making authority of the General Meeting of Shareholders;

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

6. The convener of the General Meeting of Shareholders must accept and include proposals stipulated in Clause 4 of this Article in the anticipated agenda and content of the meeting, except in cases stipulated in Clause 5 of this Article; the proposal shall be officially added to the meeting agenda and content if approved by the General Meeting of Shareholders.

Article 19. Conditions for conducting the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be conducted when the attending shareholders represent over 50% of the total voting rights.

2. If the first meeting does not meet the conditions for proceeding as stipulated in Clause 1 of this Article, the notice for the second meeting shall be sent within 30 days from the intended date of the first meeting. The second General Meeting of Shareholders shall be conducted when the attending shareholders represent at least 33% of the total voting rights.

3. If the second meeting does not meet the conditions for proceeding as stipulated in Clause 2 of this Article, the notice for the third meeting must be sent within 20 days from the intended date of the second meeting. The third General Meeting of

Shareholders shall be conducted regardless of the total voting rights of the attending shareholders.

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

1. Prior to the commencement of the meeting, the Company must carry out shareholder registration procedures and continue registration until all shareholders entitled to attend the meeting have registered in the following order:

   a. During shareholder registration, the Company issues each shareholder or authorized representative with voting rights a voting card, which indicates the registration number, full name of the shareholder, full name of the authorized representative and the number of votes of that shareholder. The General Meeting of Shareholders discusses and votes on each issue in the agenda. Voting is conducted by means of approval, disapproval and abstention. At the Meeting, the approval cards are collected first, followed by the disapproval cards and finally, the total number of approval or disapproval votes is counted to make a decision. The vote counting results are announced by the Chairman immediately before the closing of the meeting. The Meeting elects those responsible for vote counting or supervising the vote counting as proposed by the Chairman. The number of members of the Vote Counting Committee is determined by the General Meeting of Shareholders based on the proposal of the Chairman of the meeting.

   b. Shareholders, authorized representatives of organizational shareholders or authorized persons arriving after the meeting has commenced have the right to register immediately and thereafter have the right to participate and vote at the meeting immediately after registration. The Chairman is not obliged to pause the meeting for late-arriving shareholders to register and the validity of the matters already voted on remains unchanged.

2. The election of the Chairman, secretary and vote counting committee is regulated as follows:

   a. The Chairman of the Board of Management shall act as the Chairman or authorize another member of the Board of Management to act as the Chairman of the meeting convened by the Board of Management. In the event that the Chairman is absent or temporarily incapacitated, the remaining members of the Board of Management shall elect one among them to chair the meeting by majority vote. If no Chairman can be elected, the Head of the Supervisory Board shall preside to allow the General Meeting of Shareholders to elect a Chairman from among the attendees and the person with the highest number of votes shall act as the Chairman of the meeting.

   b. Except as provided in point a of this section, the person signing the notice to convene the General Meeting of Shareholders shall preside to allow the General Meeting of Shareholders to elect a Chairman of the meeting, and the person with the highest number of votes shall act as the Chairman of the meeting.

c. The Chairman appoints one or more persons to serve as the secretary of the meeting.

d. The General Meeting of Shareholders elects one or more persons to the Vote Counting Committee as proposed by the Chairman of the meeting.

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

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

   a. Arrangement of seating at the venue of the General Meeting of Shareholders;

   b. Ensure the safety of all attendees at the meeting venues;

   c. Facilitate the participation (or continued participation) of shareholders in the meeting. The person convening the General Meeting of Shareholders has full authority to alter the aforementioned measures and implement all necessary measures. The measures applied may include issuing entry passes or utilizing other selected forms.

5. The General Meeting of Shareholders discusses and votes on each issue in the agenda. Voting is conducted by means of approval, disapproval and abstention. The vote counting results are announced by the Chairman immediately before the closing of the meeting.

6. Shareholders or authorized representatives attending the meeting after it has commenced may still register and have the right to participate in voting immediately upon registration; in this case, the validity of the matters previously voted upon remains unchanged.

7. The convener or the Chairman of the General Meeting of Shareholders shall have the following rights:

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

   b. To request competent authorities to maintain order at the meeting; to expel those who do not comply with the Chairman's authority, intentionally disrupt order, impede the normal progress of the meeting, or fail to comply with security check requirements from the General Meeting of Shareholders.

8. The Chairman has the right to postpone the General Meeting of Shareholders, which has sufficient registered attendees, for no more than three working days from the scheduled opening date and may only postpone the meeting or change the meeting venue in the following cases:

   a. The meeting venue does not have sufficient convenient seating for all attendees;

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

c. There are attendees who obstruct, disrupt order, or pose a risk of preventing the meeting from being conducted fairly and legally.

9. In the event the Chairman 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 Chairman in conducting the meeting until its conclusion; all resolutions passed at such meeting shall be effective.

10. In the event the Company applies modern technology to organize the General Meeting of Shareholders via online meetings, the Company is responsible for ensuring that shareholders can attend and vote by electronic voting or other electronic means in accordance with Article 144 of the Enterprise Law and Clause 3, Article 273 of Decree No. 155/ND-CP dated 31/12/2020, of the Government detailing the implementation of certain provisions of the Securities Law.

Article 21. Procedures for conducting and voting at the online General Meeting of Shareholders

1. The General Meeting of Shareholders may convene and vote online. The online participation and voting of shareholders shall be conducted on the software system selected by the Company ("Software System"). The voting results of shareholders through the Software System shall have the same validity as direct voting results at the General Meeting of Shareholders.

2. Before the meeting commences, the Software System will be opened for shareholders to register for online attendance at the General Meeting by logging into the Software System with the information and instructions attached to the Notice of Meeting. Shareholders who successfully log into the Software System are deemed eligible to attend and vote at the General Meeting of Shareholders.

3. Shareholders shall exercise their rights to speak, vote, and elect through the Software System as guided in the attached Notice of Meeting. Shareholders are entitled to vote online from the moment they successfully log into the Software System, and their voting results shall be recorded at the conclusion of each voting item or at the conclusion of the final voting item ("Voting Conclusion Time"). Shareholders who have successfully logged into the Software System but do not vote online or lose connection (due to transmission errors, network errors, or device errors) before the Voting Conclusion Time will still have their attendance recorded by the Software System, and any items not voted on will be recorded as having no opinion/no candidate elected/other opinions.

4. In the event that a shareholder logs out of the Software System or loses connection but subsequently logs back in or reconnects before the Voting Conclusion Time, the shareholder may continue to vote on the remaining items of the General Meeting, and the validity of the items previously voted on remains unchanged.

5. In the event that the online General Meeting of Shareholders loses connection (due to

transmission errors, network errors, device errors, or Software System errors), the Chairman of the General Meeting shall temporarily postpone the online meeting to rectify the situation within a timeframe appropriate to the actual circumstances.

6. In the event that the Company organizes the General Meeting of Shareholders in a hybrid format, combining both in-person and online meetings, shareholders shall only have their attendance and voting results recorded in one format, depending on which format is conducted first.

Article 22. Conditions for the Approval of Resolutions by the General Meeting of Shareholders

1. Resolutions on the following matters shall be approved if they receive the affirmative vote of shareholders representing at least 65% of the total voting shares of all shareholders attending the meeting, except as provided in Clauses 3, 4, and 6 of Article 148 of the Enterprise Law.

   a. Types of shares and the total number of shares of each type;

   b. Changes in business lines and sectors;

   c. Changes in the Company's management structure;

   d. Investment projects or the sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statements, except where the Company Charter stipulates a different ratio or value;

   e. Reorganization or dissolution of the Company;

2. Resolutions shall be approved when they receive the affirmative vote of shareholders owning more than 50% of the total voting shares of all shareholders attending the meeting, except as provided in Clause 1 of this Article and Clauses 3, 4, and 6 of Article 148 of the Enterprise Law..

3. Resolutions of the General Meeting of Shareholders approved by 100% of the total voting shares are lawful and effective even if the procedures for convening the meeting and passing the resolution violate the provisions of the Enterprise Law and the Company Charter..

Article 23. Authority and procedure for obtaining shareholder opinions in writing to approve Resolutions of the General Meeting of Shareholders

Authority and procedure for obtaining shareholder opinions in writing to approve resolutions of the General Meeting of Shareholders shall be implemented as follows:

1. The Board of Management has the authority to obtain shareholder opinions in writing to approve decisions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company, except as provided in Clause 2 of Article 147 of the Enterprise Law.

2. The Board of Management must prepare the opinion collection ballots, draft resolutions of the General Meeting of Shareholders, and explanatory documents for the draft

resolutions and send them to all shareholders with voting rights no later than ten days before the deadline for returning the opinion collection ballots.The requirements and methods for sending the opinion collection ballots and accompanying documents shall be implemented in accordance with Clause 3, Article 18 of this Charter.

3. The opinion collection ballot must contain the following essential contents:

   a. Name, address of the head office, enterprise code;

   b. Purpose of collecting opinions;

   c. Full name, contact address, nationality, and legal document number for individual shareholders; name, enterprise code, or legal document number of the organization, address of the head office for organizational shareholders, or full name, contact address, nationality, and legal document number for the representative of the organizational shareholder;Number of shares of each type and the number of voting rights of the shareholder;

   d. Issues for which opinions are sought to make decisions;

   e. Voting options including agree, disagree, and no opinion for each issue being voted on;

   f. Deadline for returning the answered opinion collection ballots to the Company;

   g. Full name and signature of the Chairman of the Board of Management.

4. Shareholders may send the answered opinion collection ballots to the Company by mail, fax, or email as stipulated below:

   a. In the case of mailing, the answered opinion collection ballot must bear the signature of the individual shareholder, the authorized representative, or the legal representative of the organizational shareholder. The opinion collection ballot sent to the Company must be enclosed in a sealed envelope and must not be opened before the vote counting;

   b. In the case of sending by fax or email, the opinion collection ballot sent to the Company must remain confidential until the time of vote counting;

   c. Opinion collection ballots sent to the Company after the deadline specified in the opinion collection ballot or opened in the case of mailing and disclosed in the case of fax or email are invalid. Opinion collection ballots not sent back are considered non-participating in the vote.

5. The Board of Management shall count the votes and prepare the vote counting record under the supervision of the Supervisory Board or shareholders who do not hold management positions in the Company. The vote counting record must contain the following essential contents:

   a. Name, address of the head office, enterprise code;

   b. Purpose and issues for which opinions are sought to pass the resolution;

c. Number of shareholders with the total number of voting rights participating in the vote, distinguishing between valid and invalid voting rights and the method of sending voting ballots, accompanied by an appendix of the list of shareholders participating in the vote;

d. Total number of votes in favor, against, and no opinion for each issue;

e. Issues that have been approved and the corresponding approval voting ratio;

f. Full name and signature of the Chairman of the Board of Management, the vote counter, and the vote counting supervisor.

Members of the Board of Management, the vote counter, and the vote counting supervisor shall be jointly responsible for the honesty and accuracy of the vote counting record; jointly responsible for any damages arising from decisions approved due to dishonest or inaccurate vote counting.

6. Vote Counting Recordand the resolution must be sent to the shareholders within 15 days from the date of vote counting completion. The sending of the vote counting record and resolution may be substituted by posting on the Company's electronic information portal within 24 hours from the time of vote counting completion.

7. The answered opinion ballots, vote counting record, resolutions passed, and related documents attached to the opinion ballots must be retained at the Company's headquarters.

8. The resolution is passed in the form of written shareholder opinions if more than 50% of the total voting rights of all shareholders with voting rights agree, and it holds the same validity as a resolution passed at the General Meeting of Shareholders.

Article 24. Resolution, Meeting Minutes of the General Meeting of Shareholders

1. The General Meeting of Shareholders must be recorded in minutes and may be audio recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language and must include the following main contents:

   a. Name, address of the headquarters, enterprise code;

   b. Time and venue of the General Meeting of Shareholders;

   c. Meeting agenda and content of the meeting;

   d. Full name of the Chairman and secretary;

   e. Summary of the meeting proceedings and the opinions expressed at the General Meeting of Shareholders on each issue in the meeting agenda;

   f. Number of shareholders and total number of voting rights of the shareholders attending the meeting, appendix of the registered shareholder list, shareholder representatives attending the meeting with corresponding shares and voting rights;

   g. Total number of voting rights for each voting issue, specifying the voting method, total number of valid, invalid, agree, disagree, and abstain votes; corresponding percentage of the total voting rights of the shareholders attending the meeting;

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

i. Full name and signature of the Chairman and secretary. In case the Chairman or secretary refuses to sign the meeting minutes, the minutes shall be effective if signed by all other attending members of the Board of Management and contain all contents as prescribed in this clause. The meeting minutes shall clearly state the refusal of the Chairman or secretary to sign the meeting minutes.

2. The meeting minutes of the General Meeting of Shareholders must be completed and approved before the conclusion of the meeting. The Chairman and secretary of the meeting or other signatories in the meeting minutes shall be jointly responsible for the truthfulness and accuracy of the contents of the minutes.

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

4. Resolution, Meeting Minutes of the General Meeting of Shareholders, appendix of the registered shareholder list with shareholder signatures, authorization documents for meeting attendance, all documents attached to the Minutes (if any), and related documents attached to the notice of meeting must be disclosed in accordance with legal regulations on information disclosure in the securities market and must be retained at the Company's headquarters.

Article 25. Request for annulment of the decision of the General Meeting of Shareholders

Within ninety (90) days from the date of receipt of the resolution or Meeting minutes of the General Meeting of Shareholders or the vote counting results minutes The General Meeting of Shareholders, shareholders, or group of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law have the right to request the Court or Arbitration to review and annul the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The procedure for convening the meeting and making decisions of the General Meeting of Shareholders seriously violates the provisions of the Enterprise Law and the Company Charter, except as stipulated in Clause 3, Article 21 of this Charter.

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

VII. BOARD OF MANAGEMENT

Article 26. Nomination and candidacy of members of the Board of Management

1. In the event that candidates for the Board of Management have been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the meeting of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting.

Board of Management candidates must provide a written commitment regarding the honesty and accuracy of the disclosed personal information and must commit to performing their duties honestly, diligently, and in the best interest of the Company if elected as a member of the Board of Management. The information related to Board of Management candidates to be disclosed includes:

a. Full name, date of birth;

b. Professional qualifications;

c. Work history;

d. Other managerial positions (including Board of Management positions in other companies);

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

f. Other information (if any).

g. The Company is responsible for disclosing information about the companies where the candidate holds the position of Board of Management member, other managerial positions, and interests related to the candidate's company (if any).

2. Shareholders or groups of shareholders owning 10% or more of the total common shares have the right to nominate candidates for the Board of Management in accordance with the Enterprise Law and the Company Charter.

3. In the event that the number of Board of Management candidates through nomination and candidacy is still insufficient as stipulated in Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Management shall introduce additional candidates or organize nominations in accordance with the Company Charter, internal corporate governance regulations, and the Board of Management' operational regulations. The introduction of additional candidates by the incumbent Board of Management must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Management as per legal regulations.

4. Members of the Board of Management must meet the standards and conditions stipulated in Clause 1, Clause 2, Article 155 of the Enterprise Law and this Charter.

Article 27. Composition and term of members of the Board of Management

1. The number of members of the Board of Management shall be at least five (5) and not more than eleven (11).

2. The term of a member of the Board of Management shall not exceed five (5) years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Management for no more than two consecutive terms. In the event that all members of the Board of Management conclude their terms simultaneously, those members shall continue to serve on the Board until new members are elected and assume their duties.

3. The composition of the Board of Management is as follows:

a. At least one-third of the total number of Board members shall be non-executive members. The Company shall minimize the number of Board members concurrently holding executive positions within the Company to ensure the independence of the Board of Management.

b. There shall be at least one independent member of the Board of Management;

4. A member of the Board of Management shall cease to hold office in the event of dismissal, removal, or replacement by the General Meeting of Shareholders in accordance with Article 160 of the Enterprise Law.

5. The appointment of Board members must be disclosed in accordance with the legal provisions on securities and the securities market.

6. Members of the Board of Management are not necessarily required to be shareholders of the Company.

7. A member of the Board of Management may concurrently serve as a member of the Board of Management in no more than five (5) other companies.

Article 28. Powers and Duties of the Board of Management

1. The Board of Management is the governing body of the Company, vested with full authority to represent the Company in deciding and executing the rights and obligations of the Company, except for those rights and obligations under the authority of the General Meeting of Shareholders.

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

   a. To determine the Company's strategic direction, medium-term development plans, and annual business plans;

   b. To propose the types of shares and the total number of shares authorized for issuance of each type;

   c. To decide on the sale of unsold shares within the authorized number of shares for each type; to decide on raising additional capital through other forms;

   d. To determine the sale price of the Company's shares and bonds;

   e. To decide on the repurchase of shares in accordance with Clauses 1 and 2, Article 133 of the Enterprise Law;

   f. To decide on investment plans and projects within the authority and limits prescribed by law;

   g. To determine market development, marketing, and technology solutions;

   h. To approve contracts for purchase, sale, borrowing, lending, and other transactions valued at 35% or more of the total asset value recorded in the Company's most recent financial statements, except for contracts and transactions under the decision-making authority of the General Meeting of Shareholders as stipulated in Point d, Clause 2, Article 138, Clause 1, and Clause 3, Article 167 of the Enterprise Law;

i. To elect, dismiss, and remove the Chairman of the Board of Management; to appoint, dismiss, enter into contracts, and terminate contracts with the Managing Director and other key managers; to decide on salaries, remuneration, bonuses, and other benefits for such managers; to appoint authorized representatives to participate in the Members' Council or the General Meeting of Shareholders in other companies, and to determine the remuneration and other benefits for such representatives;

j. To supervise and direct the Managing Director and other managers in the daily business operations of the Company;

k. To determine the organizational structure, internal management regulations of the Company, to decide on the establishment of subsidiaries, branches, representative offices, and the contribution of capital, purchase of shares in other enterprises;

l. Approval of the agenda, content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders, or soliciting opinions for the General Meeting of Shareholders to approve resolutions;

m. Submission of the financial statements audited annually to the General Meeting of Shareholders;

n. Recommendation on the dividend to be paid; decision on the timing and procedure for dividend payment or handling of losses incurred during business operations;

o. Recommendation on the reorganization or dissolution of the Company; request for the bankruptcy of the Company;

p. Decision to issue the Regulations on the Operation of the Board of Management, Internal Regulations on corporate governance after approval by the General Meeting of Shareholders; decision to issue the Regulations on the Operation of the Audit Committee under the Board of Management, Regulations on the Company's information disclosure;

q. Other rights and obligations as prescribed by the Enterprise Law, Securities Law, and other legal regulations.

3. The Board of Management must report to the General Meeting of Shareholders on the activities of the Board of Management as stipulated in Article 280 of Decree No. 155/2020/ND-CP dated 31/12/2020, of the Government detailing the implementation of certain provisions of the Securities Law.

Article 29. Remuneration, salaries, and other benefits of members of the Board of Management

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

2. Members of the Board of Management are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days required to complete the duties of a member of the Board of Management and the remuneration rate per day. The Board of Management estimates the remuneration for each member based on the principle of unanimity. The total remuneration and bonuses of the Board of Management are decided by the General Meeting of Shareholders at the annual meeting.

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

4. Members of the Board of Management holding executive positions or working in subcommittees of the Board of Management or performing tasks beyond the usual scope of a Board member may receive additional remuneration in the form of a lump sum, salary, commission, profit percentage, or other forms as decided by the Board of Management.

5. Members of the Board of Management are entitled to reimbursement for all travel, accommodation, and other reasonable expenses incurred while fulfilling their responsibilities as Board members, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Management, or subcommittees of the Board of Management.

6. Members of the Board of Management may be covered by liability insurance purchased by the Company after approval by the General Meeting of Shareholders. This insurance does not cover liabilities related to violations of the law and the Company Charter.

Article 30. Chairman of the Board of Management

1. The Chairman of the Board of Management is elected, dismissed, or removed by the Board of Management from among its members.

2. The Chairman of the Board of Management shall not concurrently hold the position of Managing Director.

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

    a. Develop the program and operational plan of the Board of Management;

    b. Preparation of the agenda, content, and documents for the meeting; convening, presiding over, and chairing the Board of Management' meetings;

    c. Organizing the adoption of resolutions and decisions of the Board of Management;

    d. Supervising the implementation process of the resolutions and decisions of the Board of Management;

    e. Chairing the General Meeting of Shareholders;

    f. Other rights and obligations as prescribed by the Enterprise Law and this Charter.

4. In the event that the Chairman of the Board of Management submits a resignation or is

dismissed, the Board of Management must elect a replacement within ten days from the date of receipt of the resignation or dismissal.

5. In the event that the Chairman of the Board of Management is absent or unable to perform their duties, they must authorize another member in writing to perform the rights and obligations of the Chairman of the Board of Management. If there is no authorized person or the Chairman of the Board of Management is deceased, missing, detained, serving a prison sentence, undergoing administrative measures at a compulsory rehabilitation center, compulsory education center, fleeing residence, restricted or incapacitated, has difficulty in perception or behavior control, or is prohibited by the Court from holding a position, practicing a profession, or performing certain work, the remaining members shall elect one among them to hold the position of Chairman of the Board of Management based on the majority principle until a new decision of the Board of Management is made.

Article 31. Meeting of the Board of Management

1. The Chairman of the Board of Management shall be elected at the first meeting of the Board of Management within seven working days from the date of the conclusion of the Board of Management election. This meeting shall be convened and presided over by the member with the highest number of votes or the highest voting percentage. In the event that more than one member has the highest and equal number of votes or voting percentage, the members shall elect by majority principle to select one among them to convene the Board of Management meeting.

2. The Board of Management must meet at least once per quarter and may hold extraordinary meetings.

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

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

    b. Upon the request of the Managing Director or at least five other managers;

    c. Upon the request of at least two members of the Board of Management;

    d. Other cases (if any).

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

5. The Chairman of the Board of Management must convene a meeting of the Board of Management within seven working days from the date of receipt of the request specified in Clause 3 of this Article. If the meeting is not convened as requested, the Chairman of the Board of Management shall be responsible for any damages incurred by the Company;the requester has the right to replace the Chairman of the Board of Management to convene the Board of Management meeting.

6. The Chairman of the Board of Management or the convener of the Board meeting must send the Notice of Meeting no later than three (3) working days prior to the meeting date. The Notice of Meeting must specify the exact time and location of the meeting, the agenda, matters for discussion, and decisions. The Notice of Meeting must be accompanied by documents to be used at the meeting and the voting ballot of the member.

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

7. The Chairman of the Board of Management or the convener shall send the Notice of Meeting and accompanying documents to the members of the Supervisory Board in the same manner as to the members of the Board of Management.

   Members of the Supervisory Board have the right to attend Board of Management meetings; they have the right to discuss but not to vote.

8. The Board of Management meeting shall be conducted when at least three-fourths of the total members are present. If the meeting convened under this provision does not have the required number of members present, it shall be reconvened within seven (7) days from the date of the first intended meeting. In this case, the meeting shall proceed if more than half of the Board members are present.

9. A Board member shall be considered present and voting at the meeting in the following cases:

   a. Attending and voting directly at the meeting;

   b. Authorizing another person to attend and vote in accordance with Clause 11 of this Article;

   c. Attending and voting via online conference, electronic voting, or other electronic forms;

   d. Sending a voting ballot to the meeting via mail, fax, or email;

   e. Sending a voting ballot by other means.

10. In the case of sending a voting ballot to the meeting via mail, the voting ballot must be enclosed in a sealed envelope and delivered to the Chairman of the Board of Management no later than one (1) hour before the commencement. The voting ballot shall only be opened in the presence of all attendees.

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

12. Resolutions and decisions of the Board of Management are passed if approved by the majority of attending members; in the event of a tie, the final decision rests with the opinion of the Chairman of the Board of Management.

Article 32. Committees of the Board of Management

1. The Board of Management may establish subcommittees responsible for development policy, personnel, remuneration, and internal audit. The number of subcommittee members is determined by the Board of Management, but should include at least three (3) persons, comprising Board members and external members. Independent Board members/non-executive Board members should constitute the majority of the subcommittee, and one of these members shall be appointed as the Head of the subcommittee by the Board of Management. The subcommittee's activities must comply with the regulations of the Board of Management. A subcommittee's resolution is only effective when the majority of attending and voting members at the subcommittee meeting are Board members.
2. The implementation of decisions by the Board of Management, or by a subcommittee under the Board of Management, or by a person with subcommittee membership status must comply with current legal regulations and the Company Charter.

Article 33. Corporate Governance Officer

1. The Board of Management of the Company shall appoint at least one (01) Corporate Governance Officer to assist in corporate governance activities within the enterprise. The Corporate Governance Officer may concurrently serve as the Company Secretary as stipulated in Clause 5, Article 156 of the Enterprise Law.
2. The Corporate Governance Officer shall not simultaneously work for an approved auditing organization currently conducting audits of the Company's financial statements.
3. The Corporate Governance Officer shall have the following rights and obligations:
    a. Advise the Board of Management on organizing the General Meeting of Shareholders in accordance with regulations and matters related to the Company and shareholders;
    b. Prepare meetings of the Board of Management, Supervisory Board, and General Meeting of Shareholders as requested by the Board of Management or Supervisory Board;
    c. Advise on the procedures of meetings;
    d. Attend meetings;
    e. Advise on the procedures for drafting resolutions of the Board of Management in compliance with legal regulations;
    f. Provide financial information, copies of Board of Management meeting minutes, and other information to members of the Board of Management and members of the Supervisory Board;
    g. Monitor and report to the Board of Management on the Company's information disclosure activities;
    h. Act as the primary contact with stakeholders;
    i. Maintain confidentiality of information in accordance with legal regulations and the Company Charter;

j. Other rights and obligations as stipulated by law and this Charter.

VIII. MANAGING DIRECTOR AND OTHER EXECUTIVES

Article 34. Organizational Management Structure

The Company's management system must ensure that the management apparatus is accountable to the Board of Management and is subject to the supervision and direction of the Board of Management in the daily business operations of the Company. The Company shall have a Managing Director, Deputy Managing Directors, a Chief Accountant, and other managerial positions appointed by the Board of Management. The appointment, dismissal, and removal of the aforementioned positions must be approved by a resolution of the Board of Management.

Article 35. Company Executives

1. Company Executives include the Managing Director, Deputy Managing Directors, Chief Accountant, and other executives as stipulated in this Charter.
2. Upon the recommendation of the Managing Director and with the approval of the Board of Management, the Company may recruit other executives in quantities and standards appropriate to the Company's management structure and regulations as determined by the Board of Management. Executives must diligently support the Company in achieving its organizational and operational objectives.
3. The Managing Director shall receive salary and bonuses. The salary and bonuses of the Managing Director are determined by the Board of Management.
4. The salary of executives shall be accounted for as business expenses of the Company in accordance with the regulations on corporate income tax, presented as a separate item in the Company's annual financial statements, and reported to the General Meeting of Shareholders at the annual meeting. .

Article 36. Appointment, Dismissal, Duties, and Powers of the Managing Director

1. The Board of Management shall appoint one (01) member of the Board of Management or another person as the Managing Director.
2. The Managing Director is responsible for managing the daily business operations of the Company; is subject to the supervision of the Board of Management; and is accountable to the Board of Management and the law for the exercise of assigned rights and obligations.
3. The term of the Managing Director shall not exceed five (5) years and may be reappointed for an unlimited number of terms. The Managing Director must meet the standards and conditions as prescribed by law and this Charter.
4. The Managing Director shall have the following rights and obligations:
    a. To decide on matters related to the Company's daily business operations that do not fall under the authority of the Board of Management;
    b. To organize the implementation of resolutions and decisions of the Board of

Management;

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

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

e. To appoint, dismiss, and remove managerial positions within the Company, except for positions under the authority of the Board of Management;

f. To decide on salaries and other benefits for employees within the Company, including managers under the appointment authority of the Managing Director;

g. To recruit employees;

h. To propose plans for dividend distribution or handling business losses;

i. Other rights and obligations as prescribed by law, the Company Charter, and resolutions and decisions of the Board of Management.

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

IX. SUPERVISORY BOARD

Article 37. Nomination and Candidacy of Supervisors

1. The nomination and candidacy of Supervisors shall be conducted similarly to the provisions in Clauses 1 and 2 of Article 26 of this Charter.

2. In the event that the number of candidates for the Supervisory Board through nomination and candidacy is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations according to the mechanism prescribed in the Company Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Supervisory Board. . The introduction 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. .

Article 38. Composition of the Supervisory Board

1. The number of members of the Company's Supervisory Board shall be three (3) persons. The term of a Supervisory Board member shall not exceed five (5) years and may be re-elected for an unlimited number of terms.

2. Members of the Supervisory Board must meet the standards and conditions as prescribed in Article 169 of the Enterprise Law and must not fall into the following categories:

   a. Working in the Company's accounting or finance department;

   b. Being a member or employee of the independent auditing firm that audits the

Company's financial statements in the preceding three (3) consecutive years.

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

   a. No longer meeting the standards and conditions to be a member of the Supervisory Board as prescribed in Clause 2 of this Article;

   b. Submitting a resignation letter and having it accepted;

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

4. Members of the Supervisory Board shall be removed in the following cases:

   a. Failure to complete assigned tasks and duties;

   b. Failure to exercise their rights and obligations for six (6) consecutive months, except in cases of force majeure;

   c. Repeated violations and serious breaches of the obligations of members of the Supervisory Board as stipulated by the Enterprise Law and this Charter;

   d. Other cases as per the resolution of the General Meeting of Shareholders.

Article 39. Head of the Supervisory Board

1. The Head of the Supervisory Board is elected by the Supervisory Board from among its members; election, dismissal, and removal are based on majority principles. The Supervisory Board must have more than half of its members residing in Vietnam. The Head of the Supervisory Board must hold a university degree or higher in one of the fields of economics, finance, accounting, auditing, law, business administration, or a discipline related to the Company's business activities.

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

   a) Convene meetings of the Supervisory Board;

   b) Request the Board of Management, Managing Director, and other executives to provide relevant information for reporting to the Supervisory Board;

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

Article 40. Rights and obligations of the Supervisory Board

1. The Supervisory Board has the rights and obligations as stipulated in Article 170 of the Enterprise Law and the following rights and obligations:

   a. Propose and recommend that the General Meeting of Shareholders approve the list of auditing organizations authorized to audit the Company's Financial Statements; decide on the auditing organization authorized to inspect the Company's operations, and dismiss authorized auditors when deemed necessary.;

   b. Be accountable to shareholders for its supervisory activities;

   c. Monitor the Company's financial situation, compliance with laws in the activities of members of the Board of Management, the Managing Director, and other managers;

d. Ensure coordination with the Board of Management, Managing Director, and shareholders;

e. In case of detecting legal violations or breaches of the Company Charter by members of the Board of Management, the Managing Director, and other executives, the Supervisory Board must notify the Board of Management in writing within forty-eight (48) hours, require the violator to cease the violation and propose remedial measures;

f. Develop the Operational Regulations of the Supervisory Board and submit them to the General Meeting of Shareholders for approval;

g. Report to the General Meeting of Shareholders as stipulated in Article 290 of Decree No. 155/2020/ND-CP dated 31/12/2020, of the Government detailing the implementation of certain provisions of the Securities Law;

h. Have the right to access the Company's records and documents stored at the headquarters, branches, and other locations; have the right to visit the workplaces of the Company's managers and employees during working hours;

i. Have the right to request the Board of Management, members of the Board of Management, the Managing Director, and other managers to provide complete, accurate, and timely information and documents on the management, administration, and business activities of the Company;

j. Other rights and obligations as stipulated by law and this Charter.

Article 41. The meeting of the Supervisory Board

1. The Supervisory Board shall convene at least twice a year, with a minimum attendance of two-thirds of its members. The Meeting Minutes of the Supervisory Board shall be prepared in detail and clearly. The minute taker and the attending members of the Supervisory Board must sign the meeting minutes. The meeting minutes of the Supervisory Board must be retained to determine the responsibility of each member of the Supervisory Board.

2. The Supervisory Board is entitled to request members of the Board of Management, the Managing Director, and representatives of the approved auditing organization to attend and address issues that need clarification.

Article 42. Salary remuneration, bonuses, and other benefits of the Supervisory Board members

1. Members of the Supervisory Board shall receive salaries, remuneration, bonuses, and other benefits as determined by the General Meeting of Shareholders. The General Meeting of Shareholders shall decide the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Supervisory Board.

2. Members of the Supervisory Board shall be reimbursed for reasonable expenses for

meals, accommodation, travel, and the use of independent consulting services. The total remuneration and expenses shall not exceed the annual operating budget of the Supervisory Board as approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

3. The salaries and operating expenses of the Supervisory Board shall be accounted for as business expenses of the Company in accordance with the regulations on corporate income tax and other relevant laws and must be itemized separately in the Company's annual financial statements.

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

Members of the Board of Management, members of the Supervisory Board, the Managing Director and other executives are responsible for performing their duties, including those as members of subcommittees of the Board of Management, honestly and prudently for the benefit of the Company.

Article 43. Responsibility for honesty and avoidance of conflicts of interest

1. Members of the Board of Management, members of the Supervisory Board, the Managing Director, and other executives must disclose related interests in accordance with the Enterprise Law and other relevant legal documents.

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

3. Members of the Board of Management, members of the Supervisory Board, the Managing Director and other managers are obliged to notify in writing the Board of Management and the Supervisory Board of transactions between the Company, subsidiaries or other companies in which the Company holds more than 50% of the charter capital, with themselves or with related persons of themselves in accordance with the law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Management, the Company must disclose information about these resolutions in accordance with securities law on information disclosure.

4. Members of the Board of Management shall not vote on transactions that benefit themselves or related persons of themselves in accordance with the Enterprise Law and this Charter.

5. Members of the Board of Management, members of the Supervisory Board, the Managing Director, other managers and related parties of these individuals shall not use or disclose internal information to others for conducting related transactions.

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

a. For transactions valued at or below 20% of the total asset value recorded in the most recent financial statements, the essential terms of the contract or transaction, as well as the relationships and interests of the members of the Board of Management, members of the Supervisory Board, the Managing Director and other executives, have been reported to the Board of Management and approved by a majority vote of the Board members who have no related interests;

b. For transactions valued above 20% or transactions resulting in the transaction value arising within 12 months from the date of the first transaction being valued at 20% or more of the total asset value recorded in the most recent financial statements, the essential terms of this transaction, as well as the relationships and interests of the members of the Board of Management, members of the Supervisory Board, the Managing Director, and other executives, have been disclosed to the shareholders and approved by the General Meeting of Shareholders through the voting ballots of shareholders with no related interests.

Article 44. Liability for Damages and Compensation

1. Members of the Board of Management, members of the Supervisory Board, the Director (Managing Director), and other executives who violate their duties, responsibilities of honesty and prudence, and fail to fulfill their obligations shall be liable for the damages caused by their violations.

2. The Company shall indemnify individuals who have been, are, or may become involved in claims, lawsuits, or prosecutions (including civil, administrative cases, and not initiated by the Company) if such individuals have been or are members of the Board of Management, members of the Supervisory Board, the Managing Director, other executives, employees, or authorized representatives of the Company, acting in good faith, with due care for the benefit of the Company, in compliance with the law, and without evidence confirming that they have breached their duties.

3. Compensation costs include judgment costs, fines, and actual payments incurred (including attorney fees) in resolving these matters within the legal framework. The Company may purchase insurance for these individuals to avoid the aforementioned compensation liabilities .

XI. RIGHT TO INSPECT COMPANY BOOKS AND RECORDS

Article 45. Right to Inspect Books and Records

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

   a. Common shareholders have the right to review, inspect, and extract information regarding names and contact addresses in the list of shareholders with voting rights; request corrections of inaccurate information; review, inspect, extract, or copy the Company Charter, meeting minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

b. Shareholders or groups of shareholders holding 5% or more of the total common shares have the right to review, inspect, and extract the minutes and resolutions, decisions of the Board of Management, semi-annual and annual financial statements, reports of the Supervisory Board, contracts, transactions requiring Board of Management' approval, and other documents, except those related to the Company's trade secrets and business secrets.

2. In cases where an authorized representative of a shareholder or group of shareholders requests to inspect books and records, they must provide a letter of authorization from the shareholder or group of shareholders they represent, or a notarized copy of such authorization.

3. Members of the Board of Management, members of the Supervisory Board, the Managing Director, and other executives have the right to inspect the Company's shareholder register, shareholder list, and other books and records of the Company for purposes related to their positions, provided that such information must be kept confidential.

4. The Company must retain this Charter and its amendments, the Enterprise Registration Certificate, regulations, documents evidencing asset ownership, resolutions of the General Meeting of Shareholders and the Board of Management, minutes of meetings of the General Meeting of Shareholders and the Board of Management, reports of the Board of Management, reports of the Supervisory Board, annual financial statements, accounting books, and other documents as required by law at the head office or another location, provided that shareholders and the Business Registration Authority are informed of the storage location of these documents.

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

XII. EMPLOYEES AND TRADE UNION

Article 46. Employees and Trade Union

1. The Managing Director must develop a plan for the Board of Management to approve matters related to the recruitment, dismissal, salaries, social insurance, benefits, rewards, and discipline of employees and business executives.

2. The Managing Director must develop a plan for the Board of Management to approve matters related to the Company's relationship with trade union organizations according to best management standards, practices, and policies, as stipulated in this Charter, the Company's regulations, and current legal provisions.

XIII. PROFIT DISTRIBUTION

Article 47. Profit Distribution

1. The General Meeting of Shareholders decides the dividend payment rate and form of annual dividend payment from the Company's retained earnings.

2. The Company shall not pay interest on dividend payments or payments related to any class of shares.

3. The Board of Management may propose that the General Meeting of Shareholders approve the payment of dividends in whole or in part in shares, and the Board of Management is the body to implement this decision.

4. In cases where dividends or other payments related to a class of shares are paid in cash, the Company must pay in Vietnamese Dong. Payment may be made directly or through banks based on the bank account details provided by the shareholder. If the Company has transferred funds according to the correct bank details provided by the shareholder and the shareholder does not receive the funds, the Company shall not be liable for the funds transferred to that shareholder. Payment of dividends for shares listed/registered for trading on the Stock Exchange may be conducted through a securities company or the Vietnam Securities Depository.

5. Pursuant to the Enterprise Law, Securities Law, the Board of Management has passed a resolution to determine a specific date to finalize the shareholder list. Based on this date, those registered as shareholders or holders of other securities are entitled to receive dividends in cash or shares, and to receive notices or other documents.

6. Other matters related to profit distribution shall be conducted in accordance with legal regulations.

XIV. BANK ACCOUNTS, FISCAL YEAR, AND ACCOUNTING REGIME

Article 48. Bank Accounts

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

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

3. The Company shall conduct all payments and accounting transactions through VND or foreign currency accounts at the banks where the Company holds accounts.

Article 49. Fiscal Year

The Company's fiscal year shall commence on January 1st each year and conclude on December 31st each year. The first fiscal year shall begin on the date of issuance of the Enterprise Registration Certificate and end on December 31st of the year the Enterprise Registration Certificate is issued.

Article 50. Accounting Regime

1. The accounting regime used by the Company shall be the enterprise accounting regime or a specific accounting regime issued or approved by the competent authority.

2. The Company shall maintain accounting books in Vietnamese and retain accounting records in accordance with legal regulations on accounting and related laws. These records must be accurate, up-to-date, systematic, and sufficient to substantiate and explain the Company's transactions.

3. The Company shall use the Vietnamese Dong as the currency unit in accounting. In

cases where the Company primarily conducts economic transactions in a foreign currency, it may choose that foreign currency as the accounting currency unit, being responsible for this choice before the law and notifying the direct tax management authority.

XV. FINANCIAL STATEMENTS, ANNUAL REPORTS, AND INFORMATION DISCLOSURE RESPONSIBILITIES

Article 51. Annual, Semi-Annual, and Quarterly Financial Statements

1. The Company must prepare annual financial statements, and these annual financial statements must be audited in accordance with legal regulations. The Company shall disclose audited annual financial statements in accordance with legal regulations on information disclosure in the securities market and submit them to the competent state authority..
2. The annual financial statements must include all reports, appendices, and explanations as required by enterprise accounting law. The annual financial statements must reflect the Company's operations truthfully and objectively.
3. The Company must prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with legal regulations on information disclosure in the securities market and submit them to the competent state authority.

Article 52. Annual Report

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

XVI. COMPANY AUDIT

Article 53. Audit

1. The General Meeting of Shareholders shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the Board of Management to select one of these entities to audit the Company's financial statements for the next fiscal year based on terms and conditions agreed with the Board of Management.
2. The audit report is attached to the Company's annual financial statements.
3. The independent auditor conducting the audit of the Company's financial statements is entitled to attend the General Meeting of Shareholders, receive notices and other information related to the General Meeting of Shareholders, and express opinions at the meeting on matters related to the audit of the Company's financial statements.

XVII. COMPANY SEAL

Article 54. Company Seal

1. The seal includes seals made at a seal engraving facility or seals in the form of a digital signature as prescribed by the law on electronic transactions.
2. The Board of Management decides the type, quantity, form, and content of the

Company's seal, branch, and representative office (if any).

3. The Board of Management and the Managing Director shall use and manage the seal in accordance with current legal regulations.

XVIII. DISSOLUTION OF THE COMPANY

Article 55. Dissolution of the Company

1. The Company may be dissolved in the following cases:
   a. Expiration of the operational term stated in the Company Charter without a decision to extend;
   b. According to the resolution or decision of the General Meeting of Shareholders;
   c. Revocation of the Enterprise Registration Certificate, except where otherwise provided by the Tax Management Law;
   d. Other cases as prescribed by law.
2. The early dissolution of the Company (including any extended term) is decided by the General Meeting of Shareholders and executed by the Board of Management. This dissolution decision must be notified or approved by the competent authority (if required) as prescribed.

Article 56. Extension of Operation

1. The Board of Management shall convene a meeting of the General Meeting of Shareholders at least seven (07) months before the expiration of the operational term for shareholders to vote on the extension of the Company's operation as proposed by the Board of Management.
2. The operational term is extended when shareholders representing at least 65% of the total voting rights of all shareholders attending the General Meeting of Shareholders agree.

Article 57. Liquidation

1. At least six (06) months before the expiration of the Company's operational term or after a decision to dissolve the Company, the Board of Management must establish a Liquidation Committee consisting of three (03) members, including two (02) members appointed by the General Meeting of Shareholders and one (01) member appointed by the Board of Management from an independent auditing firm. The Liquidation Committee shall prepare its operational regulations. Members of the Liquidation Committee may be selected from the Company's employees or independent experts. All costs related to liquidation are prioritized for payment by the Company before other debts.
2. The Liquidation Committee is responsible for reporting to the Business Registration Authority on the date of establishment and commencement of operations. From that point, the Liquidation Committee represents the Company in all matters related to the liquidation before the Court and administrative agencies.

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

   a. Liquidation expenses;

   b. Wages, severance allowances, social insurance, and other benefits of employees according to the collective labor agreement and signed labor contracts;

   c. Tax liabilities;

   d. Other liabilities of the Company;

   e. The remainder after settling all debts from items (a) to (d) above shall be distributed to the shareholders. Preferred shares shall be prioritized for payment.

XIX. INTERNAL DISPUTE RESOLUTION

Article 58. Internal Dispute Resolution

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

   a. Shareholders and the Company;

   b. Shareholders and the Board of Management, Supervisory Board, Managing Director, or other executives;

   The parties involved shall endeavor to resolve such disputes through negotiation and mediation. Except for disputes involving the Board of Management or the Chairman of the Board of Management, the Chairman shall preside over the dispute resolution and request each party to present relevant information concerning the dispute within thirty (30) working days from the date the dispute arises. In cases involving the Board of Management or the Chairman, any party may request the Supervisory Board to appoint an independent expert as a mediator for the dispute resolution process.

2. If no mediation decision is reached within six (06) weeks from the commencement of the mediation process or if the mediator's decision is not accepted by the parties, any party may refer the dispute to Economic Arbitration or the Court.

3. The parties shall bear their own costs related to the negotiation and mediation procedures. Court costs shall be paid as per the Court's judgment.

XX. AMENDMENTS AND SUPPLEMENTS TO THE CHARTER

Article 59. Company Charter

1. Amendments and supplements to this Charter must be considered and decided by the General Meeting of Shareholders.

2. In cases where legal provisions related to the Company's operations are not mentioned in this Charter or where new legal provisions differ from the terms of this Charter, such provisions shall be applied to regulate the Company's operations.

XXI. EFFECTIVE DATE

Article 60. Effective Date

1. This Charter, comprising 21 chapters and 60 articles, was unanimously approved by the General Meeting of Shareholders of Sai Gon Cargo Service Corporation on April 29, 2022 and the Board of Management's Resolution on June 15, 2026, in Ho Chi Minh City, and the full text of this Charter is accepted as effective.

2. The Charter is made in five (05) copies, each having equal validity and shall be kept at the Company's headquarters.

3. This Charter is the sole and official document of the Company.

4. Copies or extracts of the Company Charter are valid when signed by the Chairman of the Board of Management or at least one-half (1/2) of the total members of the Board of Management.

LEGAL REPRESENTATIVE

MANAGING DIRECTOR

S.Đ.K.K.D: 0305654014-C.T.C.P
CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG HÓA SÀI GÒN
Q. TÂN BÌNH TP. HỒ CHÍ MINH

Nguyễn Quốc Khánh