

ITD Building, 01 Sang Tao, Tan Thuan Ward,
HCMC

No: 01/2025/BBH/ĐHĐCĐ
(Annual Meeting)

MINUTES OF THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Charter of Global Electrical Technology Corporation;
- Based on the Report and Proposal of the Board of Directors at the General Meeting;

I. Time and Venue:

Joint Stock Company (Stock code: GLT) operates under Business Registration Certificate No. 0301446863 first issued by the Department of Planning and Investment of Ho Chi Minh City on December 28, 2005.

Today, July 3, 2025, at 2:30 PM, at the meeting room of ITD building, No. 01 Sang Tao Street, Tan Thuan Ward, Ho Chi Minh City, Global Electrical Technology Corporation (referred to as "the Company") held the 2025 Annual General Meeting of Shareholders.

II. Procedures:

1. Shareholders' Eligibility Verification and Conditions for Convening the Meeting:

Ms. Do Thi Thu Ha - Head of the Company's Board of Supervisors (BOS) reported the results of checking the qualifications of shareholders attending the Meeting:

- According to the results of the shareholder eligibility verification, at 14:30 on July 3, 2025, the total number of shareholders and shareholder representatives entitled to attend the 2025 Annual General Meeting of Shareholders is: 09 shareholders (organizations and individuals), owning and/or representing 7.007.208 voting shares, accounting for 75.13% of the total number of voting shares of the company.

Ms. Do Thi Thu Ha, based on Clause 1, Article 19 of the Company's Charter, declared that the 2025 Annual General Meeting of Shareholders is eligible to proceed. Shareholders have the right to vote on issues at the General Meeting according to the number of shares owned and/or represented.

2. Introduction of the Presiding Board Members:

The representative of the Organizing Committee introduced the members of the Congress Presidium, including:

- Mr. Nguyen Ngoc Trung: Chairman of the Board of Directors - Chairman
- Mr. Nguyen Huu Dung: Member of Board of Directors and General Director
- Ms. Do Thi Thu Ha: Head of Supervisory Board

3. Approval of the Secretariat and the Vote Counting Committee:

The Organizing Committee representative nominated the members of the Secretariat and the Vote Counting Committee as follows:

- a. Secretariat:



Người ký: NGUYỄN HỮU DŨNG
Ký ngày: 04-07-2025 21:18:24

- Ms. Nguyen Thi Mai Huong
- b. Counting Committee:
 - Mr. Khuu Thanh Sang - Head of Board
 - Ms. Phan Thi Phuong Anh – Member
 - Ms. Ngo Thi Hanh – Member

The Meeting unanimously approved the Secretariat and the Vote Counting Committee of by raising Voting Card, rate: 100%.

III. Meeting Agenda

The General Meeting listened to the presentation and voted by secret ballot on the following matters:

1. 2025 Meeting Agenda and Voting Procedures for Reports, Proposals, and Election of Board Members at the 2025 Meeting

Presented of the representative off the Organizing Committee

- ❖ Shareholder opinion: None
- ❖ Voting ratio:
 - ✓ “Approved”: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
 - ✓ “Disapprove”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
 - ✓ “No comment”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
 - ✓ Valid vote: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
 - ✓ Invalid vote”: 01 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ❖ Approved resolution:

Approving the 2025 Congress Program and Voting Procedures for reports, proposals, and election of Board members at the 2025 Congress.

2. Report on 2024 Business Results, Fund Utilization and Appropriation, Dividends in 2024 and report about the repurchase of 24,200 ESOP shares from employees who resigned:

a. 2024 Business Results Report

Mr. Nguyen Huu Dung presented the business results in 2024.

Consolidated business results: consolidated net revenue reached 431.6 billion, reaching 143.9% of the plan. Consolidated profit after tax belonging to parent company shareholders was 19.2 billion, reaching 109.7% of the plan.

- ❖ Shareholder comments: None.
- ❖ Voting ratio:
 - ✓ “Approved”: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)

- ✓ “Disapprove”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ “No comment”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ Valid vote: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ Invalid vote”: 01 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)

❖ Approved resolution:

The GMS approved the 2024 Business Results Report.

Indicator	Unit of measure	Plan	Actual	Ratio
Consolidated net revenue	Billion VND	300	431 .6	143.9 %
Consolidated profit after tax attributable to parent company shareholders	Billion VND	17.5	19.2	1 09.7 %

b. Appropriation and Utilization of 2024 Reward and Welfare Fund

Mr. Nguyen Huu Dung presented.

❖ Shareholder opinion: None.

❖ Voting ratio:

- ✓ “Approved”: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ “Disapprove”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ “No comment”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ Valid vote: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ Invalid vote”: 01 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)

❖ Approved resolution:

The GMS appropriated and utilized the Reward and Welfare Fund from 2024 profits as follows:

Unit: million VND

NO.	Category	Amount
1	Beginning balance (as of April 1, 2024)	1,285
2	Fund from profit during the period	696
3	Other increases	20

NO.	Category	Amount
4	Transfer funds to ITD	283
5	Used during the period	124
6	Ending balance (as at 31/03/2025)	1,595

c. 2024 Dividend Distribution

Mr. Nguyen Huu Dung presented: Based on the business performance results for the fiscal year 2024 (from April 1, 2024 to March 31, 2025) and the Company's capital needs in the near future, the Board of Directors proposes to the General Meeting of Shareholders not to pay dividends for the year 2024.

❖ Shareholder comments: None.

❖ Voting ratio:

- ❖ "Approved": 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ❖ "Disapprove": 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ❖ "No comment": 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ❖ Valid vote: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ❖ Invalid vote": 01 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)

❖ Approved resolution:

- ❖ The GMS approved not to pay dividends in 2024 as proposed.

d. Report about the repurchase of 24,200 ESOP shares from employees who resigned

Mr. Nguyen Huu Dung report about the repurchase of 24,200 ESOP shares from employees who resigned, as reported in the Repurchase Report No. 01/2024-BC dated October 16, 2024 by Global Electrical Technology Corporation.

❖ Shareholder comments: None.

3. Business plan for 2025, expected dividend rate 2025

Mr. Nguyen Huu Dung presented, as follows:

Indicator	Plan
Consolidated net revenue	400 billion VND
Profit after tax attributable to parent company shareholders	20 billion VND
Expected dividend 2025	10 %

❖ Shareholder comments: None.

❖ Voting ratio:

- ✓ “Approved”: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ “Disapprove”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ “No comment”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ Valid vote: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ Invalid vote”: 01 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ❖ Approved resolution:
 - The GMS approved the 2025 business plan as above.

4. Board of Directors' Operating report for 2024:

Mr. Nguyen Ngoc Trung - Chairman of the Board of Directors, on behalf of the Board of Directors, reported on the Board of Directors' activities in 2024:

- Held regular quarterly meetings to review and approve financial statements, as well as quarterly and annual business performance reports.
- Monitored the company's compliance with legal regulations in its business operations.
- Completed the cash dividend payment for the year 2023.
- Issued the full text of the Company Charter and the Internal Corporate Governance Regulations under the authorization of the General Meeting of Shareholders.
- Agreed to authorize the CEO to approve individual regular transactions among member companies in 2025, based on the principle of optimizing the group's resources (including transactions such as: office lease at ITD Building, warehouse lease; internal network administration; trading of goods and assets based on internal pricing principles; and other regular transactions, if any).
- Completed the buyback of shares issued under the 2022 Employee Stock Ownership Plan (ESOP) for employees who resigned. (Mr. Truong Cong Danh with a total of 24,200 shares).
- Human Resources Matters:
 - It was unanimously agreed to appoint Mr. Nguyễn Ngọc Trung as Chairman of the Board of Directors of Global Electrical Technology Corporation, effective from July 3, 2024.
 - It was unanimously agreed to appoint Mr. Trần Quốc Sang as Project Director of Global Electrical Technology Corporation, for the term from December 23, 2024 to December 23, 2025.
 - Approval of the dismissal of Mr. Trần Quốc Sang from the position of Project Director of Global Electrical Technology Corporation, effective from May 6, 2025.
 - Approval of the appointment of Mr. Nguyễn Ngọc Duy to the position of Sales Director of Global Electrical Technology Corporation, effective from May 6, 2025.
- The company implemented the remuneration scheme for members of the BOD and Supervisory Board as per the resolution of the General Meeting of Shareholders, with total remuneration for 2024 amounting to VND 518,100,000.

- Adjustment of Business Lines and Clarification of Business Scope as Presented at the 2024 Annual General Meeting of Shareholders: the Board of Directors reports to the General Meeting of Shareholders on the decision to cease the implementation of the adjustment to the business lines as proposed in Submission about adjustment of Business Lines and Clarification of Business Scopedated dated 02/07/2024 at the 2024 Annual General Meeting, and will proceed with the adjustment in accordance with Submission dated 03/07/2025 after it is approved by the General Meeting of Shareholders.

❖ Shareholder comments: None.

5. Independent Members of the Board of Directors' Operating Report

Mr. Nguyen Huu Dung presented the evaluation report of the independent member of the Board of Directors in 2024:

- In 2024, the Board of Directors held 05 meetings. The Board of Directors meetings were convened and held with a specific schedule and in accordance with the regulations on organizing meetings. Meeting documents were fully sent to the Board of Directors. The content of the meetings was discussed, fully and carefully evaluated by the Board of Directors to make the best decisions and solutions for the Company. The Board of Directors' decisions at the meetings were all approved by the Board of Directors according to the majority principle. The meeting minutes were fully prepared and signed by the Board of Directors members attending the meeting.
- The activities of the Board of Directors have been carried out in accordance with the Board of Directors' operation plan in 2024, focusing on the Resolution of the General Meeting of Shareholders and complying with the Company's Charter, Internal Regulations on corporate governance and corporate governance standards; completing most of the programs and action contents set forth by the Board of Directors.
- The Board of Directors respects and creates conditions for the Company's Supervisory Board to exercise its right to inspect the reasonableness and legality of management and operation activities; seriously accept and correct shortcomings/issues in management work according to the inspection conclusions of the Supervisory Board.
- All members of the Board of Directors have a high sense of responsibility and professionalism, clearly define assigned responsibilities and are careful in performing their roles, rights and responsibilities to ensure the interests of the Company.
- The Board of Directors also creates favorable conditions for independent members of the Board of Directors to fully exercise the rights and obligations of independent members of the Board of Directors.
- Issues related to business development strategy, building corporate governance and culture systems, and monitoring and supervising production and business activities have been regularly reviewed and evaluated by the Board of Directors in regular meetings.
- The Board of Directors has proactively supported the CEO and the Executive Board in a number of areas and activities; paying special attention to the area of risk management to promptly identify issues that need to be addressed, helping the Company maintain sustainable, continuous and stable business operations, protecting the interests of shareholders and investors. Management levels have been proactive in their work and have made efforts and determination to carry out assigned tasks, to successfully complete assigned tasks.

❖ Shareholder comments: None.

6. Board of Supervisors's Activity Report for 2024

Ms. Do Thi Thu Ha - Member of the Supervisory Board, on behalf of the Supervisory Board, reported on the Supervisory Board's activities in 2024:

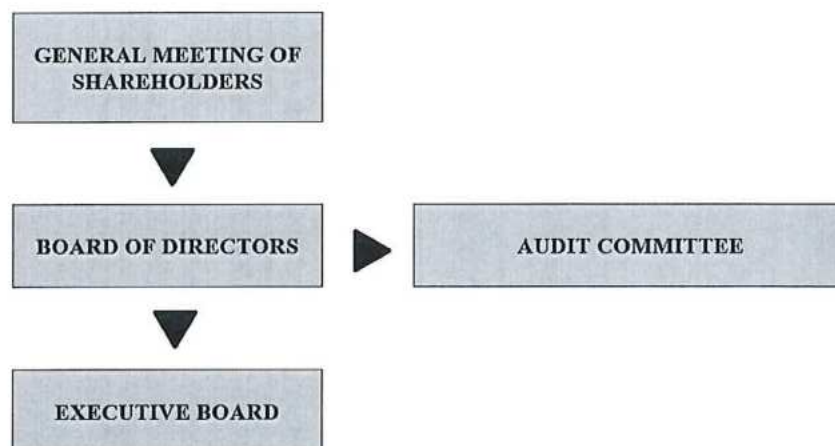
- Select an independent auditor as authorized by the General Meeting of Shareholders, accordingly AASC Auditing Company Limited will independently audit the consolidated financial statements and the parent company's financial statements for 2024.
- Supervise the activities of the Board of Directors and the Executive Board of the Company in the process of implementing the resolution of the 2024 Shareholders' Meeting. Supervise the Company's financial and accounting activities.
- Periodic review of financial statements through internal audit and independent audit.
- Participate in regular and irregular meetings of the Board of Directors, evaluate and monitor risks of major projects that the Company plans or is implementing (if any).
- Comments and recommendations of the Board of Directors.

❖ Shareholder opinion: None.

7. Proposal to change the company's organizational management structure from the Board of Supervisors to the Audit Committee

Mr. Nguyen Ngoc Trung presented according to the Congress Report.

According to Clause 1, Article 137 of the Enterprise Law 2020, a joint stock company has the right to choose to organize management and operation according to one of two models. Currently, Global Electrical Technology Corporation is organizing management and operation according to Model 1. With the aim of corporate governance closer to international common practices, ensuring maximum operational efficiency, while enhancing the role of responsibility and creating initiative for the Board of Directors in organizing control over the Company's production and business activities, changing the management and operation organization model is a necessary choice. Therefore, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of changing the Company's management and operation organization structure according to Model 2 as prescribed in Point b, Clause 1, Article 137 of the Enterprise Law 2020, including:



❖ Shareholder comments: None.

❖ Voting ratio:

- ✓ “Approved”: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ “Disapprove”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ “No comment”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ Valid vote: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ Invalid vote”: 01 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)

❖ Approved resolution:

The GMS approved the change in the company's management structure from the Board of Supervisors to the Audit Committee as proposed.

8. Amendment and supplement of the Company Charter

Mr. Nguyen Ngoc Trung Present the amended Charter of the company according to the new model prescribed in Point b Clause 1 Article 137 of the Law on Enterprises 2020 attached to the Congress documents.

❖ Shareholder comments: None.

❖ Voting ratio:

- ✓ “Approved”: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ “Disapprove”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ “No comment”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ Valid vote: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ Invalid vote”: 01 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)

❖ Approved resolution:

The GMS agreed to approve the amendment and supplement to the Company Charter (Appendix 2 - Full text of "Company Charter").

Authorize the Board of Directors to update charter capital, company name, and business lines on the Charter after completing procedures with the competent authorities.

9. Amendments and supplements to the Internal Regulations on Corporate Governance

Mr. Nguyen Ngoc Trung Present the revised Internal Regulations on Corporate Governance of the company according to the new model prescribed in Point b Clause 1 Article 137 of the Enterprise Law 2020 attached to the Congress documents.

❖ Shareholder comments: None.

❖ Voting ratio:

- ✓ “Approved”: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ “Disapprove”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ “No comment”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ Valid vote: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ Invalid vote”: 01 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)

❖ Approved resolution:

The GMS agreed to approve the amendment and supplement to the Internal Regulations on Corporate Governance (Appendix 3 - Full text of "Internal Regulations on Corporate Governance").

10. Authorization for the Board of Directors to draft and promulgate the Operating Regulations of the Board of Directors, Operating Regulations of the Audit Committee

Mr. Nguyen Ngoc Trung presented the Regulations on the operation of the Board of Directors and the Regulations on the operation of the Audit Committee of the company according to the new model prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises 2020 posted on the company's website.

❖ Shareholder comments: None.

❖ Voting ratio:

- ✓ “Approved”: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ “Disapprove”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ “No comment”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ Valid vote: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ Invalid vote”: 01 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)

❖ Approved resolution:

The GMS agreed to authorize the Board of Directors to draft and promulgate the Board of Directors' Operating Regulations and the Audit Committee's Operating Regulations according to the new company model.

11. Proposals for Dismissal of the Board of Supervisors members

Mr. Nguyen Ngoc Trung proposed to dismiss the supervisors of the Board of Supervisors in accordance with the changed management structure model as follows:

- Dismissal of Ms. Do Thi Thu Ha - Head of the Board of Supervisors;
- Dismissal of Ms. Nguyen Thi Bach Tuyet - Controller;
- Dismiss Ms. Cao My Phuong - Controller.

Accordingly, the Board of Directors is assigned to elect the Chairman and members of the Audit Committee in accordance with the provisions of law.

❖ Shareholder opinion: None.

❖ Voting ratio:

- ✓ “Approved”: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ “Disapprove”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ “No comment”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ Valid vote: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ Invalid vote”: 01 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)

❖ Approved resolution:

The GMS agreed to approve the dismissal of members of the Board of Supervisors in accordance with the changed management structure model as follows:

- Dismissal of Ms. Do Thi Thu Ha - Head of the Board of Supervisors;
- Dismiss Nguyen Thi Bach Tuyet - Controller;
- Dismissal of Ms. Cao My Phuong – Controller.

Accordingly, the Board of Directors is assigned to elect the Chairman and members of the Audit Committee in accordance with the provisions of law.

12. Proposal to supplement/change business lines

Mr. Nguyen Huu Dung presented.

❖ Shareholder comments: None.

❖ Voting ratio:

- ✓ “Approved”: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ “Disapprove”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ “No comment”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ Valid vote: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ Invalid vote”: 01 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)

❖ Approved resolution:

The GMS approved the adjustment and clarification of the business lines as presented in the proposal.

13. Authorize the Board of Directors (Audit Committee under the Board of Directors) to select an independent auditing firm to audit the Financial Statements for 2025

Mr. Nguyen Ngoc Trung presented according to the Congress Report.

❖ Shareholder opinion: None.

❖ Voting ratio:

- ✓ “Approved”: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ “Disapprove”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ “No comment”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ Valid vote: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ Invalid vote”: 01 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)

❖ Approved resolution:

The GMS Shareholders agreed to assign the Board of Directors (Audit Committee under the Board of Directors) to proactively appraise and select an auditing unit to audit the 2025 financial statements of Global Electrical Technology Corporation.

14. Adjust additional remuneration according to business results

Mr. Nguyễn Hữu Dũng presented the adjustment of the supplementary remuneration based on business performance:

According to the Resolution of the General Meeting of Shareholders in 2021	New Proposal
Additional remuneration based on business performance: <ul style="list-style-type: none">- A rate of 4% on the portion of consolidated profit after tax exceeding the approved plan attributable to the parent company's shareholders, excluding any profit from extraordinary income.- The General Meeting of Shareholders authorizes the Board of Directors to develop a mechanism for assessing the contribution level of each member of the management team as a basis for determining eligibility for additional performance-based remuneration.	Additional remuneration based on business performance: <ul style="list-style-type: none">- Bonus pool for the Board of Directors and Executive Management of Global Electrical Technology Corporation and its subsidiaries:<ul style="list-style-type: none">o Up to 10% of the portion of profit after tax exceeding an ROE of 12% to 17%.o Up to 20% of the portion of profit after tax exceeding an ROE of 17%.- Authorize the Chairman of the Board of Directors to review and decide on the specific bonus amounts, forms of payment, and reward plans.

❖ Shareholder comments: None.

❖ Voting ratio:

- ✓ “Approved”: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ “Disapprove”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ “No comment”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ Valid vote: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ Invalid vote”: 01 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)

❖ Approved resolution:

Agree to adjust additional remuneration based on business results applicable from fiscal year 2025 (from April 1, 2025) as follows:

Additional remuneration based on business results:

- Additional remuneration fund for the Board of Directors and Executive Board of Technical Joint Stock Company

Global Power and its subsidiaries:

- Maximum 10% of the profit after tax exceeds ROE from 12% to 17%.
- Maximum 20% of the profit after tax exceeds ROE from 17%.
- Authorize the Chairman of the Board of Directors to review and decide on the bonus level, bonus form and specific bonus plan.

15. Electing new Board members for the 2025-2029 term

Mr. Nguyen Ngoc Trung presented: According to the 2025 Congress Proposal, the entire Board of Directors will be re-elected for a new term, 2025-2029 period with 05 members, including 01 independent member. The company received documents nominating candidates for the Board of Directors from shareholder groups, specifically:

- Innovative Technology Development Corporation (holding 48.36% of shares) nominated Mr. Nguyen Ngoc Trung, Mr. Mai Hoai An, and Ms. Do Thi Thu Ha.
- Shareholders of Tanh Linh Joint Stock Company, Ms. Huynh Tu Quyen, Mr. Huynh Nhat Hoang, Mr. Nguyen Huu Dung (ownership ratio 20.54%) nominated Mr. Nguyen Huu Dung, Mr. Nguyen Hong Minh (independent Board of Directors).

Accordingly:

- The list of non-independent candidates for the Board of Directors will have 04 candidates, including: (1) Mr. Nguyen Ngoc Trung, (2) Mr. Mai Hoai An, (3) Ms. Do Thi Thu Ha, (4) Mr. Nguyen Huu Dung.
- The list of independent candidates for the Board of Directors will have 01 candidate, including: Mr. Nguyen Hong Minh.

At the General Meeting, the candidates for the Board of Directors introduced themselves and committed to making positive contributions by leveraging their qualifications and experience to enhance the Company’s business performance.

❖ Shareholder opinion: None.

❖ Voting ratio on dismissal of 05 members of the Board of Directors for the 2022-2026 term:

- ✓ “Approved”: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ “Disapprove”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ “No comment”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ✓ Valid vote: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
- ✓ Invalid vote”: 01 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ❖ Voting ratio on the election of the Board of Directors for the new term, 2025-2029 with 05 members, including 01 independent member:
 - ✓ “Approved”: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
 - ✓ “Disapprove”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
 - ✓ “No comment”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
 - ✓ Valid vote: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
 - ✓ Invalid vote”: 01 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ❖ Voting ratio of the list of candidates for the Board of Directors (independent and non-independent):
 - ✓ “Approved”: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
 - ✓ “Disapprove”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
 - ✓ “No comment”: 0 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
 - ✓ Valid vote: 7.007.207 shares/7.007.208 shares (accounting for 100% of the total outstanding shares of the attending shareholders)
 - ✓ Invalid vote”: 01 shares/7.007.208 shares (accounting for 0% of the total outstanding shares of the attending shareholders)
- ❖ Voting Rate:
 - ✓ Total number of votes for election of Board of Directors members: 35.036.040 votes, with number of votes for each Board of Directors candidate:
 - Mr. Nguyen Ngoc Trung has 7.879.009 votes.
 - Mr. Mai Hoai An has 7.879.009 votes.
 - Mr. Nguyen Huu Dung has 6.506.549 votes.
 - Ms. Do Thi Thu Ha has 7.771.459 votes.

- Mr. Nguyen Hong Minh has 5.000.009 votes.

❖ Approved resolution:

- ✓ Members of the Board of Directors for the new term, 2025 - 2029, are as follows:

1. Mr. Nguyen Ngoc Trung
2. Mr. Mai Hoai An
3. Mr. Nguyen Huu Dung
4. Ms. Do Thi Thu Ha
5. Mr. Nguyen Hong Minh

IV. Approval of the Draft Resolution of the 2025 Annual General Meeting of Shareholders

- Mr. Nguyen Ngoc Trung, Chairman of the General Meeting, read the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders, which recorded the contents that the General Meeting of Shareholders agreed upon at the meeting.
- The GMS approved the contents of the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders, with the rate: 100% in agreement.
- The Minutes were taken at 5:00 PM on July 3, 2025, and the General Meeting was adjourned at 5:00 PM on the same day.

Confirmation of Minutes Content

Secretary



Nguyen Thi Mai Huong

Chairman



Nguyen Ngoc Trung

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly;
- Pursuant to the current Charter of Global Electrical Technology Corporation;
- Based on the company's performance in 2024;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of the Company on July 3, 2025;

GENERAL MEETING OF SHAREHOLDERS OF GLOBAL ELECTRICAL TECHNOLOGY CORPORATION RESOLUTION

Article 1. Approve of the 2024 Consolidated Financial Statements.

Items	Unit	Plan	Actual	Ration
Consolidated net revenue	Billion VND	300	431.6	143,9%
Consolidated profit after tax attributable to parent company shareholders	Billion VND	17.5	19.2	109,7%

Article 2. Approve the appropriation and use of the reward and welfare fund from 2024 profits as follows:

Unit: Million VND

Items	Amount
Beginning balance (as of 01/04/2024)	1,285
Fund from profit during the period	696
Other increases	20
Used during the period	124
Transfer funds to ITD	283
Ending balance (as at 31/03/2025)	1,595

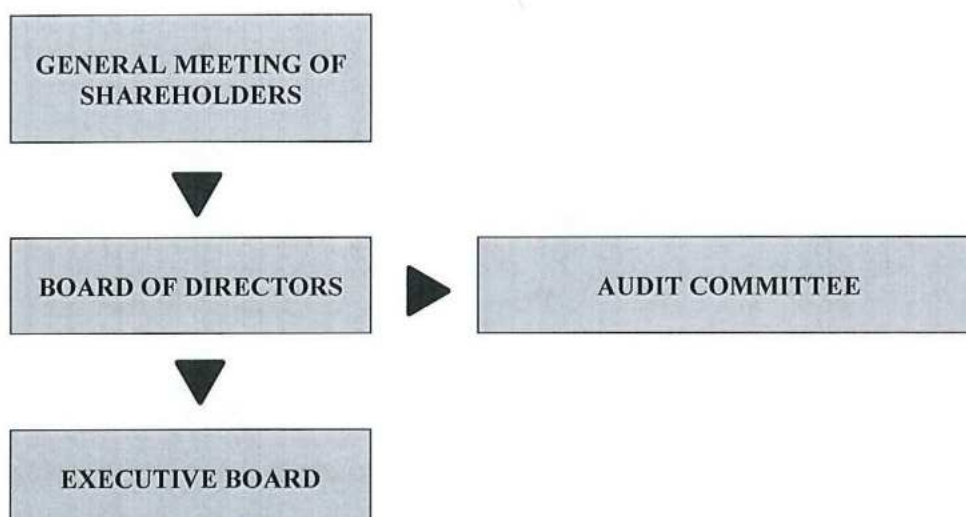
Article 3. Approval of not paying dividends in 2024.

Article 4. Approval of the repurchase of 24,200 ESOP shares from employees who resigned, as reported in the Repurchase Report No. 01/2024-BC dated October 16, 2024 by Global Electrical Technology Corporation.

Article 5. Decide on the company's financial year plan for 2025 with the following financial targets:

Target	Plan
Consolidated net revenue	400 Billion VND
Profit after tax attributable to parent company shareholders	20 Billion VND
Expected dividend 2024	10%

Article 6. Approval of the change in the company's management structure from the Board of Supervisors to the Audit Committee, whereby the company's organizational chart is as follows:



Article 7. Approval of the amendment and supplementation of the Company's Charter (Appendix 3 – Full text of the 'Company Charter'). Approval to authorize the Board of Directors to update the charter capital, company name, and business lines in the Charter after completing the required procedures with the competent authorities.

Article 8. Approve the amendment and supplementation of the Internal Regulations on Corporate Governance (Appendix 4 – Full text of the “Internal Corporate Governance Regulations”).

Article 9. Authorization for the Board of Directors to draft and issue the Operating Regulations of the Board of Directors and the Operating Regulations of the Audit Committee.

Article 10. Approval of the dismissal of the members of the Board of Supervisors in accordance with the changed management organizational structure as follows:

- Dismissal Ms. Do Thi Thu Ha - Head of the Board of Supervisors;
- Dismissal Ms. Nguyen Thi Bach Tuyet - Supervisor;
- Dismissal Ms. Cao My Phuong - Supervisor

Accordingly, the Board of Directors is assigned to elect the Chairman and members of the Audit Committee in compliance with legal provisions.

Article 11. Approval of the adjustment and clarification of business lines as presented in the proposal (Appendix 2 attached), and authorization for the Board of Directors to complete the procedures for registering the changes in business lines in accordance with regulations.

Article 12. Approval to authorize the Board of Directors (Audit Committee under the Board of Directors) to proactively and select the auditing firm to audit of the company's financial statements for 2025.

Article 13. Approval of the adjustment to the additional remuneration based on business performance, applicable from the financial year 2025 (starting from April 1, 2025), as follows:

Additional remuneration based on business performance:

- Additional remuneration fund for the Board of Directors and Board of Executive of Global Electrical Technology Corporation and its subsidiaries:
 - Up to 10% of the after-tax profit exceeding the ROE threshold from 12% to 17%.
 - Up to 20% of the after-tax profit exceeding the ROE threshold of 17%.
- Authorize the Chairman of the Board of Directors to consider and decide on the bonus level, bonus form, and specific bonus plan.

Article 14. Approval of the dismissal of 5 members of the Board of Directors for the 2022–2026 term.

Article 15. Members of the Board of Directors for the new term, 2025–2029, are as follows:

1. Mr. Nguyen Ngoc Trung
2. Mr. Mai Hoai An
3. Mr. Nguyen Huu Dung
4. Ms. Do Thi Thu Ha
5. Mr. Nguyen Hong Minh

Article 16. The Board of Directors and the General Director are responsible for implementing the contents of this Resolution.

Article 17. This Resolution is effective from the date of signing.

Ho Chi Minh City, July 3, 2025

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN**



NGUYEN NGOC TRUNG





Global Electrical Technology Corporation

VOTING AND ELECTION RESULTS OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Number of shareholders attending: 9

Number of shares attended: 7,007,208

PARTICIPATION RATE: 75,13%

A. VOTING RESULTS

Name of the plan	Number of votes	Voting percentage (%)
1. 2025 Meeting Agenda and Voting Procedures for reports, proposals, and election of Board of Directors members at the 2025 Meeting		
Approve	7,007,207	100.00
Disapprove	0	0.00
Abstain	0	0.00
Valid votes	7,007,207	100.00
Invalid votes	1	0.0000
Total	7,007,208	100
2. Report on 2024 Business Results		
Approve	7,007,207	100.00
Disapprove	0	0.00
Abstain	0	0.00
Valid votes	7,007,207	100.00
Invalid votes	1	0.0000
Total	7,007,208	100
3. Fund Utilization and Appropriation		
Approve	7,007,207	100.00
Disapprove	0	0.00
Abstain	0	0.00
Valid votes	7,007,207	100.00
Invalid votes	1	0.0000
Total	7,007,208	100
4. 2024 Dividend Distribution Plan		
Approve	7,007,207	100.00
Disapprove	0	0.00
Abstain	0	0.00
Valid votes	7,007,207	100.00
Invalid votes	1	0.0000
Total	7,007,208	100
5. Business Plan and Expected Dividend for 2025		
Approve	7,007,207	100.00
Disapprove	0	0.00
Abstain	0	0.00
Valid votes	7,007,207	100.00
Invalid votes	1	0.0000
Total	7,007,208	100
6. Proposal on the Change of the Company's Management Structure: Replacing the Supervisory Board with the Audit Committee		
Approve	7,007,207	100.00
Disapprove	0	0.00
Abstain	0	0.00
Valid votes	7,007,207	100.00
Invalid votes	1	0.0000



Global Electrical Technology Corporation

VOTING AND ELECTION RESULTS OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Number of shareholders attending: 9 Number of shares attended: 7,007,208 PARTICIPATION RATE: 75,13%

Total	7,007,208	100
7. Amendment and Supplementation of the Company's Charter		
Approve	7,007,207	100.00
Disapprove	0	0.00
Abstain	0	0.00
Valid votes	7,007,207	100.00
Invalid votes	1	0.0000
Total	7,007,208	100
8. Amendments to the Internal Corporate Governance Regulations		
Approve	7,007,207	100.00
Disapprove	0	0.00
Abstain	0	0.00
Valid votes	7,007,207	100.00
Invalid votes	1	0.0000
Total	7,007,208	100
9. Authorization for the Board of Directors to Draft and Issue the Regulations on the Operation of the Board of Directors and the Audit Committee		
Approve	7,007,207	100.00
Disapprove	0	0.00
Abstain	0	0.00
Valid votes	7,007,207	100.00
Invalid votes	1	0.0000
Total	7,007,208	100
10. Approval of the Dismissal of 3 Members of the Supervisory Board		
Approve	7,007,207	100.00
Disapprove	0	0.00
Abstain	0	0.00
Valid votes	7,007,207	100.00
Invalid votes	1	0.0000
Total	7,007,208	100
11. Approval of the Adjustment and Clarification of the Description of Business Lines		
Approve	7,007,207	100.00
Disapprove	0	0.00
Abstain	0	0.00
Valid votes	7,007,207	100.00
Invalid votes	1	0.0000
Total	7,007,208	100
12. Authorization for the Board of Directors (Audit Committee directly under the Board of Directors) to Select the Auditor for the 2025 Financial Statements		
Approve	7,007,207	100.00
Disapprove	0	0.00
Abstain	0	0.00
Valid votes	7,007,207	100.00
Invalid votes	1	0.0000
Total	7,007,208	100
13. Adjustment of Additional Remuneration Based on Business Performance		
Approve	7,007,207	100.00

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Global Electrical Technology Corporation

VOTING AND ELECTION RESULTS OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Number of shareholders attending: 9 Number of shares attended: 7,007,208 PARTICIPATION RATE: 75,13%

Disapprove	0	0.00
Abstain	0	0.00
Valid votes	7,007,207	100.00
Invalid votes	1	0.0000
Total	7,007,208	100
14. Approval of the Dismissal of 5 Members of the Board of Directors for the 2022–2026 Term		
Approve	7,007,207	100.00
Disapprove	0	0.00
Abstain	0	0.00
Valid votes	7,007,207	100.00
Invalid votes	1	0.0000
Total	7,007,208	100
15. Approval of the Election of the Board of Directors for the 2025–2029 Term, Comprising 5 Members Including 1 Independent Member		
Approve	7,007,207	100.00
Disapprove	0	0.00
Abstain	0	0.00
Valid votes	7,007,207	100.00
Invalid votes	1	0.0000
Total	7,007,208	100
16. Approval of the List of Nominated Candidates for the Board of Directors		
Approve	7,007,207	100.00
Disapprove	0	0.00
Abstain	0	0.00
Valid votes	7,007,207	100.00
Invalid votes	1	0.0000
Total	7,007,208	100
17. Resolution of the 2025 Annual General Meeting of Shareholders		
Approve	7,007,207	100.00
Disapprove	0	0.00
Abstain	0	0.00
Valid votes	7,007,207	100.00
Invalid votes	1	0.0000
Total	7,007,208	100

B. ELECTION RESULTS

Board of directors election results (Number of members: 5, Maximum number of votes: 35.036.040)		
CANDIDATE FOR BOARD OF DIRECTORS	Number of votes	Voting Rate (%)
1. Mr. Nguyen Ngoc Trung	7,879,009	22.49
2. Mr. Mai Hoai An	7,879,009	22.49
3. Ms. Do Thi Thu Ha	7,771,459	22.18



Global Electrical Technology Corporation

VOTING AND ELECTION RESULTS OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Number of shareholders attending: 9 Number of shares attended: 7,007,208 PARTICIPATION RATE: 75,13%

4. Mr. Nguyen Huu Dung	6,506,549	18.57
5. Mr. Nguyen Hong Minh (Independent Candidate)	5,000,009	14.27
Total	35,036,035	

Khuu Thanh Sang

Phan Thi Phuong Anh

Ngo Thi Hanh



Ho Chi Minh City, July 03, 2025

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

Re: Adjustment of content and clarification of business lines

Pursuant to:

- The business lines stipulated in the current Charter of Global Electrical Technologies Corporation, approved by the General Meeting of Shareholders on July 02, 2024;
- Based on the Company's operational situation.

The Board of Directors hereby respectfully submits to the General Meeting of Shareholders for consideration the adjustment of content and clarification of the Company's business lines as follows:

1. List of Business Lines to be Removed:

No.	Business Line to be Removed	Business Code
1	(4661) Wholesale of solid, liquid, gaseous fuels and related products <i>Details: Wholesale of gasoline, oil, coal, rice husk firewood, and related products (excluding liquefied petroleum gas LPG)</i>	4661

2. List of Business Lines to be Adjusted:

No.	Current Content	Adjusted and Supplemented Content	Business Code
1.	Real estate business, land use rights owned, used, or leased <i>Details: Rental services for offices, premises, warehouses. Real estate business with ownership or lease rights.</i>	Real estate business, land use rights owned, used, or leased <i>Details: Rental services for offices, premises, warehouses. Real estate business with ownership or lease rights. (excluding investment in construction of cemetery and graveyard infrastructure for transferring land use rights associated with infrastructure)</i>	6810
2.	Other specialized wholesale not elsewhere classified <i>Details: Trading of mechanical products, products made of copper, iron, steel, various types of</i>	Other specialized wholesale not elsewhere classified <i>Details: Trading of mechanical products, products made of copper, iron, steel, various types of electrical</i>	4669

No.	Current Content	Adjusted and Supplemented Content	Business Code
	<i>electrical cables. Wholesale of chemicals (excluding chemicals used in agriculture) (no storage of chemicals). Wholesale of boilers, welding equipment, energy-saving products (the enterprise is only permitted to conduct business upon meeting all conditions stipulated by law and must ensure compliance with these conditions throughout its operation).</i>	<i>cables. Wholesale of chemicals (excluding chemicals used in agriculture) (no storage of chemicals). Wholesale of boilers, welding equipment, energy-saving products (the enterprise is only permitted to conduct business upon meeting all conditions stipulated by law and must ensure compliance with these conditions throughout its operation) (excluding the exercise of export rights, import rights, and distribution rights for goods on the List of Goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, and distribution rights as stipulated by law).</i>	
3.	Wholesale of metals and metal ores <i>Details: Trading copper, iron, steel</i>	Wholesale of metals and metal ores <i>Details: Trading copper, iron, steel (Excluding the exercise of export rights, import rights, and distribution rights for goods on the List of goods that foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, and distribution rights in accordance with legal regulations)</i>	4662
4.	Architectural and related technical consulting activities <i>Details: Consulting, providing, and installing solutions for data and information centers. Consulting on energy-saving solutions. Consulting on construction investment project management. Construction planning design. Design of civil and industrial construction works.</i>	Architectural and related technical consulting activities <i>Details: Consulting, providing, and installing solutions for data and information centers. Consulting on energy-saving solutions. Consulting on construction investment project management. Construction planning design. Design of civil and industrial construction works. Interior and exterior</i>	7110

No.	Current Content	Adjusted and Supplemented Content	Business Code
	<p>Interior and exterior design of works. Landscape design. Design of traffic works (bridges, roads). Design of urban technical infrastructure works. Design of irrigation works. Design of fire prevention and fighting systems for civil and industrial works. Preparation of construction investment projects. Preparation of cost estimates and total cost estimates for works. Design appraisal for civil and industrial works. Design appraisal for traffic works (bridges, roads). Design appraisal for urban technical infrastructure works. Design appraisal for irrigation works. Appraisal of construction investment projects. Appraisal of cost estimates and total cost estimates for works. Appraisal of fire prevention and fighting systems for civil and industrial works. Mapping and surveying activities. Topographical survey for construction works. Geological and hydrological survey for construction works. Supervision of topographical survey for construction works. Supervision of geological and hydrological survey for construction works. Supervision of construction for civil, industrial, bridge, road, irrigation, dike, and technical infrastructure works. Supervision of electrical and electrical equipment installation for works. Supervision of water supply</p>	<p>design of works. Landscape design. Design of traffic works (bridges, roads). Design of urban technical infrastructure works. Design of irrigation works. Design of fire prevention and fighting systems for civil and industrial works. Preparation of construction investment projects. Preparation of cost estimates and total cost estimates for works. Design appraisal for civil and industrial works. Design appraisal for traffic works (bridges, roads). Design appraisal for urban technical infrastructure works. Design appraisal for irrigation works. Appraisal of construction investment projects. Appraisal of cost estimates and total cost estimates for works. Appraisal of fire prevention and fighting systems for civil and industrial works. Mapping and surveying activities. Topographical survey for construction works. <u>Geological and hydrological survey for construction works after being permitted by the Government of Vietnam.</u> Supervision of topographical survey for construction works. Supervision of geological and hydrological survey for construction works. Supervision of construction for civil, industrial, bridge, road, irrigation, dike, and technical infrastructure works. Supervision of electrical and electrical equipment installation for works. Supervision of water supply and drainage system installation for works. Electrical design for power lines and substations; Design appraisal for electrical power lines and substations; Supervision of construction and</p>	

No.	Current Content	Adjusted and Supplemented Content	Business Code
	and drainage system installation for works. Electrical design for power lines and substations; Design appraisal for electrical power lines and substations; Supervision of construction and installation of power lines and substations. Construction and supervision of fire prevention and fighting systems for civil and industrial works.	installation of power lines and substations. Construction and supervision of fire prevention and fighting systems for civil and industrial works.	
5.	Wholesale of other machinery, equipment, and machine parts <i>Details: Trading of electrical equipment, generators, machinery, parts, woodworking equipment, electrical transformers, static converters, batteries, accumulators, rectifiers, uninterruptible power supplies (UPS), electrical equipment for circuit breaking and protection, earth resistance reduction devices, thermite welding equipment, molds, various types of measuring and testing machines, various types of chemical welding tools, medical-laboratory-research equipment, oil and gas industry technical machinery and equipment, and educational equipment. Provision of laboratory equipment, environmental treatment equipment. Wholesale of machinery and equipment for producing energy extracted from clean energy (wind, solar, geothermal, hydro, biomass) and other renewable energy sources.</i>	Wholesale of other machinery, equipment, and machine parts <i>Details: Trading of electrical equipment, generators, machinery, parts, woodworking equipment, electrical transformers, static converters, batteries, accumulators, rectifiers, uninterruptible power supplies (UPS), electrical equipment for circuit breaking and protection, earth resistance reduction devices, thermite welding equipment, molds, various types of measuring and testing machines, various types of chemical welding tools, medical-laboratory-research equipment, oil and gas industry technical machinery and equipment, and educational equipment. Provision of laboratory equipment, environmental treatment equipment. Wholesale of machinery and equipment for producing energy extracted from clean energy (wind, solar, geothermal, hydro, biomass) and other renewable energy sources.</i> <i>(Excluding the exercise of export rights, import rights, and distribution rights for goods on the List of goods for which</i>	4659

No.	Current Content	Adjusted and Supplemented Content	Business Code
		<i>foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, or distribution rights as stipulated by law, and the management, import, export, purchase, sale, preservation, and protection of goods on the national reserve list)</i>	
6.	Demolition	Demolition (excluding blasting services)	4311
7.	Site preparation	Site preparation (excluding blasting services)	4312
8.	Construction of hydraulic structures	Construction of hydraulic structures (excluding the construction and operation of multi-purpose hydropower and nuclear power projects of special socio-economic importance).	4291

3. List of Business Lines after Removal and Adjustment:

No.	Business Line Name
1.	(4652 - Main) Wholesale of electronic and telecommunications equipment and parts <i>Details: Trading of electrical equipment, electronic equipment, lightning protection devices. Trading of fire prevention and fighting equipment; anti-theft, inspection, protection, security, and safety equipment; surveillance cameras, lighting equipment, refrigeration equipment, control equipment, and industrial and civil automation equipment.</i>
2.	(6311) Data processing, hosting and related activities
3.	(3312) Repair of machinery and equipment <i>Details: Installation, repair, and maintenance services for products sold by the enterprise (excluding mechanical processing, waste recycling, electroplating at the head office)</i>
4.	(3320) Installation of industrial machinery and equipment

No.	Business Line Name
	<i>Details: Design, installation, repair, maintenance, and trading services for refrigeration equipment, control equipment, and industrial and civil automation equipment (excluding mechanical processing, waste recycling, electroplating at the head office). Installation, repair, maintenance, and warranty of boilers and energy-saving products (excluding mechanical processing, waste recycling, electroplating at the head office). Installation of machinery and equipment using energy extracted from clean energy (wind, solar, geothermal, hydro, biomass) and other renewable energy sources.</i>
5.	(3290) Other manufacturing not elsewhere classified <i>Details: Research, manufacturing, production, and assembly of lightning protection equipment, electrical and electronic equipment; Production of laboratory equipment, environmental treatment equipment (excluding mechanical processing, waste recycling, electroplating at the head office). Production of energy-saving products (not operated at the head office)</i>
6.	(4663) Wholesale of other construction materials and installation equipment <i>Details: Trading of hardware, electrical appliances, and construction materials</i>
7.	(4651) Wholesale of computers, peripheral equipment, and software <i>Details: Trading of IT equipment, software, printers, computers</i>
8.	(4669) Wholesale of other specialized products not elsewhere classified <i>Details: Trading of mechanical products, copper, iron, steel products, and various types of electrical cables. Wholesale of chemicals (excluding chemicals used in agriculture) (no chemical storage). Wholesale of boilers, welding equipment, energy-saving products (the enterprise is only permitted to conduct business upon meeting all conditions as prescribed by law and must ensure compliance with these conditions throughout its operation)</i> <i>(Excluding the exercise of export rights, import rights, and distribution rights for goods on the List of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, and distribution rights as prescribed by law)</i>
9.	(4662) Wholesale of metals and metal ores <i>Details: Trading of copper, iron, steel</i> <i>(Excluding the exercise of export rights, import rights, and distribution rights for goods on the List of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, and distribution rights as prescribed by law)</i>
10.	(6810) Real estate business, land use rights belonging to owners, users, or lessees

No.	Business Line Name
	<i>Details: Office, premises, and warehouse rental services. Real estate business with ownership or lease. (excluding Investment in construction of cemetery and graveyard infrastructure for transferring land use rights associated with infrastructure)</i>
11.	(6820) Real estate consulting, brokerage, and auction, land use rights auction <i>Details: Real estate brokerage</i>
12.	(2710) Manufacture of electric motors, generators, transformers, electricity distribution and control apparatus <i>Details: Manufacturing and assembly of medium and low voltage distribution and control equipment up to 35KV (excluding mechanical processing, waste recycling, electroplating at the head office). Research, manufacturing, and production of electric batteries, uninterruptible power supply (UPS) units (not operated at the head office)</i>
13.	(2011) Manufacture of basic chemicals <i>Details: Chemical manufacturing (not manufactured at the head office).</i>
14.	(3319) Repair of other equipment <i>Details: Repair of electric batteries, uninterruptible power supply (UPS) units (excluding mechanical processing, waste recycling, electroplating at the head office)</i>
15.	(2630) Manufacture of communication equipment <i>Details: Manufacturing of telecommunication equipment (excluding mechanical processing, waste recycling, electroplating at the head office).</i>
16.	(6201) Computer programming <i>Details: Software production</i>
17.	(2513) Manufacture of boilers (excluding central heating boilers) (not operated at the head office)
18.	(7110) Architectural and related engineering activities <i>Details: Consulting, providing, and installing solutions for data centers and information. Consulting on energy-saving solutions. Consulting on construction investment project management. Construction planning design. Design of civil and industrial construction works. Interior and exterior design of works. Landscape design. Design of traffic construction works (bridges, roads). Design of urban technical infrastructure works. Design of irrigation works. Design of fire prevention and fighting systems for civil and industrial works. Preparation of construction investment projects. Preparation of cost estimates and total cost estimates for works. Verification of civil and industrial construction work designs. Verification of traffic construction work designs (bridges, roads). Verification of urban technical infrastructure work designs. Verification of irrigation work designs. Verification of construction investment projects. Verification of</i>

No.	Business Line Name
	<p>cost estimates and total cost estimates for works. Verification of fire prevention and fighting systems for civil and industrial works. Mapping and surveying activities. <u>Topographical surveys for construction works. Geological and hydrological surveys for construction works after obtaining permission from the Vietnamese Government.</u> Supervision of topographical surveys for construction works. Supervision of geological and hydrological surveys for construction works. Supervision of construction for civil, industrial, bridge, road, irrigation, dike, and technical infrastructure works. Supervision of electrical and electrical equipment installation for works. Supervision of water supply and drainage installation for works. Electrical design for power lines and substations; Verification of electrical designs for power lines and substations; Supervision of construction and installation of power lines and substations. Construction and supervision of fire prevention and fighting systems for civil and industrial works.</p>
19.	<p>(6190) Other telecommunications activities Details: Internet service provider agent.</p>
20.	<p>(4659) Wholesale of other machinery, equipment, and parts Details: Trading of electrical equipment, generators, machinery, parts, woodworking equipment, electrical transformers, static converters, batteries, accumulators, rectifiers, uninterruptible power supply (UPS) units, electrical equipment for circuit breaking-protection, earth resistance reduction devices, exothermic welding equipment, molds, various measuring-testing machines, various chemical welding tools, medical-laboratory-research equipment, oil and gas industry technical machinery-equipment, teaching equipment. Supply of laboratory and environmental treatment equipment. Wholesale of machinery and equipment for energy production from clean energy (wind, solar, geothermal, hydro, biomass) and other renewable energy sources. (Excluding the exercise of export rights, import rights, and distribution rights for goods on the List of goods that foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, and distribution rights as stipulated by law, and the management, import, export, purchase, sale, preservation, and protection of goods on the national reserve list)</p>
21.	<p>(3511) Electricity generation (excluding national power system transmission and dispatch, distribution grid management, multi-purpose hydropower, nuclear power)</p>
22.	<p>(4299) Other civil engineering construction Details: Civil and industrial construction. Construction and installation of medium and low voltage substations and lines up to 35KV. Construction of traffic and irrigation works (excluding national power system transmission and dispatch, distribution grid management, multi-purpose hydropower, nuclear power). Construction of technical infrastructure works.</p>

No.	Business Line Name
23.	(4101) Construction of residential buildings
24.	(3512) Transmission and distribution of electricity <i>Details: Electricity distribution (excluding transmission, national power system dispatching, and management of distribution grids, multi-purpose hydropower, nuclear power)</i>
25.	(4102) Construction of non-residential buildings
26.	(4311) Demolition <i>(excluding blasting services)</i>
27.	(4312) Site preparation <i>(excluding blasting services)</i>
28.	(4321) Installation of electrical systems (excluding mechanical processing, waste recycling, electroplating at the head office)
29.	(4322) Installation of water supply and drainage systems, heating and air conditioning systems (excluding installation of refrigeration equipment (freezing equipment, cold storage, ice machines, air conditioners, water chillers) using R22 refrigerant in seafood processing and without mechanical processing, waste recycling, electroplating at the head office)
30.	(3600) Water collection, treatment and supply
31.	(4329) Other construction installation
32.	(4330) Building completion and finishing
33.	(3700) Sewerage and wastewater treatment
34.	(4212) Construction of road works
35.	(4390) Other construction installation
36.	(4229) Construction of other civil engineering projects
37.	(4221) Construction of utility projects (electricity) (The enterprise does not provide goods or services subject to State monopoly, nor does it engage in commercial activities under Decree 94/2017/ND-CP on State-monopolized goods and services)
38.	(4222) Construction of water supply and drainage works
39.	(4223) Construction of telecommunication and communication works
40.	(4291) Construction of hydraulic works

No.	Business Line Name
	(excluding the construction and operation of multi-purpose hydropower and nuclear power projects of special socio-economic importance).
41.	(4610) Agents, brokers, and auctioneers of goods <i>Details: Consignment agent.</i>
42.	(7730) Rental and leasing of other machinery, equipment and tangible goods without operator <i>Details: Rental of telecommunication equipment, electrical equipment, houses, antenna poles, electrical systems, lighting systems, grounding systems, outdoor warning systems, air conditioners, voltage stabilizers, backup generators, step-down transformers. Rental of boilers.</i>

4. Approval of the amendment to Clause 1, Article 4 on the Company's business objectives in the current Charter, as stated in Item 3 above

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



[Signature]
NGUYEN NGOC TRUNG



REGULATIONS

**GLOBAL ELECTRICAL
TECHNOLOGY CORPORATION**

*(Issued under Resolution of the 2025 Annual
General Meeting of Shareholders - Appendix 2)*

Ho Chi Minh City, July 3, 2025



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INTRODUCTION

This Charter was approved by Global Electrical Technology Corporation and the Company's shareholders according to a valid resolution of the General Meeting of Shareholders officially held on June 25, 2013, amended and supplemented many times and the last supplement was on July 3, 2025.

I. DEFINITION OF TERMS IN THE CHARTER

Artical 1. Terminology explained

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

- a. **"Company"** as defined in this Charter is Global Electrical Technology Corporation;
- b. **"Charter Capital"** is the total par value of the Company's issued shares and is specified in Article 6 of this Charter;
- c. **"Voting Capital"** is equity capital, under which the owner has the right to vote on matters within the decision-making authority of the General Meeting of Shareholders;
- d. **"Enterprise Law"** means Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 ;
- e. **"Securities Law"** means Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 ;
- f. **"Vietnam"** means the Socialist Republic of Vietnam;
- g. **"Establishment Date"** is the date on which the Company is first granted a Certificate of Business Registration;
- h. **"Company Executives"** are the General Director, Deputy General Directors, Functional Directors, Chief Accountant, and other executives appointed by the Board of Directors;
- i. **"Full-time Board Member"** is a Board member who does not hold any positions in the Company's Executive Board, and works full-time and solely at the Company.
- j. **"Standing Board Member "** is a member of the Board of Directors selected to facilitate and represent the Board of Directors in resolving urgent issues directly related to the Board of Directors' duties and the Company's production and business activities.
- k. **"Related Person"** is an individual or organization specified in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities;
- l. **"Shareholder"** is an individual or organization that owns at least one share of the Company;
- m. **"Major Shareholder"** is a shareholder as prescribed in Clause 18, Article 4 of the Law on Securities;
- n. **"Subsidiary"** is an enterprise in one of the following cases: (a) The Company owns more than fifty percent (50%) of the charter capital or total issued common shares of that enterprise; (b) The Company has the right to control that enterprise, through (i) the right to directly or indirectly appoint the majority or all members of the Board of Directors, Director or General Director of that enterprise; or (ii)

the right to decide to amend or supplement the charter of that enterprise; or (iii) other rights as prescribed by the Law on Enterprises;

- o. **“Corporate Governance Regulations”** are internal regulations on corporate governance developed by the Board of Directors, submitted to the General Meeting of Shareholders for approval and issued by the Board of Directors, regulating the governance and operation of the Company in accordance with the provisions of law at each time;
 - p. **“Audit Committee”** means the Audit Committee under the Board of Directors as prescribed in Point b Clause 1 Article 137 of the Law on Enterprises;
- 2. In this Charter, references to one or more other provisions or documents include amendments, supplements or replacement documents.
 - 3. The headings (Sections, Articles of this Charter) are used for convenience of understanding the content and do not affect the content of this Charter;
 - 4. Words or terms defined in the Enterprise Law, Securities Law (if not inconsistent with the subject or context) will have the same meaning in this Charter.

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

Artical 2. Name, form, headquarters, branches, representative offices and term of operation of the Company

- 1. Company Name
 - o Vietnamese name: GLOBAL ELECTRICAL TECHNOLOGY CORPORATION
 - o English name: Global Electrical Technology Corporation
 - o Trading name: Global Electrical Technology Corporation
 - o Abbreviation: GLT Corporation
- 2. The Company is a joint stock company with legal status in accordance with current laws of Vietnam.
- 3. Company registered office:
 - o Address: No. 1 Sang Tao Street, Tan Thuan Ward, Ho Chi Minh City
 - o Phone: (028) 3770 1055
 - o Fax: (0 28) 3770 1056
 - o Email: info@toancau.com.vn
 - o Website: www.toancau.vn
- 4. The Company may establish branches and representative offices in the business area to carry out the Company's operational objectives in accordance with the decision of the Board of Directors and within the scope permitted by law.
- 5. Unless terminated before the deadline specified in Clause 1, Article 51 of this Charter, the Company's term of operation is indefinite from the Establishment Date.

Artical 3. Legal representative of the Company

1. The Company may have one or more legal representatives. In case there is only one legal representative, the Chairman of the Board of Directors or the General Director shall be the legal representative of the Company. In case there is more than one legal representative, the Chairman of the Board of Directors and the General Director shall be the legal representatives of the Company.
2. Rights and obligations of legal representative:
 - a. Represent the Company in exercising rights and obligations arising from the Company's transactions;
 - b. Represent the Company as a person requesting settlement of civil matters, plaintiff, defendant, person with related rights and obligations before Arbitration, Court and other rights and obligations as prescribed by law;
 - c. Perform assigned rights and obligations honestly, carefully and to the best of our ability to ensure the legitimate interests of the Company;
 - d. Be loyal to the interests of the Company; do not abuse your position, title and use information, know-how, business opportunities, or other assets of the Company for personal gain or to serve the interests of other organizations or individuals;
 - e. Notify the Company promptly, fully and accurately about the enterprises in which you or your Related Person owns or has shares or capital contributions in accordance with the provisions of law;
 - f. The legal representative of the Company is personally responsible for damages to the Company due to violation of the obligations specified in Sub-sections c, d, e, Clause 2 of this Article.

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

Artical 4. Company's operating objectives

1. Company's business lines:

No.	Business Line Name
1.	(4652 - Main) Wholesale of electronic and telecommunications equipment and parts <i>Details: Trading of electrical equipment, electronic equipment, lightning protection devices. Trading of fire prevention and fighting equipment; anti-theft, inspection, protection, security, and safety equipment; surveillance cameras, lighting equipment, refrigeration equipment, control equipment, and industrial and civil automation equipment.</i>
2.	(6311) Data processing, hosting and related activities
3.	(3312) Repair of machinery and equipment <i>Details: Installation, repair, and maintenance services for products sold by the enterprise (excluding mechanical processing, waste recycling, electroplating at the head office)</i>
4.	(3320) Installation of industrial machinery and equipment <i>Details: Design, installation, repair, maintenance, and trading services for refrigeration equipment, control equipment, and industrial and civil automation</i>

No.	Business Line Name
	<i>equipment (excluding mechanical processing, waste recycling, electroplating at the head office). Installation, repair, maintenance, and warranty of boilers and energy-saving products (excluding mechanical processing, waste recycling, electroplating at the head office). Installation of machinery and equipment using energy extracted from clean energy (wind, solar, geothermal, hydro, biomass) and other renewable energy sources.</i>
5.	(3290) Other manufacturing not elsewhere classified <i>Details: Research, manufacturing, production, and assembly of lightning protection equipment, electrical and electronic equipment; Production of laboratory equipment, environmental treatment equipment (excluding mechanical processing, waste recycling, electroplating at the head office). Production of energy-saving products (not operated at the head office)</i>
6.	(4663) Wholesale of other construction materials and installation equipment <i>Details: Trading of hardware, electrical appliances, and construction materials</i>
7.	(4651) Wholesale of computers, peripheral equipment, and software <i>Details: Trading of IT equipment, software, printers, computers</i>
8.	(4669) Wholesale of other specialized products not elsewhere classified <i>Details: Trading of mechanical products, copper, iron, steel products, and various types of electrical cables. Wholesale of chemicals (excluding chemicals used in agriculture) (no chemical storage). Wholesale of boilers, welding equipment, energy-saving products (the enterprise is only permitted to conduct business upon meeting all conditions as prescribed by law and must ensure compliance with these conditions throughout its operation)</i> <i>(Excluding the exercise of export rights, import rights, and distribution rights for goods on the List of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, and distribution rights as prescribed by law)</i>
9.	(4662) Wholesale of metals and metal ores <i>Details: Trading of copper, iron, steel</i> <i>(Excluding the exercise of export rights, import rights, and distribution rights for goods on the List of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, and distribution rights as prescribed by law)</i>
10.	(6810) Real estate business, land use rights belonging to owners, users, or lessees <i>Details: Office, premises, and warehouse rental services. Real estate business with ownership or lease.</i> <i>(excluding Investment in construction of cemetery and graveyard infrastructure for transferring land use rights associated with infrastructure)</i>

No.	Business Line Name
11.	(6820) Real estate consulting, brokerage, and auction, land use rights auction <i>Details: Real estate brokerage</i>
12.	(2710) Manufacture of electric motors, generators, transformers, electricity distribution and control apparatus <i>Details: Manufacturing and assembly of medium and low voltage distribution and control equipment up to 35KV (excluding mechanical processing, waste recycling, electroplating at the head office). Research, manufacturing, and production of electric batteries, uninterruptible power supply (UPS) units (not operated at the head office)</i>
13.	(2011) Manufacture of basic chemicals <i>Details: Chemical manufacturing (not manufactured at the head office).</i>
14.	(3319) Repair of other equipment <i>Details: Repair of electric batteries, uninterruptible power supply (UPS) units (excluding mechanical processing, waste recycling, electroplating at the head office)</i>
15.	(2630) Manufacture of communication equipment <i>Details: Manufacturing of telecommunication equipment (excluding mechanical processing, waste recycling, electroplating at the head office).</i>
16.	(6201) Computer programming <i>Details: Software production</i>
17.	(2513) Manufacture of boilers (excluding central heating boilers) (not operated at the head office)
18.	(7110) Architectural and related engineering activities <i>Details: Consulting, providing, and installing solutions for data centers and information. Consulting on energy-saving solutions. Consulting on construction investment project management. Construction planning design. Design of civil and industrial construction works. Interior and exterior design of works. Landscape design. Design of traffic construction works (bridges, roads). Design of urban technical infrastructure works. Design of irrigation works. Design of fire prevention and fighting systems for civil and industrial works. Preparation of construction investment projects. Preparation of cost estimates and total cost estimates for works. Verification of civil and industrial construction work designs. Verification of traffic construction work designs (bridges, roads). Verification of urban technical infrastructure work designs. Verification of irrigation work designs. Verification of construction investment projects. Verification of cost estimates and total cost estimates for works. Verification of fire prevention and fighting systems for civil and industrial works. Mapping and surveying activities. <u>Topographical surveys for construction works. Geological and hydrological surveys for construction works after obtaining permission from the Vietnamese Government.</u> Supervision of topographical surveys for construction works. Supervision of geological and hydrological surveys for construction works. Supervision of construction for civil, industrial, bridge, road,</i>

No.	Business Line Name
	<i>irrigation, dike, and technical infrastructure works. Supervision of electrical and electrical equipment installation for works. Supervision of water supply and drainage installation for works. Electrical design for power lines and substations; Verification of electrical designs for power lines and substations; Supervision of construction and installation of power lines and substations. Construction and supervision of fire prevention and fighting systems for civil and industrial works.</i>
19.	(6190) Other telecommunications activities <i>Details: Internet service provider agent.</i>
20.	(4659) Wholesale of other machinery, equipment, and parts <i>Details: Trading of electrical equipment, generators, machinery, parts, woodworking equipment, electrical transformers, static converters, batteries, accumulators, rectifiers, uninterruptible power supply (UPS) units, electrical equipment for circuit breaking-protection, earth resistance reduction devices, exothermic welding equipment, molds, various measuring-testing machines, various chemical welding tools, medical-laboratory-research equipment, oil and gas industry technical machinery-equipment, teaching equipment. Supply of laboratory and environmental treatment equipment. Wholesale of machinery and equipment for energy production from clean energy (wind, solar, geothermal, hydro, biomass) and other renewable energy sources.</i> <i>(Excluding the exercise of export rights, import rights, and distribution rights for goods on the List of goods that foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, and distribution rights as stipulated by law, and the management, import, export, purchase, sale, preservation, and protection of goods on the national reserve list)</i>
21.	(3511) Electricity generation (excluding national power system transmission and dispatch, distribution grid management, multi-purpose hydropower, nuclear power)
22.	(4299) Other civil engineering construction <i>Details: Civil and industrial construction. Construction and installation of medium and low voltage substations and lines up to 35KV. Construction of traffic and irrigation works (excluding national power system transmission and dispatch, distribution grid management, multi-purpose hydropower, nuclear power). Construction of technical infrastructure works.</i>
23.	(4101) Construction of residential buildings
24.	(3512) Transmission and distribution of electricity <i>Details: Electricity distribution (excluding transmission, national power system dispatching, and management of distribution grids, multi-purpose hydropower, nuclear power)</i>
25.	(4102) Construction of non-residential buildings
26.	(4311) Demolition

No.	Business Line Name
	<i>(excluding blasting services)</i>
27.	(4312) Site preparation <i>(excluding blasting services)</i>
28.	(4321) Installation of electrical systems (excluding mechanical processing, waste recycling, electroplating at the head office)
29.	(4322) Installation of water supply and drainage systems, heating and air conditioning systems (excluding installation of refrigeration equipment (freezing equipment, cold storage, ice machines, air conditioners, water chillers) using R22 refrigerant in seafood processing and without mechanical processing, waste recycling, electroplating at the head office)
30.	(3600) Water collection, treatment and supply
31.	(4329) Other construction installation
32.	(4330) Building completion and finishing
33.	(3700) Sewerage and wastewater treatment
34.	(4212) Construction of road works
35.	(4390) Other construction installation
36.	(4229) Construction of other civil engineering projects
37.	(4221) Construction of utility projects (electricity) (The enterprise does not provide goods or services subject to State monopoly, nor does it engage in commercial activities under Decree 94/2017/ND-CP on State-monopolized goods and services)
38.	(4222) Construction of water supply and drainage works
39.	(4223) Construction of telecommunication and communication works
40.	(4291) Construction of hydraulic works (excluding the construction and operation of multi-purpose hydropower and nuclear power projects of special socio-economic importance).
41.	(4610) Agents, brokers, and auctioneers of goods <i>Details: Consignment agent.</i>
42.	(7730) Rental and leasing of other machinery, equipment and tangible goods without operator <i>Details: Rental of telecommunication equipment, electrical equipment, houses, antenna poles, electrical systems, lighting systems, grounding systems, outdoor warning systems, air conditioners, voltage stabilizers, backup generators, step-down transformers. Rental of boilers.</i>

2. Company's operating objectives:

- a. Profitable business; preserve and develop shareholders' capital invested in the Company and through the Company invested in other enterprises;
- b. Maximize the efficiency of the group's operations including the parent company - subsidiary system;
- c. Search, apply and develop new technologies in Vietnam to meet social needs, enhance the brand and expand the Company's market share;
- d. Develop new business directions to optimize the use of resources within the Company;
- e. Investing, exercising the rights and obligations of shareholders and capital contributors at subsidiaries and associated companies;
- f. Joint ventures with domestic and foreign economic units to invest in expanding the Company's scope of operations and expanding the market when necessary;

Artical 5. Scope of business and operations of the Company

1. The Company is permitted to plan and conduct all business activities in accordance with the provisions of the Business Registration Certificate and this Charter in accordance with the provisions of current laws and to take appropriate measures to achieve the Company's objectives.
2. The Company may conduct business activities in other fields not prohibited by law and approved by the General Meeting of Shareholders.

IV. CHARTER CAPITAL, SHARES

Artical 6. Charter capital, shares

1. Charter capital of the Company according to the Certificate of Business Registration .
2. The Company may change its Charter Capital when approved by the General Meeting of Shareholders and in accordance with the provisions of law.
3. The Company's shares on the date of adoption of this Charter are common shares. The rights and obligations of Shareholders holding common shares are stipulated in Articles 12 and 13 of this Charter.
4. The Company may issue other types of preferred shares after approval by the General Meeting of Shareholders and in accordance with the provisions of law.
5. Ordinary shares must be offered to existing shareholders in proportion to their ownership of ordinary shares in the Company, unless otherwise decided by the General Meeting of Shareholders. The Company must announce the offering of shares, stating clearly the number of shares offered and the appropriate registration period (not less than twenty-one (21) days or other period as prescribed by law) so that Shareholders can register to buy. The number of ordinary shares that Shareholders do not register to buy in full shall be decided by the Board of Directors. The Board of Directors may distribute such shares to Shareholders and other entities under conditions and in a manner that the Board of Directors deems appropriate, but must ensure that these conditions are not more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders or otherwise provided by the law on securities.
6. The Company may purchase shares issued by the Company in the manner prescribed in this Charter and applicable laws.

7. The Company may issue other types of securities when approved by the General Meeting of Shareholders and in accordance with the provisions of law.

Artical 7. Stock certificate

1. Shareholders of the Company are issued stock certificates corresponding to the number of shares and type of shares owned.
2. certificate must bear the Company's seal and the signature of the Company's legal representative in accordance with the provisions of the Enterprise Law. The stock certificate must clearly state the number and type of shares held by the shareholder, the full name of the holder and other information in accordance with the provisions of the Enterprise Law.
3. Within thirty (30) days from the date of submission of a complete application for transfer of share ownership as prescribed by the Company or within thirty (30) days from the date of full payment for the purchase of shares as prescribed in the Company's share issuance plan, the owner of the shares shall be issued a share certificate. The owner of shares shall not have to pay the Company the cost of printing the share certificate.
4. In case of increase/decrease in the number of shares, it must be recorded in the increase/decrease section of the stock certificate and must be stamped and signed by the legal representative of the Company or a representative authorized by the Company, except in cases where the shares have been deposited on the stock exchange.
5. In case the share certificate is lost, damaged or otherwise destroyed, the Shareholder shall be reissued a new share by the Company upon the Shareholder's request. The Shareholder's request must include the following contents: information about the lost, damaged or otherwise destroyed share; commitment to take responsibility for any disputes arising from the reissuance of a new share.

Artical 8. Other securities certificates

Bond certificates or other securities certificates of the Company (except for offer letters, temporary certificates and similar documents) are issued with the seal and specimen signature of the legal representative of the Company, unless otherwise provided by the terms and conditions of issue.

Artical 9. Share transfer

1. All shares are freely transferable unless otherwise provided by this Charter and the law. Shares listed and registered for trading on the Stock Exchange are transferred in accordance with the provisions of the law on securities and the stock market.
2. Shares that have not been fully paid up are not transferable and do not enjoy related rights such as the right to receive dividends, the right to receive shares issued to increase share capital from equity, the right to purchase newly offered shares and other rights as prescribed by law.

Artical 10. Share recovery

1. In case a Shareholder fails to pay in full and on time the amount payable to purchase shares, the Board of Directors shall notify and have the right to request that Shareholder to pay the remaining amount together with interest on that amount and any costs arising from the failure to pay in full to the Company.

2. The above payment notice must clearly state the new payment period (at least seven (07) days from the date of sending the notice), the payment location and clearly state that in case of failure to pay as required, the unpaid shares will be revoked.
3. In case the requirements in the above notice are not implemented, including the failure of the Shareholder to fully pay all payable amounts, interest and related expenses, the Board of Directors has the right to reclaim those shares. The Board of Directors may accept the surrender of the reclaimed shares as prescribed in Clauses 4, 5 and 6 and in other cases prescribed in this Charter.
4. The revoked shares shall be deemed to be shares eligible for sale. The Board of Directors may directly or by authorization sell, redistribute or settle to the person who owned the revoked shares or other subjects under the conditions and in the manner that the Board of Directors deems appropriate.
5. Shareholders holding revoked shares must give up their shareholder status with respect to such shares, but must still pay all relevant amounts plus interest at the rate (not exceeding one hundred and fifty percent (150%) of the basic interest rate of the State Bank of Vietnam) at the time of revocation as decided by the Board of Directors from the date of revocation until the date of payment. The Board of Directors has full authority to decide to enforce payment of the entire value of shares at the time of revocation.
6. The notice of revocation shall be sent to the holder of the shares to be revoked before the time of revocation. The revocation shall remain effective even if there is an error or negligence in sending the notice.

V. ORGANIZATIONAL STRUCTURE, MANAGEMENT AND CONTROL

Artical 11. Organizational structure, governance and control

The Company's organizational, management, administration and control structure includes:

1. General meeting of shareholders;
2. Board of Directors, Audit Committee under the Board of Directors; and
3. General Director.

VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Artical 12. Shareholder Rights

1. Shareholders are the owners of the Company, with rights and obligations corresponding to the number of shares and types of shares they own. Shareholders are only responsible for the debts and other financial obligations of the Company within the scope of the capital contributed to the Company.
2. Common Shareholders have the following rights:
 - a. Attend and speak at the General Meeting of Shareholders and exercise voting rights directly at the General Meeting of Shareholders or through an authorized representative or exercise voting rights through online conferences, electronic voting or other forms. Each common share has one vote;
 - b. Receive dividends at the level decided by the General Meeting of Shareholders;
 - c. Have priority in purchasing newly offered shares in proportion to the number of common shares they own;

- d. Freely transfer fully paid shares in accordance with the provisions of this Charter and current laws;
 - e. Review, look up and extract information about names and contact addresses in the list of shareholders with voting rights; request correction of incorrect information;
 - f. Review, look up, extract or copy the Company Charter, minutes of the General Meeting of Shareholders and Resolutions of the General Meeting of Shareholders;
 - g. In case the Company is dissolved or bankrupt, receive a portion of the remaining assets corresponding to the number of shares contributed to the Company after the Company has paid creditors and Shareholders holding other types of shares of the Company in accordance with the provisions of law;
 - h. Request the Company to buy back their shares in the cases specified in Article 132 of the Enterprise Law;
 - i. Equal treatment. Each share of the same type gives the Shareholders equal rights, obligations and benefits. In case the Company has preferential shares, the rights and obligations attached to the preferential shares must be approved by the General Meeting of Shareholders and fully disclosed to the Shareholders;
 - j. Have full access to periodic and irregular information published by the Company in accordance with the law;
 - k. To protect their legitimate rights and interests; to request the suspension or cancellation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the provisions of the Law on Enterprises;
 - l. Other rights as prescribed by this Charter and the law.
3. A Shareholder or group of Shareholders owning five percent (5%) or more of the total number of common shares has the following rights:
- a. Request the Board of Directors to convene a meeting of the General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises;
 - b. Review, look up, and extract minutes, resolutions, and decisions of the Board of Directors, semi-annual and annual financial reports, contracts, transactions that must be approved by the Board of Directors, and other documents, except for documents related to the Company's trade secrets and business secrets;
 - c. Request the Board of Directors to inspect each specific issue related to the management and operation of the Company when deemed necessary. The request must be in writing and must include the following contents: full name, contact address, nationality, legal document number of the individual for individual shareholders; name, enterprise code or legal document number of the organization, head office address for institutional shareholders; number of shares and time of share registration of each shareholder, total number of shares of the entire group of shareholders and ownership ratio in the total number of shares of the Company; issues to be inspected, purpose of inspection. In this case, the inspection will be directly carried out by the Audit Committee and reported to the Board of Directors;
 - d. 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 (03) working days before the opening date. Proposals must clearly state the name

of the Shareholder, the number of each type of shares of the Shareholder, and the issues proposed to be included in the agenda;

- e. Other rights as prescribed by law and this Charter.
- 4. A Shareholder or group of Shareholders owning ten percent (10%) or more of the total number of common shares has the right to nominate a person to the Board of Directors. The nomination of a person to the Board of Directors is carried out as follows:
 - a. Common Shareholders forming a group to nominate candidates for the Board of Directors must notify the attending Shareholders of the group formation before the opening of the General Meeting of Shareholders;
 - b. Based on the number of members of the Board of Directors, a Shareholder or group of Shareholders specified in this Clause shall have the right to nominate one or several persons as decided by the General Meeting of Shareholders as candidates for the Board of Directors. In case the number of candidates nominated by a Shareholder or group of Shareholders is lower than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other Shareholders.
- 5. The request to convene a meeting of the General Meeting of Shareholders as prescribed in Clause 3 of this Article must be in writing and must include the following contents: full name, contact address, nationality, legal document number of the individual for individual Shareholders; name, enterprise code or legal document number of the organization, head office address for organizational Shareholders; number of shares and time of share registration of each Shareholder, total number of shares of the entire group of Shareholders and ownership ratio in the total number of shares of the Company, basis and reason for requesting to convene a meeting of the General Meeting of Shareholders. Attached to the request to convene a meeting must be documents and evidence of violations by the Board of Directors, the level of violations or decisions beyond its authority.

Artical 13. Obligations of Shareholders

Common Shareholders have the following obligations:

- 1. Pay fully and on time for the registered shares in accordance with prescribed procedures, be responsible for the debts and other financial obligations of the Company within the scope of the capital contributed to the Company;
- 2. Capital contributed in common shares shall not be withdrawn from the Company in any form, except in the case of shares being repurchased by the Company or another person. In case a Shareholder withdraws part or all of the contributed capital in contravention of the provisions of this clause, such Shareholder and the person with related interests in the Company shall be jointly liable for the debts and other property obligations of the Company within the value of the withdrawn shares and any damages incurred;
- 3. Comply with this Charter and the Corporate Governance Regulations;
- 4. Comply with the Resolutions and decisions of the General Meeting of Shareholders and the Board of Directors;
- 5. Keep confidential the information provided by the Company according to the provisions of the Company Charter and the law; only use the information provided to exercise and protect one's legitimate rights and interests; strictly prohibit the

dissemination or copying or sending of information provided by the Company to other organizations or individuals;

6. Attend the General Meeting of Shareholders and exercise voting rights through the following forms:
 - a. Attend and vote directly at the meeting;
 - b. Authorize other individuals and organizations to attend and vote at the meeting;
 - c. Attend and vote via online conference, electronic voting or other electronic form;
 - d. Send voting ballots to the meeting via mail, fax, email.

Shareholders may authorize a member of the Board of Directors to represent them at the General Meeting of Shareholders;

7. Provide correct address when registering to buy shares;
8. Be personally responsible when performing one of the following acts on behalf of the Company in any form:
 - a. Violation of the law;
 - b. Conduct business and other transactions for personal gain or to serve the interests of other organizations or individuals;
 - c. Pay off outstanding debts in the face of possible financial risks to the Company .
9. Be personally responsible for costs when directly or participating in requests to convene a General Meeting of Shareholders with inappropriate reasons or causes;
10. Fulfill other obligations as prescribed by current laws;

Artical 14. General meeting of shareholders

1. The General Meeting of Shareholders is the highest authority of the Company and includes all Shareholders with voting rights. The Annual General Meeting of Shareholders is held once a year and within four months (04 months) from the end of the fiscal year. The Board of Directors decides to extend the Annual General Meeting of Shareholders if necessary, but not more than six months (06 months) from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue of the General Meeting of Shareholders is determined to be the place where the chair attends the meeting and must be in the territory of Vietnam.
2. The Board of Directors convenes the Annual General Meeting of Shareholders and decides on the form of the meeting of the Annual General Meeting of Shareholders online or at a suitable location or a combination of both forms mentioned above, but must ensure compliance with the conditions for organizing the Annual General Meeting of Shareholders . The Annual General Meeting of Shareholders decides on matters as prescribed by law and the Company's Charter, especially approving the audited annual financial statements and the Company's annual business plan. In case the Audit Report of the Company's annual financial statements contains material exceptions, contrary audit opinions or rejections, the Company must invite a representative of the approved auditing organization to audit the Company's financial statements to attend the Annual General Meeting of Shareholders and the representative of the approved auditing organization mentioned above is responsible for attending the Annual General Meeting of Shareholders of the Company.

3. The Board of Directors must convene an extraordinary meeting of the General Meeting of Shareholders in the following cases:
 - a. The Board of Directors deems it necessary for the benefit of the Company;
 - b. When the number of members of the Board of Directors is less than the minimum number of members prescribed by law;
 - c. The number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number of members prescribed in this Charter or the number of independent members of the Board of Directors is reduced, not ensuring the minimum number as prescribed by law;
 - d. At the request of a Shareholder or group of Shareholders owning five percent (05%) or more of the total number of common shares. The request to convene a General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant Shareholders or the request must be made in multiple copies and must include sufficient signatures of the relevant Shareholders;
 - e. Other cases as prescribed by law and this Charter.
4. Responsibility for convening extraordinary shareholders' meetings
 - a. The Board of Directors must convene an extraordinary General Meeting of Shareholders within thirty (30) days from the date of occurrence of the case specified in Point b Clause 3 of this Article or receipt of a request to convene a meeting as prescribed in Point d Clause 3 of this Article; or within sixty (60) days from the date of occurrence of the case specified in Point c Clause 3 of this Article. In case the Board of Directors fails to convene a General Meeting of Shareholders as prescribed, the members of the Board of Directors who vote against the convening of the General Meeting of Shareholders must compensate the Company for any damages arising;
 - b. In case the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, within the next thirty (30) days, the Shareholder or group of Shareholders requesting the convening of the meeting as prescribed in Point d, Clause 3 of this Article shall have the right to represent the Company to convene the General Meeting of Shareholders. In this case, if deemed necessary, the Shareholder or group of Shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the order and procedures for convening, conducting the meeting and making decisions of the General Meeting of Shareholders.
 - c. Procedures for organizing a General Meeting of Shareholders as prescribed in Clause 5, Article 140 of the Law on Enterprises.
5. 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 when attending the General Meeting of Shareholders, including accommodation and travel expenses.

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

1. The General Meeting of Shareholders has the following rights and obligations:
 - a. Through the Company's development orientation;

- b. Decide on the types of shares and the total number of shares of each type that are allowed to be offered for sale; decide on the annual dividend rate for each type of shares;
 - c. Elect, dismiss, remove members of the Board of Directors;
 - d. Decision to invest or sell assets worth fifty percent (50%) or more of the total asset value recorded in the Company's most recent financial report;
 - e. Decision to amend and supplement the Company Charter;
 - f. Through annual financial reports;
 - g. Decision to buy back more than 10% of total sold shares of each type;
 - h. Review and handle violations by members of the Board of Directors that cause damage to the Company and its Shareholders;
 - i. Decision to reorganize and dissolve the Company;
 - j. Decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors;
 - k. Approve the Corporate Governance Regulations; Operating regulations of the Board of Directors;
 - l. Approve the list of approved auditing firms; decide on the approved auditing firm to conduct audits of the Company's operations, and dismiss approved auditors when deemed necessary;
 - m. Other rights and obligations as prescribed by law.
2. The General Meeting of Shareholders discussed and approved the following issues:
- a. The Company's annual business plan;
 - b. Audited annual financial statements; setting up and using funds from profits as proposed by the Board of Directors;
 - c. Report of the Board of Directors on the management and performance of the Board of Directors and each member of the Board of Directors; approval of the Report of the Audit Committee;
 - d. Dividend level for each share of each type;
 - e. Number of Board members;
 - f. Elect, dismiss, remove members of the Board of Directors;
 - g. Decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors;
 - h. Approve the list of approved auditing firms; decide on approved auditing firms to conduct audits of the Company's operations when deemed necessary;
 - i. Supplement and amend the Company Charter;
 - j. Types of shares and number of new shares issued for each type of shares;
 - k. Division, separation, consolidation, merger or conversion of the Company;
 - l. Reorganize and dissolve (liquidate) the Company and appoint a liquidator;
 - m. Decision to invest or sell assets worth fifty percent (50%) or more of the total asset value recorded in the Company's most recent Financial Statement;

- n. Decision to buy back more than ten percent (10%) of the total number of shares sold of each type;
- o. The Company signs contracts and transactions with the subjects specified in Clause 1, Article 167 of the Enterprise Law with a value equal to or greater than twenty percent (20%) of the total value of the Company's assets recorded in the most recent financial report;
- p. Providing loans or guarantees to members of the Board of Directors, General Director, other managers who are not Shareholders and related individuals and organizations of these subjects;

In case of granting loans or guarantees to related organizations of members of the Board of Directors, General Director, other managers where the Company and such organizations are companies in the same group or companies operating in a group of companies, including parent company - subsidiary, economic group, the Board of Directors shall approve according to the provisions of the Company Charter;

- q. Contracts, loan transactions, asset sales with a value greater than ten percent (10%) of the total asset value recorded in the most recent financial report between the Company and a Shareholder owning fifty-one percent (51%) or more of the total number of voting shares or a related person of that Shareholder.
 - r. Approve the Corporate Governance Regulations and the Board of Directors' operating regulations;
 - s. Other issues as prescribed by law and this Charter.
3. Shareholders are not allowed to vote in the following cases:
- a. Contracts specified in Clause 2 of this Article when that Shareholder or a person related to that Shareholder is a party to the contract;
 - b. The purchase of shares by that Shareholder or by a person related to that Shareholder, except in cases where the purchase of shares is made in proportion to the ownership ratio of all Shareholders or the purchase is made through order matching or public offering on the Stock Exchange.
4. All resolutions and issues included in the agenda must be discussed and voted on at the General Meeting of Shareholders.

Artical 16. Authorized representative

- 1. Shareholders who are entitled to attend the General Meeting of Shareholders according to the law may authorize their representatives to attend. In case more than one representative is appointed, the number of shares and votes authorized for each representative must be specifically determined.
 - a. A Company Shareholder is an individual who authorizes another person in writing to attend the meeting.
 - b. A Company Shareholder is an organization that owns at least ten percent (10%) of the total number of common shares and may authorize up to three (03) representatives. The authorized representative of a Shareholder that is an organization must be authorized in writing on behalf of the owner, member, or Shareholder to exercise the rights and obligations as prescribed by the Shareholder.

2. The authorization for a representative to attend the General Meeting of Shareholders must be made in writing according to the Company's form or according to the provisions of the civil law. The authorization document must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of the authorization, the scope of authorization, the duration of authorization, the signatures of the authorizing party and the authorized party:
 - a. In case an individual Shareholder is the authorized person, there must be the signature of that Shareholder and the person authorized to attend the meeting;
 - b. In case the institutional shareholder is the principal, the authorization letter must be signed by the authorized representative, the legal representative of the shareholder and the individual, the legal representative of the organization authorized to attend the meeting;
 - c. In other cases, there must be the signature of the legal representative of the Shareholder and the person authorized to attend the meeting.

The person authorized to attend the General Meeting of Shareholders must submit the authorization document when registering to attend the meeting before entering the meeting room.

3. In case a lawyer signs a representative appointment paper on behalf of the principal, the representative appointment in this case shall only be considered effective if such representative appointment paper is presented together with the Shareholder's letter of authorization to the lawyer or a valid copy of such letter of authorization (if not previously registered with the Company).
4. Except for the case specified in Clause 3 of this Article, the voting ballot of the person authorized to attend the meeting within the scope of authorization remains valid in one of the following cases:
 - a. The authorized person has died, has limited civil act capacity or has lost civil act capacity;
 - b. The principal has revoked the appointment of the proxy;
 - c. The principal has revoked the authority of the agent.

This provision shall not apply in the event that the Company receives notice of one of the above events before the opening of the General Meeting of Shareholders or before the meeting is reconvened.

Artical 17. Change permissions

1. :The decisions of the General Meeting of Shareholders (in the cases specified in Clause 2, Article 15 relating to the Company's capital being divided into different types of shares) on changing or canceling special rights attached to a type of preferred shares shall be effective when approved by Shareholders representing sixty-five percent (65%) or more of the total number of votes of all shareholders attending the meeting. The resolution of the General Meeting of Shareholders on the content that adversely changes the rights and obligations of Shareholders owning preferred shares shall only be approved if approved by the number of Preferred Shareholders of the same type attending the meeting owning seventy-five percent (75%) or more of the total number of preferred shares of that type or approved by Preferred Shareholders of the same type owning seventy-five percent (75%) or more of the total number of

preferred shares of that type in the case of passing the resolution in the form of obtaining written opinions.

2. The organization of such a meeting is only valid when there are at least two (02) Shareholders (or their authorized representatives) and holding at least one-third (1/3) of the par value of the issued shares of that type. In case there are not enough delegates as stated above, the meeting shall be re-organized within the next thirty (30) days and the holders of shares of that type (regardless of the number of people and shares) present in person or through authorized representatives shall be considered to have sufficient number of delegates required. At the separate meetings mentioned above, the holders of shares of that type present in person or through representatives may request a secret ballot. Each share of the same type shall have equal voting rights at the above meetings.
3. The procedures for conducting such separate meetings are similar to the provisions in Articles 19, 20 and 21 of this Charter.
4. Unless the terms of issue of shares provide otherwise, the special rights attached to the classes of shares with preferential rights in respect of some or all matters relating to the distribution of the Company's profits or assets shall not be changed when the Company issues additional shares of the same class.

Artical 18. Convening meetings, meeting agendas, and notices of invitations to the General Meeting of Shareholders

1. The Board of Directors convenes the annual and extraordinary General Meetings of Shareholders. The Board of Directors convenes extraordinary General Meetings of Shareholders in the cases specified in Clause 3, Article 14 of this Charter.
2. The convener of the General Meeting of Shareholders must perform the following tasks:
 - a. Prepare a 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 prepared no more than ten (10) days before the date of sending the notice of invitation to 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 (20) days before the last registration date;
 - b. Prepare agenda, content and documents for the congress;
 - c. Draft resolution of the General Meeting of Shareholders according to the expected content of the meeting;
 - d. Determine the time and place of the congress;
 - e. Notify and send notice of the General Meeting of Shareholders to all Shareholders entitled to attend the meeting;
 - f. work serving the congress.
3. Notice of the General Meeting of Shareholders shall be sent to all Shareholders by a method that ensures it reaches the Shareholders' contact addresses (including but not limited to methods such as sending by post, fax, email, telephone message or other means), and shall be published on the information media of the State Securities Commission, the Stock Exchange, and on the Company's website. Notice of invitation to the General Meeting of Shareholders shall be sent to all Shareholders on the List of Shareholders entitled to attend the meeting at least twenty-one (21) days before the

opening date of the meeting (calculated from the date the notice is validly sent or transmitted). The agenda of the General Meeting of Shareholders, documents related to the issues to be voted on at the General Meeting shall be sent to the Shareholders and/or posted on the Company's website. In case the documents are not sent with the notice of the General Meeting of Shareholders, the meeting invitation must clearly state the link to the entire meeting documents so that Shareholders can access them, including:

- a. Meeting agenda, documents used in the meeting;
 - b. List and details of candidates in case of election of members of the Board of Directors;
 - c. Voting ballot;
 - d. Form of appointment of authorized representative to attend meeting;
 - e. Draft resolutions for each issue on the agenda.
4. A Shareholder or group of Shareholders mentioned in Clause 3, Article 12 of this Charter has the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and must be sent to the Company at least three (03) working days before the opening date of the General Meeting of Shareholders. The proposal must include the full name of the Shareholder, permanent address, nationality, citizen identification card number, identity card, passport or other legal personal identification for an individual Shareholder; the name, enterprise code or establishment decision number, head office address for an organization Shareholder; the number and type of shares held by that Shareholder, and the proposed issue to be included in the agenda.
 5. The convener of the General Meeting of Shareholders has the right to reject the proposal specified in Clause 4 of this Article if it falls under one of the following cases:
 - a. The petition is sent in violation of the provisions of Clause 4 of this Article ;
 - b. At the time of the proposal, the Shareholder or group of Shareholders does not hold five percent (5%) or more of common shares as prescribed in Clause 3, Article 12;
 - c. The proposed issue is not within the scope of decision-making authority of the General Meeting of Shareholders;
 - d. Other cases as prescribed by law and this Charter.
 6. The convener of the General Meeting of Shareholders must accept and include the proposal specified in Clause 4 of this Article in the proposed agenda and content of the meeting, except for the case specified in Clause 5 of this Article; the proposal shall be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.
 7. The Board of Directors must prepare draft resolutions for each issue on the meeting agenda.

Artical 19. Conditions for holding a General Meeting of Shareholders

1. The General Meeting of Shareholders is held when the number of Shareholders attending the meeting represents more than fifty percent (50%) of the total number of shares with voting rights.

2. In case the first meeting does not meet the conditions for holding as prescribed in Clause 1 of this Article, the notice of invitation to the second meeting shall be sent within thirty (30) days from the date of the first meeting. The second General Meeting of Shareholders shall be held when the number of Shareholders attending the meeting represents thirty-three percent (33%) or more of the total number of voting shares.
3. In case the second meeting is not eligible to be held according to the provisions of Clause 2 of this Article, the notice of invitation to the third meeting must be sent within twenty (20) days from the date of the planned second meeting. The third General Meeting of Shareholders shall be held regardless of the total number of voting shares of the attending Shareholders and shall have the right to decide all matters that the first General Meeting of Shareholders may approve.

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

1. On the date of the General Meeting of Shareholders, the Company must carry out shareholder registration procedures and must carry out the registration until all Shareholders entitled to attend the meeting have registered in the following order:
 - a. When registering shareholders, the Company shall issue to each Shareholder or authorized representative with voting rights a voting card, on which shall be recorded the registration number, full name of the Shareholder, full name of the authorized representative and the number of votes (equivalent to the number of shares owned with voting rights) of that Shareholder. The General Meeting of Shareholders shall discuss and vote on each issue in the agenda. Voting shall be conducted by voting in favor, against, and without opinion. At the General Meeting, the number of cards approving the resolution shall be collected first, the number of cards disapproving the resolution shall be collected later, and finally the total number of votes approving or disapproving shall be counted to make a decision. The vote counting results shall be announced by the Chairman immediately before the closing of the meeting. The General Meeting shall elect persons responsible for counting votes or supervising the counting of votes upon the Chairman's proposal. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairman of the meeting ;
 - b. Shareholders, authorized representatives of institutional shareholders or authorized persons arriving after the meeting has opened have the right to register immediately and then have the right to participate and vote at the meeting immediately after registration. The Chairman is not responsible for stopping the meeting to allow late shareholders to register and the validity of the contents voted on previously will not change.
2. The election of the chairman, secretary and counting committee is regulated as follows:
 - a. The Chairman of the Board of Directors shall chair or authorize another member of the Board of Directors to chair the General Meeting of Shareholders convened by the Board of Directors. In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to chair the meeting according to the majority principle. In other cases, the person who signs the convening of the General Meeting of Shareholders shall direct the General Meeting of Shareholders to elect the meeting chairperson and the person with the highest number of votes shall chair the meeting;

- b. The chairman appoints one or more people to act as meeting secretaries;
 - c. The General Meeting of Shareholders elects one or more people to the vote counting committee at the request of the meeting chairman.
3. The agenda and content of the meeting must be approved by the General Meeting of Shareholders in the opening session. The agenda must clearly and specifically specify the time for each issue in the 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, specifically:
- a. Seating arrangement at the venue of the General Meeting of Shareholders;
 - b. Ensure the safety of everyone present at meeting locations;
 - c. Facilitate shareholders to attend (or continue to attend) the meeting. The convener of the General Meeting of Shareholders has the full right to change the above measures and apply all necessary measures. The measures applied may be to issue admission tickets or use other forms of selection.

In case the above measures are applied at the General Meeting of Shareholders, the Chairman may:

- a. Notice that the Meeting will be held at the location stated in the notice and the Chairman of the Meeting will be present there ("Principal Place of Meeting");
- b. Arrange and organize so that Shareholders or authorized representatives who cannot attend the meeting according to this provision or those who wish to attend at a location other than the main location of the meeting can simultaneously attend the general meeting of shareholders.

The notice of the holding of the meeting need not specify the details of the organisational measures under this provision.

In this Charter (unless the circumstances otherwise require), every Shareholder or his authorized representative shall be deemed to have attended the meeting at the Principal Place of the meeting.

5. The General Meeting of Shareholders discusses and votes on each issue in the agenda. Voting is conducted by voting for, against and abstention. The vote counting results are announced by the Chairman immediately before the closing of the meeting.
6. Shareholders or authorized persons who arrive after the meeting has opened may still register and have the right to vote immediately after registration; in this case, the validity of the previously voted contents remains unchanged.
7. The person convening or chairing the meeting of the General Meeting of Shareholders has the following rights:
- a. Require all meeting attendees to submit to screening or other reasonable, lawful security measures;
 - b. Request the competent authority to maintain order at the meeting; expel those who do not comply with the chairman's authority, intentionally disrupt order, prevent the normal progress of the meeting or do not comply with security check requirements from the General Meeting of Shareholders.

8. The Chairman has the right to postpone a General Meeting of Shareholders with a sufficient number of registered participants for no more than three (03) working days from the date of the scheduled opening of the meeting and may only postpone the meeting or change the meeting location in the following cases:
 - a. The meeting location does not have enough comfortable seating for all attendees;
 - b. The media at the meeting location does not ensure that shareholders attending the meeting can participate, discuss and vote;
 - c. There are people attending the meeting who obstruct, disrupt order, and risk making the meeting not be conducted fairly and legally.

In case the chairman postpones or suspends the General Meeting of Shareholders contrary to the provisions of this clause, 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 that meeting shall be effective.

9. The Company shall hold a General Meeting of Shareholders at least once a year. The Annual General Meeting of Shareholders shall not be held by way of written consent.

Artical 21. Conditions for the Resolution of the General Meeting of Shareholders to be passed

1. The resolution on the following content shall be passed if approved by the number of Shareholders representing sixty-five percent (65%) or more of the total number of voting shares of all Shareholders attending the meeting, except for the cases specified in Clauses 3 and 4, Article 21 and Clause 1, Article 17:
 - a. Types of shares and total number of shares of each type;
 - b. Change of industry, profession and business field;
 - c. Change the Company's management structure;
 - d. Investment project or sale of assets with a value of fifty percent (50%) or more of the total asset value recorded in the Company's most recent financial report;
 - e. Reorganization and dissolution of the Company.
2. Resolutions are passed when approved by the number of Shareholders owning more than fifty percent (50%) of the total number of voting shares of all Shareholders attending the meeting, except for the cases specified in Clauses 1, 3, 4, Article 21 and Clause 1, Article 17.
3. Election of members of the Board of Directors must comply with the provisions of Clause 3, Article 148 of the Law on Enterprises.
4. In case of passing a resolution in the form of collecting written opinions, the resolution of the General Meeting of Shareholders shall be passed if it is approved by the number of Shareholders owning more than fifty percent (50%) of the total number of votes of all Shareholders with voting rights;
5. Resolutions of the General Meeting of Shareholders passed by one hundred percent (100%) of the total number of voting shares are legal and effective even if the order and procedures for convening the meeting and passing such resolution violate the provisions of the Law on Enterprises and the Company Charter.

Artical 22. Authority and procedures for obtaining written opinions of Shareholders to pass Resolutions of the General Meeting of Shareholders

The authority and procedures for obtaining written opinions from Shareholders to pass Resolutions of the General Meeting of Shareholders shall be implemented according to the following provisions:

1. The Board of Directors has the right to obtain written opinions from Shareholders to pass Resolutions of the General Meeting of Shareholders on all matters within the decision-making authority of the General Meeting of Shareholders when deemed necessary for the benefit of the Company.
2. The Board of Directors must prepare the voting ballot, draft Resolution of the General Meeting of Shareholders, documents explaining the draft resolution and send them to all Shareholders with voting rights at least ten (10) days before the deadline for returning the voting ballot. The requirements and method for sending the voting ballot and accompanying documents shall be implemented in accordance with the provisions of Clause 3, Article 18 of this Charter.
3. The opinion form must have the following main contents:
 - a. Name, head office address, business registration number;
 - b. Purpose of consultation;
 - c. Full name, contact address, nationality, legal document number of the individual for individual Shareholders; name, enterprise code or legal document number of the organization, head office address for organizational Shareholders or full name, contact address, nationality, legal document number of the individual for the representative of the organizational Shareholders; number of shares of each type and number of votes of the Shareholders;
 - d. Issues requiring consultation to pass decisions;
 - e. Voting options include approval, disapproval and no opinion on each issue being voted on;
 - f. Deadline for returning completed opinion forms to the Company;
 - g. Full name and signature of the Chairman of the Board of Directors.
4. The completed ballot must be signed by the individual Shareholder, the authorized representative or the legal representative of the organizational Shareholder.

Shareholders may send their completed questionnaires to the Company by mail, fax or email as follows :

- a. Mailing: Voting forms sent to the Company must be contained in a sealed envelope and no one is allowed to open it before counting the votes;
- b. Fax or email: Voting forms sent to the Company must be kept confidential until the time of vote counting.

Voting forms sent to the Company after the deadline specified in the voting form or opened in the case of mailing and disclosed in the case of faxing or emailing are invalid. Voting forms that are not returned are considered as non-voting forms.

5. The Board of Directors shall count the votes and prepare a vote counting record under the witness of the Audit Committee or of a Shareholder who does not hold the position of Company Executive. The vote counting record must contain the following main contents:

- a. Name, head office address, business registration number;
- b. Purpose and issues to be consulted to pass the resolution;
- c. Number of Shareholders with total number of votes participated in voting, in which distinguishing between valid and invalid votes and method of sending votes, with appendix of list of shareholders participating in voting;
- d. Total number of votes for, against and abstentions on each issue;
- e. The matter passed and the corresponding passing percentage;
- f. Full name and signature of the Chairman of the Board of Directors, the vote counter and the vote counting supervisor.

Members of the Board of Directors, vote counters and vote counting supervisors shall be jointly responsible for the truthfulness and accuracy of the vote counting minutes; and jointly responsible for damages arising from decisions passed due to dishonest and inaccurate vote counting.

6. The minutes of the vote counting and resolutions must be sent to the Shareholders within fifteen (15) days from the date of completion of the vote counting. The sending of the minutes of the vote counting and resolutions may be replaced by posting them on the Company's website within twenty-four (24) hours from the date of completion of the vote counting.
7. The returned ballots, the vote counting minutes, the adopted resolutions and related documents attached to the ballots must all be kept at the Company's head office;
8. A resolution is passed by way of obtaining written opinions from Shareholders if approved by Shareholders owning more than fifty percent (50%) of the total number of votes of all Shareholders with voting rights and has the same value as a resolution passed at a meeting of the General Meeting of Shareholders.

Artical 23. Resolution, Minutes of General Meeting of Shareholders

1. Minutes of the General Meeting of Shareholders must be recorded and may be audio-recorded or recorded and stored in other electronic forms. Minutes must be prepared in Vietnamese, may be prepared in a foreign language, and have the following main contents:
 - a. Name, head office address, business registration number;
 - b. Time and place of the General Meeting of Shareholders;
 - c. Meeting agenda and content;
 - d. Full name of the chairman and secretary;
 - e. Summarize the meeting proceedings and opinions expressed at the General Meeting of Shareholders on each issue in the meeting agenda;
 - f. Number of Shareholders and total number of votes of Shareholders attending the meeting, appendix of list of registered shareholders, shareholder representatives attending the meeting with corresponding number of shares and votes;
 - g. Total number of votes for each voting issue, clearly stating the voting method, total number of valid, invalid, approving, disapproving and abstaining votes; corresponding ratio to the total number of votes of Shareholders attending the meeting;
 - h. Issues passed and corresponding percentage of votes passed;

- i. Full name and signature of the chairman and secretary. In case the chairman and secretary refuse to sign the meeting minutes, the minutes shall be valid if signed by all other members of the Board of Directors attending the meeting and contain all the contents as prescribed in this clause. The minutes shall clearly state the refusal of the chairman and secretary to sign the meeting minutes.
2. Minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The chairman and secretary of the meeting or other person signing the minutes of the meeting must be jointly responsible for the truthfulness and accuracy of the contents of the minutes.
3. Minutes made in Vietnamese and foreign languages have the same legal effect. In case of any difference in content between the minutes in Vietnamese and in foreign languages, the content in the minutes in Vietnamese shall prevail.
4. Resolutions, Minutes of the General Meeting of Shareholders, appendix of list of shareholders registered to attend the meeting with signatures of Shareholders, authorization documents to attend the meeting, all documents attached to the Minutes (if any) and related documents attached to the meeting invitation must be disclosed in accordance with the law on information disclosure on the stock market and must be kept at the Company's head office.

Artical 24. Request to cancel the Resolution of the General Meeting of Shareholders

Within ninety (90) days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the minutes of the results of the vote counting for the General Meeting of Shareholders, the Shareholder or group of Shareholders specified in Clause 3, Article 12 of this Charter has the right to request the Court or Arbitration to review and cancel the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The order and procedures for convening meetings and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the Company Charter, except for the case specified in Clause 5, Article 21 of this Charter;
2. The content of the resolution violates the law or this Charter.

In case the resolution of the General Meeting of Shareholders is annulled by a decision of the Court or Arbitration, the person convening the annulled General Meeting of Shareholders may consider reorganizing the General Meeting of Shareholders in accordance with the order and procedures prescribed in the Law on Enterprises and this Charter.

VII. BOARD OF DIRECTORS

Artical 25. Nominate and run for Board of Directors

1. candidates have been identified , the Company must disclose information related to the candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that Shareholders can learn about these candidates before voting. The Board of Directors candidates must have a written commitment to the honesty and accuracy of the disclosed personal information and must commit to performing their duties honestly, carefully and in the best interests of the Company if elected as a member of the Board of Directors. Information related to the Board of Directors candidates to be disclosed includes:
 - a. Full name, date, month, year born;

- b. Professional qualifications;
 - c. Work process;
 - d. Other management positions (including positions on the Board of Directors of other companies);
 - e. Interests related to the Company and its related parties;
 - f. Other information (if any).
2. Shareholders or groups of Shareholders owning 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors. Shareholders or groups of Shareholders owning 10% to less than 20% of the total number of voting shares may nominate one (01) candidate; 20% to less than 30% may nominate up to two (02) candidates; 30% to less than 40% may nominate up to three (03) candidates; 40% to less than 50% may nominate up to four (04) candidates; 50 % to less than 60 % may nominate up to five (05) candidates; 60% to less than 70 % may nominate up to six (06) candidates; From 70% to less than 80% can nominate up to seven (07) candidates; and from 80% to less than 90 % can nominate up to eight (08) candidates.
 3. In case the number of candidates for the Board of Directors through nomination and candidacy is still not enough, the current Board of Directors shall introduce additional candidates and the list of additional nominees must be announced on the Company's website at least five (05) days before the opening date of the General Meeting of Shareholders. The nomination of additional members at the General Meeting must ensure the approval rate as prescribed in Clause 2, Article 21 of this Charter.
 4. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1 and Clause 2, Article 155 of the Law on Enterprises and the Company Charter.

Artical 26. Composition and term of office of Board of Directors members

1. The number of members of the Board of Directors is at least five (05) people and at most eleven (11) people.
2. The term of office of the Board of Directors is four (04) years. In which, the term of office of a member of the Board of Directors must follow the term of the Board of Directors. A member of the Board of Directors may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than two (02) consecutive terms. In case all members of the Board of Directors end their terms at the same time, those members shall continue to be members of the Board of Directors until a new member is elected to replace them and take over the work.

In case of additional election or replacement of a member of the Board of Directors who is dismissed or removed, the term of office of the additional or replacement member is the remaining term of the Board of Directors.

3. The composition of the Board of Directors is as follows:
 - a. The Company must ensure that at least one-third (1/3) of the total number of members of the Board of Directors are non-executive members;
 - b. The total number of independent members of the Board of Directors must account for at least one-third (1/3) of the total number of members of the Board of

Directors. The minimum number of independent members of the Board of Directors is determined by rounding down.

A member of the Board of Directors may concurrently be a member of the Board of Directors at a maximum of five (05) other companies.

4. A member of the Board of Directors shall no longer be eligible to be a member of the Board of Directors in the event that he/she is dismissed, removed or replaced by the General Meeting of Shareholders as follows:
 - a. Not meeting the standards and conditions prescribed in Article 155 of the Law on Enterprises or being prohibited by law from being a member of the Board of Directors;
 - b. Have a written resignation and it is accepted;
 - c. Having a mental disorder and there is professional evidence proving that the person lacks civil capacity;
 - d. Failure to participate in the activities of the Board of Directors continuously for six months without the approval of the Board of Directors, and the Board of Directors decides that the position of this person is vacant;
 - e. Dismissed by decision of the General Meeting of Shareholders;
 - f. Intentionally providing inaccurate personal information when submitting to the Company as a candidate for the Board of Directors;
 - g. Other cases as prescribed by law and this Charter.
5. The appointment of members of the Board of Directors must be announced in accordance with the law on information disclosure on the stock market.
6. Board Member may not be a Shareholder of the Company in the following cases:
 - a. Representing the capital of individuals and organizations that are Shareholders of the Company;
 - b. As an individual with capacity and prestige in society, recognized by the Board of Directors The previous term is nominated by a majority of votes or nominated by a Shareholder or group of Shareholders owning ten percent (10%) or more of the total number of voting shares.
7. An independent member of the Board of Directors must notify the Board of Directors that he/she no longer meets the standards and conditions as prescribed in Clause 2, Article 155 of the Law on Enterprises and is automatically no longer an independent member of the Board of Directors from the date of no longer meeting the standards and conditions. The Board of Directors must notify the case where an independent member of the Board of Directors no longer meets the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect additional or replace an independent member of the Board of Directors within six (06) months from the date of receipt of the notice from the relevant independent member of the Board of Directors.

Artical 27. Powers and obligations of the Board of Directors

1. The Company's business activities and affairs are subject to the supervision and direction of the Board of Directors. The Board of Directors is the body with full authority to decide and exercise all rights and obligations on behalf of the Company,

except for those rights and obligations under the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Charter, the Company's internal regulations and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:
 - a. Decide on the Company's strategy, medium-term development plan and annual business plan;
 - b. Determine operational objectives based on strategic objectives approved by the General Meeting of Shareholders;
 - c. Propose the type of shares and the total number of shares of each type that can be offered for sale;
 - d. Decision to sell unsold shares within the number of shares offered for sale of each type;
 - e. Proposing the issuance of convertible bonds and warrants allowing the holder to purchase shares at a predetermined price;
 - f. Decide on the issuance of bonds and other forms of capital mobilization of the Company;
 - g. Decide on the offering price of the Company's bonds, shares and convertible warrants;
 - h. Valuation of non-cash assets contributed to the Company related to the issuance of shares or bonds of the Company, including gold, land use rights, intellectual property rights, technology and technological know-how;
 - i. The purchase or withdrawal by the Company shall not exceed ten percent (10%) of each type of shares; Decide on the price at which the Company purchases or withdraws shares;
 - j. Decide on investment plans and investment projects within the authority and limits prescribed by law;
 - k. Decide on market development, marketing and technology solutions;
 - l. Approve purchase, sale, loan, lending contracts and other contracts and transactions with a value of 30% or more of the total asset value recorded in the company's most recent financial report; except for contracts and transactions under the decision-making authority of the General Meeting of Shareholders as prescribed in Points m, o and q, Clause 2, Article 15 of this Charter;
 - m. Borrowing and making mortgages, warranties, guarantees and indemnities to other companies;
 - n. Investments that are not part of the business plan, or have an investment value exceeding 10% of the annual business plan value;
 - o. Elect, dismiss, remove the Chairman of the Board of Directors;
 - p. Appoint , dismiss, remove, sign contracts, terminate contracts with the General Director and Company Executives ; decide on salaries, remuneration, bonuses and other benefits of those executives;
 - q. Decide on the appointment, dismissal, removal of authorized representatives exercising ownership rights of shares or capital contributions in other

organizations/enterprises; decide on salaries, remuneration, bonuses and other benefits of those persons. The above dismissal must not be contrary to the contractual rights of the dismissed persons (if any);

- r. Decide on specific salary, remuneration, bonuses and other benefits for each member of the Board of Directors based on the budget or total salary, bonuses and other benefits for the Board of Directors approved by the General Meeting of Shareholders;
- s. Supervise and direct the General Director and Company Executives in managing and operating the Company's daily business operations;
- t. Resolve complaints of the Company against the Company Executive as well as decide on the selection of the Company's representative to resolve issues related to legal proceedings against that executive;
- u. Appoint and remove persons authorized by the Company as commercial representatives and Lawyers of the Company;
- v. Decide on the organizational structure and internal management regulations of the Company; move the Company's headquarters within Ho Chi Minh City;
- w. Decision to establish or terminate the operation of a branch or representative office of the Company;
- x. Decide on the establishment, merger, separation, consolidation, conversion of type and dissolution of Subsidiaries;
- y. Decide on the purchase or sale of shares and capital contributions in other enterprises established in Vietnam or abroad;
- z. Approve the agenda and content of documents for the General Meeting of Shareholders, convene the General Meeting of Shareholders or collect opinions for the General Meeting of Shareholders to pass resolutions;
- aa. Submit audited annual financial statements to the General Meeting of Shareholders;
- bb. Report to the General Meeting of Shareholders on the Board of Directors' appointment of the General Director;
- cc. Decide on the level of interim dividends; propose the level of dividends to be paid; decide on the time limit and procedures for paying dividends or handling losses arising during the business process;
- dd. Proposing the reorganization and dissolution of the Company; requesting the bankruptcy of the Company;
- ee. Decision to promulgate the Board of Directors' Operating Regulations and the Company's Governance Regulations after being approved by the General Meeting of Shareholders; decision to promulgate the Audit Committee's Operating Regulations under the Board of Directors, and the Company's Information Disclosure Regulations;
- ff. Decide on any other business or transaction that the Board of Directors deems necessary to obtain approval within its authority and responsibility to ensure the operation of the Company; and
- gg. Other rights and obligations are stipulated in the Law on Enterprises, the Law on Securities, other provisions of law and the Company Charter.

3. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.
4. Unless otherwise provided by law and the Charter, the Board of Directors may authorize employees and other Company Executives to act on behalf of the Company.
5. In case the resolution or decision passed by the Board of Directors is contrary to the provisions of law, the resolution of the General Meeting of Shareholders, or the Company's Charter, causing damage to the Company, the members who agree to pass such resolution or decision shall jointly bear personal responsibility for such resolution or decision and shall compensate the Company for the damage; the members who oppose the passage of the above resolution or decision shall be exempted from liability. In this case, the Company's shareholders have the right to request the Court to suspend or annul the implementation of the above resolution or decision.

Artical 28. Remuneration, salary, bonus and other benefits of Board of Directors members

1. Board members are entitled to remuneration and bonuses based on the Company's performance and efficiency. This remuneration is divided among the Board members according to the agreement in the Board of Directors or divided equally in case of no agreement.
2. The total remuneration and bonus of the Board of Directors is decided by the General Meeting of Shareholders at the annual meeting.
3. The remuneration of each member of the Board of Directors is included in the Company's business expenses according to the provisions of the law on corporate income tax, shown as a separate item in the Company's annual financial statements and must be reported to the General Meeting of Shareholders at the annual meeting.
4. A member of the Board of Directors holding an executive position; or a permanent/full-time member of the Board of Directors; or a member of the Board of Directors serving on committees or sub-committees of the Board of Directors; or performing other tasks which, in the opinion of the Board of Directors, are outside the scope of the normal duties of a member of the Board of Directors, may be paid in addition in the form of a lump sum, salary, commission, percentage of profits or in other forms as decided by the Board of Directors.
5. Board members are entitled to be reimbursed for all travel, accommodation, meals and other reasonable expenses incurred by them in performing their Board member responsibilities, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors or committees/subcommittees of the Board of Directors.

Artical 29. Chairman, Vice Chairman of the Board of Directors

1. The Board of Directors shall select from among its members one (01) Chairman and Vice Chairmen (if any) by majority vote.
2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director of the Company.
3. The Chairman of the Board of Directors has the following rights and obligations:
 - a. Develop programs and plans of activities of the Board of Directors;

- b. Prepare or organize the preparation of agenda, content, and documents for meetings; convene, chair and preside over the General Meeting of Shareholders and meetings of the Board of Directors;
 - c. The Chairman of the Board of Directors shall be responsible for ensuring that the Board of Directors submits the annual financial report, the Company's operational report, the audit report and the Board of Directors' operational report to the Shareholders at the General Meeting of Shareholders;
 - d. Organize the approval of resolutions and decisions of the Board of Directors; sign resolutions and decisions of the Board of Directors on behalf of the Board of Directors;
 - e. Monitor the implementation of resolutions and decisions of the Board of Directors;
 - f. Other rights and obligations as prescribed by the Law on Enterprises and the Company Charter.
4. The Vice Chairman shall have the same rights and obligations as the Chairman in the event that he is authorized by the Chairman, but only in the event that the Chairman has notified the Board of Directors that he is absent or must be absent due to force majeure or is unable to perform his duties. In the event that the Chairman does not appoint a Vice Chairman, the remaining members of the Board of Directors shall appoint a Vice Chairman. In the event that both the Chairman and the Vice Chairman are temporarily unable to perform their duties for any reason, the Board of Directors may elect another person among them to perform the duties of the Chairman by majority vote.
 5. In case the Chairman and/or Vice Chairman of the Board of Directors submits a resignation or is dismissed or removed from office, the Board of Directors must elect a replacement within ten (10) days from the date the Company receives the resignation letter or from the date the Board of Directors approves the decision to dismiss or remove.

Artical 30. Board of Directors Meeting

1. The first meeting of the Board of Directors term.

The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the date of completion of the election of the Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In case there is more than one member with the highest number of votes or the highest percentage of votes and equal, the members shall vote by majority to select one (01) of them to convene the meeting of the Board of Directors.

2. Regular Board Meeting.

The Chairman of the Board of Directors must convene regular meetings of the Board of Directors, set the agenda, and announce the time and place of the meeting at least five (05) working days before the scheduled meeting date. The Chairman may convene a meeting whenever deemed necessary, but there must be at least one (01) meeting per quarter.

3. Extraordinary Board Meeting.

The Chairman of the Board of Directors shall convene extraordinary meetings when deemed necessary for the benefit of the Company. In addition, the Chairman of the Board of Directors shall convene a meeting of the Board of Directors, without delay

without justifiable reason, when one of the following subjects requests in writing to present the purpose of the meeting and the issues to be discussed:

- a. An independent member of the Board of Directors;
 - b. General Director or at least five (05) other Company Executives;
 - c. At least two (02) members of the Board of Directors.
 - d. At the request of the independent auditor to discuss the audit report and the Company's situation.
4. The meetings of the Board of Directors mentioned in Clause 3 of this Article must be held within seven (07) working days after the meeting proposal is made. In case the Chairman of the Board of Directors does not agree to convene a meeting as requested, he/she shall be responsible for any damages caused to the Company; the persons requesting the organization of the meeting mentioned in Clause 3 of this Article have the right to replace the Chairman of the Board of Directors in convening a meeting of the Board of Directors.

5. Meeting location.

The meetings of the Board of Directors specified in Clause 1, Clause 2, Clause 3 of this Article shall be conducted at the Company's head office address or other addresses in Vietnam or abroad as proposed by the Chairman of the Board of Directors and agreed by the Board of Directors.

6. Notice of Board of Directors meeting.

Notice of Board of Directors meeting must be sent to members of the Board of Directors at least three (03) working days before the meeting. Notice of meeting can be sent by invitation, post, fax, email or other means depending on the time, but must ensure that it reaches the address of each member of the Board of Directors registered with the Company. Notice of meeting must specify the time and place of the meeting, agenda, issues to be discussed and decided, along with documents used at the meeting and voting ballots of members.

7. Minimum number of participants:

The first meeting of the Board of Directors is held when three-quarters (3/4) of the members of the Board of Directors attend the meeting. A member of the Board of Directors is considered to attend and vote at the meeting when: (i) attending and voting directly at the meeting; or (ii) through an authorized representative (the authorized representative has the right to attend the meeting when approved by all members of the Board of Directors) ; or (iii) attending and voting through online conference, electronic voting or other electronic forms ; or (iv) sending a voting ballot to the meeting by mail , fax , post electronically ; or (v) send the vote by other means approved by a majority of the members .

In case the number of members attending the meeting is not sufficient as prescribed, a second meeting shall be convened within seven (07) days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half (1/2) of the Board of Directors members attend the meeting.

8. Vote:

- a. Except as provided in Point b of this Clause, each member of the Board of Directors or authorized person (if any) attending the Board of Directors meeting has one (01) vote;

- b. A member of the Board of Directors shall not vote on contracts or transactions or proposals in which he or she or a Person Related to him has an interest which conflicts or may conflict with the interests of the Company. A member of the Board of Directors shall not be counted in the quorum required to hold a meeting of the Board of Directors on decisions on which he or she does not have the right to vote;

Any member of the Board of Directors who benefits from a contract or transaction specified in Point a and Point b, Clause 7, Article 38 of this Charter shall be deemed to have a significant interest in that contract or transaction ;

- c. Pursuant to Point b of this Clause, when a matter arises at a meeting of the Board of Directors relating to the interests of a member of the Board of Directors or relating to the voting rights of a member which cannot be resolved by the voluntary renunciation of the voting rights of the relevant member of the Board of Directors, the matter shall be referred to the chairman of the meeting for decision. The chairman's decision on such matters shall be final, except in cases where the nature or scope of the interests of the relevant member of the Board of Directors has not been fully disclosed;

9. Vote to pass decisions.

The Board of Directors shall pass matters and make decisions by following the consent of the majority of the Board members attending the meeting (over fifty percent (50%); in case of equal votes, the final decision shall belong to the side with the opinion of the Chairman of the Board of Directors.

10. Public benefits.

A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been signed or is expected to be signed with the Company and knows that he or she has an interest in it must publicly disclose the nature and content of that interest at the meeting where the Board of Directors first considers the signing of this contract or transaction. In case that member of the Board of Directors does not know that he or she or a related person has an interest at the time the contract or transaction is signed with the Company, this member of the Board of Directors must publicly disclose the related interests at the first meeting of the Board of Directors held after this member knows that he or she has an interest or will have an interest or will have an interest in the relevant transaction or contract.

- 11. A meeting of the Board of Directors may be held by way of video conference between members of the Board of Directors when all or some of the members are in different locations provided that each member attending the meeting is able to:**

- a. Hear each other Board member speak at the meeting;
- b. Speak to all other attendees simultaneously.

The exchange of information between members may be made directly by telephone or by other means of communication (including the use of such means at the time of adoption of the Charter or later) or by a combination of all these methods. A member of the Board of Directors participating in such a meeting shall be considered "present" at that meeting. The place of a meeting held under this provision shall be the place where the largest group of members of the Board of Directors is assembled, or if there is no such group, the place where the Chairman of the meeting is present.

Decisions passed in a duly held and conducted telephone meeting shall be effective immediately upon the conclusion of the meeting but shall be confirmed by the

signatures in the minutes of all members of the Board of Directors attending the meeting.

Members of the Board of Directors may send their ballots to the meeting by mail, fax, or email. In case of sending ballots to the meeting by mail, the ballots must be enclosed in sealed envelopes and must be delivered to the Chairman of the Board of Directors at least one (01) hour before the opening. The ballots may only be opened in the presence of all attendees. In case of sending fax or email, it must be sent before the end of vote counting.

12. Decision in writing.

A resolution adopted by written consent is adopted by a majority of the members of the Board of Directors with voting rights. This resolution has the same effect and validity as a resolution adopted by the members of the Board of Directors at a meeting convened and held in accordance with the usual practice.

13. Minutes of Board of Directors meeting

- a. of Directors meetings must be recorded in minutes and may be recorded, transcribed and stored in other electronic forms . The meeting minutes include the following main contents :
 - Name , head office address , business registration number ;
 - Time and place of meeting;
 - Purpose , agenda and content of the meeting ;
 - Full name of each member attending the meeting or authorized person attending the meeting and method of attending the meeting; full name of members not attending the meeting and reason;
 - Problem discussed and voted on at the meeting ;
 - Summarize the opinions of each member attending the meeting in chronological order;
 - Voting results, clearly stating the members who approve, disapprove and have no opinion;
 - The issue passed and the corresponding passing percentage;
 - Full name and signature of the chairman and the person taking the minutes .
- b. In case the chairman and/or the minute taker refuses to sign the meeting minutes, but if they are signed by all other members of the Board of Directors attending the meeting and contain all the contents as prescribed in Point a, Clause 13 of this Article, the minutes shall remain valid.
- c. The chairman, the minute taker and the signatories of the minutes shall be responsible for the truthfulness and accuracy of the content of the Board of Directors meeting minutes.
- d. Minutes must be made in Vietnamese and may be made in a foreign language . In this case, minutes made in Vietnamese and in a foreign language have the same legal effect . In case there is a difference in content between the minutes in Vietnamese and in a foreign language, the content in the minutes in Vietnamese shall prevail .
- e. Minutes of Board of Directors meetings and documents used in the meetings must be kept at the Company's head office.

Artical 31. Subcommittees of the Board of Directors

1. The Board of Directors may establish subcommittees to be in charge of development policies, human resources, remuneration, internal audit, and risk management.
2. The number of members of the subcommittee decided by the Board of Directors shall be at least three (03) people, including members of the Board of Directors and external members.
3. The activities of the subcommittee must comply with the regulations of the Board of Directors. The subcommittee's resolutions are only effective when the majority of members attend and vote to pass at the subcommittee meeting.
4. The implementation of decisions of the Board of Directors or of subcommittees under the Board of Directors must comply with current legal regulations and provisions in the Company Charter and Corporate Governance Regulations.

Artical 32. Audit Committee

1. The Audit Committee is a professional body under the Board of Directors.
2. Nominate and run for membership of the Audit Committee .
 - a. The Chairman of the Audit Committee and other members of the Audit Committee are nominated by the Board of Directors and are not Executives of the Company;
 - b. The appointment of the Chairman of the Audit Committee and other members of the Audit Committee must be approved by the Board of Directors at a meeting of the Board of Directors.
3. Audit Committee composition .
 - a. The Audit Committee shall have two (02) or more members. The Chairman of the Audit Committee shall be an independent member of the Board of Directors. Other members of the Audit Committee shall be non-executive members of the Board of Directors;
 - b. Audit Committee members must have knowledge of accounting and auditing, have general understanding of the law and operations of the Company and must not fall into the following cases:
 - Work in the accounting and finance department of the Company;
 - Being a member or employee of an auditing organization approved to audit the Company's financial statements for the previous three (03) consecutive years.
 - c. The Chairman of the Audit Committee must have a university degree or higher in one of the following majors: economics, finance, accounting, auditing, law, or business administration.
4. Rights and obligations of the Audit Committee :
 - a. Monitor the integrity of the Company's financial statements and official announcements relating to the Company's financial results;
 - b. Review of internal control and risk management systems;
 - c. Review transactions with Related Persons subject to approval by the Board of Directors or General Meeting of Shareholders and make recommendations on transactions requiring approval by the Board of Directors or General Meeting of Shareholders;

- d. Supervise the Company's internal audit department;
 - e. Recommend the independent auditing company, remuneration and related terms in the contract with the auditing company for the Board of Directors to approve before submitting to the Annual General Meeting of Shareholders for approval;
 - f. Monitor and evaluate the independence and objectivity of the auditing firm and the effectiveness of the auditing process, especially in cases where the Company uses non-audit services of the auditor;
 - g. Supervision to ensure the Company complies with legal regulations, regulatory requirements and other internal regulations of the Company;
 - h. Have access to documents related to the Company's operations, discuss with members of the Board of Directors and the Company's Executive Officer to collect information for the Audit Committee's operations;
 - i. Has the right to request representatives of approved auditing organizations to attend and answer questions related to audited financial statements at meetings of the Audit Committee;
 - j. Use outside legal, accounting or other consulting services as needed;
 - k. Develop and submit to the Board of Directors policies on risk detection and management; propose to the Board of Directors solutions to handle risks arising in the Company's operations;
 - l. Prepare a written report to the Board of Directors when discovering that a member of the Board of Directors or the Company Executive does not fully perform his/her responsibilities as prescribed in the Law on Enterprises and the Company Charter;
 - m. Develop the Audit Committee's operating regulations and submit them to the Board of Directors for approval;
 - n. Other powers and responsibilities are prescribed in this Charter, the Corporate Governance Regulations, the Audit Committee's Operating Regulations and legal regulations.
5. Audit Committee Meeting .
- a. The Audit Committee must meet at least two (02) times a year. Minutes of the meeting must be detailed, clear and fully retained. The person taking the minutes and the Audit Committee members attending the meeting must sign the meeting minutes;
 - b. The Audit Committee shall pass decisions by voting at meetings, by collecting written opinions or by other means as prescribed by the Company Charter or the Audit Committee's Operating Regulations. Each member of the Audit Committee shall have one vote. Decisions of the Audit Committee shall be passed if approved by the majority of members attending the meeting; in case of equal votes, the final decision shall belong to the side with the opinion of the Chairman of the Audit Committee.
6. Report on the activities of the independent members of the Board of Directors in the Audit Committee at the annual General Meeting of Shareholders .
- a. The independent Board member in the Audit Committee is responsible for reporting on activities at the annual General Meeting of Shareholders;

- b. The performance report of the independent member of the Board of Directors in the Audit Committee at the annual General Meeting of Shareholders must ensure the following contents:
- Remuneration, operating expenses and other benefits of the Audit Committee and each member of the Audit Committee as prescribed in the Law on Enterprises and the Company Charter;
 - Summary of Audit Committee meetings and conclusions and recommendations of the Audit Committee;
 - Results of monitoring of financial reports, operations and financial status of the Company;
 - Report on the assessment of transactions between the Company, Subsidiaries, other companies in which the Company controls 50% or more of the charter capital with members of the Board of Directors, Company Executives and related persons of that entity; transactions between the Company and companies in which members of the Board of Directors, Company Executives are founding members or business managers within the last 3 years prior to the time of the transaction;
 - Results of assessment of the Company's internal control and risk management system;
 - Results of monitoring of the Board of Directors and the Company's Executives;
 - Results of the assessment of the coordination of activities between the Audit Committee, the Board of Directors, the General Director and the Shareholders;

VIII.CEO , COO AND CORPORATE SECRETARY

Artical 33. Management organization

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

Artical 34. Company Executive

1. The Company's Executive Officers include the General Director, Deputy General Directors, Functional Directors, Chief Accountant, and other executives appointed by the Board of Directors;
2. Upon the proposal of the General Director and with the approval of the Board of Directors, the Company may recruit other executives with the number and qualifications appropriate to the Company's management structure and regulations as prescribed by the Board of Directors. The Company Executive must be responsible for supporting the Company in achieving its objectives in operation and organization;
3. The salary, remuneration, bonuses, benefits and other terms of the employment contract for: (i) the General Director shall be decided by the Board of Directors; (ii) other Company Executives shall be approved by the Board of Directors based on the proposal of the General Director;

4. The salary of the Company Executive is included in the Company's business expenses according to the provisions of the law on corporate income tax, shown as a separate item in the Company's annual financial report and must be reported to the General Meeting of Shareholders at the annual meeting.

Artical 35. Appointment, dismissal, duties and powers of the General Director

1. The Board of Directors shall appoint one (01) member of the Board of Directors or hire another person as General Director and shall sign an employment contract stipulating salary, remuneration, benefits and other terms related to the recruitment.
2. The General Director is the person who runs the daily business operations of the Company; is subject to the supervision and direction of the Board of Directors; is responsible to the Board of Directors and before the law for the implementation of assigned rights and obligations.
3. The term of office of the General Director is four (04) years and can be reappointed for an unlimited number of terms. The appointment may expire based on the provisions of the labor contract. The General Director must not be a person prohibited by law from holding this position and must meet the standards and conditions prescribed by law and the Company Charter.
4. The General Director has the following rights and obligations:
 - a. Organize the implementation of resolutions and decisions of the Board of Directors and the General Meeting of Shareholders;
 - b. Organize the implementation of the Company's business plan and investment plan approved by the Board of Directors and the General Meeting of Shareholders;
 - c. Decide on matters related to the Company's daily business operations that are not under the authority of the Board of Directors or the General Meeting of Shareholders;
 - d. Approve purchase, sale, loan, lending contracts and other contracts and transactions with a value of less than 30% of the total asset value recorded in the company's most recent financial report; except for contracts and transactions under the decision-making authority of the Board of Directors as prescribed in Point 1, Clause 2, Article 27 of this Charter;
 - e. Recommend the number and types of executives that the Company needs to recruit for the Board of Directors to appoint or remove as necessary to implement best management practices and organizational structures proposed by the Board of Directors, and advise the Board of Directors to decide on the salaries, remuneration, benefits and other terms of the employment contracts of the Company's Executives;
 - f. Consult with the Board of Directors to decide on the number of employees, salaries, allowances, benefits, appointment, dismissal and other terms related to their employment contracts;
 - g. Appoint, dismiss, and remove management positions in the Company, except for positions under the authority of the Board of Directors and the General Meeting of Shareholders;
 - h. Propose measures to improve the Company's operations and management;
 - i. Prepare strategies, medium-term development plans and annual business plans for approval by the Board of Directors;

- j. Propose plans to pay dividends or handle business losses;
 - k. Carry out all other activities as prescribed in this Charter and the Company's regulations, resolutions of the Board of Directors, the General Director's labor contract and the law.
5. Reporting to the Board of Directors and shareholders: The General Director is responsible to the Board of Directors and the General Meeting of Shareholders for the performance of assigned duties and powers and must report to these agencies when requested.
 6. Dismissal, dismissal: The Board of Directors may dismiss or remove the General Director when two-thirds (2/3) or more of the Board of Directors members vote in favor (excluding the vote of a Board of Directors member in the case that this Board of Directors member is also the General Director) and appoint a new (01) General Director to replace him/her.
 7. The General Director attends meetings of the Board of Directors as an observer, but may not vote unless the General Director is also a member of the Board of Directors.

Artical 36. Corporate Secretary

1. The Board of Directors of the Company must appoint at least one (01) person to act as Corporate Secretary to support the effective conduct of corporate governance.
2. The corporate secretary must be a person with legal knowledge and must not concurrently work for an approved auditing organization that is auditing the Company's financial statements.
3. The Board of Directors may dismiss or appoint the Corporate Secretary when necessary but not contrary to current labor laws .
4. The corporate secretary has the following rights and obligations:
 - a. Advise the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and related work between the Company and Shareholders;
 - b. Prepare Board of Directors meetings and General Meeting of Shareholders as required by the Board of Directors;
 - c. Advice on meeting procedures;
 - d. Attend meetings;
 - e. Consulting on procedures for preparing resolutions and decisions of the Board of Directors in accordance with legal regulations;
 - f. Provide financial information, copies of Board of Directors meeting minutes and other information to Board members;
 - g. Monitor and report to the Board of Directors on the Company's information disclosure activities;
 - h. Act as a point of contact with stakeholders;
 - i. B. Keep information confidential according to the provisions of law and the Company Charter;
 - j. Other rights and obligations as prescribed by law and the Company Charter.

IX. RESPONSIBILITIES OF BOARD MEMBERS, GENERAL DIRECTOR AND COMPANY MANAGERS

Artical 37. Duty of care

Members of the Board of Directors, the General Director and the Company's Executive Officers shall perform their duties, including those as members of subcommittees of the Board of Directors, in good faith in the best interests of the Company and with the degree of care that a prudent person would have in a similar position and under similar circumstances.

Artical 38. Responsibility to be honest and avoid conflicts of interest

1. Members of the Board of Directors, General Director and Company Executives must publicly disclose related interests in accordance with the provisions of the Enterprise Law and related legal documents.
2. Members of the Board of Directors, the General Director and the Company's Executives are not allowed to use business opportunities that may benefit the Company for personal purposes; and at the same time, they are not allowed to use information obtained through their positions for personal gain or to serve the interests of any other organization or individual.
3. Members of the Board of Directors, the General Director and the Company's Executives are obliged to notify the Board of Directors of all interests that may conflict with the Company's interests that they may enjoy through economic entities, transactions or other individuals.
4. The Company shall not grant loans or guarantees to members of the Board of Directors, the General Director, the Company's Executive Officers and their Related Persons or any legal entities in which these persons have financial interests, unless the above loans or guarantees have been approved by the General Meeting of Shareholders.
5. A member of the Board of Directors is not allowed to vote on transactions that benefit that member or that member's Related Person as prescribed by the Law on Enterprises.
6. Members of the Board of Directors, General Director, Company Executives and Related Persons of these entities are not allowed to use or disclose to others inside information to carry out related transactions.
7. Contracts or transactions between the Company and one or more members of the Board of Directors, the General Director, the Company's Executives, and individuals and organizations related to these subjects shall not be invalidated in the following cases:
 - a. For contracts or transactions with a value of less than 20% or transactions resulting in a total transaction value arising within 12 months from the date of the first transaction having a value of less than 20% of the total asset value recorded in the most recent financial report, the important contents of the contract or transaction as well as the relationships and interests of the members of the Board of Directors, the General Director, and the Company's Executives have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of the Board of Directors members who have no related interests ;
 - b. For contracts or transactions with a value greater than or equal to 20% or transactions resulting in a total transaction value arising within 12 months from the date of the first transaction with a value of 20% or more of the total asset value

recorded in the most recent financial report, the important contents of the contract or transaction as well as the relationships and interests of the members of the Board of Directors, General Director, and Company Executives have been announced to the Shareholders and approved by the General Meeting of Shareholders by the votes of Shareholders with no related interests.

Artical 39. Liability for damages and compensation

1. Members of the Board of Directors, General Director and Company Executives who violate their obligations and responsibilities of honesty and prudence; who fail to fulfill their obligations with diligence and professional capacity shall be responsible for damages caused by their violations.
2. The Company shall indemnify any person who has been, is or may become a party to any claim, lawsuit or prosecution (including civil and administrative cases and not lawsuits initiated by the Company) if such person has been or is a member of the Board of Directors, General Director, Company Executive, employee or representative authorized by the Company who has been or is performing duties under the authorization of the Company provided that such person has acted honestly, carefully, diligently for the benefit or not in conflict with the interest of the Company on the basis of compliance with the law and there is no evidence confirming that such person has breached his/her responsibilities.
3. costs include judgment costs, fines, and actual payments (including attorneys' fees) incurred in resolving these cases within the framework of the law. The Company may purchase insurance for these people to avoid the above compensation liabilities.

X. RIGHT TO SEARCH COMPANY BOOKS AND RECORDS

Artical 40. Right to search books and records

1. Common shareholders have the right to examine books and records, specifically as follows:
 - a. Ordinary shareholders have the right to review, look up and extract information about their names and contact addresses in the list of shareholders with voting rights; request correction of their inaccurate information; review, look up, extract or copy the Company Charter, minutes of the General Meeting of Shareholders and resolutions of the General Meeting of Shareholders;
 - b. Shareholders or groups of shareholders owning five percent (05%) or more of the total number of common shares have the right to review, look up, and extract the minutes and resolutions and decisions of the Board of Directors, mid-year and annual financial reports, contracts, transactions that must be approved by the Board of Directors and other documents, except for documents related to the Company's trade secrets and business secrets.
2. In case the authorized representative of a Shareholder or group of shareholders requests to look up books and records, he/she must attach a power of attorney from the Shareholder or group of shareholders that he/she represents or a notarized copy of this power of attorney.
3. Members of the Board of Directors, the General Director and the Company's Executive Officers have the right to look up the Company's shareholder register, list of shareholders, books and other records of the Company for purposes related to their positions, provided that such information is kept confidential.

4. The Company must keep this Charter and amendments to the Charter, the Certificate of Business Registration, regulations, documents proving ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, annual financial statements, accounting books and other documents as prescribed by law at the head office or another place provided that the Shareholders and the Business Registration Authority are notified of the location where these documents are stored.
5. The company charter must be published on the Company's website.

XI. EMPLOYEES AND UNIONS

Artical 41. Employees and unions

1. The General Director must plan for the Board of Directors to approve issues related to recruitment, employee termination, salary, social insurance, benefits, rewards and discipline for employees and business executives.
2. The General Director shall plan for the Board of Directors to approve matters relating to the Company's relations with trade unions in accordance with best management standards, practices and policies, the practices and policies stipulated in this Charter, the Company's regulations and current legal regulations.

XII. PROFIT DISTRIBUTION

Artical 42. Profit Distribution

1. The General Meeting of Shareholders decides on the level of dividend payment and the form of annual dividend payment from the Company's retained earnings.
2. According to the provisions of the Enterprise Law , the Board of Directors may decide to pay interim dividends if it considers that such payment is consistent with the Company's profitability.
3. The Company does not pay interest on dividends or payments relating to a class of shares.
4. The Board of Directors may propose to the General Meeting of Shareholders to approve the payment of all or part of dividends in shares and the Board of Directors is the body implementing this decision.
5. In case dividends or other amounts related to a class of shares are paid in cash, the Company must pay in Vietnamese Dong. Payments may be made directly or through banks based on the bank account details provided by the Shareholder. In case the Company has transferred money according to the bank details provided by the Shareholder but the shareholder does not receive the money, the Company shall not be responsible for the amount transferred to the shareholder. Payments of dividends for shares listed on the Stock Exchange may be made through a securities company or the Vietnam Securities Depository and Clearing Corporation.
6. Subject to the approval of the Shareholders at the General Meeting of Shareholders, the Board of Directors may decide and notify that the holders of common shares shall have the right to elect to receive dividends in common shares in lieu of cash dividends. Such additional shares shall be recorded as fully paid shares on the basis that the value of the additional common shares in lieu of cash dividends shall be equivalent to the cash amount of the dividend according to the most accurate calculation.

7. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall adopt a resolution or decision to determine a specific date as the last registration date to exercise the Company's shareholder rights (also known as the shareholder record date). Based on that date, those who register as Shareholders or holders of other securities are entitled to receive dividends in cash or shares, interest, notices or other documents.
8. Other issues related to profit distribution are carried out in accordance with the provisions of law.

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

Artical 43. Bank account

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

Artical 44. Reserve fund

The Company sets aside reserve funds in accordance with current legal regulations as follows:

1. The Science and Technology Fund aims to:
 - a. Create financial resources to fund the Company's scientific and technological activities through research, application and development activities, technological innovation leading to innovative improvements in products, services and solutions.
 - b. Achievements from the research process are the premise for creating quality products to meet the increasing needs of society and enhance the Company's competitive advantage.
 - c. Priority is given to funding for new scientific and technological application research projects that are challenging and have a testing and evaluation period of less than 3 years.
2. The Development Investment Fund aims to:
 - a. Create capital sources for the Company's Executive Officer to be proactive in conducting research, applying new products and technological solutions and implementing investment projects to expand the company's production and business scale or in-depth investment with a capital recovery period of over 03 years.
 - b. Provision for loss due to natural disasters or fire.
3. Financial reserve fund and other funds (if any).

The establishment and use of Reserve Funds are reported and submitted to the Board of Directors for approval at the year-end regular meeting. The Development Investment Fund is reported by the Board of Directors and submitted to the General Meeting of Shareholders for approval at the annual meeting.

Artical 45. Fiscal year

The Company's fiscal year begins on April 1 of each year and ends on March 31 of each year.

Artical 46. Accounting mode

1. The accounting regime used by the Company is the Vietnamese Accounting System (VAS) or other specific accounting regime issued by a competent authority approved by the Ministry of Finance.
2. The Company shall maintain accounting books in Vietnamese and keep accounting records in accordance with accounting laws and relevant laws. These records must be accurate, up-to-date, systematic and sufficient to demonstrate and explain the Company's transactions.
3. The Company uses Vietnamese Dong as the currency used in accounting.

XIV. FINANCIAL REPORTS, ANNUAL REPORTS AND INFORMATION DISCLOSURE RESPONSIBILITIES

Artical 47. Annual, semi-annual and quarterly financial reports

1. The Company must prepare annual financial statements and the annual financial statements must be audited in accordance with the provisions of law. The Company shall publish the audited annual financial statements in accordance with the provisions of law on information disclosure on the stock market and submit them to the competent state agency.
2. The annual financial report must include all reports, appendices, and explanations as prescribed by law on corporate accounting. The annual financial report must honestly and objectively reflect the Company's operations. In case the Company is a parent company, in addition to the parent company's annual financial report, it must also include the consolidated financial report of the Company and its Subsidiaries at the end of each fiscal year.
3. The Company must prepare and publish audited semi-annual financial statements and quarterly financial statements in accordance with the law on information disclosure on the stock market and submit them to competent state agencies.
4. statements , reviewed semi-annual financial statements and quarterly financial statements must be published on the Company's website.
5. Interested organizations and individuals have the right to inspect or copy the audited annual financial statements, reviewed semi-annual reports and quarterly financial statements during the Company's working hours, at the Company's head office and must pay a reasonable fee for the copying.

Artical 48. Annual Report

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

XV. COMPANY AUDIT

Artical 49. Auditing

1. The General Meeting of Shareholders shall appoint an independent auditing company or approve a list of independent auditing companies and authorize the Board of Directors to decide on one of these units to audit the Company's financial statements for the following fiscal year based on the terms and conditions agreed with the Board

of Directors. The independent auditing company performing the audit for the Company must be an auditing company approved by the State Securities Commission.

2. The Company must prepare and submit annual financial statements to the independent auditing firm after the end of the fiscal year.
3. The independent auditing company shall examine, confirm and report on the annual financial statements reflecting the Company's revenues and expenditures, prepare an audit report and present that report to the Board of Directors within three (03) months from the end of the fiscal year.
4. A copy of the audit report is attached to the Company's annual financial statements.
5. The auditor or a representative of the auditing company may be invited to attend the annual General Meeting of Shareholders to express opinions at the General Meeting of Shareholders on issues related to the annual financial statements in case the audit report contains material exceptions.

XVI. BUSINESS SEAL

Artical 50. Company seal

1. Seals include seals made at seal engraving establishments or seals in the form of digital signatures according to the provisions of law on electronic transactions.
2. The Board of Directors decides on the type, quantity, form and content of the seal of the Company, branches and representative offices of the Company (if any).
3. The Board of Directors and General Director use and manage the seal in accordance with current laws.

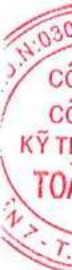
XVII. TERMINATION OF OPERATIONS AND LIQUIDATION

Artical 51. Termination of operations

1. The Company may be dissolved or terminated in the following cases:
 - a. End of the Company's term of operation without a decision to extend;
 - b. A competent court of Vietnam declares the Company bankrupt in accordance with current law;
 - c. Business Registration Certificate revoked ;
 - d. Dissolution before the deadline according to the resolution and decision of the General Meeting of Shareholders.
 - e. Other cases as prescribed by law.
2. The dissolution of the Company before the deadline (including the extended deadline) is decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified or approved by the competent authority (if required) according to regulations.

Artical 52. Resolving the impasse between Board members and Shareholders

Unless otherwise provided in this Charter, Shareholders holding more than half of the outstanding shares entitled to vote in the election of members of the Board of Directors have the right to file a complaint with the court to request dissolution on one or more of the following grounds:



1. The Board of Directors members did not agree in managing the Company's affairs, leading to the failure to obtain the required number of votes as prescribed for the Board of Directors to operate.
2. The Shareholders did not reach a consensus and could not obtain the required number of votes as prescribed to elect members of the Board of Directors.
3. There is internal disagreement and two or more factions of Shareholders are divided so that dissolution would be the most beneficial option for all Shareholders.

Artical 53. Liquidation

1. When there is a decision to dissolve the Company, the Board of Directors must establish a Liquidation Committee consisting of three (03) members, of which two (02) members are appointed by the General Meeting of Shareholders and one (01) member is appointed by the Board of Directors from an (01) independent auditing company. The Liquidation Committee shall prepare its own operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All expenses related to the liquidation shall be paid by the Company prior to other debts of the Company.
2. The Liquidation Board is responsible for reporting to the Business Registration Office on the date of establishment and the date of commencement of operations. From that time on, the Liquidation Board represents the Company in all matters related to the Company's liquidation before the Court and administrative agencies.
3. Proceeds from liquidation are paid in the following order:
 - a. Liquidation costs;
 - b. Debts of wages, severance pay, social insurance and other benefits of employees according to collective labor agreements and signed labor contracts;
 - c. Tax debt;
 - d. Other debts of the Company;
 - e. The remainder after payment of all debts from items (a) to (d) above will be distributed to the Shareholders. The preference shares have priority to be paid first.

XVIII. INTERNAL DISPUTE RESOLUTION

Artical 54. Internal dispute resolution

1. In case of disputes or complaints related to the Company's operations, the rights and obligations of Shareholders as prescribed in the Enterprise Law, the Company Charter, other legal regulations or agreements between:
 - a. Shareholders with the Company;
 - b. Shareholders with the Board of Directors, General Director or Company Executives;

The parties concerned shall attempt to resolve such dispute through negotiation and conciliation. Except in the case of a dispute involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the resolution of the dispute and shall request each party to present information relating to the dispute within fifteen (15) working days from the date the dispute arises. In the case of a dispute involving the Board of Directors or the Chairman of the Board of Directors, any party may request the appointment of an independent expert to act as a mediator for the dispute resolution process.

2. In case no conciliation decision is reached within six (06) weeks from the start of the conciliation process or if the conciliator's decision is not accepted by the parties, any party may bring the dispute to Arbitration or Court.
3. The parties shall bear their own costs related to the negotiation and conciliation procedures. Payment of court costs shall be made according to the Court's judgment.

XIX. SUPPLEMENTS AND AMENDMENTS TO THE CHARTER

Artical 55. Company charter

1. Supplements and amendments to this Charter must be considered and decided by the General Meeting of Shareholders.
2. In case there are provisions of law related to the Company's operations that have not been mentioned in this Charter or in case there are new provisions of law that are different from the provisions in this Charter, the provisions of such law shall of course be applied to regulate the Company's operations.

XX. EFFECTIVE DATE

Artical 56. Effective Date

1. This charter consists of XX items and 56 articles, unanimously approved by the General Meeting of Shareholders of Global Electrical Technology Corporation on June 25, 2013, amended and supplemented many times, the last supplement being on 03/07/2025, and the full validity of this charter is approved.
2. The Charter is made in 10 copies, of equal value and must be kept at the Company's head office.
3. These regulations are the sole and official of the Company.
4. Copies or extracts of the Company Charter are valid when signed by the Chairman of the Board of Directors, or at least one-half (1/2) of the total number of members of the Board of Directors, or the General Director, or a person authorized by the General Director.

Full name and signature of the Company's legal representative

CHIEF EXECUTIVE OFFICER



NGUYEN HUU DUNG





INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

GLOBAL ELECTRICAL TECHNOLOGY CORPORATION

*(Issued pursuant to the Resolution of the 2025 Annual
General Meeting of Shareholders - Appendix 3)*

Ho Chi Minh City, July 3, 2025

CHAPTER I

GENERAL PROVISIONS

Article 1. Governing scope and applicable entities

1.1. Governing scope

The Internal Regulations on Corporate Governance (the “Regulations”) provide for the basic corporate governance principles in order to protect the legitimate rights and interests of the Shareholders, and establish standards of behavior and professional ethics of members of the Board of Directors, the General Director and other managers.

These Regulations are also the basis for the Shareholders and other relative parties to evaluate the corporate governance performance of the Company.

These Regulations provide for:

- a. Roles, rights and obligations of the General Meeting of Shareholders, the Board of Directors, the General Director;
- b. Procedures for meetings of the General Meeting of Shareholders and meetings of the Board of Directors;
- c. Nomination, self-nomination, election, dismissal and removal of members of the Board of Directors, the General Director, and members of the Committees;
- d. Other activities in accordance with the Company's Charter and other applicable laws and regulations.

1.2. Applicable entities

These Regulations apply to members of the Board of Directors, the General Director, the Executives, and other related persons.

Article 2. Definitions

Unless the subject or context otherwise requires, words defined in the Company’s Charter shall have the same meanings when used in these Regulations.

CHAPTER II

GENERAL MEETING OF SHAREHOLDERS

Article 3. Roles, rights and obligations of the General Meeting of Shareholders

- 3.1. The General Meeting of Shareholders consisting all Shareholders with voting rights and is the highest decision-making body of the Company.
- 3.2. The rights and obligations of the General Meeting of Shareholders are stipulated in Article 15 of the Company Charter.

Article 4. Procedures for convening the General Meeting of Shareholders to pass resolutions by way of voting at the meeting

4.1. Authority to convene the General Meeting of Shareholders

- a. The Board of Directors is responsible for convening the annual General Meeting of Shareholders and selecting the appropriate venue in the territory of Vietnam.

- b. The extraordinary General Meeting of Shareholders shall be convened by (i) the Board of Directors or (ii) Shareholders or a group of Shareholders owning at least five percent (05%) of the total number of ordinary shares as stipulated in Clause 3 and Clause 4 of Article 14 of the Company Charter.

4.2. Notice of convening and closing the list of shareholders entitled to attend the meeting of the General Meeting of Shareholders

- a. Before convening the General Meeting of Shareholders, the Board of Directors must hold a meeting of the Board of Directors to decide on issues related to the General Meeting of Shareholders such as preparations for the Meeting, the agenda, and the content of the Meeting. In addition, the Board of Directors must determine the last registration date to establish the list of Shareholders entitled to attend the meeting.
- b. After the meeting of the Board of Directors, the Board of Directors will issue a Resolution of the Board of Directors, which clearly states the reason for convening of the General Meeting of Shareholders, the date of closing the list of Shareholders entitled to attend the meeting (the last registration date), the date and the venue to convene the General Meeting of Shareholders.
- c. The person convening the General Meeting of Shareholders must disclose information on the compilation of the list of Shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the deadline for registration at least 20 days before the last registration date. Notice of convening the General Meeting of Shareholders must be published on the websites of the Company, the State Securities Commission, the Stock Exchange, and on the Company's website.
- d. The person who convenes the General Meeting of Shareholders shall perform the following tasks:
- Prepare the list of Shareholders entitled to attend and vote at the General Meeting of Shareholders;
 - Provide information and resolve complaints related to the list of Shareholders entitled to attend and vote at the General Meeting of Shareholders;
 - Prepare the meeting program and agenda of the General Meeting of Shareholders;
 - Prepare documents for the General Meeting of Shareholders;
 - Draft resolution of the General Meeting of Shareholders according to the expected content of the General Meeting of Shareholders; list and details of candidates in case of election of members of the Board of Directors;
 - Determine the time and venue to convene the General Meeting of Shareholders;
 - Send meeting invitation to each Shareholder listed in the list of Shareholders entitled to attend the General Meeting of Shareholders;
 - Other works as required for the General Meeting of Shareholders.

4.3. Prepare the list of Shareholders entitled to attend the General Meeting of Shareholders

- a. The list of Shareholders entitled to attend the General Meeting of Shareholders shall be made no later than (10) days before the date of sending the meeting invitation.

- b. The preparation of the list of Shareholders eligible to attend the meeting is carried out in accordance with the provisions of the Company's Charter, the Enterprise Law, and the Securities Law.

4.4. Invitations to the General Meeting of Shareholders

- a. The invitations to the General Meeting of Shareholders shall be sent to all Shareholders in the list of Shareholders entitled to attend the meeting at least twenty one (21) days before the convening date of the General Meeting of Shareholders, counting from the day on which the invitations are validly sent.
- b. The notice of the General Meeting of Shareholders can be sent by methods ensuring it reaches the Shareholder's contact address (including but not limited to methods such as postal mail, fax, email, SMS, or other means), and simultaneously publicized on the State Securities Commission's, Stock Exchange's, and the Company's official websites.
- c. The agenda of the General Meeting of Shareholders and documents related to matters to be voted on at the General Meeting of Shareholders are sent to Shareholders and/or posted on the Company's website. In case the documents are not enclosed with the notice of the General Meeting of Shareholders, the notice must clearly state the link to all meeting documents for Shareholders to access.
- d. Shareholders are responsible for providing complete and accurate information (including but not limited to organization, individual information, contact address, email address, or phone number) to receive the meeting invitation. In case the information provided by the Shareholder is incomplete and/or inaccurate, leading to the Company's inability to send the notice of the General Meeting of Shareholders, the Shareholder will be fully responsible for not receiving the notice of the General Meeting of Shareholders.

4.5. Program and agenda of the General Meeting of Shareholders

- a. The person who convenes the General Meeting of Shareholders must prepare the program and agenda of the meeting of the General Meeting of Shareholders.
- b. The meeting agenda are matters subject to the authority of the General Meeting of Shareholders, accompanied by explanatory documents, explanations, reports related to the meeting agenda or details of the candidate in the case of election of Board members at the General Meeting of Shareholders. The program and agenda must specify the time applicable to each issue in the agenda for the meeting.
- c. Proposal of Shareholders to be included in the agenda as stipulated in Clause 4, Clause 5, and Clause 6, Article 18 of the Company Charter.

4.6. Authorization for a Proxy to attend the General Meeting of Shareholders

- a. Shareholders entitled to attend the General Meeting of Shareholders may authorize their representatives to attend or may authorize a member of the Board of Directors to represent them at the General Meeting of Shareholders.
- b. Authorizing a representative to attend the General Meeting of Shareholders as stipulated in Article 16 of the Company Charter.

4.7. The method of registration to attend the General Meeting of Shareholders

- a. Shareholders g can register their attendance at the General Meeting of Shareholders of the Company prior to the opening date of the meeting through many forms (provided that this

registration is made within the time limit as specified in the invitations to the General Meeting of Shareholders), specifically as follows: (i) sending an email or sending a facsimile to the Company to register; or (ii) register via phone; or (iii) sending by post mail. In case of registration before the opening date of the meeting, Shareholders and Proxy still needs to bring and present the ID card/passport, authorization letter and other related documents as necessary for the Organizing Committee to check and register the attendees at the venue of the meeting.

- b. In case Shareholders do not register to attend the meeting before the opening date, Shareholders can directly register at the venue of the meeting.
- c. Before the opening of the meeting, the Company must carry out the registration procedure for attending Shareholders. A Shareholder or Proxy shall register at the registration desk before attending the meeting and sign for confirmation on the list of attending shareholders prepared by the Organizing Committee.
- d. Shareholders or Proxies who arrive after the opening of the meeting shall still be registered and have the right to participate in voting immediately after registration. In such case, the effectiveness of any items which was previously voted on shall not be affected.
- e. When registering to attend the General Meeting of Shareholders, based on the meeting documents that were attached to the invitation letter and/or posted on the website of the Company, Shareholders are responsible for a detailed and honest declaration of their related interests for the contents of the agenda of the General Meeting of Shareholders for the Company to consider and remove this Shareholder's Vote (in case this Shareholder still participates in the vote) when conducting the counting of votes. In case a Shareholder fails to declare or declare incorrectly or truthfully the related interests of such Shareholder with the contents of the agenda and cause damage to other Shareholders and/or the Company, such Shareholders shall be fully responsible before the law and shall indemnify all damages suffered by the Company and/or other Shareholders (if any).

4.8. Conditions for conducting the General Meeting of Shareholders

- a. To conduct a meeting of the General Meeting of Shareholders, the number of Shareholders and Proxies present at the meeting of the General Meeting of Shareholders must meet a minimum percentage as prescribed in Article 19 of the Charter of the Company.
- b. In the case of convening a second and third meeting as prescribed in Clause 2 and Clause 3, Article 19 of the Company Charter, the convener of the General Meeting of Shareholders does not need to re-establish the list of shareholders eligible to attend the meeting and can use the list provided by the Vietnam Securities Depository in the first meeting convocation.
- c. The agenda and content of the second and/or third meeting will remain the same as the agenda and content of the meeting prepared for the first meeting.

4.9. Way of casting votes

- a. After completing the shareholder registration procedure, shareholders and/or their authorized representatives will receive voting ballot with content depending on the agenda of the General Meeting of Shareholders. In cases where the meeting agenda includes the election of members of the Board of Directors, the Company will issue ballot papers to shareholders.
- b. When voting at the General Meeting, shareholders and/or their authorized representatives shall vote on each item on the meeting agenda on the ballot. Voting is conducted by marking

one of the following voting statuses: " affirmative", "disagreeing", or "no-opinion" for each item.

- c. A valid voting ballot must clearly show the approval, disapproval, and or opinion on each specific issue and be duly signed by the Shareholder or Proxy.
- d. The election of members of the Board of Directors is conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares held multiplied by the number of members to be elected to the Board of Directors, and the shareholder has the right to cast all or part of their total votes for one or several candidates.
- e. To ensure the avoidance of conflicts of interest, the Shareholders with related interests will not participate in voting on matters for which such Shareholder or the Related Person of the Shareholder is determined to have a right to and related interests to ensure transparency and fairness of the meeting. For other contents, such Shareholder still has the right to vote as usual.

4.10. Method of counting votes

- a. The General Meeting of Shareholders will elect one or more persons to be responsible for counting Vote or supervising the ballot counting process as proposed by the chairperson of the meeting. The number of members of the Vote counting committee is decided by the General Meeting of Shareholders based on the chairperson's proposal.
- b. During the voting process, the "Approve" votes are counted first, followed by the "Disapprove " votes, then the "Abstain" votes, and finally, the total number of votes is counted to determine the outcome. The total number of "Approve", "Disapprove", "Abstain", or invalid votes, corresponding to the voting percentage for each issue, is fully recorded by the ballot counting committee in the ballot counting minutes.
- c. The ballot counting committee is entitled to use appropriate electronic means to count the ballots.

4.11. Notification of vote counting results

- a. After conducting the counting of votes, the vote counting committee will prepare the minute of counting votes and announce the results of counting votes right before the closing of the meeting. The announcement of the voting results must specify the number of "Approve" votes, "Disapprove" votes, "Abstain" votes, and invalid votes, corresponding to the voting percentage for each issue voted on by the shareholders at the meeting.
- b. The vote counting minutes must be published on the website of the Company within twenty four (24) working hours from the time of passing the Resolution of the General Meeting of Shareholders.

4.12. Conditions for the resolution to be approved

- a. The issues in the agenda of the General Meeting of Shareholders are approved if the approval ratio is satisfied as prescribed in the Company's Charter.
- b. In addition, the Meeting will approve the Minutes of the Meeting and Resolutions of the General Meeting of Shareholders before the end of the meeting. The approval of the Minutes of the Meeting and the full text of the Resolution will be passed by public voting at the meeting.

4.13. Method of protesting against resolutions of the General Meeting of Shareholders

- a. Shareholders who voted against the decision of the General Meeting of Shareholders on the reorganization of the company or change of the rights and obligations of Shareholders as stipulated in the Company's Charter have the right to request the Company to buy back shares of the Company. The request must be in writing, clearly stating the name and address of the Shareholder, the number of shares of each class, the intended selling price, the reason for the request to be repurchased by the Company. The request must be sent to the Company within 10 days from the date of the General Meeting of Shareholders approving the decision on the reorganization of the Company or the change of rights and obligations of Shareholders as stipulated in the Company's Charter.
- b. The Company must repurchase shares at the request of shareholders as stipulated in point a of this clause at market price or the price calculated according to the principles specified in the Company Charter within ninety (90) days from the date of receiving the request. If the parties cannot agree on a price, they may request a valuation from a valuation organization.

4.14. Prepare minutes of the General Meeting of Shareholders

The preparation of the minutes of the General Meeting of Shareholders shall comply with the provisions of Article 23 of the Company Charter.

4.15. Announce the Resolution of the General Meeting of Shareholders

- a. Resolution of the General Meeting of Shareholders takes effect from the date of its adoption or from the effective date noted in that Resolution.
- b. Minutes, Resolutions of the General Meeting of Shareholders and enclosed documents (if any) must be posted on the website of the Company and must be disclosed in accordance with the law within twenty-four (24) hours after being issued.

Article 5. Order and procedures of the General Meeting of Shareholders to pass resolutions by way of collecting written opinions

5.1. The cases are allowed and not allowed to collect written shareholders opinions

- a. All issues under the authority of the General Meeting of Shareholders can be passed by way of collecting written opinions. The resolution passed in the form of collecting written opinions of Shareholders has the same value as a resolution passed in the case of a meeting of the General Meeting of Shareholders.
- b. Cases where written opinions are not collected: the organization of the Annual General Meeting of Shareholders is not done through the form of collecting written opinions of Shareholders.

5.2. Order and procedures for the General Meeting of Shareholders to pass a Resolution by collecting written opinions

5.2.1. The right to organize collecting written opinions of Shareholders

The Board of Directors has the right to collect shareholders' opinions in writing to pass resolutions of the General Meeting of Shareholders if it deems it necessary for the benefit of the Company.

5.2.2. Notice of collecting written opinions of Shareholders and Prepare the list of Shareholders to send opinion ballots

Notification of written shareholder opinion solicitation and compilation of the list of shareholders whose opinions are solicited shall be carried out according to the procedures specified in Clause 4.2 and Clause 4.3 of Article 4 of these Regulations.

5.2.3. Opinion form and deadline for sending opinion form

Ballot papers and the deadline for submitting ballot papers shall comply with the provisions of Clause 2 and Clause 3 of Article 22 of the Company Charter.

5.2.4. Ways to send opinion form

- a. The Board of Directors sends ballot papers to all Shareholders on the Shareholder list by methods ensuring delivery to the Shareholders' contact addresses (including but not limited to methods such as postal mail, fax, email, text message, or other means).
- b. The explanatory documents for the draft Resolution and the contents to be consulted can be attached to the opinion form or posted on the Company's website for the Shareholders to consider before answering the opinion form.
- c. Shareholders submit completed ballot papers to the Company as stipulated in Clause 4, Article 22 of the Company Charter.

5.2.5. Vote counting and counting minutes

Ballot counting and the preparation of minutes of ballot counting are carried out as stipulated in Clause 5, Article 22 of the Company Charter.

5.2.6. Announcing the results of counting votes and announcing Resolutions of the General Meeting of Shareholders

Notification of ballot counting results and announcement of resolutions of the General Meeting of Shareholders are carried out as stipulated in Clauses 6, 7, and 8, Article 22 of the Company Charter.

Article 6. Order and procedures of the General Meeting of Shareholders to pass resolutions by online conference

In addition to holding a physical meeting, the annual and extraordinary General Meeting of Shareholders can be held in the form of an online conference in the event of (i) events. force majeure, including but not limited to: natural disasters, wars, epidemics, insurrections, riot, terrorism, restrictions or prohibitions by the State and / or (ii) events other objectively which the Board of Directors deems inconvenient and / or inappropriate to hold a meeting of the General Meeting of Shareholders in the form of physical meeting.

6.1. Notice of invitation to the online General Meeting of Shareholders

The method of announcing the invitation to the meeting of the online General Meeting of Shareholders is the same as the method of inviting the General Meeting of Shareholders directly, specifically the convener of the General Meeting of Shareholders will send the meeting invitation and other meeting documents for the Shareholders of the Company or posting them on the Company's website. However, in the case of the online General Meeting of Shareholders, the convener of the General Meeting of Shareholders is obliged to prepare additional documents for the Shareholders to register and attend the online meeting.

6.2. The method to register to attend the online General Meeting of Shareholders

- a. Shareholders will register to attend the online General Meeting of Shareholders according to the guidance document of the Company that was sent to Shareholders and/or posted on the

website of the Company. Accordingly, Shareholders will access the link announced by the the Company and declare and verify their status as Shareholders to attend the meeting.

- b. Shareholders are only allowed to attend the online meeting if the Shareholder is declared and verified. The Company also ensures that Shareholder access is unique and that each Shareholder has only one account to access the online meeting room at a certain time.

6.3. Conditions for conducting the online meeting

The online General Meeting of Shareholders proceeds when the number of attending Shareholders meets the minimum ratio as stipulated in Clause 4.8, Article 4 of these Regulations.

6.4. The method of electronic voting

- a. The Company will prepare technical 36 equipment or means, a way for Shareholders to make e-voting, electronic voting and/or other electronic means and recording. receive this online voting of a Shareholder or Proxy to attend the Meeting for the agenda of the agenda. The specific method will depend on the electronic equipment used by the Company for voting and will be announced to Shareholders prior to each meeting.
- b. Shareholders or Proxies may also vote by email / fax or by post to the email or fax number or mailing address provided by the Company, provided that The Organizing Committee must receive Shareholders' votes before the vote counting ends.

6.5. The method of online vote counting

The Company will apply modern technologies to perform the counting of votes of the Shareholders. The counting of votes will be calculated based on the number of votes that the Shareholder and/or the Proxy to attend the Meeting conducts online voting, electronic voting and/or other electronic means, and number of Votes sent by the Shareholder and/or Proxy to the Meeting by post, email and fax. The Vote Counting Committee is responsible for the accuracy of this counting and is responsible for damages arising from resolutions passed due to untruthful, inaccurate vote counting.

6.6. Notification of vote counting results

The vote counting results will be announced at the online meeting of the General Meeting of Shareholders after completing the counting of votes and before the closing of the meeting.

6.7. Prepare the minutes of the General Meeting of Shareholders

The minutes of the online General Meeting of Shareholders shall be made in the same way and includes contents similar to those of the minutes of the meeting of the physical General Meeting of Shareholders as specified in Clause 4.14, Article 4 of these Regulations.

6.8. Announce the Resolution of the General Meeting of Shareholders

Resolutions of the online General Meeting of Shareholders must be posted on the website of the Company and must be disclosed in accordance with the law within twenty-four (24) hours from the time of issuance.

Article 7. Procedures for the General Meeting of Shareholders to ratify resolutions through both physical and online meetings

Beside the physical and/or online General Meeting of Shareholders in the manner prescribed in Article 4 and Article 6 of these Regulations, the Board of Directors may hold the General Meeting of Shareholders by both physical and online depending on the actual situation.

7.1. How to register to participate in the General Meeting of Shareholders

- a. The method of notifying the General Meeting of Shareholders in the form of a combination of in-person and online meetings is carried out in the same manner as the notice of the in-person or online General Meeting of Shareholders as specified in Clause 4.4, Article 4 and Clause 6.1, Article 6 of these Regulations.
- b. Shareholders can attend the General Meeting of Shareholders directly at the venue or attend the online meeting by technology means. Accordingly, at the venue of the meeting of the General Meeting of Shareholders, the Organizing Committee will arrange projectors and screens, computers, audio and 38 broadcasting equipment with internet connection to be able to broadcast live for online participants. The meeting must have stable connection, display uniformity images and audio between live and online meetings in order to ensure the interests of Shareholders.

7.2. Registration Method for the General Meeting of Shareholders

Registration for the General Meeting of Shareholders, combining in-person and online attendance, is conducted as follows:

- a. For Shareholders attending in person: register at the shareholder verification desk located at the meeting venue, following the in-person registration procedure outlined in Clause 4.7, Article 4 of these Regulations.
- b. For Shareholders attending online: register as instructed in Clause 6.2, Article 6 of these Regulations.

7.3. Conditions for opening the General Meeting of Shareholders

The General Meeting of Shareholders by this combination method shall be carried out when the total number of Shareholder/Proxies attending the meeting directly and online meets the minimum rate as specified in Clause 4.8, Article 4 of these Regulations.

7.4. How to vote

The Shareholders can vote in the following manners: (i) voting directly at the meeting; sending votes to the convener of the meeting by post / email / fax, (iii) electronic voting or other electronic means.

7.5. Method of counting votes

- a. The Company will use modern technologies to count votes of Shareholders. The votes will be calculated based on (i) the number of e-voting of the Shareholder and / or the Proxy, electronic voting and / or other electronic mean. and (ii) the number of votes that the Shareholder and / or Proxy directly votes at the meeting (put the voting cards to ballot box); and (iii) the number of votes that the Shareholder and / or Proxy sending to the meeting by post, email and fax.
- b. The Vote Counting Committee totalize the votes of agree, disagree, no comment from above three methods on each agenda and divide by the total voting shares of all Shareholders attending and voting at the General Meeting to calculate the voting rate of agree, disagree and no comment for each issue, then, determine whether each issue has enough rate to approve or not.

7.6. Announce the results of vote-counting

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The counting results will be announced at the General Meeting of Shareholders after completing the counting of votes and before closing the meeting.

7.7. Prepare minutes of the General Meeting of Shareholders

The Company Secretary will prepare the Minutes of the General Meeting of Shareholders at the meeting and submit to the General Meeting of Shareholders for approval before the closing. The minutes of the General Meeting of Shareholders include the contents as prescribed in Clause 4.14, Article 4 of these Regulations.

7.8. Announce the resolution of the General Meeting of Shareholders

Resolutions of the General Meeting of Shareholders must be posted on the website of the company and disclose information in accordance with Laws within twenty-four (24) hours from the date of issuance.

CHAPTER III

BOARD OF DIRECTORS

Article 8. Roles, rights and obligations of the Board of Directors, responsibilities of members of the Board of Directors

- 8.1. The Board of Directors is a managerial body of the Company and has the full authority to exercise rights and obligations of the Company in the name of the Company, except for the rights and obligations of the General Meeting of Shareholders.
- 8.2. Rights and obligations of the Board of Directors shall be prescribed in Article 27 of the Company Charter.
- 8.3. Board of Director members are entitled to request the General Director and/or the Executive Directors to provide information and documents about the finance and business performance of the Company and its units, provided however that such provision of information is to serve the fulfilling by the requesting member of his/her obligations and duties in the Board of Directors. The request for providing information shall be made in writing, specifying the reason for such request, purpose of using information and undertaking of the requesting member to use information requested for the stated purpose and to keep such information in strict confidence. The written request shall be sent to the Executive at least twenty-four (24) hours in advance. The person requested to provide information must promptly provide the complete and accurate information and data requested by the requesting member.
- 8.4. In case members of the Board of Directors use the information to be provided for wrong purpose or disclose such information, they must take responsibility for all damages incurred by the Company.

Article 9. Election, nominating for election, voting, electing, dismissing and removing members of the Board of Directors

9.1. Term of office and quantity of members of the Board of Directors

The term and number of Board of Directors members are implemented in accordance with the provisions of Clause 1 and Clause 2, Article 26 of the Company Charter.

9.2. Structure, criteria of Board members

- a. Structure of the Board of Directors: implemented in accordance with the provisions of Clause 3, Article 26 of the Company Charter.
- b. Criteria and standards of Board of Directors members
 - Board of Director members must meet the standards and conditions as prescribed in Clause 1, Article 155 of the Law on Enterprises and the Company Charter;
 - Independent Board of Director members must meet the standards and conditions as prescribed in Clause 2, Article 155 of the Law on Enterprises and the Company Charter;
 - The independent member of the Board of Directors shall inform the Board of Directors when he/she no longer fully satisfies as prescribed in Clause 2, Article 155 of the Law on Enterprises and is obviously no longer an independent member from the day on which such requirements are not fully satisfied. The Board of Directors shall report this during the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect additional or replacement independent Board of Director' members within six (06) months from the date of receiving the notification from the relevant independent Board of Director' member.

9.3. Election or nominate candidates to the Board of Directors

The nomination and self-nomination for Board of Directors members are implemented in accordance with the provisions of Clause 1 and Clause 2, Article 25 of the Company Charter.

9.4. Method of introducing candidates for Board of Directors members

The introduction of candidates for Board of Directors members is implemented in accordance with the provisions of Clause 3, Article 25 of the Company Charter.

9.5. Method of electing members of the Board of Directors

- a. The voting to elect Board of Directors members is conducted by cumulative voting and in one (01) round on the same list, whereby each Shareholder has the total number of votes corresponding to the total number of shares multiplied by the number of elected members of the Board of Directors and the Shareholder has the right to place all their votes in one or more candidates.
- b. Elected Board of Director members are determined by the number of votes from highest to lowest, starting with the candidate with the highest number of votes until the number of independent and non-independent members is sufficient as prescribed in the Company's Charter.
- c. In the event that two (02) or more candidates receive the same number of votes for the last position on the Board of Directors, a re-election will be held among the candidates with the same number of votes, and the candidate with the highest number of votes will be selected.
- d. The number of selected candidates must not exceed the number of Board of Directors members to be elected.

9.6. Cases of dismissal, removal and addition of members of the Board of Directors

- a. A Board of Director member is no longer a member of the Board of Directors in the event of being dismissed or removed by the General Meeting of Shareholders, as stipulated in Clause 4, Article 26 of the Company's Charter.
- b. The election of additional members of the Board of Directors shall be conducted in the following cases:

- The number of members of the Board of Directors decreases by more than one third of the number specified in the Charter of Company;
- The number of independent members of the Board of Directors falls below the minimum number specified in the Charter of Company and prescribed by laws;
- The General Meeting of Shareholders elects new Board of Directors members to replace members who have been dismissed or removed at the nearest meeting.

The election of additional members of the Board of Directors will be elected based on the list of candidates by (i) Shareholders, group of Shareholders nominated (ii) The Board of Directors recommend.

9.7. Announcement of election, dismissal and removal of members of the Board of Directors

All cases of change of the Board members related to the election, dismissal or removal, after being approved by the General Meeting of Shareholders, after being approved by the General Meeting of Shareholders, must be publicly disclosed in accordance with the provisions of law on securities and the securities market.

9.8. Election, dismissal and removal of the President and Vice Chairman of the Board of Directors

- a. The Board of Directors selects from among its members to elect one (01) Chairman and Vice Chairman (if any) by majority rule.
- b. The Chairman of the Board of Directors shall not concurrently hold the position of General Director of the Company.
- c. The Chairman and Vice Chairman are elected in the first meeting of the Board of Directors term within seven (07) working days from the end of the election of that Board of Directors. This meeting is convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that there is more than one member with the highest and equal number or percentage of votes, the members shall vote by majority rule to select one (01) person among them to convene the Board of Directors meeting.
- d. In the event that the Chairman and/or Vice Chairman of the Board of Directors resigns or is removed or dismissed, the Board of Directors must elect a replacement within ten (10) days from the date the Company receives the resignation letter or from the date the Board of Directors approves the decision on removal or dismissal.
- e. The removal or dismissal of the Chairman and/or Vice Chairman of the Board of Directors shall be carried out according to the decision of the Board of Directors.

Article 10. Remuneration, salary, bonuses, and other benefits of members of Board of Directors

10.1. Board of Director' members receive remuneration and bonuses based on the Company's operational results and effectiveness. This remuneration is divided among the Board of Directors members as agreed upon within the Board of Directors or equally divided if no agreement is reached.

10.2. In addition to the above remuneration and bonuses:

- Executive Board of Director members receive income (salary and bonus) for the executive position they hold at the Company;
- Standing/ dedicated Board of Director' members; or Board of Director' members working in committees, sub-committees of the Board of Directors; or performing other tasks that,

in the Board of Directors view, are outside the normal duties of a Board of Directors member, may be paid extra in the form of a lump-sum payment, salary, commission, percentage of profit, or in another form as decided by the Board of Directors.

In the event that standing/dedicated Board of Director members are paid extra in the form of a monthly lump-sum remuneration, the additional payment shall not exceed 50% of the monthly gross salary of the highest level of the Executive.

- 10.3.** The total remuneration and bonus of the Board of Directors is decided by the General Meeting of Shareholders at the annual meeting.
- 10.4.** Remunerations of each member of the Board of Directors shall be recorded as the Company's operating costs in accordance with regulations of law on corporate income tax, presented in a separate section of the Company's annual financial statement and reported at the annual General Meeting of Shareholders.
- 10.5.** Board of Director members are entitled to be reimbursed for all travel, food, accommodation, and other reasonable expenses they have incurred in carrying out their responsibilities as Board of Director members, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or committees/sub-committees of the Board of Directors.

Article 11. The procedures for holding meetings of the Board of Directors

11.1. Minimum number of meetings quarterly / year

The Board of Directors shall have at least 01 meeting per quarter and may have ad hoc meetings to pass a decision by voting at the meeting or can pass a decision by collecting written opinions.

11.2. Cases in which extraordinary meeting of the Board of Directors must be convened

The convening of an extraordinary Board of Directors meeting is carried out according to the provisions of Clause 3 and Clause 4, Article 30 of the Company's Charter.

11.3. The notice of a Board of Directors meeting

The invitation shall specify the meeting time, location, agenda, issues that need discussing and deciding, is carried out according to the provisions of Clause 5 and Clause 6, Article 30 of the Company's Charter.

11.4. Conditions for carrying out meetings of the Board of Directors

A Board of Directors meeting is held when the minimum number of members are present as prescribed in Clause 7, Article 30 of the Company's Charter.

11.5. Voting method

- a. The Board of Directors shall ratify its resolution and decisions by voting at the meeting or collecting written opinions.
- b. Each member of the Board of Directors or his/her Proxy who is present in his/her capacity as an individual at the meeting of the Board of Directors shall have one (01) vote.
- c. Members of the Board of Directors can send the answered votes to the meeting by post, fax, or email. In case the votes are sent to the meeting by mail, they must be put in sealed envelopes and delivered to the President of the Board of Directors at least 01 hour before the opening hour. The

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votes shall only be opened in the presence of the meeting participants. In case of sending fax or email, it must be sent before the vote counting ends.

- d. In cases where the Board of Directors meeting is held in person, online, or through other electronic means, Board of Director members may vote by expressing their agree, disagree, or no comment, or by raising their hands for each matter voted upon.
- e. Members of the Board of Directors are not allowed to vote on contracts or transactions in which such member or Related Person has interests and such interests conflict or may conflict with the interests of the Company as prescribed in points b and c, clause 8, Article 30 of the Company's Charter.

11.6. Conditions for passing a Resolution of the Board of Directors

The conditions for passing a Resolution of the Board of Directors are implemented according to the provisions of Clause 9 and Clause 12, Article 30 of the Company's Charter.

11.7. The members of the Board of Directors authorize another person to participate in the meeting

- a. A member may authorize another person to participate in the meeting and vote if it is approved by the majority of the members of the Board of Directors.
- b. The authorization must be made in writing and notified in advance to the Board of Directors for approval before the meeting opens.
- c. The Proxy to attend the meeting must present the power of attorney and other individual documents when participating in the Board of Directors meeting.

11.8. Preparation of the minutes of meeting of the Board of Directors

The preparation of the minutes of the Board of Directors meeting is carried out according to the provisions of Clause 13, Article 30 of the Company's Charter.

11.9. Announcement of resolutions and decisions of the Board of Directors

Resolutions of the Board of Directors on certain matters are disclosed according to the provisions of law on information disclosure in the securities market.

CHAPTER IV AUDIT COMMITTEE

Article 12. Rights and obligations of the Audit Committee

The rights and obligations of the Audit Committee are specified in Clause 4, Article 32 of the Company's Charter.

Article 13. Nomination and self-nomination of members of the Audit Committee

13.1. Term of the Audit Committee

The term of the Audit Committee corresponds to that of the Board of Directors. Accordingly, the term of a member of the Audit Committee is not more than four (04) years.

13.2. Number and structure of the Audit Committee

- a. The Audit Committee has two (02) or more members. The numbers of the Audit Committee shall be decided by the Board of Directors in the first meeting of the Board of Directors' term, in which:
 - (i) The President of the Audit Committee shall be an independent member of the Board of Directors and be appointed by the Board of Directors; and
 - (ii) The other member shall be non-executive member of the the Board of Directors.
- b. Members of the Audit Committee may be assigned to be in charge of one or several specific areas and are responsible for the assigned tasks. The Chairman of the Audit Committee assigns tasks to the members of the Committee based on the capacity and professional experience of each member and the Committee's operational plan.

13.3. Standards of the Audit Committee

Members of the Auditing Committee must meet the following requirements:

- a. Members of the Audit Committee shall have knowledge about accounting, audit, law and the Company' operation, and must not:
 - Work in the Company's accounting or finance department.
 - Be a member of employee of the accredited audit organization that is auditing the Company's financial statements over the last three (03) consecutive years.
- b. The President of the Audit Committee shall have a bachelor's degree or higher in economics, finance, accounting, audit, law or business administration.

13.4. Nomination and self-nomination of members of the Audit Committee

- a. Upon the election of the members of the Board of Directors of the new term of office, in the first meeting, the Board of Directors shall elect the Chairman of the Board of Directors. The Chairman shall, based on the CVs of the candidates who were elected as the members of the Board of Directors, nominate a list of candidates to be elected to 64 the Audit Committee and nominate a member of the Board of Directors to be elected as the President of the Audit Committee.
- b. Other members of the Board of Directors can self-nominate himself or herself to the Audit Committee if he or she deems fit.
- c. The entire member of the Board of Directors shall vote to elect the President of the Audit Committee and elect remaining members of the Audit Committee based on the list of candidates as prepared in the manner mentioned above.

Article 14. The operation of the Audit Committee

The Audit Committee is responsible for all related activities:

- Financial statements.
- Internal audit activities.
- Services provided by independent auditors.
- Internal control and risk management.
- Compliance with professional ethics and comply with the law.

14.1. Financial Statements

- a. Reviewing the quarterly, biannual, annual financial statements before the Executive Board submits to the Board of Directors, the General Meeting of Shareholders or communicate outside in accordance with the law; To make comments on the truthfulness, completeness, timeliness and compliance of the financial statements with the Accounting Regulations, the Accounting Standards and the laws in force.
- b. Examining key issues in accounting and financial reporting; the impact of the law and professional regulation on the company financial statements.
- c. Discussing and reviewing the results of the audit of financial statements together with the Executives and independent auditors.
- d. Review the independent auditor's management letter; provide opinions to the Executives regarding significant findings, recommendations, and related implementation plans.
- e. Overseeing the internal control system relating to the preparation of data, preparation of accounting reports, financial statements.

14.2. Internal Audit Activities

- a. Management and supervision of internal audit function are stipulated as follows:
 - (i) The General Director and the Audit Committee manages and decides matters relating to organisational structure, personnel including the recruitment, appointment of titles, salaries, bonuses and remuneration policies for the Head of Internal Audit and auditors.
 - (ii) Audit Committee oversees issues related to internal audit functions, including:
 - Audit plan.
 - Internal audit charter.
 - Auditing methodology.
 - Audit quality and performance.

Before approving the audit plan and internal audit charter, the Audit Committee needs to have comments from the General Director.

Reviewing internal audit reports; focusing on recommendations and relevant actions plans.

- b. Regularly or on an ad-hoc basis, the Audit Committee and the Internal Audit Director shall discuss issues deemed necessary by the Committee or the Internal Audit.

14.3. Services provided by the independent auditor

- a. To propose selection of an independent auditing company, auditing fees and all related matters for the Board of Directors to submit to the General Meeting of Shareholders for approval.
- b. Considering the scope of the audit and the approach proposed by the Independent Audit, including the coordination with the Internal Audit (if any).
- c. Periodically or on an ad hoc basis, the Audit Committee and the Independent Auditors shall discuss matters deemed necessary by the Committee or the 67 Independent Auditor ((Management letter, difficulties and shortcomings found from the results audit, ...)).

14.4. Internal Control, Risk Management

- a. Overseeing the internal control system, risk management system.

- b. Review independent audit reports and internal audit assessments of the internal control and risk management systems (including issues related to financial reporting and information technology), noting audit findings and recommendations, and feedback from the reports of independent audits, internal audits about assessing internal control systems, risk management (including issues related to financial reporting and information technology); focusing on the findings, recommendations of the audit and feedback from the Company's Executives.

14.5. Compliance

- a. Overseeing the effectiveness of activities (or programs) for fraud prevention, violations of company rules, regulations, and professional ethics or law violations.
- b. Discussing with the General Director and / or Management Board's Members about fraud prevention measures, violations of professional ethics.
- c. Examining the results and reports (periodical or ad-hoc) on the investigation conducted by the Management Board; following up reactions after the investigation conclusion.

CHAPTER V

SUB-COMMITTEES UNDER THE BOARD OF DIRECTORS

Article 15. Sub-committees under the Board of Directors

The Board of Directors may establish sub-committees under its authority to be responsible for development policy, human resources, compensation, internal audit, and risk management to support the Board of Directors' operations.

Article 16. Nomination, self-nomination, election, dismissal and removal of members of Sub-Committees under the Board of Directors.

16.1. Term of Sub-committees of the Board of Directors

The term of the sub-committees of the Board of Directors is similar to the term of the Board of Directors. Accordingly, the term of members of sub-committees is no more than four (04) years.

16.2. Quantity and structure of Sub-Committees under the Board of Director

- a. The number and structure of members of each sub-committee are decided by the Board of Directors at the first meeting of the Board's term or when the need to establish a sub-committee arises and is considered at each time, but each sub-committee will have at least three (03) members.
- b. Members of a Sub-committee are not required to be members of the Board of Directors. In each Committee, there is at least two members of the Board of Directors, in which at least one member meeting all criteria and conditions of an independent member or a non-executive member of the Board of Directors. The Board of Directors shall appoint a member of the Board of Directors in a Sub-committee as the Head of the sub-committee.
- c. In each Committee, the number of members who are not members of the Board of Directors shall not exceed the number of members who are members of the Board of Directors and such number shall be decided by the Board of Directors.

16.3. Criteria of members of the Committees under the Board of Director

- a. The head of the subcommittee in charge of human resources and compensation is selected from among the non-executive members of the Board of Directors. The head of a subcommittee is responsible for reporting the Chairman of the Board of Directors on the subcommittee's work. In addition, the heads of subcommittees must be present at the General Meeting of Shareholders to answer shareholders' questions.
- b. The head of a subcommittee must:
 - (i) Inform the Board of Directors of all important issues relating to the subcommittee's works at least once per three (03) months.
 - (ii) Submit all data as requested by the Board of Directors without any delay.
 - (iii) Take administrative measures necessary for ensuring the fulfilment of by subcommittee of its responsibilities.
- c. Depending on the function of the subcommittee, members of each subcommittee are required to have a firm grasp of the basic principles of business ethics, integrity, management, economics, finance, law, and other relevant regulations, or to have experience in the Company's fields of operation.

16.4. Method of nomination and self-nomination of members to Committees under the Board of Directors

The method of nomination and self-nomination of member to other Committees under the Board of Directors is similar to those of the Audit Committee.

Article 17. Roles and duties of other subcommittees of the Board of Directors

The roles and responsibilities of the Board of Directors subcommittees are specified in detail through resolutions of the Board of Directors upon establishment, in which the duties of each member of the subcommittee will be assigned by the head of that subcommittee.

CHAPTER VI

GENERAL DIRECTOR AND CORPORATE GOVERNANCE SECRETARY

Article 18. Roles, responsibilities, rights, and obligations of the General Director

- 18.1.** The General Director manages the day-to-day business operations of the Company; is supervised by the Board of Directors, and is responsible to the Board of Directors and before the law for the exercise of his or her delegated powers and the performance of his or her delegated obligations.
- 18.2.** The General Director shall manage the day-to-day business operations of the Company in accordance with law, the Charter, the employment contract signed with the Company and the resolutions and decisions of the Board of Directors. Where such management is inconsistent with this clause and causes any loss to the Company, the General Director shall be responsible before the law and shall indemnify the Company for such loss.
- 18.3.** In relation to the Board of Directors, the General Director and other members of the Management Board are the executive and operating body of the Company, ensuring the normal and effective operation of the Company.

- 18.4.** The General Director is entitled to decide on measures beyond his authority in emergencies such as natural calamities, enemy sabotage, fires, epidemics..., but must report in writing to the Board of Directors as soon as possible and be responsible to the Board of Directors and the most recent General Meeting of Shareholders.
- 18.5.** The General Director has the right to refuse to execute and reserve his/her opinions regarding a Board of Directors' decision in case he/she considers that such decisions are unlawful or detrimental to the interests of shareholders. In this case, the General Director must immediately send an explanatory report in writing to the Board of Directors and Audit Committee.

Article 19. Designation, dismissal, conclusion and termination of contract with the General Director

19.1. The term of office, criteria and qualification of the General Director

- a. The term of office of the General Director is four (04) years and the General Director may be re-appointed for an unlimited number of terms. The appointment may expire based on the provisions of the labor contract.
- b. The General Director must not be a person prohibited by law from holding this position and must meet the standards and conditions prescribed by law and the company's charter.

19.2. Designation and signing of labor contract with the General Director

- a. The Board of Directors appoints one (01) Board member or hires another person as General Director. The designation of the General Director must be made in writing by the resolution of the Board of Directors.
- b. The Chairman of the Board of Directors shall on behalf of the Board of Directors sign labor contract with the General Director. Remuneration, salary, benefits and other conditions shall be approved by the Board of Directors and shall be indicated in the labor contract entered into with the General Director.

19.3. Dismissal and termination of the labor contract with the General Director

- a. The Board of Directors may convene a meeting to vote on the dismissal of the General Director with at least two-thirds (2/3) of the Board members voting in favor (excluding the vote of the Board member if this member concurrently holds the position of General Director) and appoint a new General Director as a replacement.
- b. The Company shall terminate the labor contract with the General Director upon the decision by the Board of Directors on dismissal of the General Director. The termination of labor contract with the General Director must fully comply with the applicable laws and regulations, the Charter, this Regulation and other internal regulations of the Company.

19.4. Announcement of designation, dismissal, signing and termination of the contract with the General Director

Announcement of designation, dismissal, signing and termination of the contract with the General Director shall be conducted in accordance with the applicable laws and regulations on information disclosure.

19.5. Salary and other benefits of the General Director

- a. The General Director is entitled to salary and bonuses. The salary and bonuses of the General Director shall be decided by the Board of Directors.

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

Article 20. Selection, appointment, and dismissal of the Corporate Governance Secretary

20.1. Criteria of the Corporate Governance Secretary

The Corporate Governance Secretary must be knowledgeable about the law and must not concurrently work for an approved auditing organization that is auditing the Company's financial statements.

20.2. Appointment of the Corporate Governance Secretary

The Company's Board of Directors must appoint at least one (01) person as Company Secretary to support the effective conduct of corporate governance.

20.3. Cases of dismissal of the Corporate Governance Secretary

The Board of Directors may dismiss the Corporate Governance Secretary when necessary, but not in violation of current labor laws.

20.4. Notification of Appointment and Dismissal of the Corporate Governance Secretary

Notification of appointment and dismissal of the Corporate Secretary will be implemented in accordance with regulations on information disclosure.

20.5. Rights and Obligations of the Corporate Governance Secretary

The rights and obligations of the Corporate Governance Secretary are specified in Clause 4, Article 36 of the Company Charter.

CHAPTER VII

OTHER ACTIVITIES

Article 21. Coordination between the Board of Directors and the General Director

21.1. Procedures for convening the meeting, sending meeting invitations and announcing the results of meetings of the Board of Directors and the General Director

- a. The General Director attends Board of Directors meetings as an observer but does not vote unless also a member of the Board of Directors.
- b. Procedures for convening, notifying, and announcing the results of Board of Directors meetings are implemented according to the regulations in these Bylaws.
- c. If necessary and based on the Company's actual situation, the Chairman may organize meetings and consultations between the Board of Directors and the General Director on matters related to the management and operation of the Company's production and business activities. These meetings and consultations are advisory in nature for decisions of the Board of Directors.

21.2. Notification of resolutions and decisions of the Board of Directors to the General Director

- a. The Chairman is responsible for notifying the General Director of Board resolutions for monitoring and implementation.
- b. The General Director is responsible for preparing content for Board of Directors and General Meeting of Shareholders meetings within their authority and as requested by the Chairman.

21.3. Cases in which the General Director demand a meeting of the Board of Directors be convened, and issues that need consultation with the Board of Directors

The General Director has the right to propose convening a Board of Directors meeting in cases specified in the Company Charter.

21.4. Report of the General Director to the Board of Directors on the Performance of Assigned Duties and Powers

- a. The General Director is responsible for promptly reporting and seeking the Board of Directors' opinion on arising matters within the Board's decision-making authority.
- b. Annually, the General Director submits the business plan for the next fiscal year to the Board of Directors for approval.

21.5. Evaluation of the Implementation of Resolutions and Other Delegated Matters of the Board of Directors to the General Director

Annually, the Board of Directors evaluates the implementation of resolutions and other delegated matters to the General Director, reflected in the Board's activity report.

21.6. Matters the General Director must Report, Provide Information, and Methods of Notification to the Board of Directors

The General Director must report and provide information through appropriate channels when Board members request information and documents regarding the Company's financial status and business operations, in accordance with legal regulations.

21.7. Coordinate control, management, and supervision activities among Board of Director members and the General Director according to the specific duties of the members mentioned above.

- a. Board of Director members and the General Director shall control, manage, and supervise each other according to the duties and powers prescribed in the Company Charter and legal regulations.
- b. The Board of Directors, General Director, and other Executives are subject to the supervision of the Audit Committee as prescribed by law, the Company Charter, and must facilitate the Audit Committee in performing its duties.
- c. The Audit Committee must regularly inform the Board of Directors of the results of performing its functions and duties, consult with the Board of Directors before submitting reports, results, and recommendations to the General Meeting of Shareholders.
- d. The Audit Committee must keep records of the disclosure of interests of Board of Director' members, the General Director, and other Executives to monitor their civil economic transactions with Related Persons according to the provisions of law and the Company Charter; prevent potential damage to the Company and Shareholders; receive Shareholders' complaints related to the management and administration of the Company, organize verification of complaints, and respond to Shareholders' complaints according to the provisions of law and the Company Charter.

- e. The General Director is responsible for reporting and explaining matters within their authority as requested by Board of Director members and the Audit Committee at meetings.
- f. The Board of Directors may suspend or cancel the implementation of the General Director's decisions if they are deemed to be contrary to legal regulations, violate the Company Charter, and Board resolutions.

Article 22. Provisions on annual assessment of activities of rewarding and disciplining members of the Board of Directors, the General Directors and other Executives.

The Board of Directors shall submit a report on rewards and disciplines for Board of Director members, the General Director, and other Company Executives to the General Meeting of Shareholders for consideration and decision.

CHAPTER VIII

EFFECT

Article 23. Effect

- 23.1. This Regulation was unanimously approved by the General Meeting of Shareholders on ...,...,2025. From the effective date, this Regulation replaces the internal regulations on corporate governance approved by the General Meeting of Shareholders on 17 June, 2024. During the implementation process, if there are new issues arising that are deemed necessary to amend and supplement the regulations to comply with legal regulations and the actual operating situation of the Company, the Board of Directors shall submit them to the General Meeting of Shareholders for consideration and decision.
- 23.2. Any issues not stipulated in these Regulations will be governed by the provisions of the Company's Charter and/or the applicable existing laws and regulations. In case of any inconsistency between the provisions of these Regulations and the provisions of the Company's Charter, the provisions of the Company's Charter will prevail.
- 23.3. In case of any provisions of laws relating to the operation of the Company not stipulated in the Company's Charter and these Regulations or any new provisions of laws different from the terms of these Regulations, such provision of law shall be applied to govern the operation of the Company.
- 23.4. Board of Director' members, the General Director, and other Executives are responsible for guiding and organizing the implementation of these Regulations to all officers and employees of the Company.

ON BEHALF OF BOARD OF DIRECTORS

CHAIRMAN OF THE BOARD



NGUYEN NGOC TRUNG

Ho Chi Minh City, July 3, 2025

ACTIVITY REPORT BOARD OF DIRECTORS 2024

Dear Shareholders,

The Board of Directors (“BOD”) of the company would like to respectfully report to the General Meeting of Shareholders (“GMS”) on the activities of the Board of Directors in 2024 and the operation plan of the Board of Directors in 2025 as follows:

I. Business results for fiscal year 2024:

The year 2024 witnessed major upheavals in the global economic landscape. Rapid and complex market developments, along with unprecedented challenges, went beyond initial forecasts. Military conflicts continued to escalate, while strategic competition among major powers intensified. Many countries increasingly adopted protectionist trade policies, posing further challenges for businesses and financial markets.

Domestically, the economy faced a mixture of opportunities and difficulties. External headwinds, combined with internal limitations, had a significant impact on growth. Nevertheless, Vietnam achieved many positive outcomes, with GDP growing by 7.09% — one of the highest rates in the region and globally. This reflects improvements in the investment climate and the country’s ability to attract major corporations, reinforcing Vietnam’s position on the global economic map.

Against the backdrop of such global and domestic economic conditions, the Board of Directors and Executive Management of the company demonstrated a proactive spirit, strong determination, and creativity in executing business strategies. Thanks to flexible management, the tasks entrusted by the General Meeting of Shareholders were implemented comprehensively, with several targets even exceeding the planned goals. The year 2024 marked a number of notable achievements as follows:

Indicator	Unit	Planned	Actual	Achievement Rate
Consolidated Net Revenue	Million Dong	300	431 .6	143.9 %
Consolidated Net Profit After Tax Attributable to Parent Company Shareholders	Million Dong	17.5	19.2 billion	109.7%

(Source: Audited consolidated financial statements for 2024)

II. Activities of the Board of Directors in 2024 :

In 2024, the Board of Directors (BOD) held regular quarterly meetings, during which it approved and decided on many important matters to support the Executive Management in developing business directions aligned with the company's strategy and that of the ITD Group. Specifically:

- ✓ Held regular quarterly meetings to review and approve financial statements, as well as quarterly and annual business performance reports.
- ✓ Monitored the company's compliance with legal regulations in its business operations.
- ✓ Completed the cash dividend payment for the year 2023.
- ✓ Issued the full text of the Company Charter and the Internal Corporate Governance Regulations under the authorization of the General Meeting of Shareholders.
- ✓ Agreed to authorize the CEO to approve individual regular transactions among member companies in 2025, based on the principle of optimizing the group's resources (including transactions such as: office lease at ITD Building, warehouse lease; internal network administration; trading of goods and assets based on internal pricing principles; and other regular transactions, if any).
- ✓ Completed the buyback of shares issued under the 2022 Employee Stock Ownership Plan (ESOP) for employees who resigned. (Mr. Truong Cong Danh with a total of 24,200 shares).
- ✓ Human Resources Matters:
 - It was unanimously agreed to appoint Mr. Nguyễn Ngọc Trung as Chairman of the Board of Directors of Global Electrical Technology Corporation, effective from July 3, 2024.
 - It was unanimously agreed to appoint Mr. Trần Quốc Sang as Project Director of Global Electrical Technology Corporation, for the term from December 23, 2024 to December 23, 2025.
 - Approval of the dismissal of Mr. Trần Quốc Sang from the position of Project Director of Global Electrical Technology Corporation, effective from May 6, 2025.
 - Approval of the appointment of Mr. Nguyễn Ngọc Duy to the position of Sales Director of Global Electrical Technology Corporation, effective from May 6, 2025.
- ✓ The company implemented the remuneration scheme for members of the BOD and Supervisory Board as per the resolution of the General Meeting of Shareholders, with total remuneration for 2024 amounting to VND 518,100,000.
- ✓ Adjustment of Business Lines and Clarification of Business Scope as Presented at the 2024 Annual General Meeting of Shareholders:
 - The Board of Directors agreed to authorize the General Director to work with the Ho Chi Minh City Department of Planning and Investment to complete the procedures for amending the Company's business lines in accordance with legal regulations. However, the Company has encountered certain difficulties regarding the licensing procedures and the detailed content of the business lines.
 - To date, the Board of Directors reports to the General Meeting of Shareholders on the decision to cease the implementation of the adjustment to the business lines as proposed in Submission about adjustment of Business Lines and Clarification of Business Scope dated 02/07/2024 at the 2024 Annual General Meeting, and will proceed with the adjustment in accordance with Submission dated 03/07/2025 after it is approved by the General Meeting of Shareholders.

III. Target set for 2025:

Based on the business performance in 2024 and market forecasts for 2025, the Board of Directors submits the following 2025 business plan for approval by the General Meeting of Shareholders:

Indicator	Plan
Consolidated Net Revenue	315.5 billion dong
Consolidated Profit After Tax Attributable to the Parent Company's Shareholders	16.9 billion VND
Expected Dividend for 2025	15 %

The Board of Directors aims to concretize its guiding principle of action as follows:

1. Completion of Legal Procedures

- Review and update the Company Charter to align with the new corporate model.
- Develop and finalize the Internal Governance Regulations to ensure transparency and efficiency.
- Update the Board of Directors' Operational Regulations in accordance with the new model.
- Establish the Audit Committee's Operational Regulations to ensure robust internal oversight and control.
- All amendments will be officially disclosed and fully compliant with State regulations.

2. Establishment of the Audit Committee

- Establish the Audit Committee under the new corporate model to ensure transparent financial oversight.
- Review the internal control system, identify potential risks, and propose corrective actions.
- Ensure financial statements accurately reflect the company's operations.

3. Company Development Strategy

- Develop a focused investment strategy targeting potential markets.
- Leverage and enhance core competencies to optimize business efficiency.
- Avoid resource dispersion by concentrating on key business activities.
- Strengthen market research and adjust strategies based on real-time conditions.


4. Enhancing Human Resource Management and Corporate Culture

- Review and adjust HR policies to attract, retain talent, and improve performance.
- Create an appealing work environment that supports comprehensive employee development.
- Promote corporate culture to build reputation and strengthen investor trust.
- Implement training and development programs to enhance team capability.

5. Organization of Regular Meetings

- Establish monthly/quarterly meetings to assess operational performance.
- Convene ad-hoc meetings when necessary to address urgent matters.
- Review reports, receive recommendations, and provide direction to optimize performance.

We sincerely hope for the continued trust and support of our esteemed shareholders.
Thank you.

ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD 



NGUYEN NGOC TRUNG



EVALUATION REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

Pursuant to the regulations on Corporate Governance, the Independent Member of the Board of Directors of Global Electrical Technology Corporation evaluates the activities of the Company's Board of Directors (“BOD”) in 2024 as follows:

I. REGARDING ORGANIZATIONAL STRUCTURE

In 2024, the Board of Directors of Innovative Technology Development Corporation had a total of 05 members, including 01 independent member and 03 non-executive members. All BOD members fully and actively participated in planning activities, compliance control, strategic review, ensuring good corporate governance practices according to standards, while supervising the activities of the General Director (“GD”) and the Board of Management to ensure transparency and compliance with legal regulations for public companies and internal corporate governance regulations.

II. GENERAL EVALUATION OF BOD ACTIVITIES

- In 2024, the BOD organized 4 meetings. The BOD meetings were convened and conducted with a specific schedule and in strict compliance with meeting organization regulations, and meeting documents were fully sent to all BOD members. The content of the meetings was fully and carefully discussed and evaluated by the BOD members to make the best decisions and solutions for the Company. The decisions of the BOD at the meetings were all approved by the BOD by majority principle, and meeting minutes were fully prepared and signed by the attending BOD members.
- The activities of the BOD were carried out according to the BOD's activity plan in 2024, focusing precisely on the resolutions of the GMS and complying with the Company Charter, internal regulations on corporate governance, and corporate governance standards; most of the programs and action items set forth by the BOD were completed.
- The Board of Directors respected and facilitated the Company's Board of Supervisors to exercise its right to inspect the reasonableness and legality of management and operational activities; seriously received and corrected shortcomings/issues in management work according to the Board of Supervisors' inspection conclusions.

- All BOD members demonstrated a high sense of responsibility and professionalism, clearly defined their assigned responsibilities, and were prudent in performing their roles, rights, and responsibilities to ensure the Company's interests.
- The Board of Directors also created favorable conditions for the independent members of the Board of Directors to fully exercise the rights and obligations of independent members of the Board of Directors.
- Issues related to business development strategy, building the corporate governance system and culture, and inspecting and supervising production and business activities were regularly reviewed and evaluated by the BOD in periodic meetings.
- All changes related to investment plans and new strategies are independently researched, based on scientific evidence, and critically reviewed by the Board of Directors and the Executive Board.
- The Board of Directors has effectively carried out its supervisory and oversight responsibilities over the management activities; participated in the development of operational regulations and policies to ensure a balance between the interests of the Company and its shareholders. At the same time, the Board has directly shared its knowledge with the Executive Board to support the development of human resources and enhance corporate governance.

III. EVALUATION OF SUPERVISION OF THE GENERAL DIRECTOR AND BOARD OF MANAGEMENT

- Overall, the BOD effectively carried out its supervision of the General Director, ensuring that the business plan objectives and the Company's activities were always tightly controlled, aligned with strategic direction, and consistent with reality.
- The Chairman of the Board of Directors and some members of the Board of Directors regularly attended the scheduled and unscheduled meetings of the Board of Management. The decisions of the General Director and the Board of Management were analyzed, debated, and consulted upon by the members of the Board of Directors to propose optimal solutions, helping the Company achieve the best results.
- The Board of Directors also regularly reviewed the reports of the General Director and discussed them with the Board of Management, thereby gaining a clear understanding of the Company's operational situation and receiving the quickest updates on business information and practical requirements.
- The supervision of the operational activities of the General Director and the members of the Board of Management was maintained regularly and strictly, ensuring the Company's operations are stable, safe, and compliant with the provisions of the Law.
- The Board of Directors proactively supported the General Director and the Board of Management in some areas and activities; paying special attention to the field of risk management to early identify issues needing resolution, helping the Company maintain sustainable, continuous, and stable business operations, and protecting the interests of shareholders and investors.
- The members of the Board of Directors also shared their experience and provided consultation to the Board of Management and manager levels during regular meetings.

IV. CONCLUSION

- In 2024, the Board of Directors successfully fulfilled its functions, duties, powers, and responsibilities in accordance with the law, the company's charter, and the Board of Directors' operating regulations, working with a high sense of responsibility, prudence, honesty, and transparency in the governance of the listed Company.

Ho Chi Minh City, July 3, 2025

ON BEHALF OF THE BOARD OF DIRECTORS

Independent Member of the Board of Directors

A handwritten signature in blue ink, consisting of a stylized 'M' followed by a horizontal line and a small upward stroke.

MAI TUẤN TÚ

SUPERVISORY BOARD REPORT FOR 2024

(SUBMITTED TO THE GENERAL MEETING OF SHAREHOLDERS)

- Pursuant to the Charter of Global Electrical Technology Corporation;
- Pursuant to the functions and duties of the Supervisory Board of Global Electrical Technology Corporation;

The Supervisory Board reports to the General Meeting of Shareholders on its activities and the results of the review of the financial statements of Global Electrical Technology Corporation as follows:

1. ACTIVITIES OF THE SUPERVISORY BOARD:

- Selected an independent auditing firm as authorized by the General Meeting of Shareholders. Accordingly, AASC Auditing Firm Company Limited was appointed to conduct the independent audit of the consolidated financial statements and the parent company's financial statements for the year 2024.
- Supervised the activities of the Board of Directors and the Executive Board during the implementation of the 2024 General Meeting of Shareholders' resolutions, and monitored the Company's financial and accounting activities.
- Reviewed the periodic financial statements through the Internal Audit Department and the independent auditor, focusing on verifying the accuracy and reasonableness of accounting records and financial reports, as well as compliance with regulations in finance, accounting, and current internal governance processes.
- Participated in regular and extraordinary meetings of the Board of Directors, assessed and monitored risks related to major projects that the Company planned or was implementing (if any).
- The Company applied the remuneration policy for members of the Supervisory Board in accordance with the resolution of the General Meeting of Shareholders, with total remuneration for 2024 amounting to VND 159,300,000.

2. RESULTS OF FINANCIAL STATEMENT REVIEW:

- Regarding the implementation of tasks assigned to the Company by the General Meeting of Shareholders:

Unit: billion VND

INDICATOR	2024 PLAN	2024 ACTUAL	% ACHIEVED
Consolidated Net Revenue	300	431.6	144%
Consolidated Net Profit Attributable to the Parent Company's Shareholders	17,5	19.2	110%
EPS (Earnings Per Share)	1,500	1,968	131%

- Revenue: Following the significantly lower-than-planned revenue results in the 2023 fiscal year, the Company's business performance in 2024 improved markedly, thanks to the successful signing of a major contract with Viettel and the strategic focus of resources to
-

complete acceptance within the 2024 fiscal year. This reflects a significant effort by the entire Company staff.

- Profit: The result exceeded the plan by 10%, mainly due to the completion of acceptance and invoicing within the fiscal year for the Viettel data center project. As a result, the EPS also surpassed the 2024 target assigned by the General Meeting of Shareholders by 30%.
- Dividend payment in accordance with the 2024 General Meeting of Shareholders' resolution: The payment was fully completed in September 2024 as per the resolution; no interim dividend for 2024 has been paid.
- The Company is currently carrying out procedures to release the transfer restriction on shares issued under the 2022 Employee Stock Ownership Plan (ESOP), in accordance with the plan approved at the 2022 Annual General Meeting.
- **Opinion of the Supervisory Board:**
The Supervisory Board concurs with the opinion of the auditing firm AASC: the separate and consolidated financial statements of the Company present fairly, in all material respects, the financial position and business results for the period ended March 31, 2025, in accordance with Vietnamese Accounting Standards and prevailing regulations.

3. RESULTS OF GOVERNANCE AND MANAGEMENT SUPERVISION:

Through the process of supervising management, governance, and financial-accounting activities, we found that the Company has complied with the Charter, the Resolutions of the General Meeting of Shareholders and the Board of Directors, as well as the applicable financial and accounting regulations of the Company and the State..

4. COMMENTS AND RECOMMENDATIONS:

The business results in 2024 were significantly better than in 2023 in terms of both revenue and profit. However, these results also highlight a considerable dependency on one or two major clients, which poses a high level of risk and instability for the Company's operations. Currently, the Company has yet to develop a viable new direction to replace legacy products that no longer offer attractive profit margins and have limited potential for market expansion. The fact that core revenue mainly comes from projects and a small number of key clients leads to high volatility and unpredictability in revenue planning. Additionally, the Company has not yet identified any promising investment projects for the future, etc.

In 2025, the Supervisory Board continues to make the following recommendations:

- Expand the customer base and leverage existing customers to introduce new products/solutions aimed at building an integrated business ecosystem.
- Evaluate, assess risks, and control projects from the bidding stage or investment planning phase, and develop contingency plans. Strengthen project management capabilities, particularly in quality control, timeline management, and cost oversight. Pay special attention to the completion of goods documentation and construction works, and foster strong

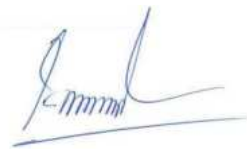
relationships with project owners to ensure timely acceptance and cash flow generation—especially critical for large projects and clients with high risk potential, such as Viettel

- Continue to enhance transparency in the management of operating costs, particularly as the Company grows in size and its organizational structure becomes more segmented.
- The Company currently retains a significant amount of capital from previous investment activities and reappropriated reserves. This capital should be prioritized for expansion and for exploring new business areas that offer long-term stability and growth potential.
- One of the Company's critical needs at this stage is the development of a next-generation leadership team that is innovative and adaptable to modern trends. The Board of Directors must pay particular attention to this issue, as rapid obsolescence—of both products and personnel—is inevitable in today's market. Proactive and decisive action is essential.
- During regular meetings, the Board of Directors (BOD) and the Supervisory Board (SB) have discussed and considered transitioning to a governance model without a Supervisory Board. According to the SB's evaluation, this model offers several advantages:
 - o Streamlining the governance structure by eliminating an intermediate supervisory level.
 - o Increasing the accountability of the BOD: without a Supervisory Board, the BOD—especially the Audit Committee—will bear greater responsibility for risk control, financial transparency, and legal compliance.

However, in order to ensure the new model maintains independent oversight and transparency, the SB emphasizes the need for the Company to maintain a strong and effective Internal Audit Department and an Audit Committee under the BOD, with an independent and objective voice to fulfill the control function.

The Supervisory Board wishes the Company continued steady growth and success, and extends best wishes for health, happiness, and prosperity to all valued shareholders.

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



ĐỖ THỊ THU HÀ