

PROPOSAL

***Regarding: Approval of Amendment of Internal Regulations on Corporate Governance;
Regulations on Operation of the Board of Directors***

To: General Meeting of Shareholders of QP Green Investment Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on June 17, 2020, and documents amending and supplementing the Law on Enterprises;
- Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly on November 26, 2019, and documents amending and supplementing the Law on Securities;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities; Decree No. 245/2025/ND-CP dated September 11, 2025, of the Government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020;
- Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, guiding a number of articles on corporate governance applicable to public companies;
- Pursuant to the Charter of Organization and Operation of QP Green Investment Joint Stock Company;

The Board of Directors of QP Green Investment Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the amendment and supplementation of the Internal Regulations on Corporate Governance; and the Regulations on Operation of the Board of Directors of QP Green Investment Joint Stock Company, in order to comply with current legal regulations (*Draft Internal Regulations on Corporate Governance; Regulations on Operation of the Board of Directors attached*).

Respectfully submitted to the General Meeting of Shareholders for consideration.

Sincerely!

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



Pham Tu Trong

DETAILED CONTENTS OF AMENDMENTS AND SUPPLEMENTS TO THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE QP HOLDINGS JOINT STOCK COMPANY

Documents for the General Meeting of Shareholders of QP Holdings Joint Stock Company at the General Meeting of Shareholders held on May 27, 2026

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
1	Company Name throughout the entire Regulation	QP Green Investment Joint Stock Company	QP Holdings Joint Stock Company	Proposal No. 08/2026/TTr-HDQT regarding the change of the Company's name, head office, and business lines as approved by the General Meeting of Shareholders
2	Legal Basis		Pursuant to Decree No. 245/2025/NĐ-CP dated 11 September 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated 31 December 2020 of the Government detailing the implementation of certain provisions of the Law on Securities.	Update and supplement relevant legal documents in accordance with the amended legal framework.
3	Article 1. Scope of Regulation and Subjects of Application 1. Scope of	No provision	b. Application of the Regulation: The order of precedence in application shall be as follows: In the event that this Regulation does	Supplement to clearly specify the order of priority in the event of

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
	regulation		<p>not provide for, or contains provisions inconsistent with, the relevant provisions of law and the Charter's Company, the provisions of law and the Charter's Company shall prevail.</p> <p>In the event of any amendment to the Charter's Company or changes in applicable laws resulting in any inconsistency with this Regulation, the new provisions of the applicable laws and the Charter's Company shall prevail.</p>	conflicts.
4	Point I Clause 1 Article 2	<p>Article 2. General Meeting of Shareholders</p> <p>1. Roles, rights and obligations of the General Meeting of Shareholders.</p> <p>...</p>	<p>Article 2. General Meeting of Shareholders</p> <p>1. Rights and obligations of the General Meeting of Shareholders.</p> <p>...</p>	Update in accordance with legal terminology.
		No provision	<p>The General Meeting of Shareholders shall convene an annual meeting once per year within four (04) months from the end of the financial year. The Board of Directors may decide to extend the time for convening the Annual General Meeting of Shareholders where necessary, but not exceeding six (06) months from the end of</p>	Supplement to ensure consistency with the Company's Charter.

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
			the financial year.	
5	Point a Clause 2 Article 2	<p>2. Order and procedures for convening the General Meeting of Shareholders and adopting Resolutions by voting at the meeting of the General Meeting of Shareholders shall include the following principal contents:</p> <p>a) Authority to convene the General Meeting of Shareholders: The Board of Directors, or shareholders or a group of shareholders holding five percent (5%) or more of the total ordinary shares, in accordance with Clause 2, Article 12 of the Company's Charter,</p>	<p>2. Order and procedures for convening the General Meeting of Shareholders and adopting Resolutions by voting at the meeting of the General Meeting of Shareholders shall include the following principal contents:</p> <p>a) Authority to convene the General Meeting of Shareholders: The Board of Directors, or shareholders or a group of shareholders holding five percent (5%) or more of the total number of ordinary shares as prescribed in Clause 2, Article 12 of the Charter's Company, shall have the right to request the Board of Directors to convene the General Meeting of Shareholders in accordance with Clause 3, Article 115 and Article 140 of the Law on Enterprises and</p>	Supplemented to ensure consistency with the Company's Charter and compliance with the Law on Enterprises

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
6	Point b Clause 2 Article 2	b)The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than ten (10) days in advance.	the Charter's Company;; The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared based on the list provided by the Vietnam Securities Depository and Clearing Corporation	Supplemented in accordance with the Law on Securities and its guiding implementing regulations
7	Point d Clause 2 Article 2	No provision	d) Notice of invitation to the General Meeting of Shareholders: The notice of invitation to the General Meeting of Shareholders shall be sent to all shareholders by registered mail to ensure delivery to the shareholders' contact addresses	Detailed provisions on methods of sending correspondence.
		- List and detailed information of candidates in the case of election of Members of the Board of Directors; members of the Audit Committee	- List and detailed information of candidates in the case of election of Members of the Board of Directors;	Remove " Audit Committee"
		No provision	- Draft Resolutions of the General Meeting of Shareholders corresponding to the expected contents of the meeting; list and detailed information of candidates in the case of election of Members of the Board of Directors.	Supplemented to ensure consistency with the Company's Charter.

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
8	Point e Clause 2 Article 2	Shareholders or a group of shareholders as prescribed in Clause 2, Article 12 of the Charter's Company shall have the right to propose matters...	Shareholders or a group of shareholders as prescribed in Clause 2, Article 12 of the Charter's Company and Clause 2, Article 115 of the Law on Enterprises shall have the right to	Add additional legal provisions.
9	Point f Clause 2 Article 2	...The authorized representative must submit the authorization document upon registration for attendance. In the case of re-authorization, the attendee must present the original authorization document (if not previously registered with the Company)The authorized representative must submit the authorization document upon registration for attendance. In the case of re-authorization, the attendee must present the original authorization document (if not previously registered with the Company) and the document permitting re-authorization	Add provisions on re-authorization to ensure legal validity.
		The voting ballot of an authorized representative attending the meeting shall remain valid within the scope of the granted authorization.	The voting ballot of an authorized representative attending the General Meeting of Shareholders shall remain valid within the scope of the granted authorization.	Supplemented to clarify the authorization content
10	Point i Clause 2 Article 2	i) Forms of adopting Resolutions of the General Meeting of Shareholders: Resolutions shall be adopted either by voting at the meeting or by collecting written opinions.	i) Forms of adopting Resolutions of the General Meeting of Shareholders: Resolutions shall be adopted either by voting at the meeting or by collecting written opinions, depending on specific circumstances.	Supplemented to ensure consistency with the Company's Charter.

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
		No provision	In case of adoption by written opinion collection, such adoption shall be conducted in accordance with Article 22 of the Charter's Company and shall have the same validity as Resolutions adopted at a meeting.	Supplemented to ensure consistency with the Company's Charter.
11	Point k Clause 2 Article 2	<p>k) Voting and vote counting procedures:</p> <p>Upon registration, each shareholder or authorized representative shall be issued a voting card or ballot indicating registration number, name of the shareholder, name of the authorized representative and the number of voting rights</p>	<p>k) Voting and vote counting procedures:</p> <p>Upon registration, each shareholder or authorized representative shall be issued a voting card or ballot indicating registration number, name of the shareholder, name of the authorized representative and the number of voting rights.</p> <p>... Shareholders but shall not exceed the limit prescribed by law</p>	Supplemented to ensure consistency with the Company's Charter.
12	Point l Clause 2 Article 2	No provision	<p>l) Conditions for adoption of Resolutions:</p> <p>.....</p> <p>In case resolutions are adopted by way of collecting written opinions, a General Meeting of Shareholders resolution shall be adopted if shareholders holding more than 50% of the total voting rights of all shareholders entitled to vote approve it.</p> <p>Resolutions of the General Meeting of</p>	Supplemented to ensure consistency with the Company's Charter.

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
			<p>Shareholders adopted by 100% of the total voting shares shall be lawful and effective even where the procedures and formalities for adopting such resolutions are not properly complied with in accordance with the regulations.</p> <p>Resolutions, Minutes of the General Meeting of Shareholders, the appendix of the list of shareholders registered for attendance together with shareholders' signatures, written authorization for attendance at the meeting, all documents attached to the Minutes (if any), and related documents enclosed with the meeting invitation notice must be subject to Information disclosure in accordance with the provisions of the law on information disclosure in the securities market and must be retained at the Company's head office</p>	
13	Point n Clause 2 Article 2	<p>n) Procedures for objecting to resolutions of the General Meeting of Shareholders</p> <p>Within ninety (90) days from the date of receipt of the Resolution or the Minutes of</p>	<p>n) Request for annulment of Resolutions adopted by written opinion:</p> <p>Within ninety (90) days from the date of receipt of the Resolution or the Minutes of</p>	<p>Amend the wording to enhance legal enforceability.</p>

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
		the General Meeting of Shareholders (GMS) or the Minutes of vote counting from shareholders	the General Meeting of Shareholders (GMS) or the Minutes of vote counting results of written opinion collection from shareholders	
		<p>- The contents of the Resolution violate the law or the Charter's Company.</p> <p><i>No provision</i></p>	<p>The contents of the Resolution violate the law or the Charter's Company.</p> <p>In the event that a Resolution of the General Meeting of Shareholders is annulled by a decision of the Court or Arbitration, the convener of the annulled General Meeting of Shareholders (GMS) may consider re-convening the General Meeting of Shareholders within sixty (60) days in accordance with the order and procedures prescribed by the Law on Enterprises and the Charter's Company</p>	Supplemented to ensure consistency with the Company's Charter.
14	Point o Clause 2 Article 2	<p>o) Preparation of Minutes of the General Meeting of Shareholders</p> <p>...</p> <p>The minutes are information subject to disclosure within (24) hours</p>	<p>o) Preparation of Minutes of the General Meeting of Shareholders</p> <p>...</p> <p>The minutes are information subject to disclosure within twenty-four (24) hours</p> <p>.....</p>	Supplemented to clarify the content
15	3. Order and Procedures for the General Meeting of	3. Order and Procedures for the General Meeting of Shareholders (GMS) to adopt	3. Order and Procedures for the General Meeting of Shareholders (GMS) to adopt	Supplemented to ensure consistency

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
	Shareholders (GMS) to adopt Resolutions by Way of Written Opinion Collection include the following principal contents	Resolutions by Way of Written Opinion Collection include the following principal contents	Resolutions by Way of Written Opinion Collection shall be as prescribed in Article 22 of the Charter's Company and include the following principal contents:	with the Company's Charter.
16	Point b Clause 3 Article 2	Name, head office address, and enterprise number;	Name, head office address, and enterprise registration number;	Supplemented to ensure consistency with the Company's Charter.
		Voting options including approval, disapproval, and abstention	Voting options including approval, disapproval, and abstention for each consulted issue;	
17	Article 3	Article 3. Board of Directors 1. Roles, rights and obligations of the Board of Directors, and responsibilities of Members of the Board of Directors.	Article 3. Board of Directors 1. Rights and obligations of the Board of Directors, and responsibilities of Members of the Board of Directors.	Amended in accordance with legal terminology
18	Point b Clause 2 Article 3	Article 3. Board of Directors ... 2. Nomination, self-nomination, election, removal, and dismissal of members of the Board of Directors, including the following	Article 3. Board of Directors ... 2. Nomination, self-nomination, election, removal, and dismissal of members of the Board of Directors, including the following	Amended in accordance with Clause 79, Article 1 of Decree No. 245/2025/ND-CP dated 11 September

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
		<p>key contents:</p> <p>...</p> <p>b) Structure, standards, and conditions of members of the Board of Directors</p> <p>The structure of the Board of Directors of the Company shall ensure that at least one-third (1/3) of the total number of members are non-executive members. The Company shall minimize the number of Board members concurrently holding executive positions within the Company in order to ensure the independence of the Board of Directors. Specifically, the Board of Directors must have at least one (01) independent member (in cases where the Board comprises from three (03) to five (05) members).</p>	<p>key contents:</p> <p>...</p> <p>b) Structure, standards, and conditions of members of the Board of Directors</p> <p>The structure of the Board of Directors shall comply with Clause 3, Article 26 of the Company's Charter. The Board of Directors must include at least one (01) non-executive member and at least one (01) independent member. The Company shall minimize the number of Board members concurrently holding executive positions to ensure the independence of the Board of Directors.</p>	2025.
19	Point c (ii) Clause 2 Article 3	A shareholder or group of shareholders holding from 10% to under 30% of total voting shares may nominate one (01) candidate; from 30% to under 50% may nominate up to two (03) candidates:	A shareholder or group of shareholders holding from 10% to under 30% of total voting shares may nominate one (01) candidate; from 30% to under 50% may nominate up to two (02) candidates ;	In accordance with the shareholding structure
20	Clause 3 Article 3	3. The remuneration, bonuses, and other benefits of members of the Board of Directors are specified in detail in Article 28	3. The remuneration, bonuses, and other benefits of members of the Board of Directors are specified in detail in Article	Supplemented to ensure consistency

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
		of the Company's Charter	28 of the Company's Charter and Article 18 of the Board of Directors' Internal Regulations.	with the Company's Charter.
21	Clause 6 Article 3	6. Person in charge of corporate governance No provision	<i>Pursuant to Clause 2, Article 281 of Decree No. 155/2020/ND-CP and Article 32 of the Company's Charter.</i>	Supplemented with legal basis
22	Clause 1 Article 4	1. Roles, powers and obligations of the Audit Committee; responsibilities of its members The Audit Committee shall have the rights and obligations following rights and duties:	1. Roles, powers and obligations of the Audit Committee; responsibilities of its members The Audit Committee shall have the rights and obligations as prescribed in Article 161 of the Law on Enterprises and the following rights and duties:	Supplemented to clarify the provisions
23	Article 5. General Director	1. Role, responsibilities, powers and obligations of the Director (General Director)	1. Role, responsibilities, powers and obligations of the General Director	Harmonize the structure
24	Article 7	No provision	Article 7. Amendments and Supplements to the Corporate Governance Regulations 1. Any amendment or supplementation to these Regulations shall be reviewed and decided by the General Meeting of Shareholders of the Company. 2. In the event that any provisions of	Update the information on the date of adoption of the amended Regulations.

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
			law relevant to the Company's operations have not been addressed in these Regulations, or where new legal provisions differ from the provisions herein, such legal provisions shall automatically prevail and govern the Company's operations accordingly.	
25	Article 8.	No provision	<p>Article 8. Effectiveness</p> <p>1. The Internal Regulations on Corporate Governance of QP Holdings Joint Stock Company comprise 08 Articles, approved by the Annual General Meeting of Shareholders in 2026 and shall take effect from the date of signing. These Regulations replace any previously approved Corporate Governance Regulations by the General Meeting of Shareholders (if any).</p> <p>2. These Regulations constitute the sole and official Corporate Governance Regulations of QP Holdings Joint Stock</p>	Supplement the effective provisions

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
			<p>Company.</p> <p>3. Any copies or extracts of the Corporate Governance Regulations must bear the signature of the Chairman of the Board of Directors.</p>	

The above constitutes the entire contents relating to the amendments and supplements to the Internal Regulations on Corporate Governance of QP Holdings Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval.

Ho Chi Minh City, May 27, 2026

INTERNAL REGULATION ON CORPORATE GOVERNANCE

Pursuant to the Law on Securities dated November 26, 2019 and its implementing documents;

Pursuant to the Law on Enterprises dated June 17, 2020 and its implementing documents;

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

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

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance providing guidance on corporate governance applicable to public companies in accordance with Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Charter's Company of QP Holdings Joint Stock Company as duly adopted;

Pursuant to the Resolution of the Annual General Meeting of Shareholders in 2026 No.: 01/2026/NQ-DHDCD dated May 27, 2026.

The Board of Directors hereby promulgates the Internal Regulation on Corporate Governance of QP Holdings Joint Stock Company.

The Internal Regulation on Corporate Governance of QP Holdings Joint Stock Company includes the following contents:

Article 1. Scope of Regulation and Subjects of Application

1. Scope of regulation:

a. The Internal Regulation on Corporate Governance provides for the roles, rights and obligations of the General Meeting of Shareholders, the Board of Directors, the Audit Committee and the General Director; the order and procedures for convening and conducting meetings of the General Meeting of Shareholders; the nomination, candidacy, election, dismissal and removal of Members of the Board of Directors, members of the Audit Committee, the General Director, and other activities in accordance with the Charter's Company and other applicable laws and regulations.

b. Application of the Regulation: The order of precedence in application shall be as follows:

In the event that this Regulation does not provide for, or contains provisions inconsistent with, the relevant provisions of law and the Charter's Company, the provisions of law and the Charter's Company shall prevail.



In the event of any amendment to the Charter's Company or changes in applicable laws resulting in any inconsistency with this Regulation, the new provisions of the applicable laws and the Charter's Company shall prevail.

2. Subjects of application: This Regulation shall apply to Members of the Board of Directors, the Audit Committee, the General Director and Related persons.

Article 2. General Meeting of Shareholders

1. Rights and obligations of the General Meeting of Shareholders.

The General Meeting of Shareholders consists of all shareholders with voting rights and is the highest decision-making body of the Company. The General Meeting of Shareholders shall convene an annual meeting once per year within four (04) months from the end of the financial year. The Board of Directors may decide to extend the time for convening the Annual General Meeting of Shareholders where necessary, but not exceeding six (06) months from the end of the financial year.

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

- a. To approve the development orientation of the Company;
- b. To decide on the types of shares and the total number of shares of each type authorized to be offered; to decide on the annual dividend rate of each type of shares;
- c. To elect, dismiss and remove Members of the Board of Directors;
- d. To decide on investments or the sale of assets with a value equal to or exceeding thirty-five percent (35%) of the total asset value as recorded in the most recent financial statements of the Company;
- e. To decide on amendments to and supplements of the Charter's Company;
- f. To approve the annual financial statements;
- g. To decide on the repurchase of more than ten percent (10%) of the total number of issued shares of each type;
- h. To review and handle violations committed by Members of the Board of Directors and members of the Audit Committee that cause damage to the Company and its shareholders;
- i. To decide on the reorganization or dissolution of the Company;
- j. To decide on the budget or the total remuneration, bonuses and other benefits for the Board of Directors and the Audit Committee;
- k. To approve the Internal Regulation on Corporate Governance and the Regulation on the Operation of the Board of Directors;
- l. To approve the list of approved auditing firms; to decide on the approved auditing firm to audit the Company's operations; to dismiss an approved auditor when deemed necessary;
- m. To exercise other rights and perform other obligations in accordance with applicable laws.

2. Order and procedures for convening the General Meeting of Shareholders and adopting Resolutions by voting at the meeting of the General Meeting of Shareholders shall include the following principal contents:

- a) Authority to convene the General Meeting of Shareholders: The Board of

Directors, or shareholders or a group of shareholders holding five percent (5%) or more of the total number of ordinary shares as prescribed in Clause 2, Article 12 of the Charter's Company, shall have the right to request the Board of Directors to convene the General Meeting of Shareholders in accordance with Clause 3, Article 115 and Article 140 of the Law on Enterprises and the Charter's Company;

b) Preparation of the list of shareholders entitled to attend the meeting: The person convening the General Meeting of Shareholders shall prepare the list of shareholders eligible to attend and vote at the meeting. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared based on the list provided by the Vietnam Securities Depository and Clearing Corporation no more than ten (10) days prior to the date of sending the notice of invitation to the meeting. The Company shall disclose information on the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least twenty (20) days prior to the record date;

c) Notice of record date for determining shareholders entitled to attend the General Meeting of Shareholders;

d) Notice of invitation to the General Meeting of Shareholders:

The notice of invitation to the General Meeting of Shareholders shall be sent to all shareholders by registered mail to ensure delivery to the shareholders' contact addresses, and simultaneously disclosed on the Company's website, the website of the State Securities Commission of Vietnam, and the Stock Exchange where the Company's shares are listed or registered for trading. The person convening the meeting shall send the notice of invitation to all shareholders in the list of shareholders entitled to attend the meeting no later than twenty-one (21) days prior to the opening date of the meeting (calculated from the date the notice is duly sent or dispatched). The agenda of the General Meeting of Shareholders and documents related to matters to be voted on at the meeting shall be sent to shareholders and/or published on the Company's website. In the event that documents are not enclosed with the notice of invitation, the notice must clearly state the link to all meeting documents for shareholders' access, including:

- Agenda and documents used at the meeting;
- List and detailed information of candidates in the case of election of Members of the Board of Directors;
- Voting ballots;
- Draft Resolutions of the General Meeting of Shareholders corresponding to the expected contents of the meeting; list and detailed information of candidates in the case of election of Members of the Board of Directors.

e) Agenda and contents of the General Meeting of Shareholders:

The person convening the General Meeting of Shareholders shall prepare the agenda and contents of the meeting.

Shareholders or a group of shareholders as prescribed in Clause 2, Article 12 of the Charter's Company and Clause 2, Article 115 of the Law on Enterprises shall have the right to propose matters for inclusion in the agenda of the General Meeting of Shareholders. Such proposal must be made in writing and sent to the Company no later than three (03) working days prior to the opening date, unless otherwise provided in the Charter's Company. The proposal must specify the name of the shareholder, the number of each class of shares held, and the proposed matters to be included in the agenda.

In the event that the person convening the meeting refuses such proposal, a written

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response stating the reasons must be provided no later than two (02) working days prior to the opening date of the meeting. The proposal may only be refused in the following cases:

- The proposal is not submitted within the prescribed time limit;
- The proposed matter is not within the authority of the General Meeting of Shareholders;
- Other cases as prescribed in the Charter's Company.

The person convening the meeting shall accept and include such proposals in the proposed agenda and contents of the meeting, except for the cases of refusal mentioned above; the proposal shall be officially included if approved by the General Meeting of Shareholders.

f) Authorization to attend the General Meeting of Shareholders:

A shareholder or an authorized representative of an institutional shareholder may attend the meeting in person or authorize one or more individuals or organizations to attend the meeting or participate through one of the methods prescribed in Clause 3, Article 144 of the Law on Enterprises.

The authorization must be made in writing in accordance with civil law and must clearly specify the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the scope, content and duration of the authorization, and the signatures of the authorizing and authorized parties.

The authorized representative must submit the authorization document upon registration for attendance. In the case of re-authorization, the attendee must present the original authorization document (if not previously registered with the Company) and the document permitting re-authorization.

The voting ballots of the authorized representative shall remain valid within the scope of authorization even in the following cases, except where:

- The authorizing person has died, has lost or has limited civil act capacity;
- The authorization has been revoked;
- The authority of the authorized representative has been terminated.

The above provision shall not apply if the Company receives notice of such events prior to the opening of the meeting or prior to the reconvened meeting.

g) Registration for attendance: In accordance with the instructions provided in the notice of invitation issued by the Company;

h) Conditions for holding the meeting:

The General Meeting of Shareholders shall be conducted when the number of attending shareholders represents more than fifty percent (50%) of the total voting rights.

If the first meeting does not meet the quorum, a second meeting notice shall be sent within thirty (30) days from the intended date of the first meeting. The second meeting shall be conducted when attending shareholders represent at least thirty-three percent (33%) of the total voting rights.

If the second meeting does not meet the quorum, a third meeting notice shall be sent within twenty (20) days from the intended date of the second meeting. The third meeting shall be conducted regardless of the total voting rights of attending shareholders.

i) Forms of adopting Resolutions of the General Meeting of Shareholders:



Resolutions shall be adopted either by voting at the meeting or by collecting written opinions, depending on specific circumstances.

Unless otherwise provided in the Charter's Company, the following matters must be adopted by voting at the meeting:

- Amendments and supplements to the Charter's Company;
- Development orientation of the Company;
- Types of shares and total number of shares of each type;
- Election, dismissal and removal of Members of the Board of Directors;
- Investment or sale of assets with a value equal to or exceeding thirty-five percent (35%) of total assets as recorded in the most recent financial statements, unless otherwise provided in the Charter's Company;

Approval of annual financial statements;

Reorganization or dissolution of the Company.

In case of adoption by written opinion collection, such adoption shall be conducted in accordance with Article 22 of the Charter's Company and shall have the same validity as Resolutions adopted at a meeting.

k) Voting and vote counting procedures:

Upon registration, each shareholder or authorized representative shall be issued a voting card or ballot indicating registration number, name of the shareholder, name of the authorized representative and the number of voting rights. At the time of voting, votes in favor shall be collected first, followed by votes against, and the total votes shall then be counted. The total number of votes in favor, against, abstentions or invalid votes for each matter shall be announced immediately by the Chairman. The General Meeting of Shareholders shall appoint vote counters or supervisors of vote counting upon the proposal of the Chairman. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders but shall not exceed the limit prescribed by law.

Shareholders or authorized representatives arriving after the opening of the meeting shall be entitled to register and participate in voting without affecting the validity of previously adopted matters.

l) Conditions for adoption of Resolutions:

Resolutions on the following five (05) matters shall be adopted if approved by shareholders representing at least sixty-five percent (65%) of the total voting rights of attending shareholders, except as provided in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises:

- (i) Types of shares and total number of shares of each type;
- (ii) Changes in business lines and sectors;
- (iii) Changes in the organizational structure of management;
- (iv) Investment projects or sale of assets (with a value equal to or exceeding thirty-five percent (35%) of total assets);
- (v) Reorganization or dissolution of the Company.

Resolutions shall be adopted when shareholders holding more than 50% of the total voting rights of all shareholders attending and voting at the meeting approve them, except for

the five matters from (i) to (v) mentioned above and Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises.

Resolutions of the General Meeting of Shareholders adopted by 100% of the total voting shares shall be lawful and effective even where the procedures and formalities for convening the meeting and adopting such resolutions are in violation of the provisions of the Law on Enterprises and the Charter's Company.

In case resolutions are adopted by way of collecting written opinions, a General Meeting of Shareholders resolution shall be adopted if shareholders holding more than 50% of the total voting rights of all shareholders entitled to vote approve it.

Resolutions of the General Meeting of Shareholders adopted by 100% of the total voting shares shall be lawful and effective even where the procedures and formalities for adopting such resolutions are not properly complied with in accordance with the regulations.

Resolutions, Minutes of the General Meeting of Shareholders, the appendix of the list of shareholders registered for attendance together with shareholders' signatures, written authorization for attendance at the meeting, all documents attached to the Minutes (if any), and related documents enclosed with the meeting invitation notice must be subject to Information disclosure in accordance with the provisions of the law on information disclosure in the securities market and must be retained at the Company's head office.

m) Announcement of vote counting results:

Upon completion of vote counting, the vote counting committee shall announce the results directly at the meeting, specifying the number of votes in favor, against and abstentions for each matter.

n) Request for annulment of Resolutions adopted by written opinion:

Within ninety (90) days from the date of receipt of the Resolution or the Minutes of the General Meeting of Shareholders (GMS) or the Minutes of vote counting results of written opinion collection from shareholders, shareholders or groups of shareholders specified in Clause 2 Article 12 of the Charter's Company shall have the right to request a Court or Arbitration to review and annul the Resolution or part of the content of a Resolution of the General Meeting of Shareholders in the following cases:

- The procedures and formalities for convening the meeting and adopting decisions of the General Meeting of Shareholders seriously violate the provisions of this Law and the Charter's Company, except for the case specified in Clause 2 Article 152 of the Law on Enterprises;
- The contents of the Resolution violate the law or the Charter's Company.

In the event that a Resolution of the General Meeting of Shareholders is annulled by a decision of the Court or Arbitration, the convener of the annulled General Meeting of Shareholders (GMS) may consider re-convening the General Meeting of Shareholders within sixty (60) days in accordance with the order and procedures prescribed by the Law on Enterprises and the Charter's Company.

o) Preparation of Minutes of the General Meeting of Shareholders

The meeting of the General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese and may additionally be prepared in a foreign language, and shall include the following principal contents:

- Name, head office address, and enterprise registration number;



- Time and venue of the General Meeting of Shareholders;
- Agenda and contents of the meeting;
- Full name of the Chairman and the secretary;
- Summary of the meeting proceedings and shareholders' opinions expressed at the General Meeting of Shareholders on each matter included in the meeting agenda;
- Number of shareholders and total voting rights of attending shareholders; appendix of the list of registered attending shareholders and shareholder representatives, specifying the corresponding number of shares and voting rights;
- Total number of votes for each voting matter, clearly stating the voting method, total number of valid votes, invalid votes, votes in favor, votes against, and abstentions; corresponding percentages over the total voting rights of attending shareholders;
- Matters approved and the corresponding approval voting ratios;
- Full names and signatures of the Chairman and the secretary..

In case the Chairman and/or the secretary refuse to sign the minutes, such minutes shall remain valid if it is signed by all other Members of the Board of Directors attending the meeting and contains all contents as required under this Clause. The minutes shall clearly state the refusal of the Chairman and/or the secretary to sign the minutes.

The Minutes of the General Meeting of Shareholders must be completed and approved before the conclusion of the meeting.

The Chairman and secretary of the meeting, or other persons signing the minutes, shall be jointly liable for the truthfulness and accuracy of the contents of the minutes.

Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In case of any inconsistency between the Vietnamese version and the foreign language version, the Vietnamese version shall prevail.

The minutes are information subject to disclosure within twenty-four (24) hours on the Company's website, in accordance with the Charter's Company and Circular No. 96/2020/TT-BTC.

The Minutes of the General Meeting of Shareholders, the appendix of the list of shareholders registered for attendance, the adopted resolutions, and related documents attached to the meeting invitation notice must be retained at the Company's head office..

p) Disclosure of Resolutions of the General Meeting of Shareholders

Resolutions of the General Meeting of Shareholders (GMS) must be disclosed in accordance with the provisions of the Charter's Company and Circular No. 96/2020/TT-BTC.

3. Order and Procedures for the General Meeting of Shareholders (GMS) to adopt Resolutions by Way of Written Opinion Collection shall be as prescribed in Article 22 of the Charter's Company and include the following principal contents:

a) When deemed necessary in the interest of the Company, the Board of Directors shall have the right to collect written opinions from shareholders in order to adopt all Resolutions within the competence of the General Meeting of Shareholders.

b) Order and Procedures for the General Meeting of Shareholders to adopt



Resolutions by Way of Written Opinion Collection

The Board of Directors shall prepare the opinion ballot, the draft Resolution of the General Meeting of Shareholders, and explanatory documents for the draft Resolution, and shall send them to all shareholders entitled to vote no later than 10 days prior to the deadline for returning the opinion ballot. The preparation of the list of shareholders to whom the opinion ballot is sent shall comply with Clause 1 and Clause 2 Article 141 of the Law on Enterprises. The requirements and methods for sending the opinion ballot and accompanying documents shall comply with Article 143 of the Law on Enterprises;

The opinion ballot must include the following principal contents::

- Name, head office address, and enterprise registration number;
- Purpose of the opinion collection;
- Full name, contact address, nationality, and legal document number of an individual shareholder in case the shareholder is an individual; name, enterprise registration number or legal document number of the organization, and head office address in case the shareholder is an organization; or full name, contact address, nationality, and legal document number of the individual representing the organizational shareholder; number of shares of each class and number of voting rights of the shareholder;
- Issues to be consulted for adoption;
- Voting options including approval, disapproval, and abstention for each consulted issue;
- Deadline for returning the completed opinion ballot to the Company;
- Full name and signature of the Chairman of the Board of Directors.

Shareholders may submit completed written opinion ballots to the Company by post, fax, or email in accordance with the following provisions:

- In case of postal submission, the completed opinion ballot must bear the signature of the individual shareholder or the authorized representative or legal representative of an organizational shareholder. The opinion ballot returned to the Company must be placed in a sealed envelope and shall not be opened by any person prior to vote counting;
- In case of submission by fax or email, the opinion ballot returned to the Company must be kept confidential until the time of vote counting;
- Opinion ballots returned to the Company after the deadline specified in the opinion ballot or those that have been opened in the case of postal submission or disclosed in the case of fax or email submission shall be invalid. Opinion ballots not returned to the Company shall be deemed as non-participation in voting.

The Board of Directors shall organize the vote counting and prepare the vote counting minutes under the supervision and witnessing of a shareholder who does not hold a management position in the Company. The vote counting minutes must include the following principal contents:

- Name, head office address, and enterprise registration number;
- Purpose and issues to be consulted for adoption of the Resolution;
- Number of shareholders with total voting rights participating in the voting.

clearly distinguishing valid and invalid votes and methods of submission of voting ballots, together with an appendix of the list of participating shareholders;

- Total number of votes in favor, against, and abstaining for each issue;
- Issues adopted and corresponding approval voting ratios;
- Full names and signatures of the Chairman of the Board of Directors, vote counting supervisor, and vote counter.

Members of the Board of Directors, vote counters, and vote counting supervisors shall be jointly liable for the truthfulness and accuracy of the vote counting minutes; and shall be jointly liable for any damages arising from decisions adopted based on inaccurate or untruthful vote counting results.

The vote counting minutes and the Resolution of the General Meeting of Shareholders are information subject to disclosure within twenty-four (24) hours on the Company's website, in accordance with the Charter's Company and Circular No. 96/2020/TT-BTC.

Completed opinion ballots, vote counting minutes, adopted Resolutions, and related documents enclosed with the opinion ballot shall be retained at the Company's head office;

In case a Resolution is adopted by way of written opinion collection, the Resolution of the General Meeting of Shareholders shall be adopted if shareholders holding more than 50% of the total voting rights of all voting shareholders approve it.

A Resolution adopted by way of written opinion collection shall have the same legal validity as a Resolution adopted at a meeting of the General Meeting of Shareholders.

4. Order and Procedures for the General Meeting of Shareholders to adopt Resolutions by Way of Online Meeting or Hybrid Meeting (In-person Combined with Online Participation)

In addition to the form of in-person meeting, the Annual General Meeting of Shareholders and extraordinary General Meeting of Shareholders of the Company may be conducted in the form of an online meeting or a hybrid meeting (in-person combined with online participation) in the following cases:

a) Force majeure events, including but not limited to natural disasters, war, epidemics, etc.; and/or

b) Other objective events where the Board of Directors considers that it is not convenient and/or not appropriate to organize the General Meeting of Shareholders in the form of an in-person meeting.

In case the Board of Directors decides to organize the General Meeting of Shareholders in the form of an online meeting or a hybrid meeting (in-person combined with online participation), the Board of Directors shall be responsible for issuing and disclosing the "Regulations on the Organization of Online General Meeting of Shareholders / Hybrid General Meeting of Shareholders (In-person Combined with Online Participation)" in accordance with the timeline prescribed by law.

c) Authorization of representatives to attend the online General Meeting of Shareholders;

d) Conditions for conducting the meeting;

e) Form of adoption of Resolutions of the online General Meeting of Shareholders;

f) Method of online voting;

- g) Method of online vote counting;
- h) Announcement of vote counting results;
- i) Preparation of Minutes of the General Meeting of Shareholders;
- k) Disclosure of Resolutions of the General Meeting of Shareholders

5. Order and Procedures for the General Meeting of Shareholders to adopt Resolutions by Way of Hybrid Meeting (In-person Combined with Online Participation) (including procedures for organizing the meeting and voting), in which the following contents shall be specified:

- a) Notice of convening the General Meeting of Shareholders;
- b) Method of registration for attendance at the General Meeting of Shareholders;
- c) Authorization of representatives to attend the General Meeting of Shareholders;
- d) Conditions for conducting the meeting;
- e) Form of adoption of Resolutions of the General Meeting of Shareholders;
- f) Method of voting;
- g) Method of vote counting;
- h) Announcement of vote counting results;
- i) Preparation of Minutes of the General Meeting of Shareholders;
- k) Disclosure of Resolutions of the General Meeting of Shareholders.

Article 3. Board of Directors

1. Rights and obligations of the Board of Directors, and responsibilities of Members of the Board of Directors.

The Board of Directors is the management body of the Company, having full authority on behalf of the Company to decide upon and exercise the rights and obligations of the Company, except for those rights and obligations falling within the competence of the General Meeting of Shareholders.

The Board of Directors shall have the following rights and obligations:

- a) To decide on the Company's medium-term development strategy, plans, and annual business plans;
- b) To propose the types of shares and the total number of shares of each type that are permitted to be offered for sale;
- c) To decide on the sale of unsold shares within the total number of shares of each type permitted to be offered for sale; to decide on additional capital mobilization in other forms;
- d) To decide on the offering price of the Company's shares and bonds;
- e) To decide on the repurchase of shares in accordance with Clauses 1 and 2 Article 133 of the Law on Enterprises;
- f) To decide on investment plans and investment projects within its authority and limits as prescribed by law;
- g) To decide on market development, marketing, and technology solutions;
- h) To approve contracts for purchase, sale, borrowing, lending, and other contracts or

transactions with a value equal to or greater than 35% of the total assets recorded in the Company's most recent financial statements, except where the Charter's Company provides for a different threshold or value, and except for contracts and transactions under the competence of the General Meeting of Shareholders in accordance with Point d Clause 2 Article 138, Clauses 1 and 3 Article 167 of the Law on Enterprises;

i) To elect, dismiss, and remove the Chairman of the Board of Directors; to appoint, dismiss, sign and terminate contracts with the General Director and other managers as specified in the Charter's Company; to decide on salaries, remuneration, bonuses, and other benefits of such managers; to appoint authorized representatives to participate in Members' Councils or General Meetings of Shareholders in other companies, and to decide on remuneration and other benefits of such persons;

k) To supervise and direct the General Director and other managers in the day-to-day business operations of the Company;

l) To decide on the organizational structure and internal management regulations of the Company; to decide on the establishment of subsidiaries, branches, representative offices, and on capital contribution to or acquisition of shares in other enterprises;

m) To approve the program, contents, and documents for meetings of the General Meeting of Shareholders; to convene meetings of the General Meeting of Shareholders or collect written opinions for the General Meeting of Shareholders to adopt Resolutions;

n) To submit annual financial statements to the General Meeting of Shareholders;

o) To propose the dividend level to be paid; to decide on the timing and procedures for dividend payment or the handling of losses arising in business operations;

p) To propose the reorganization or dissolution of the Company; to request bankruptcy of the Company;

q) Right to be provided with information:

Members of the Board of Directors shall have the right to request the General Director, Deputy General Director, and other managers of the Company to provide information and documents regarding the financial status and business operations of the Company and its units.

Requested managers shall be responsible for promptly, fully, and accurately providing information and documents as requested by Members of the Board of Directors. The order and procedures for requesting and providing information shall be stipulated in the Charter's Company;

r) Other rights and obligations as provided by the Law on Enterprises and the Charter's Company.

2. Nomination, self-nomination, election, removal, and dismissal of members of the Board of Directors, including the following key contents:

a) Term of office and number of members of the Board of Directors

The Board of Directors of the Company shall consist of three (03) to five (05) members.

The term of office of a member of the Board of Directors shall not exceed five (05) years and such member may be re-elected for an unlimited number of terms. An individual may be elected as an independent member of the Board of Directors for no more than two (02) consecutive terms. In the event that all members of the Board of Directors simultaneously complete their term, such members shall continue to serve as members of the

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Board of Directors until new members are elected to replace them and assume their duties.

b) Structure, standards, and conditions of members of the Board of Directors

The structure of the Board of Directors shall comply with Clause 3, Article 26 of the Company's Charter. The Board of Directors must include at least one (01) non-executive member and at least one (01) independent member. The Company shall minimize the number of Board members concurrently holding executive positions to ensure the independence of the Board of Directors.

Standards and conditions of members of the Board of Directors:

Members of the Board of Directors must satisfy the standards and conditions prescribed in Clauses 1 and 2, Article 155 of the Law on Enterprises.

c) Nomination and self-nomination of members of the Board of Directors

(i) Where candidates for the Board of Directors have been identified, the Company must disclose information regarding such candidates at least ten (10) days prior to the opening date of the General Meeting of Shareholders on the Company's website for shareholders' reference before voting. Each candidate must provide a written commitment regarding the truthfulness and accuracy of their disclosed personal information and must undertake to perform their duties in an honest, prudent manner and in the best interests of the Company if elected. Information disclosed regarding candidates shall include:

Full name, date, month, and year of birth;

Professional qualifications;

Work experience;

Other management positions held (including board positions in other companies);

Interests related to the Company and its related parties;

Other information (if any) as required by the Company's Charter;

The Company shall disclose information on companies where the candidate currently holds board or other managerial positions and any related interests (if any).

(ii) Shareholders or groups of shareholders holding from 10% of total ordinary shares or more are entitled to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter.

Shareholders holding ordinary shares may aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 10% to under 30% of total voting shares may nominate one (01) candidate; from 30% to under 50% may nominate up to two (02) candidates; and from 50% or more may nominate up to five (05) candidates.

(iii) In case the number of candidates nominated and self-nominated is still insufficient under Clause 5, Article 115 of the Law on Enterprises, the current Board of Directors shall propose additional candidates or organize nominations in accordance with the Company's Charter, Internal Governance Regulations, and Board of Directors' Regulations. Any additional nomination by the incumbent Board must be clearly disclosed prior to the General Meeting's voting.

(iv) Members of the Board of Directors must meet the standards and conditions prescribed in Clauses 1 and 2, Article 155 of the Law on Enterprises.

d) Election method for members of the Board of Directors

The election of members of the Board of Directors shall be conducted by cumulative voting, whereby each shareholder shall have total voting rights equivalent to the number of shares owned multiplied by the number of Board members to be elected. Shareholders may accumulate all or part of their votes for one or several candidates. Elected members shall be determined in descending order of votes received, starting from the candidate with the highest number of votes until the required number of members is reached as stipulated in the Company's Charter. In case two (02) or more candidates receive equal votes for the final seat(s), a re-election among such candidates shall be conducted or selection shall be made in accordance with criteria specified in the election rules or the Company's Charter.

e) Cases of resignation, removal, dismissal, and supplementation of member of the Board of Directors

The General Meeting of Shareholders shall remove a member of the Board of Directors in the following cases:

Failure to meet the standards and conditions under Article 155 of the Law on Enterprises;

Submission of a resignation letter and its acceptance;

Other cases as provided in the Company's Charter.

The General Meeting of Shareholders shall dismiss a member of the Board of Directors in the following cases:

Failure to participate in Board activities for six (06) consecutive months, except in force majeure cases;

Other cases as provided in the Company's Charter.

When deemed necessary, the General Meeting of Shareholders may decide to replace Board members; remove or dismiss members of the Board of Directors in addition to the cases specified in this clause.

The Board of Directors must convene a General Meeting of Shareholders to elect additional members in the following cases:

The number of Board members is reduced by more than one-third (1/3) of the number prescribed in the Company's Charter. In such case, the Board of Directors must convene a General Meeting of Shareholders within sixty (60) days from the date the reduction exceeds one-third;

The number of independent Board members falls below the required ratio under Point b, Clause 1, Article 137 of the Law on Enterprises;

Except for the cases specified above, the General Meeting of Shareholders shall elect replacement members at the nearest meeting.

f) Notification of election, removal, and dismissal of Board members

Where candidates for the Board of Directors have been identified, the Company must disclose relevant information at least 10 days prior to the opening date of the General Meeting of Shareholders on the Company's website for shareholders' reference before voting. Candidates must provide written commitments on the truthfulness and accuracy of disclosed personal information and undertake to perform their duties honestly, prudently, and in the best interests of the Company if elected.

Detailed information regarding candidates is provided in Article 25 of the Company's Charter.

Disclosure of removal or dismissal of Board members shall comply with legal requirements on information disclosure applicable to listed companies. The proposal on removal or dismissal must be submitted to and approved by the General Meeting of Shareholders.

g) Procedures for nomination of Board candidates

Shareholders or groups of shareholders holding from 10% of total ordinary shares or more, as specified in Point c, Clause 2 of this Article, are entitled to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter.

Where the number of nominated and self-nominated candidates remains insufficient under Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors may propose additional candidates or organize nominations in accordance with the Company's Charter, Internal Governance Regulations, and Board of Directors' Regulations. Any such nomination must be clearly disclosed prior to voting at the General Meeting of Shareholders.

h) Election, removal, and dismissal of the Chairman of the Board of Directors

The Chairman of the Board of Directors shall be elected, removed, or dismissed by the Board of Directors from among its members. The Chairman shall be elected at the first meeting of the Board of Directors within seven (07) working days from the completion of the election of the Board of Directors.

In case the Chairman submits a resignation or is removed or dismissed, the Board of Directors shall elect a replacement within ten (10) days from the date of receipt of the resignation or removal/dismissal decision.

3. Remuneration and other benefits of members of the Board of Directors

The remuneration, bonuses, and other benefits of members of the Board of Directors are specified in detail in Article 28 of the Company's Charter and Article 18 of the Board of Directors' Internal Regulations.

4. Order and procedures for convening and conducting meetings of the Board of Directors, including the following key contents:

a) Minimum number of meetings:

The Board of Directors shall meet at least once per quarter and may hold extraordinary meetings as necessary.

b) Cases requiring an extraordinary Board meeting:

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

Upon request of the Audit Committee or an independent member of the Board of Directors;

Upon request of the General Director or at least five (05) other managers;

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

The Chairman of the Board of Directors must convene the meeting within seven (07) working days from the date of receipt of such requests.

c) Notice of Board meetings:

The Chairman of the Board of Directors or the person convening the meeting must send a meeting invitation at least three (03) working days prior to the meeting date. The



notice must specify the time, venue, agenda, discussion matters, and decisions to be made. The notice must be accompanied by meeting documents and voting ballots for members.

d) Conditions for conducting Board meetings:

A Board meeting shall be conducted when at least three-fourths (3/4) of the total members attend. If the first meeting does not meet the quorum requirement, a second meeting shall be convened within seven (07) days from the originally scheduled date. In such case, the meeting may proceed if more than half of the Board members attend.

e) Voting method:

A Board member is deemed to participate and vote in the meeting in the following cases:

Direct participation and voting at the meeting;

Authorizing another person to attend and vote in accordance with Clause 11, Article 30 of the Company's Charter;

Participation and voting via online meetings, electronic voting, or other electronic means;

Submission of voting ballots via post, fax, or email.

Where voting ballots are submitted by post, they must be placed in a sealed envelope and delivered to the Chairman of the Board of Directors no later than one (01) hour before the meeting opening. The ballots shall only be opened in the presence of all attending members.

g) Adoption of resolutions of the Board of Directors:

Resolutions and decisions of the Board of Directors shall be adopted if approved by a majority of attending members. In case of a tie vote, the final decision shall follow the opinion of the Chairman of the Board of Directors.

h) Authorization for attendance:

Board members must attend all meetings of the Board of Directors. A member may authorize another person to attend and vote on their behalf if approved by a majority of the Board of Directors.

i) Minutes of Board meetings:

Board meetings must be recorded in minutes and may also be audio-recorded or stored in other electronic formats. Minutes must be prepared in Vietnamese and may also be prepared in a foreign language, and shall include the following key contents:

Name, head office address, and enterprise registration number;

Time and venue of the meeting;

Purpose, agenda, and content of the meeting;

Names of attending members or authorized representatives and their form of participation; names of absent members and reasons;

Issues discussed and voted upon at the meeting;

Summary of opinions of each attending member in the order of discussion;

Voting results, clearly indicating members who voted in favor, against, or abstained;

Resolutions adopted and corresponding approval ratios;

Names and signatures of the Chairman and the minutes recorder, except where the Chairman and/or secretary refuses to sign as provided in Point k of this Clause.

k) Cases where the Chairman and/or secretary refuses to sign the minutes:

Where the Chairman and/or the minutes recorder refuses to sign the minutes, but all other attending Board members agree to sign and the minutes fully comply with Points a, b, c, d, dd, e, g, and h of this Clause, the minutes shall remain valid. The minutes must clearly state the refusal to sign. The signatories of the minutes shall be jointly responsible for the accuracy and truthfulness of its contents. The Chairman and/or minutes recorder shall bear personal liability for any damages caused to the Company due to refusal to sign, in accordance with the Law on Enterprises, the Company's Charter, and applicable laws.

l) Notification of resolutions and decisions of the Board of Directors:

Minutes of Board meetings and related documents must be retained at the Company's head office.

Depending on the nature and content of the meeting, disclosure or announcement of Board resolutions and decisions shall comply with information disclosure regulations in the securities market under Circular No. 96/2020/TT-BTC.

5. Committees under the Board of Directors (if any)

The Board of Directors may establish subordinate committees to be in charge of development strategy, personnel, remuneration, internal audit, and risk management. The number of members of each committee shall be decided by the Board of Directors, with a minimum of three (03) members, including members of the Board of Directors and external members. Independent members and/or non-executive members of the Board of Directors shall constitute a majority of the committee, and one of such members shall be appointed as the Head of the committee by the Board of Directors.

The operation of committees must comply with regulations issued by the Board of Directors. Resolutions of a committee shall be valid only when approved by a majority of members attending and voting at the committee meeting.

The implementation of decisions of the Board of Directors or its committees must comply with applicable laws, the Company's Charter, and the Internal Corporate Governance Regulations.

6. Person in charge of corporate governance

Pursuant to Clause 2, Article 281 of Decree No. 155/2020/ND-CP and Article 32 of the Company's Charter.

The appointment, dismissal, and removal of the Person in charge of corporate governance shall fall under the authority of the Board of Directors.

The Person in charge of corporate governance must satisfy the following criteria:

Having knowledge of law;

Not concurrently working for an independent auditing firm that is auditing the Company's financial statements;

Meeting other standards as prescribed by law and the Company's Charter.

The disclosure of appointment, dismissal, and removal of the Person in charge of corporate governance shall comply with regulations on information disclosure in the securities market under Circular No. 96/2020/TT-BTC.

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The Board of Directors must appoint at least one (01) Person in charge of corporate governance to support corporate governance activities. Such person may concurrently act as Company Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises.

The Person in charge of corporate governance must not concurrently work for an approved audit firm auditing the Company's financial statements.

The Person in charge of corporate governance has the following rights and obligations:

a) To advise the Board of Directors on organizing General Meeting of Shareholders in accordance with regulations and on matters between the Company and its shareholders;

b) To prepare meetings of the Board of Directors, the Audit Committee, and the General Meeting of Shareholders at the request of the Board of Directors or the Audit Committee;

c) To advise on meeting procedures;

d) To attend meetings;

e) To advise on procedures for preparing resolutions of the Board of Directors in compliance with law;

f) To provide financial information, copies of minutes of Board meetings, and other information to members of the Board of Directors and the Audit Committee;

g) To monitor and report to the Board of Directors on the Company's information disclosure activities;

h) To act as a liaison with stakeholders;

i) To maintain confidentiality of information in accordance with the law and the Company's Charter;

k) Other rights and obligations as prescribed by law and the Company's Charter.

Article 4. Audit Committee

1. Roles, powers and obligations of the Audit Committee; responsibilities of its members

The Audit Committee shall have the rights and obligations as prescribed in Article 161 of the Law on Enterprises and the following rights and duties:

To supervise the integrity of the Company's financial statements and official disclosures relating to the Company's financial results;

To review the internal control system and risk management system;

To review related-party transactions subject to approval by the Board of Directors or the General Meeting of Shareholders, and to provide recommendations on transactions requiring such approval;

To direct the Company's internal audit function;

To recommend the list of independent auditing firms, audit fees, and related contractual terms for the Board of Directors' approval prior to submission to the Annual General Meeting of Shareholders;

To monitor and assess the independence, objectivity of the external auditor and the effectiveness of the audit process, particularly where the Company engages non-audit services from the auditor;



To supervise compliance with applicable laws, regulatory requirements, and the Company's internal regulations;

To have access to relevant documents on the Company's operations and to discuss with other members of the Board of Directors, the General Director, and the Chief Executive Officer to obtain information for the Audit Committee's activities;

To request representatives of the approved auditing firm to attend and respond to issues relating to audited financial statements at Audit Committee meetings;

To engage external legal, accounting, or other advisory services where necessary;

To develop and submit risk identification and management policies to the Board of Directors, and propose measures for handling risks arising from the Company's operations;

To prepare written reports to the Board of Directors upon detection that members of the Board of Directors, the General Director, or other managers fail to properly perform their duties under the Law on Enterprises and the Company's Charter;

To develop the Internal Regulations of the Audit Committee and submit them to the Board of Directors for approval;

To develop and approve the regulations/charter of the Internal Audit Department;

Other rights and obligations as detailed in the Audit Committee's Internal Regulations.

2. Term, number, standards, nomination and candidacy of Audit Committee members

a) Term of the Audit Committee

The term of the Audit Committee shall be the same as that of the Board of Directors. Accordingly, the term of an Audit Committee member shall not exceed five (05) years.

b) Number and structure of the Audit Committee

The Audit Committee shall consist of at least two (02) members. The specific number of members shall be decided by the Board of Directors. In particular:

The Chairman of the Audit Committee must be an independent member of the Board of Directors appointed by the Board of Directors; and

Members of the Audit Committee must be non-executive members of the Board of Directors.

Audit Committee members may be assigned to be in charge of one or several specific areas and shall be responsible for their assigned duties. The Chairman of the Audit Committee shall assign tasks to members based on their competence, professional experience, and the Committee's work plan.

c) Standards of Audit Committee members

Members of the Audit Committee must satisfy the following requirements:

Having knowledge of accounting and auditing, general understanding of law and the Company's operations, and not falling under the following cases:

Working in the accounting or finance department of the Company;

Being a member or employee of the auditing firm that has audited the Company's financial statements within the preceding five (05) years.

The Chairman of the Audit Committee must hold a university degree or higher in

economics, finance, accounting, auditing, law, or business administration.

d) **Nomination and candidacy for Audit Committee members**

The Board of Directors of the previous term is responsible for preparing a list of candidates for election of independent members of the Board of Directors for the next term.

After the General Meeting of Shareholders elects the Board of Directors for the new term, at the first meeting of the new term, the Board members shall elect the Chairman of the Board of Directors. The Chairman of the Board of Directors shall, based on the profiles of Board candidates, propose a list of Audit Committee members and nominate one (01) Board member to serve as Chairman of the Audit Committee.

Other members of the Board of Directors may self-nominate to become members of the Audit Committee if they meet the required standards.

The entire Board of Directors shall vote to elect the Chairman of the Audit Committee and other members based on the candidate list prepared as stated above.

Article 5. General Director

1. Role, responsibilities, powers and obligations of the General Director

The General Director is the person responsible for the day-to-day business operations of the Company; is subject to supervision by the Board of Directors; and is responsible to the Board of Directors and to the law for the performance of assigned rights and obligations.

The General Director has the following rights and obligations:

a) To decide on matters relating to the Company's day-to-day business activities that do not fall within the authority of the Board of Directors;

b) To organize the implementation of resolutions and decisions of the Board of Directors;

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

d) To propose the organizational structure and internal governance regulations of the Company;

dd) To appoint, dismiss, and remove managerial positions within the Company, except for positions under the authority of the Board of Directors;

e) To decide on salaries and other benefits for employees of the Company, including managers under the General Director's appointment authority;

g) To recruit employees;

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

i) Other rights and obligations in accordance with applicable law, the Company's Charter, and resolutions/decisions of the Board of Directors.

2. Appointment, removal, contract execution, and termination of the General Director

a) **Appointment and execution of labor contract with the General Director:**

The Board of Directors shall appoint one (01) member of the Board of Directors (excluding the Chairman of the Board of Directors) or hire another person to act as the General Director.

b) **Term, standards and conditions of the General Director:**

The term of the General Director shall not exceed five (05) years and may be reappointed for an unlimited number of terms. The General Director must satisfy the standards and conditions as prescribed by law and the Company's Charter.

The standards and conditions of the General Director are specified in detail under Clause 5, Article 162 of the Law on Enterprises.

c) Removal and termination of the labor contract with the General Director:

The Board of Directors may dismiss the General Director when a majority of voting members attending the meeting of the Board of Directors approve, and shall appoint a replacement General Director.

d) Disclosure of appointment, removal, execution, and termination of the General Director:

To be implemented in accordance with the law on information disclosure in the securities market under Circular No. 96/2020/TT-BTC.

dd) Salary and other benefits of the General Director:

The General Director is entitled to salary and bonus. The salary and bonus of the General Director shall be determined by the Board of Directors.

Article 6. Other Activities

1. Coordination between the Board of Directors and the General Director

In relation to the organization of the Annual General Meeting of Shareholders, the Board of Directors shall notify the General Director regarding coordination and use of resources within a reasonable timeframe in accordance with the Company's Charter.

In urgent cases, the Board of Directors has the right to request the General Director and other executive officers of the Company to provide information on the Company's operations. The Board of Directors shall not use any undisclosed information of the Company or disclose it to any third party for purposes related to transactions.

Matters within the approval authority of the Board of Directors under applicable law and the Company's Charter, which are proposed by the General Director, must be responded to by the Board of Directors within the timeframe prescribed in the Company's Charter.

2. Coordination between the General Director and the Board of Directors, and the Audit Committee

The General Director is the person responsible for the overall management and operation of the Company, ensuring its continuous and efficient functioning.

The General Director is responsible to the General Meeting of Shareholders and the Board of Directors for the performance of his/her duties and powers, and shall report to these bodies upon request.

Where proposing measures to improve the Company's operations and management, the General Director shall submit such proposals to the Board of Directors and the Audit Committee as soon as practicable, but no later than seven (07) days prior to the date on which the relevant matters are required to be decided.

The General Director shall prepare plans for submission to the Board of Directors for approval on matters relating to recruitment, termination of employment, salary, social insurance, benefits, rewards, and disciplinary actions applicable to employees and managerial personnel.

Other matters requiring the opinion of the General Director from the Board of Directors and the Audit Committee must be submitted at least seven (07) working days in advance, and the Board of Directors and the Audit Committee shall provide their feedback within seven (07) working days.

Article 7. Amendments and Supplements to the Corporate Governance Regulations

1. Any amendment or supplementation to these Regulations shall be reviewed and decided by the General Meeting of Shareholders of the Company.

2. In the event that any provisions of law relevant to the Company's operations have not been addressed in these Regulations, or where new legal provisions differ from the provisions herein, such legal provisions shall automatically prevail and govern the Company's operations accordingly.

Article 8. Effectiveness

1. The Internal Regulations on Corporate Governance of QP Holdings Joint Stock Company comprise 08 Articles, approved by the Annual General Meeting of Shareholders in 2026 and shall take effect from the date of signing. These Regulations replace any previously approved Corporate Governance Regulations by the General Meeting of Shareholders (if any).

2. These Regulations constitute the sole and official Corporate Governance Regulations of QP Holdings Joint Stock Company.

3. Any copies or extracts of the Corporate Governance Regulations must bear the signature of the Chairman of the Board of Directors.

**ON BEHALF OF THE BOARD OF DIRECTORS
QP HOLDINGS JOINT STOCK COMPANY**



PHAM TU TRONG

**DETAILED CONTENTS OF AMENDMENTS AND SUPPLEMENTS TO THE REGULATIONS ON THE OPERATION OF THE
BOARD OF DIRECTORS QP HOLDINGS JOINT STOCK COMPANY**

*Documents for the General Meeting of Shareholders QP Holdings Joint Stock Company at the General Meeting of Shareholder
held on May 27, 2026*

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
1	Company throughout the Regulation Name the entire	QP Green Investment Joint Stock Company	QP Holdings Joint Stock Company	Proposal No.08/2026/TTr-HDQT regarding the change of the Company's name, registered office, and business lines as approved by the General Meeting of Shareholders
2	Article 1. Scope of Regulation and Subjects of Application	No provision	Add Clause 3, Article 1 " 3. Application of the Regulation: The order of precedence for application shall be as follows: a. In the event that this Regulation do not provide for, or contain provisions inconsistent with, the applicable laws or the Company's Charter, the provisions of the applicable laws and the Company's Charter shall prevail. b. In the event of any amendment to the Company's Charter or changes in applicable laws that render this Regulation inconsistent with such laws or the Charter, the amended	Supplement to clarify the order of priority in case of any conflict or inconsistency.

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
			provisions of the applicable laws and the Company's Charter shall apply.".	
3	Article 3. Rights and Obligations of Members of the Board of Directors	No provision	<p>Add Points f, g, and h to Clause 2, Article 3</p> <p>f. Together with his/her related persons, shall not use information obtained by virtue of his/her position for personal gain or for the benefit of any organization or individual, nor use or disclose any non-public information of the Company to any other person to carry out related transactions;</p> <p>g. Shall not vote on any transaction that confers benefits upon himself/herself or his/her related persons in accordance with the Law on Enterprises and the Company's Charter;</p> <p>h. Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other relevant laws, and the Company's Charter.</p>	Supplemented to ensure consistency with the Company's Charter.
4	Clause 1 Article 5	<p>Article 5. Term and Number of Members of the Board of Directors</p> <p>1. The number of members of the Board of Directors of the Company shall range from three (03) to five (05) persons. The Board of Directors shall consist of at least three (03)</p>	<p>Article 5. Term and Number of Members of the Board of Directors</p> <p>1. The Board of Directors shall consist of from three (03) to five (05) members.</p>	The content is aligned with the Company's Charter and the Internal Regulations on Corporate Governance

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
		members and at most eleven (11) members.		
5	Point c, Clause 1, Article 6	<p>Article 6. Standards and Qualifications of Members of the Board of Directors</p> <p>1. A member of the Board of Directors shall satisfy the following standards and qualifications:</p> <p>...</p> <p>c. A member of the Board of Directors of the Company may concurrently serve as a member of the board of directors or the members' council of no more than five (05) other companies;</p>	<p>Article 6. Standards and Qualifications of Members of the Board of Directors</p> <p>1. A member of the Board of Directors shall satisfy the following standards and qualifications:</p> <p>...</p> <p>c. A member of the Board of Directors of the Company shall only concurrently serve as a member of the board of directors or the members' council of no more than five (05) other companies;</p>	The content is aligned with the Company's Charter and the Internal Regulations on Corporate Governance
6	Clause 2, Article 6	<p>Article 6. Standards and Qualifications of Members of the Board of Directors</p> <p>...</p> <p>2. Independent members of the Board of Directors must satisfy the following criteria and conditions:</p>	<p>Article 6. Standards and Qualifications of Members of the Board of Directors</p> <p>...</p> <p>2. Independent members of the Board of Directors, as defined in Point b, Clause 1, Article 137 of the Law on Enterprises, must satisfy the following criteria and conditions:</p>	The content is aligned with the Company's Charter and the Internal Regulations on Corporate Governance
7	Point f, Clause 2, Article 6	<p>Article 6. Standards and Qualifications of Members of the Board of Directors</p> <p>...</p> <p>2. Independent members of the Board of</p>	<p>Article 6. Standards and Qualifications of Members of the Board of Directors</p> <p>...</p> <p>2. Independent members of the Board of</p>	

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
		<p>Directors must satisfy the following criteria and conditions:</p> <p>...</p> <p>f. Meeting other standards and qualifications as prescribed in the Company's Charter.</p>	<p>Directors must satisfy the following criteria and conditions:</p> <p>...</p> <p>f. Meeting other standards and qualifications as prescribed in the Company's Charter and applicable laws.</p>	
8	Article 6. Standards and Qualifications of Members of the Board of Directors	No provision	<p>Add Clause 3, Article 6</p> <p>3. The Company Secretary must satisfy the following criteria:</p> <p>a. Must not concurrently work for the independent auditing firm that is auditing the Company's financial statements;</p> <p>b. Other criteria as prescribed by applicable laws, this Charter, and decisions of the Board of Directors.</p> <p>c. The Board of Directors shall appoint one (01) or more persons as the Company Secretary to support the Company's corporate governance in an efficient manner. The term of office of the Company Secretary shall be determined by the Board of Directors and shall not exceed five (05) years.</p> <p>d. The Board of Directors may remove or dismiss the Company Secretary when necessary, provided that such removal or</p>	

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
			<p>dismissal complies with applicable labor laws.</p> <p>c. The rights and obligations of the Company Secretary shall include:</p> <ul style="list-style-type: none"> • Assisting in the organization of the General Meeting of Shareholders and meetings of the Board of Directors; and recording minutes of such meetings; • Assisting members of the Board of Directors in the performance of their assigned rights and obligations; • Assisting the Board of Directors in applying and implementing corporate governance principles; • Assisting the Company in developing shareholder relations and protecting the lawful rights and interests of shareholders; ensuring compliance with information disclosure obligations, transparency requirements, and administrative procedures; • Other rights and obligations as prescribed in the Company's Charter 	
9	Article 7		<p>Remove Clause 5, Article 7</p> <p>“Article 7. Chairman and Deputy Chairman of</p>	<p>Duplicated with the content in Article 6</p>

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
			<p>the Board of Directors</p> <p>5. When deemed necessary, the Board of Directors shall decide to appoint a Company Secretary. The Company Secretary shall have the following rights and obligations...”</p>	
10	Clause 1 Article 9	<p>Article 9. Method for Election, Removal, and Dismissal of Members of the Board of Directors</p> <p>1. Shareholders or groups of shareholders holding from 10% of total ordinary shares or more shall have the right to nominate candidates for the Board of Directors in accordance with this Article. A shareholder or group of shareholders holding from 10% to under 20% of total voting shares may nominate up to one (01) candidate; from 20% to under 30% may nominate up to two (02) candidates; from 30% to under 40% may nominate up to three (03) candidates; from 40% to under 50% may nominate up to four (04) candidates; from 50% to under 60% may nominate up to six (06) candidates; from 60% to under 70% may nominate up to eight (08) candidates; from 70% to under 80% may nominate up to nine (09) candidates; and from 80% or more may nominate up to ten (10) candidates.</p>	<p>Article 9. Method for Election, Removal, and Dismissal of Members of the Board of Directors</p> <p>1. Shareholders or groups of shareholders holding from ten percent (10%) or more of the total ordinary shares shall have the right to nominate candidates to the Board of Directors in accordance with the Law on Enterprises and the Company’s Charter.</p> <p>Shareholders holding ordinary shares may aggregate their voting rights to nominate candidates to the Board of Directors. A shareholder or group of shareholders holding from ten percent (10%) to less than thirty percent (30%) of the total voting shares may nominate up to one (01) candidate; from thirty percent (30%) to less than fifty percent (50%) may nominate up to two (02) candidates; and from fifty percent (50%) or more may nominate up to five (05) candidates</p>	<p>The content is aligned with the Company’s Charter and the Internal Regulations on Corporate Governance</p>

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
11	Point b Clause 1 Article 13	<p>Article 13. Responsibilities of the Board of Directors in Convening Extraordinary General Meetings of Shareholders</p> <p>1. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the following cases:</p> <p>....</p> <p>b. The number of remaining members of the Board of Directors or Supervisory Board is less than the minimum number of members required by law.</p>	<p>Article 13. Responsibilities of the Board of Directors in Convening Extraordinary General Meetings of Shareholders</p> <p>1.The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the following cases:</p> <p>....</p> <p>b. When the number of remaining members of the Board of Directors or the Audit Committee is less than the minimum required by law;</p>	<p>Aligned with the Company's Charter and organizational and operational structure of the Company</p>
12	Point d Clause 1 Article 13	<p>Article 13. Responsibilities of the Board of Directors in Convening Extraordinary General Meetings of Shareholders</p> <p>1. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the following cases:</p> <p>....</p> <p>d. At the request of the Audit Committee.</p>	<p>Article 13. Responsibilities of the Board of Directors in Convening Extraordinary General Meetings of Shareholders</p> <p>1. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the following cases:</p> <p>....</p> <p>d. Upon recommend of the Audit Committee;.</p>	<p>Aligned with the Company's Charter and organizational and operational structure of the Company</p>
13	Clause 2 Article 13	<p>Article 13. Responsibilities of the Board of Directors in Convening Extraordinary General Meetings of Shareholders</p> <p>...</p> <p>2. The Board of Directors must convene an</p>	<p>Article 13. Responsibilities of the Board of Directors in Convening Extraordinary General Meetings of Shareholders</p> <p>...</p> <p>2. The Board of Directors must convene an</p>	<p>Aligned with the Company's Charter and organizational and operational structure of the Company</p>

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
		<p>extraordinary General Meeting of Shareholders within sixty (60) days from the date on which the number of remaining members of the Board of Directors or Supervisory Board falls below the level prescribed in Point b, Clause 1 of this Article, or from the date of receipt of a request as stipulated in Points c and d, Clause 1 of this Article.</p>	<p>extraordinary General Meeting of Shareholders within sixty (60) days from the date on which the number of remaining members of the Board of Directors or the Audit Committee falls below the minimum as prescribed in Point b, Clause 1 of this Article, or from the date of receipt of a request as specified in Points c and d, Clause 1 of this Article.</p>	
14	Point e Clause 3 Article 13	<p>Article 13. Responsibilities of the Board of Directors in Convening Extraordinary General Meetings of Shareholders</p> <p>...</p> <p>3. The person convening the General Meeting of Shareholders shall perform the following tasks:</p> <p>...</p> <p>e. To draft the Resolution of the General Meeting of Shareholders in accordance with the expected agenda of the meeting; the list and detailed information of candidates in the case of election of members of the Board of Directors and Supervisory Board members.</p>	<p>Article 13. Responsibilities of the Board of Directors in Convening Extraordinary General Meetings of Shareholders</p> <p>...</p> <p>3. The person convening the General Meeting of Shareholders shall perform the following tasks:</p> <p>...</p> <p>e. To draft resolutions of the General Meeting of Shareholders and provide candidate lists and details (if applicable):.</p>	<p>Aligned with the Company's Charter and organizational and operational structure of the Company</p>
15	Clause 7 Article 15	<p>Article 15. Meetings of the Board of Directors</p>	<p>Article 15. Meetings of the Board of Directors</p> <p>...</p>	<p>Aligned with the Company's Charter and organizational and</p>

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
		<p>...</p> <p>7. The Chairman of the Board of Directors or the meeting convener shall send the meeting invitation and accompanying documents to the members of the Audit Committee in the same manner as for members of the Board of Directors. Members of the Audit Committee are entitled to attend meetings of the Board of Directors and have the right to participate in discussions but shall not have voting rights.</p>	<p>7. The Chairman of the Board of Directors or the person convening the meeting shall send the notice of meeting and accompanying documents to members of the Audit Committee in the same manner as for members of the Board of Directors</p>	<p>operational structure of the Company</p>
16	Clause 3 Article 17	<p>Article 17. Submission of Annual Reports</p> <p>...</p> <p>3. The reports specified in Clauses 1 and 2 of this Article, the Audit Committee's appraisal report, and the audit report shall be kept at the Company's head office no later than ten (10) days prior to the opening date of the Annual General Meeting of Shareholders, unless the Company's Charter provides for a longer period. Shareholders holding shares of the Company continuously for at least one (01) year shall have the right, either themselves or together with lawyers, accountants, or auditors holding practicing</p>	<p>Article 17. Submission of Annual Reports</p> <p>...</p> <p>3. The reports specified in Clauses 1 of this Article, together with the appraisal report of the Audit Committee and the audit report, shall be kept at the Company's head office at least ten (10) days prior to the opening date of the Annual General Meeting of Shareholders, unless a longer period is stipulated in the Charter. Shareholders who have held shares continuously for at least one (01) year shall have the right to personally, or together with a licensed lawyer, accountant or auditor, directly examine such reports.</p>	<p>Clause 1 Article 17 already includes all of these reports, no repetition is required</p>

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
		certificates, to directly review the reports specified in this Article.		
17	Article 18	Article 18. Remuneration, Bonuses and Other Benefits of Members of the Board of Directors	Article 18. Remuneration, Bonuses and Other Benefits of Members of the Board of Directors and Other Amounts	Supplemented in detail in accordance with the Company's internal regulations.
18	Clause 3 Article 18	<p>Article 18. Remuneration, Bonuses and Other Benefits of Members of the Board of Directors</p> <p>...</p> <p>3. Remuneration of each member of the Board of Directors shall be recorded as an business expense of the Company in accordance with corporate income tax regulations, separately disclosed in the annual financial statements, and reported to the General Meeting of Shareholders at its annual meeting.</p>	<p>Article 18. Remuneration, Bonuses and Other Benefits of Members of the Board of Directors</p> <p>...</p> <p>3. Remuneration of each member of the Board of Directors shall be recorded as an operating expense of the Company in accordance with corporate income tax regulations, separately disclosed in the annual financial statements, and reported to the General Meeting of Shareholders at its annual meeting.</p>	Supplemented to clarify the content.
19	Clause 7 Article 18	<p>Article 18. Remuneration, Bonuses and Other Benefits of Members of the Board of Directors</p> <p>...</p> <p>7. Other Benefits</p>	<p>Article 18. Remuneration, Bonuses and Other Benefits of Members of the Board of Directors</p> <p>...</p> <p>7. Other Benefits for Employees:</p>	Supplemented to clarify the content.

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
20	Article 19	No provision	<p>Add Clause 1 Article 19</p> <p>“ Article 19. Disclosure of Related Interests</p> <p>1. Disclosure of interests means that where a member of the Board of Directors directly or indirectly derives benefits from a contract or transaction that has been executed or is proposed to be executed with the Company, and is aware of such interest, he/she must disclose the nature and details of such interest at the meeting at which the Board of Directors first considers the execution of such contract or transaction. In the event that a member of the Board of Directors is unaware that he/she or his/her related persons have an interest at the time the contract or transaction is entered into with the Company, such member must disclose the relevant interests at the first meeting of the Board of Directors held after he/she becomes aware that he/she has or will have an interest in such contract or transaction”.</p>	Supplemented to clarify the content.
21	Clause 1 Article 19	<p>Article 19. Disclosure of Related Interests</p> <p>1. Members of the Board of Directors of the Company shall disclose to the Company their related interests, including:</p> <p>a. The name, enterprise registration number,</p>	<p>Article 19. Disclosure of Related Interests</p> <p>2. Unless otherwise provided in the Company’s Charter, the disclosure of interests and related persons of the Company shall be carried out in accordance with the following</p>	Supplemented to clarify the content.

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
		<p>head office address, and business lines of enterprises in which they own capital contributions or shares; the percentage and timing of such ownership;</p> <p>b. The name, enterprise registration number, head office address, and business lines of enterprises in which their related persons jointly own or separately own capital contributions or shares representing more than 10% of the charter capital.</p>	<p>provisions:</p> <p>Members of the Board of Directors shall declare to the Company their related interests, including:</p> <p>a. Name, enterprise registration number, head office address, and business lines of the enterprise in which they hold contributed capital or shares; and the percentage and time of holding such contributed capital or shares;</p> <p>b. Name, enterprise registration number, head office address, and business lines of the enterprise in which their related persons jointly or separately hold contributed capital or shares representing more than 10% of the charter capital.</p>	
22	Article 21	No provision	<p>Add Clause 2 Article 21</p> <p>2. The Board of Directors shall report on its activities at the Annual General Meeting of Shareholders. In addition to the contents required by applicable laws and the Company's Charter, such report must include, at a minimum, the following:</p> <p>a. Remuneration, operating expenses, and other benefits of the Board of Directors and each member of the Board of Directors in accordance with the Law on Enterprises and</p>	Supplemented to clarify the content.

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
			<p>the Company's Charter;</p> <p>b. Summary of meetings of the Board of Directors and resolutions/decisions adopted by the Board of Directors;</p> <p>c. Report on transactions between the Company, its subsidiaries, or companies in which the Company holds more than 50% of the charter capital, and members of the Board of Directors and their related persons; and transactions between the Company and companies in which a member of the Board of Directors is a founding member or has served as a manager within the three (03) most recent years prior to the transaction;</p> <p>d. Activities of independent members of the Board of Directors and their assessment of the performance of the Board of Directors;</p> <p>e. Activities of other committees under the Board of Directors, as applicable;</p> <p>f. Results of supervision over the General Director and other executives;</p> <p>g. The Company's strategic objectives, medium-term plans, and annual business plans;</p> <p>h. Other contents as required by applicable laws and the Company's Charter;</p>	

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
			<p>i. The Board of Directors and its members shall maintain regular relations with shareholders; disclose information and periodic financial statements in accordance with regulations; and provide shareholders with adequate and timely information;</p> <p>j. The Board of Directors shall ensure transparency in the management and operation of the Company and fully perform its obligations to shareholders in accordance with regulations;</p> <p>k. The Board of Directors and its members shall promptly and transparently address shareholders' recommendations; provide clear and consistent responses to shareholders' inquiries; and participate in resolving shareholders' complaints (if any), thereby maintaining a good relationship between the Board of Directors and shareholders.</p>	
23	Article 23	No provision	<p>Article 23. Relationship with Shareholders and the General Meeting of Shareholders</p> <p>1. The Board of Directors shall be responsible for reporting on its activities at the Annual General Meeting of Shareholders. In addition to the contents required by applicable laws and the Company's Charter,</p>	Supplemented to clarify the content.

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
			<p>such report must include, at a minimum, the following:</p> <ol style="list-style-type: none"> 2. Remuneration, operating expenses, and other benefits of the Board of Directors and each member of the Board of Directors in accordance with the Law on Enterprises and the Company's Charter. 3. Summary of meetings of the Board of Directors and the resolutions/decisions adopted by the Board of Directors. 4. Report on transactions between the Company, its subsidiaries, or companies in which the Company holds more than 50% of the charter capital, and members of the Board of Directors and their related persons; and transactions between the Company and companies in which a member of the Board of Directors is a founding member or has served as a manager within the three (03) most recent years prior to the transaction. 5. Activities of independent members of the Board of Directors and their assessment of the performance of the Board of Directors. 6. Activities of other committees under the Board of Directors, as applicable. 7. Results of supervision over the General 	

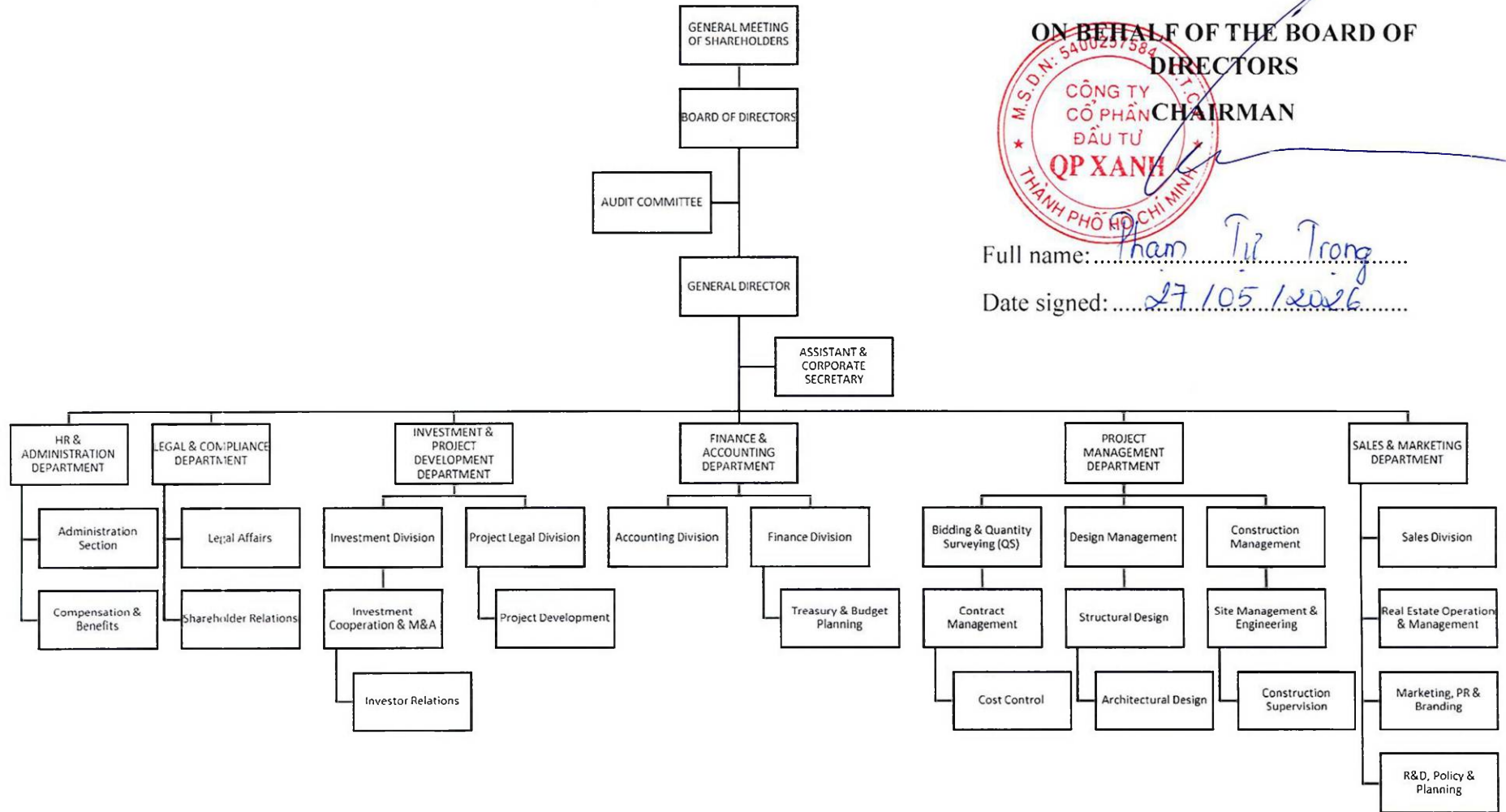
No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
			<p>Director and other executives.</p> <p>8. The Company's strategic objectives, medium-term plans, and annual business plans.</p> <p>9. Other contents in accordance with applicable laws and the Company's Charter.</p> <p>10. The Board of Directors and its members shall maintain regular relations with shareholders; disclose information and periodic financial statements in accordance with regulations; and provide shareholders with adequate and timely information.</p> <p>11. The Board of Directors shall ensure transparency in the management and operation of the Company and fully perform its obligations to shareholders in accordance with regulations.</p> <p>12. The Board of Directors and its members shall promptly and transparently address shareholders' recommendations; provide clear and consistent responses to shareholders' inquiries; and participate in resolving shareholders' complaints (if any), thereby maintaining a good relationship between the Board of Directors and shareholders.</p>	
24	Article 24	Article 24. Authority to Amend and	Article 25. Authority to Amend and	Supplemented to clarify

No.	Article	Current Regulation Content	Amended and Supplemented Regulation Content	Legal and Practical Basis
		<p>Supplement the Regulation</p> <p>The amendment and supplementation of this Regulation shall be carried out by the Board of Directors and must be approved by the General Meeting of Shareholders.</p>	<p>Supplement the Regulation</p> <p>Any amendment or supplementation to these Regulations shall fall within the authority of the General Meeting of Shareholders, upon proposal by the Board of Directors, and must be approved by the General Meeting of Shareholders. The Board of Directors shall decide on the promulgation thereof after such approval has been obtained from the General Meeting of Shareholders.</p>	<p>the content.</p>
25	Article 25	<p>Article 25. Effectiveness</p> <p>This Regulation supersede the Regulations on the Operation of the Board of Directors of QP Green Investment Joint Stock Company issued on June 22, 2022.</p> <p>The Regulations on the Operation of the Board of Directors of QP Holdings Joint Stock Company comprise 07 Chapters and 25 Articles and were approved by the Annual General Meeting of Shareholders in 2025, taking effect from May 30, 2025.</p>	<p>Article 26. Effectiveness</p> <p>This Regulation supersede the Regulations on the Operation of the Board of Directors of QP Green Investment Joint Stock Company issued on May 30, 2025.</p> <p>The Regulations on the Operation of the Board of Directors of QP Holdings Joint Stock Company comprise 07 Chapters and 26 Articles, and were approved by the Annual General Meeting of Shareholders in 2026, taking effect from May 27, 2026.</p>	<p>Update information on the timing of approval of the amended Regulations</p>

The above constitutes the entire contents relating to the amendments and supplements to the Internal Regulations on Corporate Governance of QP Holdings Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

ORGANIZATION CHART OF QP HOLDINGS JOINT STOCK COMPANY

Issued under Decision No.: *01*/2026/QD-HDQT



ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Full name: *Phạm Tú Trọng*
Date signed: *27/05/2026*

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

**REGULATION ON THE OPERATION OF THE
BOARD OF DIRECTORS
QP HOLDINGS JOINT STOCK COMPANY**

*(Issued under Decision No. 01.../2026/QĐ-HĐQT dated 27/05/2026 of the Board
of Directors of QP Holdings Joint Stock Company)*



CHAPTER I - GENERAL PROVISIONS	4
Article 1. Scope of Regulation and Subjects of Application	4
Article 2. Operating Principles of the Board of Directors	4
CHAPTER II – MEMBERS OF THE BOARD OF DIRECTORS	4
Article 3. Rights and Obligations of Members of the Board of Directors	4
Article 4. Right to Access Information of Members of the Board of Directors	5
Article 5. Term and Number of Members of the Board of Directors	5
Article 6. Standards and Qualifications of Members of the Board of Directors	6
Article 7. Chairman and Vice Chairman of the Board of Directors	7
Article 8. Removal, Dismissal, Replacement, and Addition of Members of the Board of Directors	8
Article 9. Method for Election, Removal, and Dismissal of Members of the Board of Directors	8
Article 10. Announcement of Election, Removal, and Dismissal of Members of the Board of Directors	9
Chapter III - THE BOARD OF DIRECTORS	10
Article 11. Rights and Obligations of the Board of Directors	10
Article 12. Authority of the Board of Directors in Approval and Execution of Contracts and Transactions	11
Article 13. Responsibilities of the Board of Directors in Convening Extraordinary General Meetings of Shareholders	12
Article 14. Committees of the Board of Directors	12
CHAPTER IV – MEETINGS OF THE BOARD OF DIRECTORS	13
Article 15. Meetings of the Board of Directors	13
Article 16. Minutes of Meetings of the Board of Directors	14
CHAPTER V – REPORTING AND DISCLOSURE OF INTERESTS	15
Article 17. Submission of Annual Reports	15
Article 18. Remuneration, Bonuses and Other Benefits of Members of the Board of Directors	16
Article 19. Disclosure of Related Interests	20
CHAPTER VI – RELATIONSHIPS OF THE BOARD OF DIRECTORS	20
Article 20. Relationship among Members of the Board of Directors	20
Article 21. Relationship with the Executive Management	21
Article 22. Relationship with the Audit Committee	22
Article 23. Relationship with Shareholders and the General Meeting of Shareholders	22
CHAPTER VII – IMPLEMENTATION PROVISIONS	23
Article 24. Violations and Handling of Violations	23
Article 25. Authority to Amend and Supplement the Regulation	23
Article 26. Effectiveness	23

REGULATION ON THE OPERATION OF THE BOARD OF DIRECTORS
QP HOLDINGS JOINT STOCK COMPANY

Pursuant to the Law on Securities dated November 26, 2019 and its implementing regulations;

Pursuant to the Law on Enterprises dated June 17, 2020 and its implementing regulations;

Pursuant to the Law amending and supplementing a number of articles of the Law on Public Investment, the Law on Investment in the Form of Public-Private Partnership, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Excise Tax, and the Law on Civil Judgment Enforcement No. 03/2022/QH15 dated January 11, 2022;

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

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

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

Pursuant to the Charter on Organization and Operation of QP Holdings Joint Stock Company as adopted under the Resolution of the Annual General Meeting of Shareholders No. Q.Á./2026/NQ-DHDCD dated May 27, 2026;

Internal Regulations on Corporate Governance of QP Holdings Joint Stock Company;

Resolution No. Q.Á./2026/NQ-DHDCD dated May 27, 2026 of the General Meeting of Shareholders;

Therefore, the Board of Directors hereby promulgates the Regulations on the Operation of the Board of Directors of QP Holdings Joint Stock Company, comprising the following contents:



CHAPTER I - GENERAL PROVISIONS

Article 1. Scope of Regulation and Subjects of Application

1. Scope of regulation: These Regulations on the Operation of the Board of Directors shall prescribe the organizational structure, principles of operation, rights and obligations of the Board of Directors and its members in compliance with the Law on Enterprises, the Company's Charter and other relevant applicable laws.
2. Subjects of application: These Regulations shall be applicable to the Board of Directors and the members thereof.
3. Application of the Regulations: The order of precedence for application shall be as follows:
 - a. In the event that these Regulations do not provide for, or contain provisions inconsistent with, the applicable laws or the Company's Charter, the provisions of the applicable laws and the Company's Charter shall prevail.
 - b. In the event of any amendment to the Company's Charter or changes in applicable laws that render these Regulations inconsistent with such laws or the Charter, the amended provisions of the applicable laws and the Company's Charter shall apply.

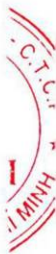
Article 2. Operating Principles of the Board of Directors

1. The Board of Directors shall act on a collective basis. Members of the Board of Directors shall bear individual responsibility for their respective duties and joint responsibility to the General Meeting of Shareholders and in accordance with applicable laws for the resolutions and decisions of the Board of Directors in relation to the Company's operations and development.
2. The Board of Directors shall assign the General Director to organize and implement its resolutions and decisions.

CHAPTER II – MEMBERS OF THE BOARD OF DIRECTORS

Article 3. Rights and Obligations of Members of the Board of Directors

1. Members of the Board of Directors shall be entitled to all rights as prescribed by the Law on Securities, applicable laws and the Company's Charter, including the right to be provided with documents and information on the Company's financial status and business operations and those of its subsidiaries and affiliated companies.
2. Members of the Board of Directors shall perform the obligations set out in the Company's Charter and the following obligations:
 - a. To perform their duties honestly and prudently in the best interests of the shareholders and the Company;



- b. To promptly and fully disclose and report to the Board of Directors any remuneration received from subsidiaries, affiliated companies and other organizations;
 - c. To attend all meetings of the Board of Directors and express opinions on matters under discussion;
 - d. To report to the Board of Directors at its nearest meeting any transactions between the Company, its subsidiaries, or other companies in which the Company holds over 50% of the charter capital, and such member or his/her related persons; and any transactions between the Company and any enterprise in which such member is a founding shareholder or has served as a manager within the preceding three (03) years prior to the transaction;
 - e. To disclose information upon conducting transactions in the Company's shares in accordance with applicable laws.
 - f. Together with his/her related persons, shall not use information obtained by virtue of his/her position for personal gain or for the benefit of any organization or individual, nor use or disclose any non-public information of the Company to any other person to carry out related transactions;
 - g. Shall not vote on any transaction that confers benefits upon himself/herself or his/her related persons in accordance with the Law on Enterprises and the Company's Charter;
 - h. Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other relevant laws, and the Company's Charter.
3. Independent members of the Board of Directors of a listed company shall prepare an annual report assessing the performance of the Board of Directors.

Article 4. Right to Access Information of Members of the Board of Directors

1. Members of the Board of Directors shall have the right to request that the General Director, Deputy General Directors, other managers, and the Person in charge of corporate governance provide documents and information on the Company's financial status and business operations and those of its subsidiaries and affiliated companies.
2. The requested persons shall provide such documents and information in a timely, complete and accurate manner upon request of the members of the Board of Directors. The procedures for requesting and providing information shall comply with the Company's Charter.

Article 5. Term and Number of Members of the Board of Directors

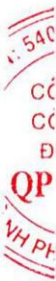
1. The Board of Directors shall consist of from three (03) to five (05) members.
2. The term of office of a member of the Board of Directors shall not be more than five (05) years and may be renewed for an unlimited number of consecutive terms. An individual shall serve as an independent member of the Board of Directors of a listed company for no more than two (02) consecutive terms.



3. Where all members of the Board of Directors reach the end of their terms of office simultaneously, they shall continue to serve until new members are elected and assume their duties, unless otherwise provided in the Company's Charter.
4. The number of independent members of the Board of Directors shall comply with and be specified in the Company's Charter.

Article 6. Standards and Qualifications of Members of the Board of Directors

1. A member of the Board of Directors shall satisfy the following standards and qualifications:
 - a. Not falling under the cases specified in Clause 2, Article 17 of the Law on Enterprises;
 - b. Possessing professional qualifications and experience in business administration or in the Company's business lines; it is not mandatory to be a shareholder of the Company unless otherwise provided in the Charter;
 - c. A member of the Board of Directors of the Company may concurrently serve as a member of the board of directors or the members' council of no more than five (05) other companies;
 - d. Meeting other standards and qualifications as prescribed in the Company's Charter.
2. Independent members of the Board of Directors, as defined in Point b, Clause 1, Article 137 of the Law on Enterprises, must satisfy the following criteria and conditions:
 - a. Not being a person currently working for the Company, its parent company, or its subsidiaries; and not having worked for the Company, its parent company, or its subsidiaries for at least three (03) consecutive years immediately preceding the appointment;
 - b. Not receiving salary or remuneration from the Company, except for allowances to which members of the Board of Directors are entitled;
 - c. Not having a spouse, biological or adoptive parent, biological or adoptive child, or sibling who is a major shareholder of the Company or a manager of the Company or its subsidiaries;
 - d. Not directly or indirectly owning one percent (1%) or more of the total voting shares of the Company;
 - e. Not having served as a member of the Board of Directors or the Audit Committee of the Company for at least five (05) consecutive years immediately preceding the appointment, unless re-appointed for two (02) consecutive terms;
 - f. Meeting other standards and qualifications as prescribed in the Company's Charter and applicable laws.
3. The Company Secretary must satisfy the following criteria:
 - a. Must not concurrently work for the independent auditing firm that is auditing the Company's financial statements;



- b. Other criteria as prescribed by applicable laws, this Charter, and decisions of the Board of Directors.
 - c. The Board of Directors shall appoint one (01) or more persons as the Company Secretary to support the Company's corporate governance in an efficient manner. The term of office of the Company Secretary shall be determined by the Board of Directors and shall not exceed five (05) years.
 - d. The Board of Directors may remove or dismiss the Company Secretary when necessary, provided that such removal or dismissal complies with applicable labor laws.
 - e. The rights and obligations of the Company Secretary shall include:
 - Assisting in the organization of the General Meeting of Shareholders and meetings of the Board of Directors; and recording minutes of such meetings;
 - Assisting members of the Board of Directors in the performance of their assigned rights and obligations;
 - Assisting the Board of Directors in applying and implementing corporate governance principles;
 - Assisting the Company in developing shareholder relations and protecting the lawful rights and interests of shareholders; ensuring compliance with information disclosure obligations, transparency requirements, and administrative procedures;
 - Other rights and obligations as prescribed in the Company's Charter.
4. An independent member of the Board of Directors shall promptly notify the Board of Directors upon no longer satisfying the required standards and qualifications and shall automatically cease to be an independent member from the date such standards and qualifications are no longer met. The Board of Directors shall report such case at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect a replacement within six (06) months from the date of receipt of such notification.

Article 7. Chairman and Vice Chairman of the Board of Directors

1. The Chairman and Vice Chairman of the Board of Directors shall be elected, removed, or dismissed by the Board of Directors from among its members.
2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director.
3. The Chairman of the Board of Directors shall have the following rights and obligations:
 - a. To formulate programs and plans for the activities of the Board of Directors;
 - b. To prepare agendas, contents, and documents for meetings; convene, preside over, and chair meetings of the Board of Directors;
 - c. To organize the adoption of resolutions and decisions of the Board of Directors;
 - d. To supervise the implementation of resolutions and decisions of the Board of Directors;
 - e. To chair meetings of the General Meeting of Shareholders;

- f. Other rights and obligations as prescribed by the Law on Enterprises and the Company's Charter.
4. In the event the Chairman or Vice Chairman resigns or is removed or dismissed, the Board of Directors shall elect a replacement within ten (10) days from the date of receipt of the resignation or removal decision. Where the Chairman is absent or unable to perform his/her duties, he/she shall authorize in writing the Vice Chairman or another member to perform such rights and obligations. In the absence of such authorization or in cases where the Chairman is deceased, missing, detained, serving a prison sentence, subject to administrative measures, has fled the place of residence, has limited or lost legal capacity, or is prohibited by a court from holding such position, the remaining members shall elect one member as Chairman by majority vote until a new decision is made.

Article 8. Removal, Dismissal, Replacement, and Addition of Members of the Board of Directors

1. The General Meeting of Shareholders shall remove a member of the Board of Directors in the following cases:
 - a. No longer meeting the standards and qualifications prescribed in Article 155 of the Law on Enterprises;
 - b. Submitting a resignation which is accepted;
 - c. Other cases as prescribed in the Company's Charter.
2. The General Meeting of Shareholders shall dismiss a member of the Board of Directors in the following cases:
 - a. Failing to participate in Board activities for six (06) consecutive months, except in cases of force majeure;
 - b. Other cases as prescribed in the Company's Charter.
3. Where deemed necessary, the General Meeting of Shareholders may decide on the replacement, removal, or dismissal of members of the Board of Directors in addition to the cases specified above.
4. The Board of Directors shall convene a General Meeting of Shareholders to elect additional members in accordance with the Company's Charter and applicable laws.

Article 9. Method for Election, Removal, and Dismissal of Members of the Board of Directors

1. Shareholders or groups of shareholders holding from ten percent (10%) or more of the total ordinary shares shall have the right to nominate candidates to the Board of Directors in accordance with the Law on Enterprises and the Company's Charter.

Shareholders holding ordinary shares may aggregate their voting rights to nominate candidates to the Board of Directors. A shareholder or group of shareholders holding from ten percent (10%) to less than thirty percent (30%) of the total voting shares may nominate up to one (01)

- candidate; from thirty percent (30%) to less than fifty percent (50%) may nominate up to two (02) candidates; and from fifty percent (50%) or more may nominate up to five (05) candidates.
2. Where the number of nominated and self-nominated candidates is insufficient, the incumbent Board of Directors may introduce additional candidates or organize nominations in accordance with the Company's Charter and internal governance regulations. Such introduction must be clearly disclosed prior to voting.
 3. Unless otherwise provided in the Company's Charter, the election of members of the Board of Directors shall be conducted using cumulative voting, whereby each shareholder has a total number of votes corresponding to the number of shares owned multiplied by the number of members to be elected, and may allocate all or part of such votes to one or more candidates. Candidates shall be ranked by votes from highest to lowest until all positions are filled. In case of a tie for the last position, a re-election shall be conducted among the tied candidates or selection shall be made in accordance with the election rules or the Company's Charter.
 4. The election, removal, and dismissal of members of the Board of Directors shall be decided by the General Meeting of Shareholders by voting.

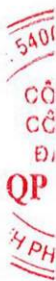
Article 10. Announcement of Election, Removal, and Dismissal of Members of the Board of Directors

1. Where candidates for the Board of Directors have been identified, the Company shall disclose information relating to such candidates at least ten (10) days prior to the opening date of the General Meeting of Shareholders on the Company's website to enable shareholders to review such candidates before voting. Candidates for the Board of Directors shall provide a written commitment on the truthfulness and accuracy of their disclosed personal information and undertake to perform their duties honestly, prudently, and in the best interests of the Company if elected. The disclosed information on candidates shall include:
 - a. Full name and date of birth;
 - b. Professional qualifications;
 - c. Employment history;
 - d. Other managerial positions (including positions in boards of directors of other companies);
 - e. Related interests in relation to the Company and its related parties;
 - f. Other information (if any) as prescribed in the Company's Charter.
2. A public company shall disclose information regarding companies in which the candidates currently hold positions as members of the Board of Directors or other managerial positions, and their related interests in such companies (if any).
3. The announcement of results of the election, removal, and dismissal of members of the Board of Directors shall comply with regulations on information disclosure.

Chapter III - THE BOARD OF DIRECTORS

Article 11. Rights and Obligations of the Board of Directors

1. The Board of Directors shall be the management body of the Company and shall have full authority, on behalf of the Company, to decide and exercise the rights and obligations of the Company, except for those falling within the authority of the General Meeting of Shareholders.
2. The rights and obligations of the Board of Directors shall be prescribed by law, the Company's Charter, and the General Meeting of Shareholders. In particular, the Board of Directors shall have the following rights and obligations:
 - a. To decide on strategies, medium-term development plans, and annual business plans of the Company;
 - b. To propose the types and total number of shares authorized for offering;
 - c. To decide on the sale of unsold shares within the authorized number of shares of each type and to decide on other forms of capital mobilization;
 - d. To decide on the selling price of shares and bonds of the Company;
 - e. To decide on the repurchase of shares in accordance with Clauses 1 and 2, Article 133 of the Law on Enterprises, unless otherwise provided by the Law on Securities;
 - f. To decide on investment strategies and investment projects within its authority and in accordance with law;
 - g. To decide on solutions for market development, marketing, and technology;
 - h. To approve contracts, transactions for purchase, sale, borrowing, lending, and other transactions with a value of thirty-five percent (35%) or more of the total assets recorded in the latest financial statements of the Company, except for those falling under the authority of the General Meeting of Shareholders as prescribed by law;
 - i. To approve transactions involving loans or guarantees granted to related organizations of members of the Board of Directors, Supervisors, the General Director, or other managers, where the Company and such organizations are within the same corporate group;
 - j. To elect, remove, or dismiss the Chairman of the Board of Directors; to appoint, remove, enter into, and terminate contracts with the General Director and other key managers as prescribed in the Charter; to decide on remuneration, salaries, bonuses, and other benefits of such persons; to appoint authorized representatives to participate in other companies and decide on their remuneration and benefits;
 - k. To supervise and direct the General Director and other managers in the daily operations of the Company;
 - l. To decide on the organizational structure, internal management regulations; to establish subsidiaries, branches, representative offices; and to decide on capital contributions or share acquisitions in other enterprises;
 - m. To approve agendas and documents for meetings of the General Meeting of Shareholders; to convene meetings or organize written resolutions;
 - n. To submit audited annual financial statements to the General Meeting of Shareholders;



- o. To propose dividend levels and decide on the timing and procedures for dividend payment or handling of losses;
 - p. To propose reorganization, dissolution, or bankruptcy of the Company;
 - q. To issue regulations on the operation of the Board of Directors and internal corporate governance regulations after approval by the General Meeting of Shareholders; to issue internal audit and information disclosure regulations;
 - r. Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other applicable laws, and the Company's Charter.
3. The Board of Directors shall adopt resolutions and decisions by voting at meetings, by written opinions, or by other methods as provided in the Company's Charter. Each member shall have one (01) vote.
4. Where a resolution or decision of the Board of Directors is contrary to law, resolutions of the General Meeting of Shareholders, or the Company's Charter and causes damage to the Company, members voting in favor shall be jointly and severally liable for such damage and shall compensate the Company. Members voting against shall be exempt from such liability. In such cases, shareholders shall have the right to request a competent court to suspend or annul such resolution or decision.

Article 12. Authority of the Board of Directors in Approval and Execution of Contracts and Transactions

1. The Board of Directors shall approve contracts and transactions with a value of less than thirty-five percent (35%) of the total assets recorded in the latest financial statements, or transactions resulting in an aggregate value of less than thirty-five percent (35%) within twelve (12) months from the first transaction, or a lower threshold as provided in the Company's Charter, entered into between the Company and the following parties:
 - Members of the Board of Directors, Supervisors, the General Director, other managers, and their related persons;
 - Shareholders or authorized representatives holding more than ten percent (10%) of the Company's ordinary shares and their related persons;
 - Enterprises related to the persons specified in Clause 2, Article 164 of the Law on Enterprises.
2. The Company's representative signing such contracts or transactions shall notify members of the Board of Directors and Supervisors of the related parties and provide a draft contract or key terms of the transaction. The Board of Directors shall decide on approval within fifteen (15) days from the date of receipt of such notification, unless otherwise provided in the Company's Charter. Members having related interests in such contracts or transactions shall not have voting rights.

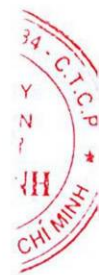
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Article 13. Responsibilities of the Board of Directors in Convening Extraordinary General Meetings of Shareholders

1. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the following cases:
 - a. When deemed necessary for the interests of the Company;
 - b. When the number of remaining members of the Board of Directors or the Audit Committee is less than the minimum required by law;
 - c. Upon request of shareholders or a group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises; such request must be made in writing, stating reasons and purposes, and signed by relevant shareholders;
 - d. Upon recommend of the Audit Committee;
 - e. Other cases as prescribed by law and the Company's Charter.
2. The Board of Directors must convene an extraordinary General Meeting of Shareholders within sixty (60) days from the date on which the number of remaining members of the Board of Directors or the Audit Committee falls below the minimum as prescribed in Point b, Clause 1 of this Article, or from the date of receipt of a request as specified in Points c and d, Clause 1 of this Article.
3. The person convening the General Meeting of Shareholders shall perform the following tasks:
 - a. To prepare the list of shareholders entitled to attend the meeting;
 - b. To provide information and resolve complaints relating to the shareholder list;
 - c. To prepare the agenda and contents of the meeting;
 - d. To prepare documents for the meeting;
 - e. To draft resolutions of the General Meeting of Shareholders and provide candidate lists and details (if applicable);
 - f. To determine the time and venue of the meeting;
 - g. To send meeting notices to shareholders entitled to attend in accordance with the Law on Enterprises;
 - h. To perform other tasks necessary for the meeting.

Article 14. Committees of the Board of Directors

1. The Board of Directors may establish committees responsible for strategy, personnel, remuneration, internal audit and risk management. Each committee shall have at least two (02) members, including Board members and external members (if necessary). Independent and/or non-executive members shall constitute the majority. One such member shall be appointed as Chair of the committee. Committee resolutions shall be valid when approved by a majority of attending members.
2. Implementation of decisions of the Board of Directors or its committees shall comply with applicable laws, the Charter and internal governance regulations.



CHAPTER IV – MEETINGS OF THE BOARD OF DIRECTORS

Article 15. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within 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 who has received the highest number of votes or the highest voting ratio. In the event that more than one member receives the same highest number of votes or voting ratio, the members shall elect, by majority vote, one among them to convene and chair the meeting of the Board of Directors.
2. The Board shall meet at least once per quarter and may hold extraordinary meetings.
3. The Chairman shall convene meetings upon request of:
 - a. The Audit Committee or an independent member;
 - b. The General Director or at least five (05) managers;
 - c. At least two (02) Board members;
 - d. Other cases under the Charter.
4. Requests as specified in Clause 3 of this Article must be made in writing and clearly state the purpose, matters to be discussed, and decisions falling within the authority of the Board of Directors.
5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receipt of a request as specified in Clause 3 of this Article. In the event that the Chairman fails to convene such meeting as requested, the Chairman shall be liable for any damage incurred by the Company; the requesting party shall have the right to convene the meeting of the Board of Directors in replacement of the Chairman.
6. The Chairman of the Board of Directors or the person convening the meeting must send the notice of meeting no later than three (03) working days prior to the meeting date, unless otherwise provided in the Company's Charter. The notice must clearly specify the time and venue of the meeting, the agenda, and matters to be discussed and decided. The notice must be accompanied by the documents to be used at the meeting and the members' voting forms.

The notice of meeting of the Board of Directors may be delivered by invitation letter, telephone, fax, electronic means, or other methods as prescribed in the Company's Charter, provided that it is delivered to the registered contact address of each member of the Board of Directors.

7. The Chairman of the Board of Directors or the person convening the meeting shall send the notice of meeting and accompanying documents to members of the Audit Committee in the same manner as for members of the Board of Directors
8. A meeting of the Board of Directors shall be validly convened when at least three-fourths (3/4) of the total number of members are in attendance. If a meeting convened in accordance with this Clause does not meet the required quorum, a second meeting may be convened within seven (07) days from the date of the first scheduled meeting, unless a shorter period is provided in the Company's Charter. In such case, the meeting shall be validly convened if more than one-half of the total number of members are in attendance.
9. A member of the Board of Directors shall be deemed to attend and vote at a meeting in any of the following cases:
 - a. Attending and voting in person at the meeting;
 - b. Authorizing another person to attend and vote on his/her behalf in accordance with Clause 11 of this Article;
 - c. Attending and voting via online conference, electronic voting, or other electronic means;
 - d. Sending his/her voting form to the meeting by post, fax, or email;
 - e. Sending his/her voting form by other means as prescribed in the Company's Charter.
10. Where a voting form is sent to the meeting by post, it must be placed in a sealed envelope and delivered to the Chairman of the Board of Directors no later than one (01) hour prior to the opening of the meeting. Such voting form shall only be opened in the presence of all attendees at the meeting.
11. Members must attend meetings of the Board of Directors in full. A member may authorize another person to attend and vote on his/her behalf if such authorization is approved by a majority of the members of the Board of Directors.
12. Unless a higher voting threshold is provided in the Company's Charter, resolutions and decisions of the Board of Directors shall be adopted if approved by a majority of the members attending the meeting. In the event of a tie, the final decision shall be made in accordance with the opinion of the Chairman of the Board of Directors.

Article 16. Minutes of Meetings of the Board of Directors

1. Meetings of the Board of Directors must be recorded in minutes and may be audio-recorded, recorded, and stored in other electronic forms. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language, and shall include the following principal contents:
 - a. Name, head office address, and enterprise registration number of the Company;
 - b. Time and venue of the meeting;



- c. Purpose, agenda, and contents of the meeting;
 - d. Full names of each member attending the meeting or their authorized representatives, and the method of attendance; full names of members not attending the meeting and the reasons therefor;
 - e. Matters discussed and voted on at the meeting;
 - f. Summary of opinions expressed by each attending member in chronological order of the meeting;
 - g. Voting results, clearly stating members voting in favor, against, and abstaining;
 - h. Resolutions adopted and the corresponding voting ratios;
 - i. Full names and signatures of the Chairman and the minute-taker, except as provided in Clause 2 of this Article.
2. Where the Chairman or the minute-taker refuses to sign the minutes, such minutes shall remain valid if they are signed and approved by all other attending members of the Board of Directors and contain all contents specified in Points a, b, c, d, e, f, g, and h, Clause 1 of this Article. The minutes must clearly state the refusal of the Chairman and/or the minute-taker to sign. The signatories to the minutes shall be jointly liable for the accuracy and truthfulness of the contents of the minutes. The Chairman and the minute-taker shall bear personal liability for any damage caused to the Company as a result of their refusal to sign the minutes, in accordance with the Law on Enterprises, the Company's Charter, and relevant laws.
3. The Chairman, the minute-taker, and other signatories to the minutes shall be responsible for the accuracy and truthfulness of the contents of the minutes of the Board of Directors' meeting.
4. Minutes of meetings of the Board of Directors and documents used at such meetings must be kept at the Company's head office.
5. Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In the event of any discrepancy between the Vietnamese version and the foreign language version, the Vietnamese version shall prevail.

CHAPTER V – REPORTING AND DISCLOSURE OF INTERESTS

Article 17. Submission of Annual Reports

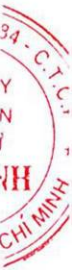
1. At the end of each financial year, the Board of Directors shall submit to the General Meeting of Shareholders the following reports:
 - a. The report on the Company's business performance;
 - b. The audited financial statements;
 - c. The report on management and operation of the Company;
 - d. The appraisal report of the Audit Committee.
2. The reports specified in Points (a), (b) and (c) of Clause 1 of this Article shall be submitted to the Audit Committee for appraisal no later than thirty (30) days prior to the opening date of the Annual General Meeting of Shareholders, unless otherwise provided in the Charter of the Company.

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3. The reports specified in Clauses 1 of this Article, together with the appraisal report of the Audit Committee and the audit report, shall be kept at the Company's head office at least ten (10) days prior to the opening date of the Annual General Meeting of Shareholders, unless a longer period is stipulated in the Charter. Shareholders who have held shares continuously for at least one (01) year shall have the right to personally, or together with a licensed lawyer, accountant or auditor, directly examine such reports.

Article 18. Remuneration, Bonuses and Other Benefits of Members of the Board of Directors

1. The Company may pay remuneration and bonuses to members of the Board of Directors based on business performance and results.
2. Members of the Board of Directors shall be entitled to remuneration and bonuses. Remuneration shall be calculated based on the number of working days required to perform their duties and the applicable daily rate. The Board of Directors shall determine the remuneration for each member based on the principle of consensus. The total remuneration and bonuses of the Board of Directors shall be decided by the General Meeting of Shareholders at its annual meeting.
3. Remuneration of each member of the Board of Directors shall be recorded as an operating expense of the Company in accordance with corporate income tax regulations, separately disclosed in the annual financial statements, and reported to the General Meeting of Shareholders at its annual meeting.
4. Members of the Board of Directors who hold executive positions, serve on committees of the Board, or perform duties beyond their ordinary responsibilities may receive additional remuneration in the form of lump-sum payments, salary, commission, profit-sharing or other forms as decided by the Board of Directors.
5. Members of the Board of Directors shall be reimbursed for all reasonable expenses incurred in the performance of their duties, including travel, accommodation and other related expenses, including those incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors or its committees.
6. Members of the Board of Directors may be covered by directors' and officers' liability insurance upon approval by the General Meeting of Shareholders. Such insurance shall not cover liabilities arising from violations of law or the Charter of the Company.
7. Other Benefits for Employees:



No.	Contents	Level				Note
		Chairman of the BOD	Member of the BOD	Functional Director/ Deputy Director	Employee	
1.	Birthday allowances	3.000.000 VND/person	2.000.000 VND/person	1.500.000 VND/person	1.000.000 VND/person	
2.	Marriage allowances	10.000.000 VND/person	5.000.000 VND/person	3.000.000 VND/person	2.000.000 VND/person	Marriage Certificate (regardless of the number of marriages)
3.	Childbirth allowances	2.000.000 VND/person				Child's Birth Certificate
7	Benefits for International Children's Day (1 June)	500.000 VND/person/occasion (under 15 years of age)				Child's Birth Certificate
4.	Benefits for International Women's Day (8 March)	500.000 VND/person/occasion, with a celebration event organized (if any).				
5.	Benefits for Vietnamese Women's Day (20 October)	500.000 VND/person/occasion, with a celebration event organized (if any).				



No.	Contents	Level				Note
		Chairman of the BOD	Member of the BOD	Functional Director/ Deputy Director	Employee	
6.	Allowances for public holidays, including New Year's Day (1 January), Reunification Day (30 April) and National Day (2 September)	5.000.000 VND/person	3.000.000 VND/person	2.000.000 VND/person	1.500.000 VND/person	
7.	Mid-Autumn Festival	01 box of mooncakes/employee (subject to the Company's business performance)				
8.	Lunar New Year (Tet) allowances	1.000.000 VND/person/occasion, with a celebration event organized (if any).				
9.	Funeral allowances applicable to employees and their immediate family members, and related funeral expenses	5.000.000 VND/person (Applicable to: spouse, parents (biological and adoptive), and children) 10.000.000 VND/person (Applicable to: the Employee themself). 01 funeral wreath with a maximum value of 1,500,000 VND (inclusive of VAT)				
10.	Sick leave visits	1.000.000 VND/person (Applicable to: Employees taking sick leave of five (05) days or more (\geq 05 days))				

No.	Contents	Level				Note
		Chairman of the BOD	Member of the BOD	Functional Director/ Deputy Director	Employee	
11.	Annual company trips	Depending on the Company's business performance from time to time, the HR & Administration Department shall submit to the General Director for consideration and approval.				
12.	Annual health check-ups (*)	VND 3,500,000 – VND 7,000,000 per person (subject to the Company's business performance)				
13.	Annual health insurance (*)	<p>Different levels of health insurance coverage shall apply to different categories of beneficiaries in accordance with the General Director's annual proposal.</p> <p>Depending on the Company's business performance from time to time, the HR & Administration Department shall submit to the General Director for consideration and approval.</p> <p>Eligible beneficiaries: Employees who have worked at the Company for twelve (12) months or more (including training and probation periods).</p>				
14.	Occupational accident allowances	In accordance with the Labor Code and applicable social insurance laws.				



Article 19. Disclosure of Related Interests

1. Disclosure of interests means that where a member of the Board of Directors directly or indirectly derives benefits from a contract or transaction that has been executed or is proposed to be executed with the Company, and is aware of such interest, he/she must disclose the nature and details of such interest at the meeting at which the Board of Directors first considers the execution of such contract or transaction. In the event that a member of the Board of Directors is unaware that he/she or his/her related persons have an interest at the time the contract or transaction is entered into with the Company, such member must disclose the relevant interests at the first meeting of the Board of Directors held after he/she becomes aware that he/she has or will have an interest in such contract or transaction.
2. Unless otherwise provided in the Company's Charter, the disclosure of interests and related persons of the Company shall be carried out in accordance with the following provisions:

Members of the Board of Directors shall declare to the Company their related interests, including:

- a. Name, enterprise registration number, head office address, and business lines of the enterprise in which they hold contributed capital or shares; and the percentage and time of holding such contributed capital or shares;
 - b. Name, enterprise registration number, head office address, and business lines of the enterprise in which their related persons jointly or separately hold contributed capital or shares representing more than 10% of the charter capital.
3. Such declaration shall be made within seven (07) working days from the date the relevant interest arises. Any amendment or supplementation shall also be notified within seven (07) working days.
 4. A member of the Board of Directors who conducts business within the Company's business scope, whether in his/her own name or on behalf of another person, shall fully disclose the nature and content of such activity to the Board of Directors and may only proceed upon approval by the majority of the remaining members. Any income derived without disclosure or approval shall belong to the Company.

CHAPTER VI – RELATIONSHIPS OF THE BOARD OF DIRECTORS

Article 20. Relationship among Members of the Board of Directors

1. Members of the Board of Directors shall maintain a cooperative relationship and shall keep each other informed of matters relevant to their assigned responsibilities.
2. In the course of handling assigned tasks, the member of the Board of Directors who has primary responsibility must proactively coordinate with other members where the matter involves areas under the responsibility of such other members. In case there are differing opinions among members of the Board of Directors, the member with primary responsibility

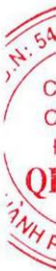


shall report to the Chairperson of the Board of Directors for consideration and decision within his/her authority, or for convening a meeting or obtaining opinions of the Board members in accordance with applicable laws, the Company's Charter, and this Regulation.

3. In case of reassignment of responsibilities, members shall properly hand over all relevant work, records and documents. Such handover shall be documented and reported to the Chairman.

Article 21. Relationship with the Executive Management

1. The Board of Directors shall issue resolutions for implementation by the General Director and the executive management. The Board of Directors shall supervise and monitor the implementation of such resolutions.
2. The Board of Directors shall report on its activities at the Annual General Meeting of Shareholders. In addition to the contents required by applicable laws and the Company's Charter, such report must include, at a minimum, the following:
 - a. Remuneration, operating expenses, and other benefits of the Board of Directors and each member of the Board of Directors in accordance with the Law on Enterprises and the Company's Charter;
 - b. Summary of meetings of the Board of Directors and resolutions/decisions adopted by the Board of Directors;
 - c. Report on transactions between the Company, its subsidiaries, or companies in which the Company holds more than 50% of the charter capital, and members of the Board of Directors and their related persons; and transactions between the Company and companies in which a member of the Board of Directors is a founding member or has served as a manager within the three (03) most recent years prior to the transaction;
 - d. Activities of independent members of the Board of Directors and their assessment of the performance of the Board of Directors;
 - e. Activities of other committees under the Board of Directors, as applicable;
 - f. Results of supervision over the General Director and other executives;
 - g. The Company's strategic objectives, medium-term plans, and annual business plans;
 - h. Other contents as required by applicable laws and the Company's Charter;
 - i. The Board of Directors and its members shall maintain regular relations with shareholders; disclose information and periodic financial statements in accordance with regulations; and provide shareholders with adequate and timely information;
 - j. The Board of Directors shall ensure transparency in the management and operation of the Company and fully perform its obligations to shareholders in accordance with regulations;
 - k. The Board of Directors and its members shall promptly and transparently address shareholders' recommendations; provide clear and consistent responses to shareholders' inquiries; and participate in resolving shareholders' complaints (if any), thereby maintaining a good relationship between the Board of Directors and shareholders.



Article 22. Relationship with the Audit Committee

1. The relationship between the Board of Directors and the Audit Committee shall be one of coordination, independence and mutual support in the performance of their respective duties.
2. Upon receipt of inspection reports or summary reports from the Audit Committee, the Board of Directors shall review such reports and direct relevant departments to implement corrective actions in a timely manner.

Article 23. Relationship with Shareholders and the General Meeting of Shareholders

1. The Board of Directors shall be responsible for reporting on its activities at the Annual General Meeting of Shareholders. In addition to the contents required by applicable laws and the Company's Charter, such report must include, at a minimum, the following:
2. Remuneration, operating expenses, and other benefits of the Board of Directors and each member of the Board of Directors in accordance with the Law on Enterprises and the Company's Charter.
3. Summary of meetings of the Board of Directors and the resolutions/decisions adopted by the Board of Directors.
4. Report on transactions between the Company, its subsidiaries, or companies in which the Company holds more than 50% of the charter capital, and members of the Board of Directors and their related persons; and transactions between the Company and companies in which a member of the Board of Directors is a founding member or has served as a manager within the three (03) most recent years prior to the transaction.
5. Activities of independent members of the Board of Directors and their assessment of the performance of the Board of Directors.
6. Activities of other committees under the Board of Directors, as applicable.
7. Results of supervision over the General Director and other executives.
8. The Company's strategic objectives, medium-term plans, and annual business plans.
9. Other contents in accordance with applicable laws and the Company's Charter.
10. The Board of Directors and its members shall maintain regular relations with shareholders; disclose information and periodic financial statements in accordance with regulations; and provide shareholders with adequate and timely information.
11. The Board of Directors shall ensure transparency in the management and operation of the Company and fully perform its obligations to shareholders in accordance with regulations.
12. The Board of Directors and its members shall promptly and transparently address shareholders' recommendations; provide clear and consistent responses to shareholders' inquiries; and participate in resolving shareholders' complaints (if any), thereby maintaining a good relationship between the Board of Directors and shareholders.



CHAPTER VII – IMPLEMENTATION PROVISIONS

Article 24. Violations and Handling of Violations

The Board of Directors, its members, the General Director, and all relevant units and individuals of the Company shall strictly comply with this Regulation.

Any violation of this Regulation shall, depending on its nature and severity, be subject to disciplinary actions in accordance with applicable laws and the Charter of the Company.

Article 25. Authority to Amend and Supplement the Regulation

Any amendment or supplementation to these Regulations shall fall within the authority of the General Meeting of Shareholders, upon proposal by the Board of Directors, and must be approved by the General Meeting of Shareholders. The Board of Directors shall decide on the promulgation thereof after such approval has been obtained from the General Meeting of Shareholders.

Article 26. Effectiveness

This Regulation supersedes the Regulations on the Operation of the Board of Directors of QP Green Investment Joint Stock Company issued on May 30, 2025.

The Regulations on the Operation of the Board of Directors of QP Holdings Joint Stock Company comprise 07 Chapters and 26 Articles, and were approved by the Annual General Meeting of Shareholders in 2026, taking effect from May 27, 2026.

ON BEHALF OF THE BOARD OF DIRECTORS
QP HOLDINGS JOINT STOCK COMPANY
CHAIRMAN



PHAM TU TRONG

