

Members of the Board of Directors, the vote counter(s), and the vote supervisor(s) shall be jointly responsible for the truthfulness and accuracy of the vote-counting minutes; and jointly liable for any damages arising from resolutions passed based on dishonest or inaccurate vote counting.

6. The vote-counting minutes and the resolution must be sent to shareholders within 15 days from the date the vote counting is completed. The sending of these documents may be replaced by publishing them on the Company's website within 24 hours from the conclusion of the vote counting.

7. The completed written opinion forms, the vote-counting minutes, the resolutions passed, and related documents sent along with the written opinion forms must be retained at the Company's head office.

8. A resolution adopted by the method of collecting written opinions shall be deemed valid if it is approved by shareholders representing at least 51% of the total number of voting shares and shall have the same validity as a resolution adopted at the General Meeting of Shareholders.

Article 23. Resolutions and Meeting Minutes of the General Meeting of Shareholders

1. The General Meeting of Shareholders must be recorded in minutes and may also be audio recorded or stored in another electronic format. The minutes must be prepared in Vietnamese and may also be made in English, and must contain the following principal contents:

- a) Name, head office address, and company registration number;
- b) Time and venue of the General Meeting of Shareholders;
- c) Meeting agenda and contents;
- d) Full names of the chairperson and secretary;
- đ) Summary of the meeting proceedings and the opinions expressed at the General Meeting of Shareholders on each issue in the agenda;
- e) Number of shareholders and total voting rights of attending shareholders, with an appendix listing registered shareholders and shareholder representatives attending the meeting, including their corresponding number of shares and votes;
- g) Total number of votes for each matter put to vote, clearly indicating the voting method, number of valid and invalid votes, votes in favor, against, and abstentions, and the corresponding percentages of total votes of shareholders attending the meeting;
- h) The matters approved and the respective voting ratios;
- i) Full names and signatures of the chairperson and the secretary. In case the chairperson and/or the secretary refuse to sign the meeting minutes, the minutes shall still be valid if signed by all other attending members of the Board

of Directors and if they fully comply with the content requirements stipulated in this clause. The minutes must clearly state the refusal of the chairperson and/or the secretary to sign.

2. The minutes of the General Meeting of Shareholders must be completed and approved before the meeting concludes. The chairperson and the secretary of the meeting, or any other person signing the minutes, shall be jointly responsible for the truthfulness and accuracy of the content of the minutes.

3. The minutes prepared in both Vietnamese and English shall have equal legal validity. In the event of any discrepancy between the Vietnamese and English versions, the Vietnamese version shall prevail.

4. The resolution, the minutes of the General Meeting of Shareholders, the appendix listing registered shareholders with their signatures, powers of attorney for meeting attendance, all documents attached to the minutes (if any), and related materials enclosed with the meeting invitation must be disclosed in accordance with the laws on information disclosure in the securities market and must be retained at the Company's head office.

Article 24. Request for Annulment of Resolution of the General Meeting of Shareholders

Within 90 days from the date of receipt of the resolution, the meeting minutes of the General Meeting of Shareholders, or the minutes of the vote-counting results of the shareholders' written opinion collection, a shareholder or a group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises shall have the right to request a Court or Arbitration body to review and annul the resolution or part of the resolution of the General Meeting of Shareholders in the following cases:

1. The convening procedures or decision-making process of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises or the Company's Charter, except for the case specified in Clause 3, Article 21 of this Charter.

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

CHAPTER VII BOARD OF DIRECTORS

Article 25. Nomination and Candidacy of Members of the Board of Directors

1. In cases where candidates for the Board of Directors have been identified, the Company must disclose information related to the candidates at least 10 days prior to the opening date of the General Meeting of Shareholders on the Company's website, so that shareholders can review the candidates before

voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of their disclosed personal information and must also commit to performing their duties honestly, prudently, and in the best interests of the Company if elected as members of the Board of Directors. The information related to the candidates for the Board of Directors to be disclosed includes:

- a) Full name, date, month, year of birth;
- b) Professional qualification;
- c) Work experience;
- d) Other management positions (including Board of Directors' positions at other companies);
- d) Interests related to the Company and its related parties;
- e) Other information (if any) as required by the Company's Charter;
- g) The Company is responsible for disclosing information regarding the companies in which the candidate is currently holding a position as a member of the Board of Directors, other management positions, and any interests related to the candidate's associated companies (if any).

2. Shareholders or groups of shareholders holding 10% or more of the total number of ordinary shares have the right to pool their voting rights to nominate candidates for the Board of Directors. Specifically, shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% or more may nominate eight (08) candidates.

3. In the event that the number of candidates for the Board of Directors, through nomination and self-nomination, is still insufficient as required under Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors may nominate additional candidates or organize nominations in accordance with the company's Charter, the Internal Corporate Governance Regulations, and the Board of Directors' Operational Regulations. The introduction of candidates by the incumbent Board of Directors must be clearly disclosed prior to the General Meeting of Shareholders voting to elect members of the Board of Directors, in accordance with legal regulations.

4. Members of the Board of Directors must meet the standards and conditions stipulated in Clauses 1 and 2, Article 155 of the Law on Enterprises and in this Charter.

Article 26. Composition and Term of Office of Members of the Board of Directors

1. The number of members of the Board of Directors shall not exceed seven (07).

2. The term of office of a member of the Board of Directors is five (05) years and members may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Company's Board of Directors for no more than two (02) consecutive terms. In the event that all members of the Board of Directors concurrently end their terms of office, such members shall continue to serve as members of the Board until new members are elected and assume their duties.

3. The composition of the Board of Directors shall be as follows:

a) The structure of the Company's Board of Directors must ensure that at least one-third (1/3) of the total number of Board members are non-executive members. The Company shall minimize the number of Board members concurrently holding executive positions in order to ensure the independence of the Board of Directors.

b) Number of Independent Members of the Board of Directors:

At least 01 independent member where the Company has from 03 to 05 members on the Board of Directors.

At least 02 independent members where the Company has from 06 to 07 members on the Board of Directors.

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

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

6. A member of the Board of Directors is not required to be a shareholder of the Company.

7. The qualifications and conditions for becoming a member of the Board of Directors shall comply with the provisions of Article 155 of the Law on Enterprises.

Article 27. Powers and Duties of the Board of Directors

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

2. The rights and duties of the Board of Directors are stipulated by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties:

12
1
1
1
1
1
1
1

a) To decide on the Company's strategy, medium-term development plans, and annual business plans;

b) To propose the types of shares and the total number of shares of each type to be offered for sale;

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

d) To decide on the selling prices of the Company's shares and bonds;

đ) To decide on the repurchase of shares as stipulated in Clauses 1 and 2, Article 133 of the Law on Enterprises;

e) To decide on investment plans and investment projects within its authority and limits prescribed by law;

g) To decide on solutions for market development, marketing, and technology;

h) To approve contracts for purchase, sale, borrowing, lending, and other transactions with a value equal to or greater than 35% of the total asset value recorded in the latest financial statement of the Company, except for contracts and transactions falling under the authority of the General Meeting of Shareholders as prescribed at Point d, Clause 2, Article 138, and Clauses 1 and 3, Article 167 of the Law on Enterprises;

i) To elect, dismiss, and remove the Chairperson of the Board of Directors; to appoint, dismiss, sign, and terminate contracts with the General Director, Deputy General Directors, and Chief Accountant; to decide on their salaries, remuneration, bonuses, and other benefits; to appoint authorized representatives to participate in the Members' Council or the General Meeting of Shareholders of other companies, and to decide on their remuneration and other benefits. To supervise and direct the General Director, Deputy General Directors, and Chief Accountant in the daily management of the Company's business operations;

k) To approve the policies for the General Director to decide on recruitment, signing and termination of labor contracts, or appointment, dismissal, reward, discipline, salary, and allowances for the positions of Department/Division Heads and equivalent positions;

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

m) To approve the agenda, contents, and documents for the General Meeting of Shareholders, to convene the General Meeting of Shareholders, or to collect shareholders' opinions for the purpose of passing resolutions.

n) Submit the audited annual financial statements to the General Meeting

of Shareholders;

o) Propose the dividend payment rate; decide on the timing and procedures for dividend distribution or handling of business losses incurred during operations;

p) Propose the reorganization, dissolution of the Company; request the bankruptcy of the Company;

q) Decide on the issuance of the Board of Directors' Operational Regulations, the Company's Internal Governance Regulations after approval by the General Meeting of Shareholders; decide on the issuance of the Company's Information Disclosure Regulations;

r) Approve contracts, agreements, or commitments with a term of over one year (excluding contracts related to investment and construction projects that have been agreed upon/approved by competent authorities; contracts for the sale of goods or services under state monopoly management; contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in Clause 2 Article 138, Clauses 1 and 3 Article 167 of the Law on Enterprises);

s) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other relevant laws, and the Company's Charter.

3. The Board of Directors shall report to the General Meeting of Shareholders on the results of its operations in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, and Clause 82, Article 1 of 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.

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

1. The company has the right to pay remuneration, salaries, and bonuses to members of the Board of Directors based on business results and performance.

2. Members of the Board of Directors are entitled to work-related remuneration and bonuses. Work-related remuneration is calculated based on the number of working days required to fulfill the responsibilities of a Board member and the daily remuneration rate. The Board of Directors shall estimate 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 the annual meeting.

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

4. A member of the Board of Directors who holds an executive position, works on committees of the Board of Directors, or performs other tasks that the Board of Directors deems to be beyond the ordinary duties of a Board member, may be paid additional remuneration in the form of a lump-sum payment, salary, commission, profit share, or other forms as decided by the Board of Directors.

5. Members of the Board of Directors are entitled to reimbursement for all travel, accommodation, and other reasonable expenses incurred in the performance of their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or committees of the Board of Directors.

6. Members of the Board of Directors may be covered by liability insurance purchased by the Company upon approval by the General Meeting of Shareholders. This insurance shall not cover liabilities arising from the member's violation of laws and the Company's Charter.

Article 29. Chairman of the Board of Directors

1. The Chairman of the Board of Directors shall be elected, dismissed, or removed 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 duties:

a) To develop the programs and operational plans of the Board of Directors;

b) To prepare the agenda, contents, and documents for meetings; to 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 oversee the implementation of the resolutions and decisions of the Board of Directors;

đ) To chair the meetings of the General Meeting of Shareholders;

e) Other rights and duties as prescribed by the Law on Enterprises and the company's Charter.

4. In case the Chairman of the Board of Directors resigns or is dismissed or removed, the Board of Directors must elect a replacement within 10 days from the date of receipt of the resignation letter or the date of dismissal or removal.

5. In case the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize another member in writing to exercise the rights and duties of the Chairman. If no authorization is made, or if

the Chairman dies, goes missing, is temporarily detained, is serving a prison sentence, is restricted or deprived of civil act capacity, has cognitive or behavioral difficulties, or is prohibited by the Court from holding a position, practicing a profession, or performing certain work, the remaining members shall elect one among them to act as the Chairman of the Board of Directors based on the principle of majority approval of the remaining members, until a new decision is made by the Board of Directors.

Article 30. Meetings of the Board of Directors

1. The Chairperson of the Board of Directors shall be elected at the first meeting of the Board of Directors of the new term within seven (07) working days from the date the election of the Board of Directors for that term concludes. This meeting shall be convened and chaired by the member who received the highest number or highest percentage of votes. In the event that there are multiple members with the highest and equal number or percentage of votes, the members shall elect one (01) among them by majority vote to convene and chair the meeting of the Board of Directors.

2. The Chairperson of the Board of Directors must convene regular and extraordinary meetings of the Board, prepare the meeting agenda, and notify the time and venue of the meeting at least five (05) working days prior to the meeting date. The Chairperson may call meetings whenever deemed necessary, but must convene at least one (01) meeting per quarter.

3. The Chairperson of the Board of Directors must convene a meeting of the Board without undue delay and without unjustified refusal upon receiving a written request specifying the purpose of the meeting and the matters to be discussed from any of the following parties:

- a) The Supervisory Board or an independent member of the Board of Directors;
- b) The General Director or at least five (05) other executives;
- c) At least two (02) members of the Board of Directors;
- d) Other cases (if any).

4. The Chairperson of the Board of Directors must convene a meeting of the Board within seven (07) working days from the date of receipt of a request as specified in Clause 3 of this Article. If the Chairperson fails to convene the meeting as requested, they shall be held responsible for any damage caused to the Company; in such case, the requesting parties specified in Clause 3 of this Article shall have the right to convene the meeting of the Board of Directors themselves.

5. In the event of a request from the independent auditing firm conducting the audit of the Company's financial statements, the Chairperson of the Board of Directors must convene a meeting of the Board to discuss the audit report and the Company's situation.

6. The Chairperson of the Board of Directors or the person convening the meeting must send a notice of invitation no later than three (03) working days before the meeting date. The notice must clearly specify the time and venue of the meeting, the agenda, and the matters to be discussed and decided upon. The meeting invitation must be accompanied by the documents to be used at the meeting and the voting ballot for the members.

The meeting notice may be sent via written invitation, telephone, fax, electronic means, or other methods, ensuring delivery to the registered contact address of each member of the Board of Directors at the Company.

7. The Chairperson of the Board of Directors or the person convening the meeting must send the meeting notice and accompanying documents to the members of the Supervisory Board in the same manner as to the members of the Board of Directors.

Members of the Supervisory Board have the right to attend meetings of the Board of Directors; they may participate in discussions but do not have voting rights.

8. A meeting of the Board of Directors shall be conducted when at least three-fourths (3/4) of the total members are present. If the meeting convened under this provision does not meet the required quorum, a second meeting may be convened within seven (07) days from the scheduled date of the first meeting. In this case, the meeting may proceed if more than half of the members of the Board of Directors are present.

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

- a) Attending and voting directly at the meeting;
- b) Authorizing another person to attend and vote at the meeting in accordance with Clause 11 of this Article;
- c) Attending and voting via online conference, electronic voting, or other electronic forms;
- d) Sending a ballot to the meeting by mail, fax, or email;
- đ) Sending a ballot by other means.

10. In the case of sending a ballot to the meeting by mail, the ballot must be enclosed in a sealed envelope and delivered to the Chairperson of the Board of Directors no later than one (01) hour before the opening of the meeting. The ballots shall only be opened in the presence of all attendees.

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

12. Resolutions and decisions of the Board of Directors shall be adopted if approved by the majority of the members attending and voting; in the event of a

tie, the final decision shall belong to the side with which the Chairperson of the Board of Directors voted.

Article 31. Committees under the Board of Directors

1. The Board of Directors may establish subordinate committees to be in charge of development policy, human resources, remuneration, internal audit, and risk management. The number of committee members shall be determined by the Board of Directors, with at least three (03) members, including members of the Board of Directors and external members. Independent members of the Board of Directors should constitute the majority of the committee, and one of these independent members shall be appointed as the Chairperson of the committee by decision of the Board of Directors. The activities of the committees must comply with the regulations of the Board of Directors. A committee's resolution shall only be effective if it is approved by the majority of members attending and voting at the committee meeting.

2. The implementation of decisions made by the Board of Directors, by its subordinate committees, or by individuals acting in their capacity as committee members must comply with the applicable laws, the company's Charter, and the company's internal corporate governance regulations.

Article 32. Corporate Governance Officer

1. The Board of Directors must appoint at least one (01) person as the Corporate Governance Officer to assist in ensuring effective corporate governance operations. The term of the Corporate Governance Officer shall be determined by the Board of Directors, with a maximum term of five (05) years. The Corporate Governance Officer may concurrently hold the position of Company Secretary.

2. The Corporate Governance Officer must meet the following criteria:

- a) Have knowledge of the law;
- b) Must not concurrently work for the independent auditing firm that is auditing the Company's financial statements;
- c) Meet other standards as prescribed by law, this Charter, and decisions of the Board of Directors.

3. The Board of Directors may dismiss the Corporate Governance Officer when necessary, provided that it does not violate the applicable labor laws. The Board of Directors may also appoint an Assistant to the Corporate Governance Officer from time to time.

4. The person in charge of corporate governance shall have the following rights and obligations:

- a) Advise the Board of Directors on the organization of the General Meeting of Shareholders in accordance with regulations and on matters related to the Company and shareholders;

- b) Prepare meetings of the Board of Directors, the Supervisory Board, and the General Meeting of Shareholders as requested by the Board of Directors or the Supervisory Board;
- c) Advise on the procedures for meetings;
- d) Attend meetings;
- e) Advise on the procedures for drafting resolutions of the Board of Directors in compliance with the law;
- f) Provide financial information, copies of minutes of meetings of the Board of Directors, and other information to members of the Board of Directors and members of the Supervisory Board;
- g) Monitor and report to the Board of Directors on the Company's information disclosure activities;
- h) Act as the liaison with parties having related interests;
- i) Maintain confidentiality of information in accordance with the law and the Company's Charter;
- k) Perform other rights and obligations as prescribed by law and this Charter.

CHAPTER VIII GENERAL DIRECTOR AND OTHER EXECUTIVE OFFICERS

Article 33. Organization of the Management Apparatus

1. The Company's management system must ensure that the management apparatus is accountable to the Board of Directors and operates under the supervision and direction of the Board of Directors in the Company's day-to-day business operations.

2. The Company shall have a General Director, no more than four (04) Deputy General Directors, and a Chief Accountant appointed by the Board of Directors. The appointment, dismissal, and removal of these positions must be approved by a resolution of the Board of Directors.

3. The Company must appoint a Chief Accountant in accordance with the law. In case the Company is unable to appoint a Chief Accountant immediately, it must assign a person in charge of accounting or hire accounting services in accordance with legal regulations.

Article 34. Company Executives

1. Company executives include the Chief Executive Officer (CEO), Deputy Chief Executive Officers (Deputy CEOs), and the Chief Accountant.

2. At the request of the CEO and with the approval of the Board of Directors, the Company may recruit additional executives in numbers and

qualifications appropriate to the Company's organizational structure and management regulations as stipulated by the Board of Directors. Company executives must diligently fulfill their responsibilities to support the Company in achieving its operational and organizational objectives.

3. The remuneration, salary, benefits, and other terms of the employment contract for the CEO shall be determined by the Board of Directors; contracts with other executives shall be decided by the Board of Directors after consultation with the CEO.

4. Executives' salaries shall be accounted for as business expenses of the Company in accordance with the regulations on corporate income tax law, clearly stated as a separate item in the Company's annual financial statements, and reported to the General Meeting of Shareholders at the annual meeting.

5. The term of appointment for the General Director shall not exceed 5 years and must align with the term of the Board of Directors. The term of appointment for the Deputy General Directors and the Chief Accountant of the Company is 5 years; these positions may be reappointed for an unlimited number of terms. The terms of positions not under the appointment authority of the Board of Directors shall comply with the Company's management regulations.

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

1. The Board of Directors shall appoint one (01) member of the Board or enter into a contract to hire another person as the General Director; and decide on the salary, remuneration, and other benefits. The remuneration, salary, and other benefits of the General Director must be reported at the Annual General Meeting of Shareholders, presented as a separate item in the annual financial statements, and included in the Company's annual report.

2. The General Director shall manage the Company's day-to-day business operations; be subject to the supervision of the Board of Directors; and be responsible to the Board of Directors and before the law for the exercise of the assigned rights and obligations.

3. The term of office of the General Director shall be implemented in accordance with Clause 5, Article 34 of this Charter. The General Director must meet the qualifications and conditions as prescribed by law and the Company's Charter.

4. The General Director shall have the following rights and obligations:

a) To decide on matters related to the Company's day-to-day business operations that do not fall under 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 business plan and investment projects of the Company as approved by the Board of Directors and the General Meeting of Shareholders;

d) To propose the organizational structure plan; functions and duties of departments; and the Company's internal management regulations;

đ) 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 measures to improve the Company's operations and management;

i) To propose to the Board of Directors decisions on the appointment, dismissal, removal, commendation, and discipline; as well as the salary levels and other benefits for Deputy General Directors and the Chief Accountant;

k) To propose to the Board of Directors the approval of the Company's labor and salary plans;

l) To decide on purchase, sale, loan, lending contracts and other contracts valued at less than 35% of the Company's total asset value recorded in the most recent audited financial statement, except for contracts and transactions falling under the authority of the General Meeting of Shareholders and the Board of Directors as stipulated in Clause 2 Article 138, Clause 2 Article 153, and Clauses 1 and 3 Article 167 of the Law on Enterprises;

m) To assign tasks to Deputy General Directors and the Chief Accountant;

n) To report to the Board of Directors on the Company's business performance; and to publicly disclose financial statements in accordance with the law;

o) To submit to the Board of Directors, annually, a detailed business plan for the next financial year based on budget requirements and the five-year financial plan;

p) To propose plans for dividend distribution or for handling business losses.

q) Other decisions and obligations in accordance with the law, this Charter, the Company's internal regulations, resolutions of the Board of Directors, and the labor contract signed with the Company.

4. The General Director shall be responsible to the Board of Directors and the General Meeting of Shareholders for the performance of the assigned duties and powers and must report to these bodies upon request.

5. The Board of Directors may dismiss the General Director when the

majority of its voting members attending the meeting agree, and appoint a new General Director as a replacement.

CHAPTER IX SUPERVISORY BOARD

Article 36. Nomination and Candidacy of Members of the Supervisory Board

1. The nomination and candidacy of members of the Supervisory Board shall be carried out in accordance with the provisions of Clauses 1 and 2, Article 25 of this Charter.

2. In case the number of candidates for the Supervisory Board through nomination and candidacy is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the mechanisms stipulated in the company's Charter, the internal corporate governance regulations, and the Supervisory Board's operational regulations. The nomination of additional candidates by the incumbent Supervisory Board must be clearly disclosed prior to the General Meeting of Shareholders voting to elect members of the Supervisory Board, in accordance with legal regulations.

Article 37. Composition of the Supervisory Board

1. The number of members of the Company's Supervisory Board shall range from three (03) to five (05). The term of office for a member of the Supervisory Board shall be five (05) years and re-election for an unlimited number of terms is permitted.

2. Members of the Supervisory Board must meet the criteria and conditions stipulated in Article 169 of the Law on Enterprises, the Company's Charter, and must not fall into the following categories:

a) Persons working in the accounting or finance department of the Company;

b) Persons who are members or employees of an independent auditing firm that has audited the Company's financial statements within the last three (03) consecutive years.

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

a) No longer meeting the standards and conditions for being a member of the Supervisory Board as stipulated in Clause 2 of this Article;

b) Submitting a resignation letter that is accepted;

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

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

- a) Failure to fulfill assigned duties and tasks;
- b) Failure to exercise their rights and obligations for six (06) consecutive months, except in cases of force majeure;
- c) Serious or repeated violations of the duties of a Supervisory Board member as prescribed by the Law on Enterprises and the Company's Charter;
- d) Other cases as resolved by the General Meeting of Shareholders.

Article 38. Head of the Supervisory Board

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

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

- a) Convene meetings of the Supervisory Board;
- b) Request the Board of Directors, the General Director, and other executives to provide relevant information for reporting to the Supervisory Board;
- c) Prepare and sign the Supervisory Board's report, after consulting with the Board of Directors, for submission to the General Meeting of Shareholders.

Article 39. Rights and Obligations of the Supervisory Board

The Supervisory Board shall have the rights and obligations stipulated in Article 170 of the Law on Enterprises and the following rights and obligations:

- 1. Propose and recommend that the General Meeting of Shareholders approve an independent auditing organization to audit the Company's financial statements; decide on an approved auditing organization to inspect the Company's operations; dismiss an approved auditor when deemed necessary.
- 2. Be responsible to the shareholders for its supervisory activities.
- 3. Supervise the Company's financial status and the legality of the activities of members of the Board of Directors, the General Director, and other managers.
- 4. Ensure coordination between the Supervisory Board, the Board of Directors, the General Director, and the shareholders.
- 5. In the event of detecting any violation of the law or the Company's Charter by a member of the Board of Directors, the General Director, or other managers, the Supervisory Board must notify the Board of Directors in writing within forty-eight (48) hours, request the violator to cease the violation, and propose solutions to remedy the consequences.

6. Develop the Supervisory Board's Rules of Operation and submit them to the General Meeting of Shareholders for approval.

7. Report to the General Meeting of Shareholders in accordance with the Law on Enterprises and Article 290 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government, which details the implementation of a number of provisions of the Law on Securities.

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

9. Have the right to request the Board of Directors, its members, the General Director, and other managers to fully, accurately, and promptly provide information and documents related to the management, administration, and business operations of the Company.

10. Exercise other rights and perform other obligations as prescribed by law and this Charter.

Article 40. Meetings of the Supervisory Board

1. The Supervisory Board must meet at least twice a year, with attendance of no less than two-thirds of its members. Detailed and clear minutes of the meetings must be prepared. The minute-taker and all attending members of the Supervisory Board must sign the meeting minutes. All meeting minutes of the Supervisory Board must be preserved to determine the responsibilities of each member.

2. The Supervisory Board has the right to request members of the Board of Directors, the General Director, and representatives of the approved auditing organization to attend the meeting and answer any issues that need clarification.

Article 41. Salaries, Remuneration, Bonuses, and Other Benefits of Supervisory Board Members

Salaries, remuneration, bonuses, and other benefits of members of the Supervisory Board shall be implemented in accordance with the following provisions:

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

2. Members of the Supervisory Board are entitled to reimbursement for reasonable expenses relating to meals, accommodation, travel, and the use of independent consulting services. The total amount of such remuneration and expenses must not exceed the annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

3. Salaries and operating expenses of the Supervisory Board shall be included in the Company's business expenses in accordance with the regulations on corporate income tax and other relevant legal provisions, and must be recorded as a separate item in the Company's annual financial statements.

CHAPTER X
RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS,
MEMBERS OF THE SUPERVISORY BOARD, THE GENERAL
DIRECTOR, AND OTHER EXECUTIVES

Members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives shall be responsible for performing their duties, including their duties as members of committees under the Board of Directors, honestly and prudently for the benefit of the Company.

Article 42. Duty of Honesty and Avoidance of Conflicts of Interest

1. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other managers must disclose their related interests in accordance with the provisions of the Law on Enterprises and other relevant legal regulations.

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

3. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other managers have the obligation to notify the Board of Directors and the Supervisory Board in writing of transactions between the Company, its subsidiaries, or other companies controlled by the public company holding more than 50% of charter capital, and themselves or their related persons as prescribed by law. For transactions subject to approval by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information on such resolutions in accordance with securities laws on information disclosure.

4. Members of the Board of Directors must not vote on transactions that bring benefits to themselves or their related persons, as prescribed by the Law on Enterprises and the Company's Charter.

5. Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and their related persons must not use or disclose inside information to others for the purpose of conducting related transactions.

6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, and individuals or organizations related to these persons shall

not be rendered invalid in the following cases:

a) For transactions valued at less than or equal to 20% of the total assets recorded in the latest financial statements, the key contents of the contract or transaction, as well as the relationships and interests of the members of the Board of Directors, members of the Supervisory Board, the General Director, or other executives, have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of the disinterested members;

b) For transactions valued at more than 20% of the total assets, or transactions resulting in a cumulative transaction value within 12 months from the date of the first transaction reaching or exceeding 20% of the total assets recorded in the latest financial statements, the key contents of the transaction, as well as the relationships and interests of the members of the Board of Directors, members of the Supervisory Board, the General Director, or other executives, have been disclosed to shareholders and approved by the General Meeting of Shareholders by a vote of shareholders who do not have related interests.

7. The General Director must not be a related person of enterprise managers, Supervisors of the Company and its parent company, State capital representatives, or representatives of an enterprise's capital at the Company and its parent company, in accordance with Point d, Clause 46, Article 4 of the Law on Securities.

Article 43. Liability for Damages and Indemnification

1. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives who breach their duties of honesty and prudence, or fail to perform their obligations with due diligence and professional competence, shall be held liable for any damages caused by their violations.

2. The Company shall indemnify individuals who have been, are, or may become parties to claims, lawsuits, or prosecutions (including civil and administrative cases, but excluding cases initiated by the Company itself) if such individuals are or were members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, employees, or authorized representatives of the Company, or were acting at the Company's request as members of the Board of Directors, executives, employees, or authorized representatives of the Company, provided that they acted honestly, prudently, and diligently for the benefit of, or at least not opposed to the interests of, the Company, in compliance with the law, and there is no evidence proving that they breached their duties.

3. When performing functions, duties, or carrying out work authorized by the Company, members of the Board of Directors, members of the Supervisory Board, other executives, employees, or authorized representatives of the Company shall be indemnified by the Company when they become involved in claims, lawsuits, or prosecutions (except for cases initiated by the Company

itself), under the following conditions:

a) They acted honestly, prudently, and diligently for the benefit of and without conflict of interest with the Company;

b) They complied with the law and there is no evidence proving a failure to fulfill their responsibilities.

4. Indemnification expenses include incurred costs (including attorney fees), judgment costs, fines, and amounts actually or reasonably payable in connection with the resolution of such matters within the limits permitted by law. The Company may also purchase insurance for these individuals to cover the aforementioned indemnification liabilities.

CHAPTER XI RIGHT TO INSPECT COMPANY BOOKS AND RECORDS

Article 44. Right to Inspect Books and Records

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

a) Ordinary shareholders have the right to review, inspect, and extract information regarding names and contact addresses from the list of shareholders entitled to vote; request corrections to any inaccurate personal information; review, inspect, extract, or copy the company's Charter, minutes of General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

b) Shareholders or groups of shareholders holding 5% or more of the total number of ordinary shares have the right to review, inspect, and extract the minutes and resolutions or decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Supervisory Board, contracts, transactions subject to approval by the Board of Directors, and other documents, except those relating to the company's trade secrets and business secrets.

2. In case a representative authorized by a shareholder or group of shareholders requests to inspect the books and records, such request must be accompanied by a power of attorney from the shareholder or group of shareholders represented or a notarized copy of such power of attorney.

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

4. The Company must retain this Charter and any amendments and supplements thereto, the Enterprise Registration Certificate, internal regulations, documents evidencing ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General

Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Supervisory Board, annual financial statements, accounting books, and other documents as required by law at its head office or another location, provided that shareholders and the Business Registration Authority are informed of the storage location of these documents.

5. This Charter must be published on the Company's electronic information portal.

CHAPTER XII EMPLOYEES AND TRADE UNION

Article 45. Employees and Trade Union

1. The General Director must prepare plans for the Board of Directors to approve matters related to the recruitment, dismissal, salaries, social insurance, benefits, rewards, and disciplinary actions for employees and executives of the Company.

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

CHAPTER XIII DISTRIBUTION OF PROFITS

Article 46. Distribution of Profits

1. The General Meeting of Shareholders shall decide on the level and form of annual dividend payment from the Company's retained earnings. The annual after-tax profit distribution plan shall be implemented in the following order:

a) Distribution of profits to capital-contributing members in accordance with business cooperation contracts (if any).

b) Offset of losses from previous years that have expired for deduction against pre-tax profits in accordance with the Law on Corporate Income Tax (if any).

c) Allocation of up to 50% to the Company's development investment fund in cases where the demand for use of the development investment fund, as determined in the development strategy or the business plan for the following year already issued, is equal to or greater than 50% of after-tax profits. Where such demand is less than 50% of after-tax profits, the Company shall allocate in accordance with the actual demand for development investment capital.

d) Allocation of no more than three (03) months' salary to the reward and welfare funds for expenditures on commendation and welfare activities for employees, direct representatives of the owner, Supervisors, the General

Director and other managerial positions in accordance with the Company's Charter. The establishment of reward and welfare funds shall comply with Government regulations, and the monthly salary used as the basis for such allocation shall be determined based on the total actual salary fund of the preceding year divided by twelve (12) months.

e) The remaining profit and dividends shall be distributed in cash in proportion to shareholding ratios. Dividend payment in shares and the use of after-tax profits distributed in proportion to shareholding ratios shall be implemented in accordance with Government regulations.

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

3. The Board of Directors may propose that the General Meeting of Shareholders approve payment of all or part of the dividend in the form of shares, and the Board of Directors shall be the body responsible for executing this decision.

4. In cases where dividends or other amounts related to a class of shares are paid in cash, the Company must make the payment in Vietnamese Dong. The payment may be made directly or through banks based on the bank account details provided by the shareholders. If the Company has transferred the payment in accordance with the bank details provided by the shareholder and the shareholder does not receive the money, the Company shall not be held responsible for the amount already transferred to that shareholder. The payment of dividends for shares listed or registered for trading on the Stock Exchange may be carried out through securities companies or the Vietnam Securities Depository and Clearing Corporation.

5. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall pass a resolution to determine a specific date for finalizing the list of shareholders. Based on this date, persons registered as shareholders or holders of other securities shall be entitled to receive dividends in cash or shares, as well as notices or other documents.

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

CHAPTER XIV

BANK ACCOUNTS, FINANCIAL YEAR AND ACCOUNTING REGIME

Article 47. Bank Accounts

1. The Company shall open accounts at banks in Vietnam or at foreign banks that are authorized to operate in Vietnam.

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

3. The Company shall carry out all payments and accounting transactions

through its Vietnamese Dong or foreign currency accounts at the banks where the Company has opened accounts.

Article 48. Fiscal Year

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

Article 49. Accounting Regime

1. The Company shall apply the Vietnamese Accounting Standards (VAS), the enterprise accounting regime, or any specific accounting regime approved and issued by a competent authority.

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

3. The Company shall use the Vietnamese Dong as the accounting currency unit. In cases where the Company primarily conducts transactions in a foreign currency, it may select that foreign currency as its accounting currency, must take legal responsibility for such selection, and must notify the direct tax authority accordingly.

CHAPTER XV

FINANCIAL STATEMENTS, ANNUAL REPORTS, AND INFORMATION DISCLOSURE RESPONSIBILITIES

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

1. The Company must prepare an annual financial statement, and the annual financial statement must be audited in accordance with the provisions of law. The Company must disclose the audited annual financial statement in accordance with the legal regulations on information disclosure in the securities market and submit it to the competent state authority.

2. The annual financial statement must include all reports, appendices, and explanatory notes as prescribed by the laws on corporate accounting. The annual financial statement must truthfully and objectively reflect the Company's operational status.

3. The Company must prepare and disclose the reviewed semi-annual financial statements and the quarterly financial statements in accordance with the legal regulations on information disclosure in the securities market and submit them to the competent state authority.

Article 51. Annual Report

The Company must prepare and disclose the Annual Report in accordance

with the provisions of the laws on securities and the securities market.

CHAPTER XVI COMPANY AUDIT

Article 52. Audit

1. The Annual General Meeting of Shareholders shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the Board of Directors to select one of these firms to audit the Company's financial statements for the following fiscal year based on terms and conditions agreed upon with the Board of Directors. The Company must prepare and send the annual financial statements to the independent auditing firm after the end of the fiscal year.

2. The independent auditing firm shall examine, verify, prepare the audit report, and submit it to the Board of Directors within two (02) months from the end of the fiscal year.

3. A copy of the audit report shall be attached to the Company's annual financial statements.

4. The independent auditor auditing the Company's financial statements is entitled to attend the General Meeting of Shareholders, receive notices and other information related to the meeting that shareholders are entitled to receive, and express opinions at the meeting on matters related to the audit of the Company's financial statements.

CHAPTER XVII COMPANY SEAL

Article 53. Company Seal

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

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

3. The Board of Directors and the General Director shall use and manage the seal in accordance with applicable laws.

CHAPTER XVIII DISSOLUTION OF THE COMPANY

Article 54. Dissolution of the Company

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

a) Dissolution pursuant to a resolution or decision of the General Meeting of Shareholders;

b) Revocation of the Enterprise Registration Certificate, except as otherwise provided by the Law on Tax Administration;

c) Other cases as prescribed by law.

2. The early dissolution of the Company (including any extended term) shall be decided by the General Meeting of Shareholders and executed by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority in accordance with the law.

Article 55. Extension of the Company's Term of Operation

1. The Board of Directors shall convene a meeting of the General Meeting of Shareholders at least seven (07) months prior to the expiration of the Company's term of operation to enable shareholders to vote on the extension of the Company's term, based on the proposal of the Board of Directors.

2. The term of operation shall be extended if it is approved by 65% or more of the total voting rights of shareholders entitled to vote who are present either in person or through authorized representatives at the General Meeting of Shareholders.

Article 56. Liquidation

1. At least six (06) months prior to the expiration of the Company's term of operation, or following a decision on the dissolution of the Company, the Board of Directors must establish a Liquidation Committee consisting of three (03) members. Two (02) members shall be appointed by the General Meeting of Shareholders, and one (01) member shall be appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its own operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs related to the liquidation process shall be given priority for payment by the Company ahead of its other debts.

2. The Liquidation Committee is responsible for reporting to the Business Registration Authority the date of its establishment and the date it commences operations. From that point onward, the Liquidation Committee shall act on behalf of the Company in all matters related to the Company's liquidation before the Court and administrative authorities.

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

a) Liquidation expenses;

b) Outstanding salaries, severance allowances, social insurance contributions, and other employee benefits under the collective labor agreement and signed labor contracts;

c) Tax liabilities;

- d) Other debts of the Company;
- e) The remaining balance, after the full payment of items (a) through (d) of this Clause, shall be distributed among the shareholders. Preferred shares shall be paid first.

CHAPTER XIX INTERNAL DISPUTE RESOLUTION

Article 57. Resolution of Internal Disputes

1. In the event of any dispute or complaint arising in connection with the Company's operations, or with the rights and obligations of shareholders as stipulated by the Law on Enterprises, other applicable laws, the Company's Charter, and regulations between:

- a) A shareholder and the Company;
- b) A shareholder and the Board of Directors, the Supervisory Board, the General Director, or other executives, the parties involved shall attempt to resolve the dispute through negotiation and mediation. Except where the dispute involves the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board shall preside over the dispute resolution process and request each party to present relevant information regarding the dispute within 30 working days from the date the dispute arises. In cases where the dispute involves the Board of Directors or the Chairman of the Board of Directors, any party may appoint an independent expert to act as a mediator during the dispute resolution process.

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

3. Each party shall bear its own costs related to the negotiation and mediation procedures. The allocation of costs shall be determined by the Court's ruling.

CHAPTER XX AMENDMENTS AND SUPPLEMENTS TO THE CHARTER

Article 58. Company Charter

1. Any amendment or supplementation of this Charter must be reviewed and decided by the General Meeting of Shareholders.

2. In cases where there are legal provisions related to the Company's operations that are not mentioned in this Charter, or where new legal provisions differ from the terms of this Charter, such legal provisions shall automatically apply and govern the operations of the Company.

**CHAPTER XXI
EFFECTIVE DATE**

Article 59. Effective Date

1. This Charter, consisting of 21 chapters and 59 articles, was unanimously approved by the General Meeting of Shareholders of Bim Son Cement Joint Stock Company on, 2026, at Bim Son Cement Joint Stock Company. The full text of this Charter shall take effect immediately upon approval by the General Meeting of Shareholders.

2. This Charter is made into ten (10) copies of equal validity and shall be kept at the Company's head office.

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

4. Copies or extracts of the Company's Charter shall be valid only when signed by the Chairman of the Board of Directors or by at least one half (1/2) of the total number of members of the Board of Directors.

**LEGAL REPRESENTATIVE
GENERAL DIRECTOR**

TABLE OF CONTENTS

INTRODUCTION.....	2
CHAPTER I. DEFINITIONS OF TERMS IN THE CHARTER	2
Article 1. Interpretation of Terms	2
CHAPTER II. COMPANY NAME, TYPE, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, OPERATING TERM AND LEGAL REPRESENTATIVE	3
Article 2. Name, type, head office, branches, representative offices, business locations, and operating term of the Company	3
Article 3. Legal representative of the Company	4
CHAPTER III. OBJECTIVES, BUSINESS SCOPE AND OPERATIONS.....	5
Article 4. Objectives of the Company	5
Article 5. Business scope and operations	6
CHAPTER IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS.....	6
Article 6. Charter capital, shares, founding shareholders	6
Article 7. Share certificates	7
Article 8. Other securities certificates	7
Article 9. Share transfer	7
Article 10. Share redemption	7
CHAPTER V. ORGANIZATIONAL STRUCTURE, GOVERNANCE AND SUPERVISION	8
Article 11. Organizational and management structure.....	8
CHAPTER VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS	8
Article 12. Shareholders' rights	8
Article 13. Shareholders' obligations	10
Article 14. General Meeting of Shareholders	11
Article 15. Rights and obligations of the General Meeting of Shareholders..	13
Article 16. Authorization to attend the General Meeting of Shareholders....	15
Article 17. Changes to rights	16
Article 18. Convening meetings, meeting agenda and notice of meeting.....	16
Article 19. Conditions for conducting the General Meeting of Shareholders..	18
Article 20. Procedures for holding and voting at the General Meeting of Shareholders	18
Article 21. Conditions for adopting resolutions	21
Article 22. Authority and procedures for collecting shareholders' written opinions.....	21
Article 23. Resolutions and minutes of the General Meeting of Shareholders ..	23
Article 24. Request for annulment of resolutions.....	24

CHAPTER VII. BOARD OF DIRECTORS	25
Article 25. Nomination and candidacy of Board members	25
Article 26. Composition and term of Board members	26
Article 27. Powers and duties of the Board of Directors	26
Article 28. Remuneration, bonuses, and other benefits of Board members..	28
Article 29. Chairman of the Board of Directors	29
Article 30. Meetings of the Board of Directors	30
Article 31. Committees under the Board of Directors	32
Article 32. Corporate Governance Officer	32
CHAPTER VIII. GENERAL DIRECTOR AND OTHER EXECUTIVES	33
Article 33. Management structure	33
Article 34. Executives of the Company	34
Article 35. Appointment, dismissal, duties, and powers of the General Director	37
CHAPTER IX. SUPERVISORY BOARD	36
Article 36. Nomination and candidacy of Supervisory Board members	36
Article 37. Composition of the Supervisory Board	36
Article 38. Head of the Supervisory Board	37
Article 39. Rights and obligations of the Supervisory Board	37
Article 40. Meetings of the Supervisory Board	38
Article 41. Salaries, remuneration, bonuses, and benefits of Supervisory Board members.....	38
CHAPTER X. RESPONSIBILITIES OF BOARD MEMBERS, SUPERVISORS, GENERAL DIRECTOR, AND OTHER EXECUTIVES.....	39
Article 42. Duty of honesty and conflict of interest avoidance	39
Article 43. Liability for damages and compensation	40
CHAPTER XI. RIGHT TO ACCESS BOOKS AND RECORDS	41
Article 44. Right to access books and records	41
CHAPTER XII. EMPLOYEES AND TRADE UNION	42
Article 45. Employees and trade union	42
CHAPTER XIII. PROFIT DISTRIBUTION	42
Article 46. Profit distribution	42
CHAPTER XIV	43
Article 47. Bank accounts	43
Article 48. Fiscal year	44
Article 49. Accounting regime	44
CHAPTER XV. FINANCIAL STATEMENTS, ANNUAL REPORTS AND INFORMATION DISCLOSURE	44
Article 50. Annual, semi-annual, and quarterly financial statements.....	44
Article 51. Annual report	45
CHAPTER XVI. COMPANY AUDIT	45

Article 52. Audit	45
CHAPTER XVII. COMPANY SEAL	45
Article 53. Company seal	45
CHAPTER XVIII. DISSOLUTION	46
Article 54. Dissolution	46
Article 55. Extension of operation	46
Article 56. Liquidation	46
CHAPTER XIX. INTERNAL DISPUTE RESOLUTION	47
Article 57. Internal dispute resolution	47
CHAPTER XX. AMENDMENT AND SUPPLEMENTATION OF THE CHARTER	47
Article 58. Company Charter	47
CHAPTER XXI. EFFECTIVE DATE	48
Article 59. Effective date	48