



COKYVINA JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

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No: 01.../Notice-CKV-Board of Directors

Hanoi, date...29...month...05...year 2026

NOTICE OF MEETING

ANNUAL GENERAL SHAREHOLDERS' MEETING 2026

Dear Shareholders of COKYVINA Joint Stock Company,

The Board of Directors of COKYVINA Joint Stock Company respectfully announces and invites esteemed shareholders to attend the Annual General Meeting of Shareholders for the year 2026 as follows:

1. Time of the conference: From 8:30 AM on Tuesday, June 23rd, 2026.
2. Venue for the Congress: At the Company headquarters – No. 178, Trieu Viet Vuong Street, Hai Ba Trung Ward, Hanoi City.
3. Content of the Congress:

The content and documents for the 2026 Annual General Meeting of Shareholders of COKYVINA Joint Stock Company will be posted on the website: <http://www.cokyvina.com.vn>.

4. Conditions for attending the Congress:

All shareholders holding shares of COKYVINA Joint Stock Company according to the list finalized on May 26th, 2026, by the Vietnam Securities Depository and Clearing Corporation, or their authorized representatives, are eligible to attend.

5. Confirm attendance at the Congress:

To ensure the organization of the General Meeting is thorough, we kindly request that shareholders confirm their attendance at the meeting directly or authorize another person to attend on their behalf (using the attached Attendance Confirmation/Proxy Authorization form) and send it to the Company by postal mail to the address: No. 178, Trieu Viet Vuong Street, Hai Ba Trung Ward, Hanoi City. COKYVINA will only acknowledge valid letters that are received by COKYVINA before 3:00 PM on June 18th, 2026.

For more detailed information, please contact:

Mrs. Vu Thi Kim Thoa – Deputy Head of Finance and Accounting Department – Cokyvina Joint Stock Company.

Mobile: 098 277 2325 E-mail: thoavtk8@gmail.com.

Shareholders or authorized representatives attending the General Meeting are kindly requested to bring the following documents: Meeting invitation, original ID card or passport, power of attorney (in case of receiving authorization to attend the General Assembly).

The Board of Directors of COKYVINA Joint Stock Company sincerely hopes that esteemed shareholders will arrange their time to attend the meeting to contribute their opinions on the business plan and development strategy of the Company.

Respectfully announced./.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

(Signed and sealed)

PHẠM VIỆT HUY



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COKYVINA JOINT STOCK COMPANY



No. 014/Notice-CKV-Board of Directors

Hanoi, date 29 month 05 year 2026

NOTICE

Regarding: Nominations and self-nominations for the positions of members of the Board of Directors of COKYVINA Joint Stock Company

Dear Shareholders of COKYVINA Joint Stock Company,

Following announcement number /TB-CKV-HĐQT dated...../05/2026, the Board of Directors of COKYVINA Joint Stock Company respectfully informs shareholders about the nomination and self-nomination for the positions of Board Member as follows:

I. Board member:

1. The expected number of members of the Board of Directors: 02 people
2. Conditions for nomination and self-nomination: According to the legal regulations on the conditions for nominating and self-nominating members of the Board of Directors for CKV shareholders as per the attached election/nomination regulations.

II. Application documents for nomination and self-nomination:

1. The nomination and self-nomination documents include:

- Nomination and self-nomination application for the position of member of the Board of Directors, Supervisory Board (Form 1);
- Curriculum vitae (Form 2);

The above forms are available on the website: www.cokyvina.com.vn

2. Deadline for submitting documents:

The original copy of the entire nomination dossier, self-nomination, should be sent to:

Mr. Hoang Minh Duc – Company Secretary - Cokyvina Joint Stock Company: No. 178, Trieu Viet Vuong Street, Hai Ba Trung Ward, Hanoi City. Mobile: 0816248085 Email: hoangminhduc202004@gmail.com

Deadline for receipt: no later than 3:00 PM on June 14, 2026.

Note: Nominees and self-nominees for the positions of members of the Board of Directors and the Supervisory Board must be responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of the content of their nomination and self-nomination documents.

Respectfully announced..!.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed and sealed)**

PHAM VIET HUY



COKYVINA
JOINT STOCK COMPANY

Address: No. 178 Trieu Viet Vuong Street, Nguyen Du Ward, Hai Ba Trung District, Hanoi
Tel: 024 39781323
Email: info@cokyvina.com.vn; Website: www.cokyvina.com.vn

PROPOSED SCHEDULE FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Time: From 8:30 AM on Tuesday, June 23, 2026.

Location: Company Headquarters – 178 Trieu Viet Vuong Street, Hai Ba Trung Ward, Hanoi.

Time	Content	Implement
07h30' – 08h30'	Welcoming guests and verifying shareholder status: - Welcoming delegates and shareholders attending the General Meeting. – - Verifying shareholder status and compiling a list of shareholders attending the meeting, distributing voting cards and materials.	- Organizing Committee - Shareholder Eligibility Verification Committee
08h30' – 08h45'	Opening of the General Meeting: - Opening the meeting and stating the reasons. – - Approving the minutes of the verification of shareholder eligibility and declaring the conditions for conducting the General Shareholders' Meeting in accordance with the law and the Company's Charter.	- Organizing Committee - Shareholder Eligibility Verification Committee
08h45' – 09h00'	Introduction to the General Meeting: - Introduce the delegates and shareholders attending the meeting. – - Present the agenda for approval, the list of the Presidium, the Secretariat of the meeting, and the Election Committee.	-Organizing Committee -Organizing Committee
09h00' – 10h15'	Content of the General Meeting: - Presenting the program and working regulations of the General Meeting for approval. - Report from the Board of Directors for 2026 and the direction and tasks for 2026. - Report on the results of production and business activities for 2026 and the production and business plan for 2026 from the General Director. - Report from the Supervisory Board at the Annual General Meeting of Shareholders for 2026. - Proposal on the Dismissal of One Member of the Board of Directors in 2025 and the election of one additional Member to the Board of Directors - Proposal of electing one additional independent Member to the Board of Directors Content of the General Meeting (continued) - The financial report for the year 2026 has been audited. - Present the plan for selecting the auditing company for the financial statements of 2026. - Present the plan for selecting the internal auditing company for	- Presidium - Presidium - Presidium - Supervisory Board - Presidium - Presidium - Presidium - Presidium - Presidium

	<p>2026.</p> <ul style="list-style-type: none"> - Present the profit distribution plan for 2026, allocation to funds, and remuneration for the Board of Directors and Supervisory Board of the company for 2026. - Resolution, Minutes of the General Meeting of Shareholders according to regulations on: supplementing and amending business lines. - Proposal to amend the Charter. - Present resolution on: dismissed 01 member of the BoD, electing 02 member of the BoD, including 01 independent member 	- Presidium
<p>10h15' – 11h15'</p>	<p>Election of members of the Board of Directors</p> <ul style="list-style-type: none"> - The Presidium introduces the Election Committee. - The Election Committee presents the regulations for elections of the Board of Directors members to the General Assembly for approval. - The Presidium introduces the list of nominations and candidates for the Board of Directors - The Election Committee Organize the election and vote counting. 	<p>- Presidium</p> <p>-Election Committee</p> <p>- Presidium</p> <p>-Election Committee</p>
<p>11h15' – 12h00'</p>	<p>The conference will discuss and vote</p> <ul style="list-style-type: none"> - The Election Committee will report on the results of the Board of Directors elections. - Discuss and vote on the contents of the reports. - Approve the meeting minutes and the conference resolution. - Members of the new Board of Directors will be introduced at the conference. 	<p>- Presidium</p> <p>-Election Committee</p> <p>- Secretary Committee</p> <p>- Organizing Committee</p>
<p>12h00' – 12h15'</p>	<p>Closing of the Annual General meeting</p>	<p>Organizing committee</p>

No: 02/Report-CKV- BoD

Hanoi, date 29..month 05..year 2026

**REPORT OF THE BOARD OF DIRECTORS FOR 2025 AND
THE DIRECTION AND TASKS FOR 2026**

Dear: GENERAL MEETING OF SHAREHOLDERS

In 2025, the Board of Directors (BOD) of Cokyvina Joint Stock Company carried out its functions and duties in accordance with the provisions of the law and the company's charter. The BOD has managed, directed business strategies, and supervised the executive operations of the General Director. The BOD has organized the annual general meeting of shareholders for 2026 and would like to report to all shareholders on the activities of the BOD in 2025. The specific content is as follows:

A. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

I. Results of business production activities in 2025

Cokyvina Joint Stock Company has achieved and exceeded the set targets for 2025, with all business indicators reaching 100% or surpass the quota, demonstrating that the Company has had an effective year of operation despite many challenges in the market. Total revenue exceeded the plan by 10%, while net profit after tax surpasses the plan by 2%, resulting from an effective sales strategy, good utilization of opportunities, and market expansion, reaffirming that the Company has implemented adequate policies for controlling production and financial costs, and operating expenses.

The data on the business operation results of the company for the year 2025:

Unit of measurement: million VND./.

No.	Indicator	Plan assigned for 2025	Executed in 2025	Completion rate
1	Total revenue (Sales revenue, Financial revenue, other income)	178.153	197.135 ¹	110%
2	Net profit after tax	3.000	3.061	102%
3	Return on equity ²	6,1%	6,23%	102%
4	Dividend payout ratio	6,27%	6,27%	100%

¹ Note: The total revenue realized in 2025 is revenue after deducting the revenue collected on behalf of and payments made on behalf of salaries and salary-related deductions for the labor leasing activities from the last months of 2024, but reconciled and invoiced in the first months of 2025, the amount is 63,507 million VND,

² The equity is determined by the charter capital + development investment fund, which amounts to 49.142 million VND.



II. The situation of the Board of Directors' activities

In 2025, members of the BOD actively coordinated their efforts in the management of business operations. The BOD successfully organized the annual general meeting of shareholders for 2025, outlining direction, operational plans, and instructing Executive Committee to carry out the management of business operations. The tasks BOD accomplished in 2025 include:

1. Following the wise policies and directions of the Board of Directors, the company has overcome all difficulties, resolved many obstacles encountered in the production and business process, and has achieved the set targets and plans.
2. Organizes regular meetings; constantly solicits the opinions of Board members in writing, and issues resolutions to determine crucial affairs on business operations, finance, organizational structure, etc. within its authority.
3. Prepares and discloses its reports, including annual and other periodic reports in strict adherence to the regulations of the State Securities Commission, Hanoi Stock Exchange, and other relevant state authorities.
4. Closely monitors the management and overall operations of the Company to identify existing limitations and shortcomings, while also proposing specific corrective measures for the General Director to implement.
5. Direct the Executive Committee to prioritize financial management, cost savings, and debt collection measures for the entire Company.
6. Direct the Executive Committee to focus on promoting human resource development plan that ensures quality and consistency, laid down the foundation for the company's strong and sustainable growth.

III. Coordinate activities with the Executive Committee and the Supervisory Board.

1. The Board of Directors always closely monitors and provides timely, necessary, and effective guidance to the Executive Board and other management staff in executing the assigned tasks and objectives, offering useful guidance to assist the Executive Board to operate Company's activities effectively.
2. Through supervision and inspection, the Board of Directors highly appreciates the efforts made to correctly implement the directives of the Executive Committee regarding the tasks and directions of the Board of Directors, in accordance with the Company's regulations and legal provisions.
3. The proposals from the General Director to the Executive Committee are thoroughly studied, discussed, and receive timely and effective guidance.

C. Directions, tasks, and solutions for implementation in 2026.

I. The targets and projected business plan for 2026 of the Company:

Unit of measurement: million VND./.

No	Indicator	Measurement	Quotas in 2026
1	Total revenue	Million VND	195.225
2	Net profit after tax	Million VND	3.000
3	Return on equity	%	8,03
4	Dividend payout ratio	%	6,00

II. The operational direction of the Board of Directors for 2026 is as follows:

The Board of Directors of the company has proposed the plan and direction for operations in 2026 as follows:

1. Organize regular quarterly meetings. At these meetings, the Board of Directors will hear reports, operational directions, and recommendations from the General Director, discuss and approve reports, and provide operational directions to address existing difficulties of the company.
2. Organize extraordinary meetings to address any task arising within the authority of the Board of Directors, if necessary.
3. Instruct the Company to continue leveraging its established business strengths and to capitalize on all opportunities for market exploration and expansion. Thereby ensuring economic efficiency in production and business operations and achieving the planned performance targets
4. Supervise and direct the Company to operate in compliance with state legal regulations, fully fulfill tax obligations to the state budget as required, ensure the full payment of health insurance, social insurance, and unemployment insurance for employees as stipulated, and ensure that employees' income and jobs are consistently stable and gradually increasing, creating trust and peace of mind for employees when working at the Company.

The Board of Directors, with its functions and responsibilities, represents the shareholders in determining strategic directions and developing a comprehensive plan. It commits to continuing its efforts to comprehensively and closely oversee all business operations of the Company to ensure capital preservation, return on equity, dividends, shareholder rights, and all business plan targets for the year 2026 that have been approved.

On behalf of the Board of Directors of Cokyvina Joint Stock Company, I would like to sincerely thank the distinguished delegates for their attendance and the trust that the shareholders have placed in the Board of Directors.

Wishing good health to our esteemed shareholders and sincere thanks./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed and stamped)**

Pham Viet Huy



No: 03.../BC-CKV-TGD

Hanoi, date 29...month 05...year 2026

**REPORT OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS ON
THE RESULTS OF BUSINESS OPERATIONS IN 2025
AND THE BUSINESS PLAN FOR 2026**

Dear Shareholders,

In 2025, despite the telecommunications and IT market facing significant challenges and fierce competition, Cokyvina Joint Stock Company had a successful year with consistent growth in both revenue and profit. The company maintained its production and business activities, stabilized employment, and increased income for its employees, ensuring a dividend payout ratio and exceeding the targets set for 2025 by the General Shareholders Meeting. This achievement is attributed to the high determination to overcome all difficulties, along with the collective effort and unity of the leadership team and all employees.

On behalf of the Executive Committee, I would like to report to the General Meeting of Shareholders the results of business operations for the year 2025 and the plans and tasks for 2026 as follows:

A- BUSINESS PRODUCTION ACTIVITIES:

I. The business performance results of the company in 2025:

Unit of measurement: million VND./.

No	Indicator	The plan assigned for 2025	Execute in 2025	Completion rate
1	Total revenue (Sales revenue, Financial revenue, Other income)	178.153	197.135 ¹	110%
2	Net profit after tax	3.000	3.061	102%
4	Return on equity ²	6,1%	6,23%	102%
5	Dividend payout ratio	6,27%	6,27%	100%

¹ Note: The total revenue realized in 2025 is revenue after deducting the revenue collected on behalf of and payments made on behalf of salaries and salary-related deductions for the labor leasing activities from the last months of 2024, but reconciled and invoiced in the first months of 2025, the amount is 63,507 million VND,

² The equity is determined by the charter capital + development investment fund, which amounts to 49.142 million VND.

II. Summary of revenue within and outside the VNPT Group for the period 2024-2025

Unit of measurement: VND./.

Indicator	2024	2025
Revenue in VNPT	839.028	148.852 ³
Proportion of revenue in VNPT/Total revenue (%)	92,4	75,51
Revenue outside of VNPT	69.218	47.008
Proportion of revenue outside of VNPT/Total revenue (%)	7,6	23,85
In that, IT service revenue	17.406	32.155
Proportion of IT Service Revenue/Total Revenue (%)	1,92	16,31
Total Revenue	908.246	197.135

III. Evaluation of the results of activities in 2025:

1. Business Operations:

Cokyvina Joint Stock Company has achieved and exceeded the set quotas for 2025, with all business indicators reaching 100% or more, demonstrating that the Company has had an effective year of operation despite various challenges in the market. Total revenue exceeded the plan by 10%, and net profit after tax exceeded the plan by 2%, resulting from an effective sales strategy, good utilization of opportunities, and market expansion, reaffirming that the Company has implemented adequate policies for controlling production and financial costs, and operating expenses.

Specifically, each area of the Company's operations is as follows:

a. Entrusted Import Service Business:

In 2025, the entrusted import service business achieved favorable results, with revenue reaching VND 3,051,374,072 (equivalent to 100.2% compared to 2024). Net profit assigned was VND 2,500,000,000, while actual net profit realized amounted to VND 2,976,274,072 (119.1% of the assigned target).

In 2025, this field faced several difficulties such as:

1. Intense market competition required price reductions and/or provision of free services, leading to a decline in profit margins.
2. Contract execution periods were lengthy, demanding significant time and human resources.

³ Note: The total revenue realized in 2025 is revenue after deducting the revenue collected on behalf of and payments made on behalf of salaries and salary-related deductions for the labor leasing activities from the last months of 2024, but reconciled and invoiced in the first months of 2025, the amount is 63,507 million VND,

3. Constant changes in government decrees, circulars, and regulatory requirements, including an increase in licensing categories and recent restructuring of regulatory ministries, caused delays in obtaining permits and completing legal procedures. These factors also resulted in pressure from investors regarding delivery schedules and heightened risks of incurring additional warehousing costs.
4. The growth potential of the entrusted import–export business has closed to its limits. Accordingly, to increase revenue in the import–export sector, the Company must consider transitioning to alternative models such as direct import–export trading or acting as a representative for foreign suppliers in domestic tenders.

b. Logistics service business:

- In 2025, the Company continued to operate its car rental services with a fleet of 54 vehicles of various types, including 5-seat, 7-seat, and 16-seat models. Target revenue for the year 2025 was VND 9,750,000,000, while actual revenue achieved amounted to VND 8,720,511,124, representing 89.4% of the assigned plan and 98.3% compared to the same period in 2024. Gross profit reached VND 3,852,407,169. Despite facing challenges arising from investors' restructuring initiatives and cost-saving measures, the Company successfully expanded its market presence and secured multiple new contracts.
- In parallel, the Company pursued a disciplined and professional investment strategy in warehouse operations, ensuring readiness to meet diverse warehousing and transportation needs while actively seeking new customers. As a result, nearly all available space at the Yên Viên warehouse in Gia Lâm, Hà Nội was leased, with total contracted area reaching 3,355 m², equivalent to 99% of available capacity. Warehouse operations generated a profit of VND 2,656,643,333, achieving 107% of the assigned plan and reflecting a growth rate of 108.8% compared to 2024. Vacancy time upon contract termination was limited to only 1% per year, and all contracts signed were long-term agreements of one year or more, underscoring the Company's stability and sustainable growth in this segment.

c. The field of value-added service business:

In 2025, the Company's value-added services and information technology segment demonstrated effective cost management, with profits increasing despite a decline in revenue compared to the previous year. Target revenue was VND 100,000,000,000, while actual revenue achieved amounted to VND

91,733,648,286, representing 91.7% of the planned target and 82% compared to 2024. Gross profit, however, exceeded expectations, with VND 4,405,233,270 realized against a target profit of VND 4,000,000,000, equivalent to 110% of the plan and a growth rate of 127% year-on-year. Notably, revenue from information technology services witnessed significant growth, accounting for 16.31% of the Company's total revenue in 2025 compared to 12.4% in 2024.

During this period, the Company implemented a wide range of projects across this segment. These include the chip-based ID card authentication service in cooperation with the Ministry of Public Security's C06 Department; fixed terrestrial telecommunications services such as data transmission, leased lines, Internet connectivity, virtual private networks, video conferencing, email services, and broadband Internet access; and the provision of HN212 devices for reading chip-based ID cards, positioning the Company as a full-service provider of authentication solutions in Vietnam. The Company also partnered with Vinaphone to deliver transmission channel projects, completed an upgraded ID card authentication system with enhanced processing capacity and security, and expanded the authentication service to reach approximately three million requests in 2025, generating nearly VND 10 billion in revenue.

Additional initiatives included supplying MF360 card readers to HB Bank and HN212 devices to VNPT provincial branches, researching and delivering Telescopic retractable conveyor systems with automation for VNPost, and deploying facial recognition, license plate identification, and access control/security monitoring systems for the Hanoi Police Headquarters. Furthermore, the Company collaborated with Media and Vinaphone to implement the Vinacloud personal storage service project. These achievements underscore the Company's strategic focus on innovation, diversification, and strengthening its position in the information technology and value-added services market.

d. Labor leasing service business center:

In 2025, the Center achieved strong performance results, with target revenue set at VND 58,000,000,000 and actual revenue realized at VND 58,256,245,047, equivalent to 100.4% of the plan. Target gross profit was VND 15,000,000,000, while actual gross profit reached VND 15,518,202,021, completing 103.5% of the plan. Although the Company signed contracts with units requiring significantly fewer outsourced labor resources compared to 2024, the continued support of the Group's leadership enabled the Company to expand its market presence and increase labor outsourcing volume over the years, thereby meeting and exceeding planned targets.

The Company consistently maintained close coordination with contracting units, ensuring timely participation in bidding and competitive offerings in accordance with regulatory deadlines, while also implementing insurance and salary policies for employees promptly and accurately. In 2025, the Company advanced its digital transformation efforts in the labor outsourcing segment by developing proprietary software to manage operations, thereby enhancing productivity and minimizing errors.

e. Telecommunications service business sector:

- In 2025, the Company achieved notable results, with target revenue set at VND 50,000,000,000 and actual revenue realized at VND 54,056,372,342, equivalent to 108.1% of the plan. Target net profit was VND 4,300,000,000, while actual net profit reached VND 4,410,124,022, completing 102.6% of the plan. The Company continued to maintain strong communication with provincial and municipal business centers, ensuring timely coordination and remote support to optimize operations at authorized VNPT service points and telecommunications service outlets under Cokyvina's management.
- In addition, the Company worked closely with VNPT Media and 32 provincial and municipal business centers to actively implement contracts for the provision of Mobile Money – VNPT Pay services. Once stabilized and fully operational, this service is expected to become a sustainable source of revenue for the Company. The Company also collaborated with local business centers to expand information technology services through IT service points, authorized telecommunications outlets, and VNPT service branches across provinces and cities. Collaborate with provincial/city business units to deploy Information Technology (IT) services through IT Points, authorized telecommunications service provision points, and VNPT service provision points belonging to the telecommunications service branches in the provinces/cities.
- Furthermore, the Company successfully signed contracts for the supply and installation of power generators and related equipment, including a 250 KVA (2000 KWh) generator set, a 12 KVA generator for Vinaphone BTS stations in Quảng Ninh, a 2,500 KVA generator for VNPT Net 2, and materials for the overhaul of a 600 KVA generator for the Aviation Operations Center under the Vietnam Air Traffic Management Corporation. Additional contracts included the supply of generators for VNPT Lạng Sơn, Hanoi Power Corporation, and Hanoi Technical Development Investment Joint Stock Company. The total estimated value of these generator contracts amounted to VND 25.34 billion, further diversifying the Company's revenue streams and reinforcing //market presence.

g. The business operations of the branches under the company.



- **Establish Thang Long branch:**

Following Thang Long branch's establishment, the branch quickly commenced operations and generated initial profits for the Company, with real revenue reaching VND 1,712,811,927 and net profit amounting to VND 935,584.

- **Danang branch:**

- In 2025, the branch recorded target revenue of VND 1,527,452,333, while real profit reached VND 1,115,893,943, equivalent to 73.1% of the plan. Despite this shortfall, the branch continued to sign labor outsourcing contracts with provincial telecommunications units and VNPT business centers across the Central and Central Highlands regions, as well as with authorized service points and telecommunications service partners. In addition, the branch pursued agency services to promote and introduce digital government software, digital healthcare solutions, and other offerings, thereby diversifying revenue streams and contributing to stable and effective profit generation.
- The branch also made concerted efforts to overcome operational challenges, striving to stabilize business activities, maintain market presence, and strengthen marketing initiatives both within and beyond the telecommunications sector. Key focus areas included hospitals under the Ministry of Public Security—such as Hospital 199 in Đà Nẵng, the Traditional Medicine Hospital in Hà Nội, and Hospital 30-4 in Hồ Chí Minh City—as well as the General Department of Customs and other strategic partners. These initiatives reflect the branch's commitment to resilience, market expansion, and sustainable growth.

- **Ho Chi Minh Branch:**

The profit of the Ho Chi Minh City Branch in 2025 was VND 608,510,260 (achieving 93% of the assigned plan). The branch's revenue in 2025 mainly came from labor outsourcing and telecommunications services. In addition, the branch has also started to develop IT product supply services within VNPT provinces and cities. Moreover, the branch is closely following several non-industry customers providing engine and gearbox equipment to expand the market and increase revenue growth.

- **Hung Yen Branch:**

The year 2025 proved to be a challenging period for the Hung Yen Branch, marked by a significant decline in both revenue and profit.

- Revenue: VND 9,228,393,848, equivalent to 71% of the planned target and 78.7% compared to the same period in 2024.

- Profit: VND 104,012,452, achieving only 45% of the plan and representing a 48% decrease year-on-year.

Despite these difficulties, the branch has been entrusted with exploring and implementing several new business initiatives aimed at diversifying operations and driving future growth:

Serve as general distributor for specialized SIM cards and mobile service scratch cards under Vinaphone (Vietnam Telecommunications Services Corporation).

Expanding the supply of smart public loudspeaker systems to provincial markets.

Launching an AI-powered camera solution under the brand name Vinasmartcam.

Taking ownership of new collaborative products, including kiosks, GPS tracking solutions, and BTS station management systems.

2. Organizational Structure and Human Resources Development:

- The company always focused on selecting and training personnel, building a team of qualified management staff with management experience, along with a young, dynamic team that meets the required standards to gradually enhance the quality of human resources, contributing to the company's solid development in the present and future.
- The company prioritizes the well-being of its employees, ensuring that all staff members have a stable income, a good working environment, and fostering a strong corporate culture to create a sustainable bond between the company and its workers.
- Units are assigned plans linked to specific targets, using KPI and BSC methods to evaluate the level of completion of assigned tasks. The units are established based on their functions and responsibilities, or clearly defined territorial divisions, maximizing local advantages as well as the unique strengths of each unit.

3. Review on employees' income and corporate benefits:

- In 2025, the average monthly income of employees increased from VND 16.3 million to VND 17.0 million, reflecting a 4.3% growth rate. This improvement demonstrates the Company's commitment to enhancing employee compensation as business performance indicators achieved positive results.
- Importantly, the average income of employees has shown consistent growth year after year, with no periods of decline. This resilience was maintained despite

numerous challenges, including the impacts of the Covid-19 pandemic, unfavorable external conditions, and intense market competition both within and outside the industry.

- Such achievements are the result of the dedicated efforts of the Company's leadership, who have consistently prioritized policies to ensure job stability while gradually improving employee income and overall living standards.

Summary of the average income of employee for the period 2024-2025.

No.	Year	Average income (million VND/month)	Growth rate compared to the previous year (%)
1	2024	16,3	-
2	2025	17,0	4,3

- Every year, the company organizes periodic sightseeing and vacation activities for all employees associated with dates such as March 8, October 20, August 15, etc. The company ensures that all employee benefits related to illness, maternity, and more are in accordance with and exceed the regulations of the Labor Law.

4. The task of financial accounting:

- The company remains committed to closely monitoring and actively recovering accounts receivable generated during the business period in accordance with the deadlines. The accounts payable to suppliers, aside from those that correspond to the amounts the company is to collect from buyers before payment is made, currently do not include any long-standing or delayed accounts payable to suppliers during the business operation period.
- The Accounting Department of the Company strives to enhance its professional skills and expertise. The Company also continues to focus on investing in and updating the latest financial management software to ensure that the implementation of financial accounting tasks is professional, effective, compliant with the law, and in accordance with the Company's policies and regulations, thereby avoiding unnecessary risks and errors.
- The company has successfully completed the tax finalization for the years 2020, 2021, 2022, and 2023, receiving very positive evaluations from the state management authorities.

5. Community programs

The Trade Union and the Youth Union of the Company have consistently maintained a positive spirit in participating in activities initiated by the Vietnam

Postal Trade Union, the Youth Union of BCVTVN Group, and local authorities throughout their operational history. These activities include humanitarian blood donation programs, charitable programs in local areas, regular support and donations to social organizations in the region, and adopting several mothers of fallen soldiers and Vietnamese heroic mothers.

6. Remaining difficulties:

- Operational regulations for business production activities have many shortcomings, failing to keep pace with reality, and many provisions are still overlapping and outdated.
- Sources of product business are still limited, and there are not many specialized business products for internal units to sell.
- Salary mechanism is not yet linked to the effectiveness of the business production activities of the units and individual employees.
- Business production and sales marketing activities still heavily depend on the company's leadership, and the business mechanism has not stimulated individual employees to directly sell.
- Internal digital transformation is still slow, not widely and uniformly applied across the entire system.

B- DIRECTION, BUSINESS PLAN FOR 2026

I. Proposed business production plan for the year 2026:

Based on the business production results of 2025 and the market for business services in 2026, COKYVINA Joint Stock Company presents to the General Meeting of Shareholders the proposal, tasks, and production and business plan for 2026 as follows:

Unit of measurement: million VND./.

ON	Indicator	Unit of measurement	Plan for 2026
1	Total Revenue	Million VND	195.225
2	Net profit after tax	Million VND	3.944
3	Return on equity	%	8,03
4	Dividend payout ratio	%	6,00

II. Directions, strategies, and implementation plans for 2026 and the coming years:



COKYVINA has established strategic directions, focusing on enhancing business efficiency and expanding the market. Below are some key highlights in the company's development orientation:

1. **Market development:** *COKYVINA aims to place greater emphasis on market research both within and outside the industry, particularly in external markets, in order to achieve revenue growth (targeting 15% per year), expand business operations, and become one of the top 5 trading and service companies in the joint-stock sector.*
2. **Labor structure and personnel quality:** *COKYVINA continues to invest in high-quality human resources (especially increasing the proportion of business and technical personnel in the IT sector) with over 90% of employees holding a university degree or higher, focusing on in-depth training for the staff.*
3. **Adjust the salary mechanism:** *Set income targets for each employee, linked to business production efficiency and maximizing employee motivation.*
4. **Business development orientation:** The company aims to develop during the period of 2026 - 2029 with a model focused on maximizing the development of services (especially those related to digital transformation) for both domestic and international markets of VNPT:
 - Maintain, continue to develop, and aim to be a leading unit in established service business areas such as: import-export agency services, labor leasing services; telecommunications service agency, VNPT service provision points, logistics services: car rental, warehousing, office...
 - Strengthen and expand service products in the field of digital transformation, closely collaborate with VNPT to provide IT services to customers outside the industry; stabilize and develop products: CCCD authentication service, smart broadcasting solution, integrated camera solutions in various fields, voice brand name, various smart kiosk product, Vinacloud products, etc. Strive for the year 2030 for the proportion of business from digital transformation and IT service products to account for 40% of COKYVINA's total revenue.
 - Develop agents to promote the products of VNPT (VNPT-Igate, Ioffice, Ecabinet, Portal, IOC), digital health software (His, Hira, Lis).
 - Sales representative for suppliers of postal, telecommunications, and IT equipment in Vietnam to provide to network operators such as: VNPT, Viettel, Mobifone, Gtel, Vnpost, Viettel post.
 - Complete the development of the small generator product under the COKYVINA brand for the stations.

- The strategic orientation toward developing the training and skills development sector represents a revenue expansion activity beyond VNPT. This is not merely an ancillary business line, but is poised to become a "new growth driver" for COKYVINA — enhancing its competitive advantage, consolidating its role within the VNPT Group, expanding into high-value knowledge-based services, and positioning COKYVINA as a "Comprehensive Solutions Provider in Digital Transformation & Human Resource Development".
5. ***Expanding cooperation and investment:*** In the context of a fluctuating economy, especially with the trend of digital transformation, COKYVINA will enhance its search for cooperation opportunities with reputable product and service providers to expand its operational scale.
 6. ***Enhance internal digital transformation:*** digital office, digitization of labor leasing operations, financial accounting, import and export, ...

Above is the complete report on the production and business activities for the year 2025 and the direction and business plan for 2026 of Cokyvina Joint Stock Company presented to the General Assembly. The General Director, the Executive Board, and all employees hope that Cokyvina Joint Stock Company, with a spirit of solidarity, high effort, and determination in facing challenges, along with flexibility in finding new directions, will have a more positive year in 2026 and will successfully achieve the goals and plans set forth.

Respectfully thank the Assembly./.

GENERAL DIRECTOR

(Signed and stamped)

LY CHI DUC



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness



COKYVINA JOINT STOCK
COMPANY
SUPERVISORY BOARD

No.: 03/BC-CKV-BKS

Hanoi, dated 29 month 05 2026

REPORT OF THE SUPERVISORY BOARD presented at the Annual General Meeting of Shareholders 2026

Pursuant to the functions and duties of the Supervisory Board as stipulated in the Enterprise Law and the Charter of Organization and Operation of COKYVINA Joint Stock Company.

Pursuant to the Financial Statements for the fiscal year 2025, which have been audited by CPA VIETNAM Auditing Co., Ltd.

The Supervisory Board hereby submits to the General Meeting of Shareholders the results of its inspection and supervision of the Company's operational activities throughout the fiscal year 2025, as follows:

I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2025:

1. Tasks Accomplished in 2025:

- Throughout 2025, the Supervisory Board diligently and conscientiously fulfilled all duties and responsibilities assigned by the General Meeting of Shareholders, acting with honesty and due care in the best interests of the Company and its shareholders. The Supervisory Board dispatched representatives to attend all meetings of the Board of Directors.
- The Supervisory Board maintained regular communication with the Board of Directors and the General Director's Board with respect to business operations, overseeing all activities to ensure the Company's development remained aligned with its strategic direction and in full compliance with applicable laws and regulations.

- Examined, analyzed, and assessed the Company's financial position, as well as its compliance with State-prescribed financial management principles, regulations, and statistical reporting requirements.
- Monitored the Company's compliance with information disclosure requirements in accordance with prevailing legal regulations.

2. Assessment of Business Performance for the Fiscal Year 2025:

Unit: VND Million

No.	Indicator	Assigned Plan for 2025	Actual Performance 2025	Achievement Rate
1	Total Revenue (Sales Revenue, Financial Revenue, Other Income)	178.153	197.135 ¹	110%
2	Net Profit After Tax	3.000	3.061	102%
4	Return on Equity (ROE)	6,1%	6,23%	102%
5	Dividend Payout Ratio	6,27%	6,27%	100%

- Total revenue achieved 110% of the assigned plan.
- Net profit reached 102% of the assigned plan.
- The aforementioned revenue results were made possible through the dedicated efforts of the Company's Management Board, the leadership of the branches and centers, and the entire workforce. However, post-audit figures from the business results report indicate that selling expenses and general administrative expenses remain elevated. The Supervisory Board recommends that the General Director implement strengthened measures to control the cost of goods sold, selling expenses, and general administrative expenses, with a view to enhancing overall operational efficiency.

¹ Note: The total revenue realized in 2025 is revenue after deducting the revenue collected on behalf of and payments made on behalf of salaries and salary-related deductions for the labor leasing activities from the last months of 2024, but reconciled and invoiced in the first months of 2025, the amount is 63,507 million VND,

3. Assessment by the Supervisory Board of the Governance and Management Conduct of the Board of Directors and General Director's Board:

- Corporate governance was conducted in full compliance with applicable laws, regulations governing the operations of listed companies, the Company's Charter of Organization and Operation, and the Resolutions of the General Meeting of Shareholders.
- Governance and management activities were conducted with transparency, with a focus on the Company's business strategy and an orientation toward achieving operational efficiency.
- The Board of Directors convened periodic meetings in strict accordance with applicable regulations. Each meeting was conducted with a specific agenda, duly recorded in official minutes, and followed by the issuance of Resolutions for implementation.
- The Board of Directors and the General Director's Board fulfilled all their functions and responsibilities in the management and operation of the Company.
- The General Director's Board conscientiously implemented all Resolutions of the General Meeting of Shareholders, effectively addressed shareholder recommendations raised at General Meetings, and faithfully executed the Resolutions of the Board of Directors. The Company's Financial Statements were completed within the deadlines prescribed by the State and were audited and certified by CPA VIETNAM Auditing Co., Ltd. as being in conformity with Vietnamese enterprise accounting standards and prevailing regulations.
- In 2025, the Board of Directors and the General Director's Board effectively managed the Company's production and business operations, achieving commendable results. The projected dividend payout ratio is 6,27%. Capital, assets, and human resources were utilized and developed effectively. The Company fulfilled all obligations to the State and to its shareholders, and actively attended to the welfare of its officers and employees, with employee salaries increased compared to 2024. All information disclosure requirements were duly observed.

II. ORIENTATION PLAN OF THE SUPERVISORY BOARD FOR 2026:

- To continue conducting inspection and supervisory activities in accordance with the functions and duties of the Supervisory Board as prescribed by the Enterprise Law and the Company's Charter.



- To concentrate on carrying out inspections and audits pertaining to all aspects of the Company's operations.
- To monitor the implementation progress and outcomes of the 2026 General Meeting of Shareholders' Resolutions by the Board of Directors and the General Director's Board.
- To carry out other duties in accordance with the functions and responsibilities of the Supervisory Board.

III. RECOMMENDATIONS OF THE SUPERVISORY BOARD:

In order to enhance the operational efficiency of the Company's production and business activities in 2026, the Supervisory Board hereby puts forward the following recommendations:

1. Develop a time-bound plan and promptly initiate the recovery of outstanding **accounts payable** and **accounts receivable** that have been overdue for an extended period, and report on the progress to the Board of Directors at Board meetings.
2. Review and revise internal regulations that are no longer applicable, and supplement them to ensure full compliance with prescribed rules and procedures, with public disclosure in accordance with the Board of Directors' Resolutions.
3. Intensify efforts to identify new business markets and product lines.
4. Rigorously inspect and oversee business management and operational performance. Monitor and supervise revenue, and exercise strict control over selling expenses, administrative expenses, and the cost of goods sold for commercial services across all departments, centers, and branches within the Company, in order to improve overall business efficiency.
5. Analyze, evaluate, and propose business plans for various projects with the objective of generating returns for shareholders and the Company.
6. Review and restructure the operations of underperforming (loss-making) units so as to mitigate any adverse impact on shareholders, the Company, and its employees.
7. When assigning plans to departments, branches, and centers, a system of rewards and penalties must be established for units that meet or fail to meet their assigned targets, as this is essential for the sustainable development of the Company's production and business activities.
8. Monitor and ensure strict adherence to the assigned revenue and profit targets for each center and branch for the fiscal year 2026.

The foregoing constitutes the Supervisory Board's Annual Report for the fiscal year 2025 of COKYVINA Joint Stock Company. The Supervisory Board extends its sincere appreciation to the esteemed shareholders, members of the Board of Directors, the Executive Management Board, the leadership of the Accounting Department, and the leadership of all centers and branches within the Company for their cooperation and support in enabling the Supervisory Board to fulfill the duties entrusted to it by the General Meeting of Shareholders in accordance with the provisions of the law and the Company's Charter of Organization and Operation.

Respectfully submitted.

**ON BEHALF OF THE SUPERVISORY
BOARD**

CHAIRMAN

(signed and sealed)

TA QUANG HIEP





COKYVINA JOINT STOCK COMPANY
AUDITED SUMMARIZED FINANCIAL STATEMENTS
For the year ended 31/12/2025



SUMMARIZED BALANCE SHEET
As at 31st December 2025

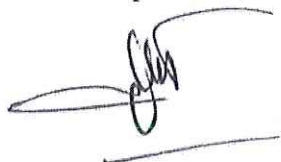
ASSETS	Code	Note	31/12/2025	01/01/2025
			VND	VND
A - CURRENT ASSETS (100=110+120+130+140+150)	100		114,880,952,695	150,031,762,168
I. Cash and cash equivalents	110	5.1	38,009,288,488	30,399,687,567
1. Cash	111		29,009,288,488	29,399,687,567
2. Cash equivalents	112		9,000,000,000	1,000,000,000
II. Short-term financial investments	120		-	-
III. Short-term receivables	130		67,980,716,549	80,621,733,185
1. Short-term receivables from customers	131	5.2	48,468,865,805	63,811,152,904
2. Short-term repayments to suppliers	132	5.3	4,991,890,114	5,251,617,131
6. Other short-term receivables	136	5.4	21,969,153,893	19,067,523,228
7. Short-term allowances for doubtful debts	137	5.5	(7,449,193,263)	(7,508,560,078)
IV. Inventories	140		7,210,048,627	38,100,431,555
1. Inventories	141	5.6	7,310,633,933	38,201,016,861
2. Allowances for devaluation of inventories	149	5.6	(100,585,306)	(100,585,306)
V. Other current assets	150		1,680,899,031	909,909,861
1. Short-term prepaid expenses	151	5.7	1,456,142,373	879,859,658
2. Deductible VAT	152		198,632,631	16,600,508
3. Taxes and other receivables from the State Budget	153	5.8	26,124,027	13,449,695
B - NON-CURRENT ASSETS (200=210+220+230+240+250+260)	200		48,015,682,022	48,929,788,656
I. Long - terms receivables	210		2,000,000,000	2,000,000,000
6. Other long-term receivables	216	5.4	2,000,000,000	2,000,000,000
II. Fixed assets	220		28,016,911,890	29,732,277,825
1. Tangible fixed assets	221	5.9	19,813,460,640	21,528,826,575
- <i>Historical costs</i>	222		102,531,183,434	98,671,669,161
- <i>Accumulated depreciation</i>	223		(82,717,722,794)	(77,142,842,586)
3. Intangible fixed assets	227	5.10	8,203,451,250	8,203,451,250
- <i>Historical costs</i>	228		8,203,451,250	8,203,451,250
III. Investment properties	230		-	-
IV. Long-term assets in progress	240		-	-
V. Long-term financial investments	250		13,998,532,086	14,016,590,652
3. Investments in equity of other entities	253	5.11	24,188,455,000	24,188,455,000
4. Allowances for long-term investments	254	5.11	(10,189,922,914)	(10,171,864,348)
VI. Other long-term assets	260		4,000,238,046	3,180,920,179
1. Long-term prepaid expenses	261	5.7	3,245,714,169	2,458,226,175
2. Defferred income tax assets	262	5.12	754,523,877	722,694,004
TOTAL ASSETS (270 = 100+200)	270		162,896,634,717	198,961,550,824

SUMMARIZED BALANCE SHEET (CONTINUED)

As at 31st December 2025

RESOURCES	Code	Note	31/12/2025	01/01/2025
			VND	VND
C- LIABILITIES (300=310+330)	300		85,480,745,415	121,834,183,430
I. Short-term liabilities	310		79,643,653,445	113,034,183,430
1. Short-term trade payables	311	5.13	28,959,392,142	43,892,432,675
2. Short-term prepayments from customers	312	5.14	4,633,173,047	6,981,718,689
3. Taxes and other payables to the State Budget	313	5.8	5,367,484,230	10,200,736,235
4. Short-term payables to employees	314		4,142,382,438	4,383,067,882
5. Short-term accrued expenses	315	5.15	4,490,676,288	4,918,465,850
8. Short-term unearned revenues	318	5.16	893,257,301	6,413,590,511
9. Other short-term payables	319	5.17	29,436,715,003	30,940,596,846
10. Short-term borrowings and finance lease liabilities	320	5.18	-	3,465,638,599
11. Short-term provisions	321	5.19	1,186,636,410	1,379,952,400
12. Bonus and welfare fund	322		533,936,586	457,983,743
II. Long - term liabilities	330		5,837,091,970	8,800,000,000
6. Long-term unearned revenues	336	5.16	1,715,640,000	-
8. Long-term borrowings and finance lease liabilities	338	5.18	2,950,000,000	8,800,000,000
12. Provision for long-term payables	342	5.19	1,171,451,970	-
D- OWNERS' EQUITY (400 = 410+430)	400		77,415,889,302	77,127,367,394
I- Owners' equity	410	5.20	77,415,889,302	77,127,367,394
1. Contributed capital	411		40,500,000,000	40,500,000,000
- Ordinary shares with voting rights	411a		40,500,000,000	40,500,000,000
2. Share premiums	412		20,354,652,347	20,354,652,347
4. Other capital	414		3,000,000,000	3,000,000,000
5. Treasury shares	415		(573,800,000)	(573,800,000)
8. Development and investment funds	418		8,642,975,684	8,642,975,684
11. Undistributed profit after tax	421		5,492,061,271	5,203,539,363
- Undistributed profit after tax brought forward	421a		2,430,543,187	2,429,542,524
- Undistributed profit after tax for the current year	421b		3,061,518,084	2,773,996,839
II- Funding sources and other funds	430		-	-
TOTAL RESOURCES (440 = 300+400)	440		162,896,634,717	198,961,550,824

Preparer



Vu Thi Kim Thoa

In charge of Financial Accounting



Ngo Thi Thanh Loan

Hanoi, February 26, 2026

General Director



Ly Chi Duc

SUMMARIZED INCOME STATEMENT
For the year ended 31 December 2025

ITEMS	Code	Note	Year 2025	Year 2024
			VND	VND
1. Revenues from sales and services rendered	01	6.1	259,367,321,527	908,245,631,120
2. Revenue deductions	02		-	-
3. Net revenues from sales and services rendered (10 = 01-02)	10		259,367,321,527	908,245,631,120
4. Costs of goods sold	11	6.2	213,652,897,164	862,240,328,006
5. Gross revenues from sales and services rendered (20 = 10-11)	20		45,714,424,363	46,005,303,114
6. Financial income	21	6.3	1,106,758,513	762,892,824
7. Financial expenses	22	6.4	517,207,430	305,231,943
<i>In which: interest expenses</i>	23		488,861,523	213,573,306
8. Selling expenses	25	6.5	34,641,613,818	36,538,211,124
9. General and administrative expenses	26	6.5	7,996,294,132	6,239,340,555
10. Net profits from operating activities {30 = 20+(21-22)-(24+25)}	30		3,666,067,496	3,685,412,316
11. Other income	31	6.6	169,435,914	716,842,646
12. Other expenses	32	6.6	103,501,124	775,845,054
13. Other profits (40=31-32)	40	6.6	65,934,790	(59,002,408)
14. Total net profit before tax (50=30+40)	50		3,732,002,286	3,626,409,908
15. Current corporate income tax expenses	51	6.8	702,314,075	949,877,429
16. Deferred corporate income tax expenses	52		(31,829,873)	(97,464,360)
17. Profits after corporate income tax (60=50-51-52)	60		3,061,518,084	2,773,996,839
18. Basic earnings per share	70	6.9	763	580

Preparer



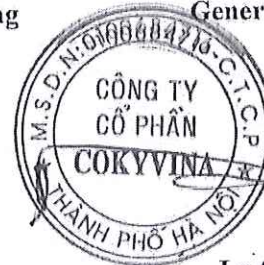
Vu Thi Kim Thoa

In charge of Financial Accounting



Ngo Thi Thanh Loan

Hanoi, February 26, 2026
General Director



Lý Chi Duc

SUMMARIZED CASH FLOW STATEMENT
(Direct method)

For the year ended 31 December 2025

ITEMS	Code	Note	Year 2025	Year 2024
			VND	VND
I. Cash flows from operating activities				
1. Proceeds from sales and services rendered and other revenues	01		433,379,091,914	473,689,653,705
2. Expenditures paid to suppliers	02		(149,691,241,121)	(156,041,276,093)
3. Expenditures paid to employees	03		(205,076,779,027)	(189,335,615,655)
4. Paid interests	04		(488,861,523)	(111,566,660)
5. Paid corporate income tax	05		(931,685,958)	(947,863,589)
6. Other proceeds from operating activities	06		373,737,423,762	207,248,535,963
7. Other expenditures on operating activities	07		(428,471,104,897)	(354,151,365,012)
<i>Net cash flows from operating activities</i>	20		<i>22,456,843,150</i>	<i>(19,649,497,341)</i>
II. Cash flows from investing activities				
1. Expenditures on purchase and construction of fixed assets and long-term assets	21		(4,118,511,273)	(7,018,381,794)
2. Proceeds from disposal, sales of fixed assets and other long-term assets	22		46,000,000	-
3. Expenditures on loans and purchase of debt instruments from other entities	23		(2,000,000,000)	-
4. Proceeds from lending or repurchase of debt instruments from other entities	24		2,000,000,000	13,200,000,000
7. Proceeds from interests, dividends and distributed profits	27		304,958,467	226,395,349
<i>Net cash flows from investing activities</i>	30		<i>(3,767,552,806)</i>	<i>6,408,013,555</i>
III. Cash flows from financial activities				
3. Proceeds from borrowings	33		11,529,283,188	15,830,587,863
4. Repayment of principal	34		(20,844,921,787)	(4,964,949,264)
6. Dividends and profits paid to owners	36		(2,314,650,020)	(4,275,683,821)
<i>Net cash flows from financial activities</i>	40		<i>(11,630,288,619)</i>	<i>6,589,954,778</i>
Net cash flows during the year (50 = 20+30+40)	50		7,059,001,725	(6,651,529,008)
Cash and cash equivalents at the beginning of the year	60		30,399,687,567	37,008,866,555
Effect of exchange rate fluctuations	61		550,599,196	42,350,020
Cash and cash equivalents at the end of the year (70 = 50+60+61)	70	5.1	38,009,288,488	30,399,687,567

Preparer



Vu Thi Kim Thoa

In charge of Financial Accounting




Ngo Thi Thanh Loan

Ly Chi Duc



Hanoi, February 26, 2026

General Director

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

For the year ended 31/12/2025

7.2 Information about related parties (Continued)

c. Remuneration and income of Boards of Management, Supervisors and General Directors

Full name	Position	Year 2025 VND	Year 2024 VND
Remuneration for Board of Management			
Mr. Pham Viet Huy	Chairman	36,826,087	33,478,261
Mr. Ly Chi Duc	Member	25,778,262	23,434,783
Ms. Phan Thi Thanh Sam	Member (Dismissed from 28/6/2024)	12,889,130	23,434,783
Ms. Nguyen Thi Phuong Lieu	Member (Dismissed from 29/4/2025)	25,778,261	23,434,783
Mr. Nong Van Hieu	Member (Appointed from 28/6/2024)	12,889,130	-
Total		114,160,870	103,782,610
Remuneration for Board of Supervisors			
Ms. Nguyen Thi Tam	Head of the Board (Dismissed from 28/6/2024)	-	23,434,783
Mr. Ta Quang Hiep	Head of the Board (Appointed from 28/6/2024)	12,889,130	-
Mr. Pham Le Chau	Member	14,730,435	13,391,304
Ms. Nguyen Thi Chien	Member	14,730,435	13,391,303
Total		42,350,000	50,217,390
Remuneration for Board of General Directors and others			
Mr. Ly Chi Duc	General Director	668,946,988	540,897,423
Ms. Phan Thi Thanh Sam	Deputy General Director (Retired from 15/3/2024)	-	43,663,259
Ms. Nguyen Thi Phuong Lieu	Member of the Board of Management (Dismissed from 29/4/2025)	156,025,092	162,170,817
Ms. Hoang Thi Thu Hien	Deputy General Director (Appointed from 2/7/2025) Chief Accountant (Dismissed from 07/7/2025)	395,796,928	379,043,739
Ms. Ngo Thi Thanh Loan	In charge of Financial Accounting (Appointed from 02/7/2025)	135,812,900	-
Ms. Nguyen Hai Yeu	Administrative Manager (Appointed from 10/10/2025)	10,705,186	-
Total		1,367,287,094	1,125,775,238

7.2 Comparative Information

The comparative information is the Summarized Financial Statements for the year ended 31/12/2024 which has been audited by CPA VIETNAM Auditing Company limited - A Member Firm of INPACT.

Preparer



Vu Thi Kim Thoa

In charge of Financial Accounting



Ngo Thi Thanh Loan



Hanoi, February 26, 2026

General Director



Ly Chi Duc



COKYVINA JOINT STOCK COMPANY

No: .05.../ TTr-HDQT-KTTC

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Hanoi, date..29...month.05...year 2026



PROPOSAL

Regarding: Profit distribution, fund allocation and remuneration for the Board of Directors and the Supervisory Board in 2025

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Company's Charter of Organization and Operation approved by the General Meeting of Shareholders;
- Pursuant to the Operating Regulations of the Board of Directors of Cokyvina Joint Stock Company;
- Pursuant to the 2025 Financial Statements audited by CPA Vietnam Auditing Company Limited;

The Board of Directors respectfully submits to the General Meeting of Shareholders the plan for profit distribution, fund allocation and remuneration plan for the Board of Directors and the Supervisory Board of the Company in 2025 as follows:

I. Report on profit distribution and fund allocation.

(Unit: VND)

TT	Target	Implementation in 2025
1	Total accounting profit before tax	3.732.002.286
2	Corporate income tax	670.484.202
3	Profit after corporate income tax (3) = (1) – (2)	3.061.518.084
4	Bonus and welfare fund allocation in 2025	492.394.159
5	Undistributed profit after tax	5.492.061.271
6	Dividend payment: 5,8%	2.515.524.000
7	Dividend payment time: Authorize the Company's Board of Directors to decide the appropriate time to pay dividends in 2025 but not later than September 30, 2026	

II. Board of Directors and Board of Supervisors.

1. Remuneration of the Board of Directors and Board of Supervisors in 2025:

• Remuneration of the Board of Directors and Board of Supervisors in 2025: VND 169.400.000. Of which:

Remuneration of the Board of Directors and Board of Supervisors for full-time members: VND 104.954.348.

Remuneration of the Board of Directors and Board of Supervisors for part-time members: VND 64.445.652.

• The Board of Directors proposes the remuneration of the Board of Directors and Board of Supervisors in 2025 for full-time and part-time members to be **VND 183.300.000**.

2. Remuneration plan of the Board of Directors and Board of Supervisors for the fiscal year 2025:

- In case of completing (equal to the assigned plan) the target of after-tax profit in 2025, the remuneration of the Board of Directors and Board of Supervisors will be **VND 183.300.000**.

- Remuneration of the Board of Directors & Supervisory Board in case the actual after-tax profit is greater than the assigned plan, for every 1% of after-tax profit exceeding the plan, it will be increased by a maximum of 02%.; The total remuneration fund implemented by the Board of Directors & Supervisory Board must not exceed 20% of the salary of the full-time Manager in 2025 (including full-time members of the Board of Directors, General Director, Deputy General Director, Chief Accountant, full-time members of the Supervisory Board).

- Remuneration of the Board of Directors & Supervisory Board in case the actual after-tax profit is less than the assigned plan, for every 1% of after-tax profit decreasing compared to the plan, it will be reduced by 01% compared to the plan completion level.

- In case the Company makes a loss: no remuneration will be paid.

Regards, the General Meeting of Shareholders is requested to consider and approve./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed and sealed)**

PHAM VIET HUY



COKYVINA JOINT STOCK COMPANY

No: .../Proposal-Board of Directors-
Financial Department



SOCIALIST REPUBLIC OF VIETNAM

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Hanoi, date...29...month...05...year 2026

PROPOSAL

On the selection of an Internal Audit Company in 2026

Respectfully submitted to: GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of the Company's operations approved by the General Meeting of Shareholders;
- Pursuant to the Operating Regulations of the Board of Directors of Cokyvina Joint Stock Company;

The Board of Directors of Cokyvina Joint Stock Company respectfully submits to the General Meeting of Shareholders to authorize the Board of Directors of Cokyvina Joint Stock Company to select an Internal Audit unit in 2026 in accordance with the provisions of current Law.

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

Sincerely thank you./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)**

PHAM VIET HUY



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Hanoi, date 29...month...05...year 2026

COKYVINA JOINT STOCK COMPANY

No. 07.../Proposal-Board of Directors-
Financial Department



PROPOSAL

On the selection of an Auditing Company for the 2026 Financial Statements

Respectfully submitted to: GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Company's Charter of Organization and Operation approved by the General Meeting of Shareholders;
- Pursuant to the Operating Regulations of the Board of Directors of Cokyvina Joint Stock Company;
- Pursuant to the list of independent auditing companies approved by the State Securities Commission to audit listed companies.

The Board of Directors of Cokyvina Joint Stock Company respectfully submits to the General Meeting of Shareholders to authorize the Board of Directors of Cokyvina Joint Stock Company to select an Auditor for the 2026 financial statements in accordance with the provisions of current Law.

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

Sincerely thank you./.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

(Signed)

PHAM VIET HUY



No.: ...08.../TT – CKV - BOD

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, date ...2.9... month ...05... year 2026

PROPOSAL

TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Regarding: Dismissal of Board of Directors Member and Election of Additional Board of Directors Members of the Company for the Term 2025–2029

To: Annual General Meeting of Shareholders 2026

Pursuant to:

- Law on Enterprises No. 59/2020/QH14, adopted by the National Assembly on 17 June 2020;
- Law on Securities No. 54/2019/QH14, adopted by the National Assembly on 26 November 2019;
- The Charter of COKYVINA Joint Stock Company, as approved by the Annual General Meeting of Shareholders in 2021.

Pursuant to the provisions of Clause 3, Article 14 of the Company Charter, the Board of Directors is required to convene an Extraordinary General Meeting of Shareholders in the event that the remaining number of Board of Directors members or Supervisory Board members falls below the minimum number prescribed by law.

The number of Board of Directors members of COKYVINA Joint Stock Company as stipulated in the Company Charter is five (05) members. Currently, the Board of Directors of the Company is operating with four (04) members.

In accordance with the provisions of Point (a), Clause 4, Article 160 of the Law on Enterprises 2020, the Board of Directors is required to convene a General Meeting of Shareholders in the event that the number of Board of Directors members is reduced by more than one-third of the number stipulated in the Company Charter.

As Mr. Pham Viet Huy – Chairman of the Board of Directors of COKYVINA Joint Stock Company for the Term 2025–2029 – will no longer continue to hold the position of Board of Directors member of COKYVINA Joint Stock Company, and given that the Annual General Meeting of Shareholders is currently being held in accordance with legal requirements, the Board of Directors of COKYVINA Joint Stock Company respectfully submits the following matters to the Annual General Meeting of Shareholders for consideration, in order to ensure the proper composition and number of Board of Directors members as required under the Law on Enterprises and the Company Charter, and to effectively discharge the management, administration, and oversight functions of the Board of Directors:

- To approve the dismissal of Mr. Pham Viet Huy from the position of Board of Directors member, effective from date month year 2026.
- To approve the election of additional Board of Directors members as follows:



Number of additional Board of Directors members to be elected: **02 (two) persons, including 01 (one) Independent Board of Directors member.**

The Board of Directors respectfully requests the General Meeting of Shareholders to approve the election of 02 (two) additional Board of Directors members.

The list of qualified and eligible candidates nominated for election to the Board of Directors is as follows:

a. List of candidates self-nominated or nominated by major shareholders / groups of shareholders:

No.	Full Name	Date of Birth	Address	Professional Qualifications	Current Occupation
1					

b. List of candidates nominated by other shareholders:

The Board of Directors respectfully submits the above matters to the General Meeting of Shareholders for consideration and approval.

Yours sincerely.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**
(Signed and sealed)

PHAM VIET HUY



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No.: ... 09/TT-CKV-BOD



Hanoi, dated month 2026

PROPOSAL

Re: Approval of the Company's Charter

To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to Enterprise Law No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020;
- Pursuant to Securities Law No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated 31/12/2020 of the Government detailing the implementation of certain provisions of the Securities Law;
- Pursuant to Circular No. 116/2020/TT-BTC dated 31/12/2020 Circular No. 116/2020/TT-BTC dated 31/12/2020 providing guidance on certain provisions concerning corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of certain provisions of the Securities Law

In order to align with changes in the applicable legal regulations as well as the actual management requirements of the Company, the Board of Directors respectfully submits to the General Meeting of Shareholders the following matters for consideration and approval:

1. Approve the full text of the amended Charter of COKYVINA Joint Stock Company..
The Board of Directors respectfully requests the General Meeting of Shareholders to review, approve, and authorize the Board of Directors to carry out all related procedures in accordance with applicable regulations.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(signed and sealed)

PHAM VIET HUY



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REGULATIONS ON NOMINATION - ELECTION - CANDIDACY MEMBERS OF THE BOARD OF DIRECTORS

(ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 OF COKYVINA JOINT STOCK COMPANY)

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, effective from January 1, 2021;

- Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019, effective from January 1, 2021;

- Based on the Charter of COKYVINA Joint Stock Company approved by the Annual General Meeting of Shareholders in 2021.

This regulation guides the conditions and procedures for nominating, standing for election, and electing members of the Board of Directors and members of the Supervisory Board for the term 2025 – 2029 of Cokyvina Joint Stock Company.

Shareholders participating in the nomination and election of members of the Board of Directors are responsible for complying with the provisions of this regulation.

The content of this regulation includes the following provisions:

A- Regulations on Nominating/Proposing Members of the Board of Directors and Supervisory Board:

ARTICLE 1: Number, Conditions, and Standards for Members of the Board of Directors:

I. Number of Members of the Board of Directors:

The number of members of the Board of Directors is: 5 members, including: 1 independent member of the Board of Directors.

II. Conditions and Standards for Members of the Board of Directors:

1. Not belonging to the subjects specified in Clause 2, Article 17 of the Enterprise Law;
2. Having professional qualifications and experience in business management or in the field, industry, or business sector of the company and does not necessarily have to be a shareholder of the company, unless otherwise provided in the company's charter;
3. Members of the Board of Directors of the company may simultaneously be members of the Board of Directors of another company;
4. Independent members of the Board of Directors must meet the following standards and conditions:

- a) They must not be currently employed by the company, the parent company, or any subsidiary of the company; they must not have worked for the company, the parent company, or any subsidiary of the company for at least the last 3 consecutive years;
- b) They must not be receiving a salary or remuneration from the company, except for allowances that Board members are entitled to according to regulations;
- c) They must not have a spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adoptive child, brother, sister, or sibling who is a major shareholder of the company; or who is a manager of the company or its subsidiaries;
- d) They must not directly or indirectly own at least 1% of the total voting shares of the company;
- đ) They must not have been a member of the Board of Directors or the Supervisory Board of the company for at least the last 5 consecutive years, except in cases of continuous appointment for 2 terms.

III. Nomination and candidacy for members of the Board of Directors:

- a) Shareholders or groups of shareholders holding a total number of common shares corresponding to the following percentages have the right to nominate candidates for the Board of Directors, specifically:
 - Holding from 5% to under 10% can nominate one (01) candidate;
 - Holding from 10% to under 30% can nominate two (02) candidates;
 - Holding from 30% to under 40% can nominate a maximum of four (04) candidates;
 - Holding from 50% to under 60% can nominate a maximum of five (05) candidates;
 - Holding from 60% to under 70% can nominate a maximum of six (06) candidates;
 - Holding from 70% to 80% can nominate a maximum of seven (07) candidates;
 - Holding from 80% to under 90% can nominate a maximum of eight (08) candidates.
- b) In case that the number of candidates for the Board of Directors through nomination and candidacy is still insufficient, the current Board of Directors may nominate additional candidates, which must be approved by the General Meeting of Shareholders before proceeding with the election.

ARTICLE 3: Application documents for nomination and candidacy for election to the Board of Directors and Supervisory Board:

1. Document components:

The components of the nomination and candidacy documents include:

- Original application for nomination and candidacy to the Board of Directors and Supervisory Board.
- Original resume of the candidate certified by the unit or local authority where they reside.
- Notarized copy: valid ID card/ citizen identification; diploma and certificates confirming the candidate's qualifications.
- Health check certificate from the last 03 months: original.
- Power of attorney, meeting minutes if the candidate is nominated by a group of shareholders: original.

2. Application deadline:

- Nomination and application documents must be submitted to Cokyvina Joint Stock Company no later than 3:00 PM on June 14th, 2026.

- Address for receiving documents: Mr. Hoang Minh Duc – Company Secretary - Cokyvina Joint Stock Company - No. 178 Trieu Viet Vuong Street - Hai Ba Trung Ward - Hanoi. Mobile: 0816248085.

B- Election of members of the Board of Directors:

ARTICLE 4: Principles and subjects of the election:

1. Principles:

- Ensure compliance with the law, the Company’s Charter (“Charter”), and in accordance with this Regulation.
- Ensure the principles of transparency, democracy, and the legitimate rights of all shareholders.

2. Subjects of the election:

Shareholders and authorized representatives (hereinafter referred to as “shareholders”) who have voting rights (according to the consolidated list of securities holders as of the final registration date of March 31, 2025, prepared by the Vietnam Securities Depository and Clearing Corporation).

ARTICLE 5: Election Committee, Voting Principles, and Vote Counting:

1. Election Committee:

a. Number and List of Election Committee:

- The Election Committee consists of 03 members, including 01 Chairperson and 02 members.
- The list of the Election Committee is proposed by the Chair and must be approved by the General Meeting of Shareholders.
- Members of the Election Committee must not be individuals listed as candidates and/or nominated for the Board of Directors and the Supervisory Board.

b. Responsibilities of the Election Committee:

- Propose the General Meeting of Shareholders to approve the election regulations;
- Guide the election regulations; organize the voting and vote counting;
- Prepare the vote counting minutes and announce them before the General Meeting of Shareholders.
- Be responsible to the General Meeting of Shareholders and the law in case of violations.
- Ensure honesty, accuracy, objectivity, and confidentiality.

2. Voting and ballot counting principles:

- Voting will be conducted through a direct secret ballot at the General Meeting;
- The voting method will be cumulative voting;
- The Election Committee will check the ballot box in the presence of the General Meeting of Shareholders;
- After the General Meeting of Shareholders approves the list of candidates for the Board of Directors, the Election Committee will distribute 01 ballots for the Board of Directors to each shareholder;
- Shareholders are responsible for checking the information on the ballot; if any errors are found, they must report them immediately to the Election Committee;

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- After the voting concludes, the ballot box will be sealed by the Election Committee in the presence of the shareholders.

- The ballot counting must be conducted immediately after the voting ends.

ARTICLE 6: Principles for the election of members of the Board of Directors:

- The number of elected members of the Board of Directors is determined by the votes received, starting from the candidate with the highest number of votes down to the point where the required number of members as stipulated in this regulation is reached.

- In the event that two or more candidates receive the same number of votes for the last member, a re-election will be held for the candidates with equal votes.

ARTICLE 7: Prepare and announce the ballot counting minutes:

- After counting the votes, the Election Committee must prepare the ballot counting minutes.

- The content of the ballot counting minutes includes: the total number of shareholders participating in the meeting, the total number of shareholders voting, the voting rights ratio of shareholders participating in the vote compared to the total voting rights of shareholders attending the meeting (according to the cumulative voting method), the number and percentage of valid votes, invalid votes, and blank votes; the number and percentage of voting rights for each candidate for the Board of Directors;

- The results of the vote counting must be documented in writing, signed by the members of the Election Committee, and announced by the Head of the Election Committee before the General Meeting.

ARTICLE 8: Resolving complaints regarding the election and vote counting:

- In the event that a shareholder raises a complaint or requests a recount of the election results, the Election Committee will directly verify and report the results to the General Meeting of Shareholders.

- Complaints regarding the election and vote counting will be resolved by the chairperson of the General Meeting of Shareholders and recorded in the minutes of the General Meeting of Shareholders.

ARTICLE 9: Effectiveness:

The regulations take effect immediately after being approved by the General Meeting of Shareholders and apply only to the nomination, election, and voting for the Board of Directors and the Supervisory Board of Cokyvina Joint Stock Company for the term 2025-2029.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

(Signed and stamped)

PHAM VIET HUY

APPENDIX 1

GUIDELINES FOR CUMULATIVE VOTING

I- Voting Method:

1- Method and form of voting:

- The election of members of the Board of Directors is conducted through direct secret ballot at the General Meeting using the cumulative voting method;
- Each shareholder or authorized representative attending the meeting (referred to as a shareholder) has a "total number of votes" corresponding to the total number of voting shares multiplied by the number of members to be elected to the Board of Directors;

2- Ballot and how to fill out the ballot:

2.1. Type of ballot:

- Each shareholder/authorized representative (referred to as shareholder) will be issued one ballots:

* Ballot for the Board of Directors member (blue)

- These ballot are referred to as "Ballot," which include the shareholder's name and the total number of votes (voting rights). When shareholders receive their ballots, they are requested to verify the information on the ballot; if there are any errors, they must immediately notify the organizing committee.

2.2. How to fill out the ballot:

- Shareholders write the number of votes they wish to cast in the "Voting Rights" column next to the name of the candidate they intend to vote for.
- If not voting for any candidate, shareholders mark (X) in the "Number of Votes" column next to the name of the candidate they do not intend to vote for.
- Shareholders may allocate all their votes to one candidate or distribute their votes among the selected candidates.
- Shareholders may vote for a maximum of 2 candidates for the Board of Directors.
- In case a shareholder makes a mistake on the ballot but has not yet voted, they are advised to contact the Election Committee to exchange the ballot.

2.3 Voting:

- The Organizing Committee will prepare 01 types of ballots and distribute them to shareholders present at the meeting to elect the Board of Directors.
- Shareholders, when filling out the ballots, should place both the ballots for the Board of Directors into the ballot box that has been checked by the General Meeting.
- Voting ends when the last shareholder present at the meeting completes their vote.

3. Validity of the Ballot:

3.1. A valid ballot is:

- A ballot issued by the Organizing Committee according to the template with the round seal of COKYVINA Joint Stock Company;



- Voting for candidates for the Board of Directors listed in the nomination and candidacy list, and within the number of members to be elected approved by the General Meeting;
- The total number of ballots is less than or equal to the number of votes of the shareholders.
- The ballot is not erased or altered.

3.2. Invalid ballots are:

- Ballots not issued by the organizing committee of the congress;
- Ballots not stamped with the official seal of COKYVINA Joint Stock Company;
- Ballots that are torn, crossed out, erased, corrected, or contain additional content not in accordance with regulations (in case of an error, a new ballot must be issued);
- Ballots with a total number of votes exceeding the total number of votes of shareholders;
- Ballots voting for individuals not on the list approved by the general meeting of shareholders;
- Ballots casting votes exceeding the number of members of the Board of Directors that need to be elected.

II- Cumulative voting method:

Below is an example of how to cast a vote for the Board of Directors:

Suppose the shareholders' meeting votes to elect 2 members of the Board of Directors. Shareholder Nguyen Van A holds 1,000 voting shares (including ownership and proxy shares). Therefore, the total number of votes for shareholder Nguyen Van A is: $(1,000 \times 2) = 2,000$ votes.

Shareholder Nguyen Van A can exercise cumulative voting in the following cases:

1. Case 1.

Shareholder Nguyen Van A evenly distributes his votes among the 2 candidates he has chosen (each candidate receives 1000 votes).

NO	Full name	VOTING BALLOT NUMBER
1.	Candidate 1	1.000
2.	Candidate 2	1.000
3.	Candidate 3	X

2. Case 2.

Shareholder Nguyen Van A casts all of his votes for one candidate (for candidate 4).

NO	Full name	VOTING BALLOT NUMBER
1.	Candidate 1	X
2.	Candidate 2	X
3.	Candidate 3	X
4.	Candidate 4	5.000



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Hanoi, date.....month.....year 2026

WORKING REGULATIONS

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

COKYVINA JOINT STOCK COMPANY

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, effective from January 1, 2021;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019, effective from January 1, 2021;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law;
- Pursuant to the Charter of Cokyvina Joint Stock Company approved by the Annual General Meeting of Shareholders in 2021.

In order to facilitate the preparation and organization of a successful Annual General Meeting of Shareholders, Cokyvina Joint Stock Company respectfully submits for approval the Working Regulations for the Annual General Meeting of Shareholders 2026, as follows:

ARTICLE I. Objectives:

- Ensure compliance with the provisions of the Law and the Company's Charter;
- Ensure the principles of transparency, democracy, and the legitimate rights of all shareholders;
- Ensure the concentration and stability of the organization of the Annual General Meeting of Shareholders.

ARTICLE II. Rights and Obligations of Shareholders Attending the General Meeting:

1. Conditions for Attending the Meeting:

- Shareholders who are legal entities, individuals, or authorized representatives, as well as groups of shareholders holding voting shares of the Company on the final registration date of May 26, 2026, are entitled to attend the annual general meeting of shareholders in 2026.

2. Rights of Shareholders Attending the Meeting:

- Each shareholder or authorized representative attending the meeting must bring their identification card or passport and the invitation letter to present to the representative verification committee.



- Shareholders and authorized representatives attending the general meeting must strictly comply with the working regulations of the General Shareholders' Meeting. If shareholders or authorized representatives violate these regulations, the Chairman will consider the specific level of the violation and take appropriate action as stipulated by the provisions of the Enterprise Law, or may ask them to leave the hall if they engage in behavior that disrupts the security and order of the meeting;
- Shareholders and authorized representatives attending the meeting late (no more than 15 minutes) have the right to register immediately, and then have the right to participate and vote at the meeting; however, the Presidium is not responsible for pausing the meeting to allow them to register, and the validity of the votes already conducted will not be affected.
- Shareholders and authorized representatives attending the general meeting will discuss and vote on each item after hearing the reports on the matters to be approved.
- Shareholders may only exercise their rights in accordance with the law and the Company's Charter.

3.Obligations of shareholders and authorized representatives when attending the meeting:

- Participate or authorize participation in the General Shareholders' Meeting according to the Company's Charter.
- Comply with the regulations in this Working Regulation.
- Complete the registration procedures to attend the Meeting with the Organizing Committee and register to speak or discuss according to the format of the Working Regulation for the Secretariat of the Meeting.
- Strictly adhere to security, order, and regulations during the General Shareholders' Meeting, respecting the management of the Presidium and the outcomes of the Meeting.
- When speaking or discussing, prior registration of the content with the Presidium is required, and a civil and polite attitude must be maintained, avoiding any language that may offend individuals or groups.
- The Chairman of the Presidium may revoke the right to attend the Meeting for those who disrupt security and order or do not follow the discussion procedures outlined in the Working Regulation.

ARTICLE III. Authorization to attend the General Meeting of Shareholders:

1. Shareholders may authorize their representatives to participate in the Company's matters within the scope of their authority. The authorized person does not necessarily have to be a shareholder of the Company. The authorized person may exercise rights within the limits of the authorization in accordance with the provisions of the Law and the Company's Charter. The authorized person may not further delegate the authorization to a third party.

2. The appointment of representatives, authorization, changes in representatives, and authorized persons must be carried out in original written form in accordance with the following regulations:
- In the case of an individual shareholder, the original authorization document must be signed in person with the direct signature of the shareholder.
 - In the case of shareholders being legal entities/organizations, the original Power of Attorney document must be signed, sealed, and accompanied by documents proving that the signer has the authority to represent that legal entity/organization, in accordance with the laws of Vietnam. In the case of foreign legal entity/organization shareholders, the original Power of Attorney document must be signed, sealed, and certified by the representative office of the legal rights of the country of which the legal entity/organization holds citizenship in Vietnam (Embassy/Consulate...).

ARTICLE IV. Voting on issues at the General Assembly:

1. Principle:

All issues on the agenda of the General Assembly are approved through a public voting process by all shareholders using ballots based on their owned and authorized shares. Issues requiring a vote at the General Assembly are approved when they receive more than 50% of the total voting shares present at the Assembly, unless otherwise stipulated by law.

2. Voting procedure:

- Shareholders or authorized representatives shall vote to agree, disagree, or express other opinions on an issue to be approved at the meeting by raising their voting cards.
- When voting, the front side of the voting card must be raised facing the Presidium.
- The results of the votes from shareholders and authorized representatives shall be recorded by the Vote Counting Committee and the Secretary's Office.

3. Through the decision of the General Meeting of Shareholders:

3.1 Issues that require a vote at the General Meeting are approved when the voting agreement rate exceeds 50% of the total shares with voting rights attending the meeting, including:

- a. The report of the Board of Directors for 2025 and the direction and tasks for 2026, along with the vote.
- b. The report on the results of production and business activities for 2025 and the production and business plan for 2026, along with the vote.
- c. The report of the Supervisory Board at the annual General Meeting of Shareholders for 2025, along with the vote.
- d. The audited condensed financial report for 2025.



e. The proposal for the profit distribution plan for 2025, the establishment of funds, and the remuneration for the Board of Directors and the Supervisory Board for 2025, along with the vote.

f. The proposal for selecting the auditing unit for 2026, along with the vote.

g. The proposal for selecting the internal auditing unit for 2026, along with the vote.

h. The proposal for Charter amendment, along with the vote.

i. The proposal for Company Production strategy during the 2026-2029 period, along with vote.

3.2 The congress will conduct the election of members of the Board of Directors and vote on the results of the election of members of the Board of Directors.

3.3 Issues that require a vote at the General Meeting are approved when achieving a consent voting rate of 65% of the total voting shares attending the meeting, including:

h. Approval of documents related to the addition and amendment of business sectors, in accordance with legal regulations presented at the General Shareholders' Meeting, including: Resolutions, Minutes of the General Shareholders' Meeting specifically regarding this content, and voting.

ARTICLE V. Speaking at the General Meeting:

1. Principles:

Shareholders attending the meeting who wish to express their opinions must register their speaking points with the Presidium (through the Secretariat of the meeting and using the attached form) and receive approval from the Presidium.

2. Method of speaking:

Shareholders should speak briefly, civilly, politely, and respectfully, avoiding repetition and focusing on the key issues that need to be discussed, in accordance with the approved agenda of the meeting. The Presidium will arrange for shareholders to speak in the order of registration and will respond to shareholders' inquiries in writing after the time is no longer sufficient.

ARTICLE VI. Responsibilities of the Presidium:

- To manage the activities of the General Meeting of Shareholders according to the proposed agenda approved by the General Meeting of Shareholders.
- To guide delegates and shareholders in discussions according to the working regulations and maintain order.
- To present drafts and conclude necessary issues for the General Meeting of Shareholders to vote on.
- The Presidium operates on the principles of collective decision-making and democratic centralism, conducting the meeting in a valid manner, ensuring security and order at the General Meeting; the Chairperson of the Presidium has the authority to invite individuals or organizations that do not comply with these working regulations or disrupt security and order to leave the venue of the General Meeting.

ARTICLE VII. Responsibilities of the General Meeting Secretary:

The Secretary of the General Meeting, introduced by the Presidium at the meeting, is responsible for:

- Accurately recording the content and proceedings of the meeting, as well as the issues approved by the General Shareholders' Meeting or noted by the meeting.
- Assisting the Presidium in announcing the draft minutes and resolutions of the meeting.

The organizational regulations of the General Shareholders' Meeting of Cokyvina Joint Stock Company are presented at the meeting and approved by over 50% of the voting shareholders attending the meeting.

These regulations take effect from the moment they are approved by the Annual General Shareholders' Meeting of Cokyvina Joint Stock Company in 2026 and will cease to be effective after the conclusion of the meeting.

Respectfully submit for the Assembly's approval.

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman

(Signed and stamped)

Pham Viet Huy





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BUSINESS PRODUCTION STRATEGY 2026 – 2029 OF COKYVINA JOINT STOCK COMPANY

May 2026

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1. FACTORS AFFECTING THE DEVELOPMENT STRATEGY OF COKYVINA JOINT STOCK COMPANY FOR THE 2026–2029 PERIOD

1.1. Global Economic and Technological Development Trends

The 2026–2029 period is projected to be an era of continued complex global economic volatility, impacted by unpredictable factors such as geopolitical conflicts, trade tensions among major economies, tightened monetary and fiscal policies, alongside growing trends of protectionism and technological self-reliance.

Simultaneously, global digital transformation continues at an accelerated pace, driven by the proliferation of Artificial Intelligence (AI), the Internet of Things (IoT), Cloud Computing, and digital transformation across industries. These factors are fueling demand for the development of technology-integrated products and services requiring continuous innovation and investment.

1.2. Domestic Market Trends

Vietnam is clearly benefiting from the global trend of investment relocation and international supply chain shifts, particularly in the high-technology, telecommunications, and electronic equipment manufacturing sectors. Together with the Government's strong push for Digital Government, Digital Economy, and Digital Society, demand for telecommunications and technology services is rising — especially as enterprises, banks, and government agencies increase investment in digital identification and authentication systems, data transmission security, and digital infrastructure.

Furthermore, the deployment of digital infrastructure is advancing national digital transformation programs, and the growing participation of the private sector in the information and communications technology (ICT) field is opening a dynamic and diversified development market.

Competitive pressures from domestic service providers mean COKYVINA will face intensified competition on price, product/service quality, and delivery timelines, directly impacting profit margins and competitiveness in the domestic market.

1.3. Trends in the Telecommunications Commercial Services Industry

The global and Vietnamese telecommunications industry is entering a new growth phase driven by digital technology, characterized by the following prominent trends:

- AI-driven network automation and network operations management.
- Transition to cloud-based network architecture, open APIs, and OSS/BSS (Operations/Business Support Systems) transformation.
- Integration of 5G networks, preparation for 6G, large-scale IoT deployment, and enhanced connectivity and speeds.

These trends simultaneously pose challenges — requiring enterprises to innovate technologically, invest deeply, and restructure operations — and present significant opportunities for telecommunications companies, including COKYVINA, to expand market share, develop new products, and integrate more deeply into the industry's value chain.

1.4. VNPT Group and COKYVINA's Development Orientations

The global economy is undergoing a powerful structural transformation, accelerating digitalization. Vietnam's telecommunications and ICT industry is entering a new era of strategic competition — simultaneously a challenge and an opportunity for enterprises to proactively transform their growth models, anticipate market trends, and consolidate their position in the digital value chain.

For VNPT Group and COKYVINA, the 2026–2029 period is defined as the phase of accelerated comprehensive transformation from a traditional telecommunications enterprise to Vietnam's leading digital service provider, building the foundation to become a Digital Hub for the Asia region.

In alignment with the Group's overarching strategy, COKYVINA identifies 2026–2029 as the breakthrough period to restructure its business model, enhance technological capabilities, and expand markets beyond VNPT. Despite an increasingly competitive environment, rising input costs, and competitive service price reduction trends, the Company has substantial growth potential owing to:

- Strong demand in digital transformation, electronic authentication, data storage, and next-generation telecommunications infrastructure.
- Government localization and technological self-reliance policies that incentivize domestic enterprises to develop "Make in Vietnam" products.
- The global supply chain shift to Vietnam, providing COKYVINA with enhanced opportunities for partnership and digital transformation technology transfer.

2. VISION, ORIENTATION AND STRATEGIC OBJECTIVES

2.1. Vision and Development Orientation to 2029

Under the leadership of the Company's Party Committee and strategic direction from the Vietnam Posts and Telecommunications Group (VNPT), COKYVINA establishes its development strategy based on close alignment with VNPT Group's overall strategy, ensuring a balance between economic efficiency and social responsibility, progressively affirming COKYVINA's brand as a pioneer in digital technology, telecommunications, and integrated commercial services.

During 2026–2029, the Company deploys its development strategy on three main pillars:

Pillar 1: Consolidation and Expansion of Traditional Markets

- Improving the quality of commercial services and telecommunications equipment supply.
- Strengthening human resource capabilities, particularly in sales, technical support, customer service, technology, and telecommunications.
- Maintaining market share within the VNPT ecosystem while expanding to state-owned enterprises, financial institutions, banks, and local governments.

Pillar 2: Development of Technology Products and Digital Services

- Focusing on digital transformation solutions, national ID card (CCCD) chip authentication, cloud computing services, data storage, and management software.
- Accelerating Research & Development (R&D) to create specialized postal, telecommunications, and ICT equipment products, next-generation digital transformation solutions addressing 5G infrastructure, smart cities, and digital security.

- Building technology-based competitive advantages to increase enterprise value-added.

Pillar 3: Expanding Cooperation and Diversifying Business Models

- Establishing strategic partnerships with enterprises inside and outside VNPT to diversify non-VNPT partners and investment cooperation, developing and diversifying new commercial product and service business activities, resource sharing, and broadened market access.
- Effectively leveraging the Company's existing resources, including infrastructure, real estate, and logistics systems, to develop service, commercial, and financial investment activities.
- Strengthening participation in the telecommunications equipment and technology solutions supply chain, progressively expanding market reach.

2.2. Strategic Objectives

2.2.1. Overall Objectives

During 2026–2029, COKYVINA Joint Stock Company aims to firmly consolidate its domestic market position in traditional business areas — including import-export agency, labor leasing (staff outsourcing), logistics, telecommunications services, value-added services, and power generator supply — while proactively expanding operations beyond VNPT to create new growth drivers and enhance long-term competitiveness. Specifically, the Company aims to:

- Maintain and grow domestic market share in traditional commercial services, leveraging brand reputation, existing customer network, and stable service supply capacity.
- Achieve sustainable revenue growth, with a minimum average annual growth rate of 5%; maintain effective cash flow and financial structure management, improve capital utilization efficiency, and enhance Return on Equity (ROE).
- Accelerate development of non-VNPT markets, especially in digital transformation services, workforce training, commercial representation, logistics services, and accommodation/office leasing, to form a diversified business ecosystem, generate stable revenue streams, and reduce dependence on traditional business activities.
- Progressively localize inputs, reduce costs, increase internal value-added ratios, improve competitiveness, and enhance self-reliance against market volatility.
- Intensify the search for investment cooperation opportunities and value chain expansion, aiming for comprehensive development of integrated telecommunications-technology-training commercial products and services.
- Strengthen internal enterprise capacity through high-quality personnel training, promote innovation, apply digital transformation in administration and governance, link income to labor productivity, and create a dynamic and sustainable working environment.

2.2.2. Company Development Targets to 2029

Based on the development orientation of the Company's Party Committee and Management, the VNPT Group's directives, and 2025 business production results, COKYVINA establishes the following specific targets for 2026–2029:

Unit: Million VND

No.	Item	2026	2027	2028	2029	Total 2026–2029	Compared to 2022– 2025
1	Net Revenue	195,225	204,986	215,235	225,997	841,443	138%
2	Net Profit After Tax	3,944	4,141	4,348	4,565	16,998	162%
3	ROE (equity: VND 49,142M)	8.03%	8.43%	8.85%	9.29%	—	—
4	Dividend Payout (%)	6%	7%	8%	9%	—	—

Note: Total net revenue for 2022–2025 has been adjusted to exclude reimbursable salary collections and statutory payroll deductions from labor leasing activities (VND 609,074 million). Total net profit after tax for 2022–2025 was VND 10,464 million.

Note: Equity is defined as Charter Capital + Development Investment Fund = VND 49,142 million.

According to the plan, total net revenue for 2026–2029 is projected at VND 841,443 million, an increase of 38% compared to the net revenue (excluding salary, social insurance, and trade union fee revenues from labor leasing activities) of the 2022–2025 period. Revenue is expected to grow steadily from VND 195,225 million in 2026 to VND 225,997 million in 2029, at an average growth rate of approximately 5% per annum.

Total net profit after tax for 2026–2029 is projected at VND 16,998 million, a 62% increase from VND 10,464 million in 2022–2025. Return on Equity (ROE) is planned to maintain a positive upward trajectory, from 8.03% in 2026 to 9.29% in 2029 — a higher average than the approximately 5.3% per annum recorded in the preceding period.

Dividend payout is expected to increase steadily from 6% in 2026 to 9% in 2029.

The establishment of the above vision, orientation, and strategic objectives reflects the strong political commitment of the Party Committee, Management, and all employees of COKYVINA to build the Company into a stable, sustainable enterprise, making positive contributions to VNPT Group's development strategy and the national digital transformation goals set by the Party and Government.

3. STRENGTHS, WEAKNESSES, OPPORTUNITIES AND THREATS (SWOT ANALYSIS)

Through the SWOT model, COKYVINA Joint Stock Company conducts a comprehensive and holistic assessment of its internal situation and external market context to ensure effective implementation of strategic objectives for 2026–2029, enabling the enterprise to accurately identify its competitive advantages, limitations to be addressed, as well as growth opportunities and potential risks in the business environment.

The following SWOT analysis was conducted under the direction of the Company's Party Committee in the spirit of honest, objective evaluation, aiming to leverage strengths, overcome weaknesses, seize opportunities, and proactively address challenges — contributing to COKYVINA's stable, sustainable, and efficient development.

SWOT	Strengths (S)	Weaknesses (W)
SWOT	<p>S1: COKYVINA brand is associated with VNPT Group's reputation, holding a recognized position in the domestic market and building trust with enterprise and government clients.</p> <p>S2: VNPT Group holds 49% equity stake, providing strategic support and development guidance, advantages in accessing government clients, public projects, and telecommunications and digital transformation tenders.</p> <p>S3: Multi-sector commercial service operations (import-export agency, labor leasing, telecommunications, cloud, digital transformation equipment, logistics, etc.) generate diversified revenue streams, reducing single-sector dependency risk.</p>	<p>W1: Shortage of specialized human resources in digital technology and marketing, unable to keep pace with the technology market development rate.</p> <p>W2: State capital structure (VNPT) leads to slow, inflexible investment approval processes.</p> <p>W3: Financial capacity remains limited compared to large private conglomerates (FPT, Viettel, SunGroup, etc.).</p> <p>W4: No dedicated R&D system established to create proprietary technology products.</p> <p>W5: Heavy dependence on foreign supply chains for power generator equipment and production lines.</p> <p>W6: Capital mobilization and non-Group investment cooperation mechanisms remain limited; insufficient flexibility in accessing socialized capital sources.</p> <p>W7: Multi-sector governance not yet optimized, prone to resource dispersion and lack of strategic focus.</p>
Opportunities (O)	<p>O1: Government is accelerating the national digital transformation and digital economy programs to 2029.</p> <p>O2: Rapidly growing demand for cloud services, digital citizen authentication, data security, telecommunications, and 5G services.</p> <p>O3: Outsourcing and BPO (Business Process Outsourcing) trends are favored by enterprises for cost reduction.</p> <p>O4: Global supply chain shift to Vietnam creates</p>	<p>SO1: Leverage digital transformation trends and brand reputation to expand the company's commercial service activities.</p> <p>SO2: Combine telecommunications-commercial strengths with technical training, logistics, and import-export agency capabilities to form an integrated service ecosystem.</p> <p>SO3: Intensify application of available new technologies for effective corporate governance and to create an innovation-driven development environment.</p>
		<p>WO1: Enhance financial cooperation and seek strategic partners, joint ventures, or investment alliances to supplement capital, modernize equipment, develop digital products, create new services, and expand revenue.</p> <p>WO2: Strengthen training, attract experts and high-caliber personnel, and enhance managerial and technical capabilities to meet high-tech product development requirements.</p> <p>WO3: Invest in personnel training; attract high-quality</p>

opportunities in the equipment import segment.

O5: VNPT's orientation to assign additional tasks to member companies creates opportunities to expand internal market share.

O6: Foreign investment incentive policies prioritizing technology, digital transformation, and green industry sectors.

talent in telecommunications commercial services, ICT, data, and cybersecurity.

Threats (T)

T1: Intense competition from major technology conglomerates in the digital transformation sector (FPT, Viettel, CMC, etc.) and agile private enterprises.

T2: Global economic volatility, inflation, and exchange rate fluctuations increase equipment import costs.

T3: Legal and compliance risks in sensitive areas such as citizen data and cloud computing.

T4: Automation and AI trends may reduce demand for traditional labor leasing.

T5: High governance capability requirements when expanding into multiple sectors — risk of strategic fragmentation and capital dispersion.

T6: Revenue still concentrated in traditional product segments.

T7: High technical requirements and data security standards in high-tech services.

T8: Build raw material and exchange rate risk management mechanisms; apply market volatility preventive measures.

T9: Develop niche product lines (training, electronic authentication, technical

ST1: Leverage VNPT's support, diversify services, invest in human capital and technology.

ST2: Capitalize on COKYVINA's credible brand reputation with major partners to build trust with other partners inside and outside the industry.

WT1: Enhance digital technology workforce capability.

WT2: Restructure and diversify the industry and customer portfolio outside VNPT with targeted focus.

support services) to avoid direct competition with major enterprises.

Based on the SWOT analysis results, the Company's Party Committee and Management have clearly identified orientations and priority actions for the upcoming period:

- Strengths combined with emerging market opportunities create favorable conditions for the Company to accelerate technological innovation, develop a new product portfolio, and expand its market presence — affirming a pioneering role in telecommunications and digital technology.
- Internal weaknesses and competitive environmental challenges create an urgent requirement to strengthen internal capacity, particularly in financial governance, technology investment, and high-quality human resource development — serving as the prerequisite for transitioning the growth model toward sustainability, from extensive to intensive development.

On this basis, COKYVINA builds a strategic solution system for 2026–2029 to strengthen competitive capacity, maintain stable development momentum, and continue to affirm its position as a key enterprise of VNPT Group in domestic telecommunications equipment manufacturing and infrastructure.

4. STRATEGIC IMPLEMENTATION TASKS FOR 2026–2029

4.1. Assessment of the 2022–2025 Context

Amid numerous adverse developments in the domestic and global economy, COKYVINA strived to maintain business production operations. Key performance indicators for 2022–2025 are as follows:

- Total revenue for 2022–2025 reached VND 609,074 million (net of reimbursable salary collections and statutory payroll deductions from labor leasing activities, which were not recognized as revenue per applicable regulations).
- Net profit after tax for 2022–2025 reached VND 10,464 million, with an average Return on Equity (ROE) of approximately 5.3% per annum.
- Cumulative dividend payout rate for the period was 8.5%.

Annual Performance Summary:

- Year 2022: Total net revenue reached VND 556,947 million (110% of plan) (net of VND 103,051 million in reimbursable salary collections from labor leasing); net profit after tax was VND 2,156 million; dividend payout rate was 11%. Despite ongoing challenges from the COVID-19 pandemic aftermath and intense competition across nearly all service segments, the Company maintained business operations, ensured stable employment and income for employees, delivered profitability, and guaranteed dividends for shareholders.
- Year 2023: Total net revenue reached VND 814,884 million (137% of plan) (net of VND 143,259 million in reimbursable salary collections from labor leasing); net profit after tax

was VND 2,472 million (over 100% of plan); dividend payout rate was 11% (100% of plan). Despite continued challenges and intensifying competition across business segments, the Company exceeded its business targets, maintained operations, ensured stable employment and income for employees, and secured profitability and dividends for shareholders.

- Year 2024: The Company met and exceeded all 2024 targets, with all key performance indicators at 100% or above, demonstrating an effective year despite a challenging market. Total net revenue reached VND 909,725 million (5.8% above plan, net of VND 165,627 million in reimbursable salary collections from labor leasing). Net profit after tax was VND 2,773 million (2% above plan) — a result attributable to effective sales strategies, capitalizing on opportunities, and market expansion, affirming the Company's effective control of production costs, financial costs, and operating expenses. Dividend payout rate was 5.8%.
- Year 2025: The Company met and exceeded all 2025 targets, with all key performance indicators at 100% or above. Total net revenue reached VND 197,135 million (10.8% above plan, net of VND 63,507 million in reimbursable salary collections from labor leasing). Net profit after tax was VND 3,061 million (2% above plan) — a result from effective sales strategies, market opportunity capitalization, and expansion, confirming effective control of production costs, financial costs, and operating expenses. Dividend payout rate was 6.27%.

Despite the challenges, the Company proactively implemented internal measures: consolidated traditional revenue sources; tightened accounts receivable management; and enhanced commercial service quality to meet market requirements and delivery timelines.

The 2022–2025 period was an era full of challenges amid post-COVID-19 economic shifts — both domestically and globally — yet yielded valuable lessons: retain strategic customers, accelerate product diversification, control costs, and strengthen internal capacity, forming the foundation for the 2026–2029 strategy.

4.2. Action Plan for 2026–2029

COKYVINA implements key actions to achieve revenue targets for 2026–2029:

4.2.1. Maintaining Stability and Developing Traditional Markets

Traditional Customers

Within the Group:

- VNPT: COKYVINA participates in labor supply through labor leasing (staff outsourcing); provides commercial services including vehicle leasing, logistics services, and import-export agency; and serves as a distribution agent for telecommunications equipment and technology products. The Company coordinates closely with VNPT Net and provincial/city VNPT centers on equipment supply, project deployment, and local demand development.
- VNPT IT: Collaborates on deploying digital transformation solutions, chip-embedded national ID card (CCCD) authentication services, ICT projects, and digital platforms.
- VNPT Net: Handles import-export agency for telecommunications equipment, power generators, and specialized equipment.

- VNPT VinaPhone: Supplies transmission channels, telecommunications equipment, human resource solutions, and support services for distribution system operations (retail kiosks).
- VNPT Media: Deploys personal and enterprise data storage services via the Vinacloud platform.

Non-Group Customers and Partners:

- Ministries and Central Government Agencies: Transmission channels, broadcasting equipment, and ICT solutions.
- Ministry of Public Security (Department C06): Deploys chip-embedded CCCD authentication services and citizen data management solutions.
- Vietnam Social Security: Provides transmission channels and ICT solutions.
- General Department of Taxation: Transmission channels, digital broadcasting, and ICT solutions.
- General Statistics Office: Provides telecommunications infrastructure and transmission channel services for national data collection and processing.
- Provincial People's Committees: Supply of fully integrated kiosk terminals (Kiot toan trinh) and public administrative service solutions.
- Hanoi City Police: Provides digital transformation systems, facial recognition solutions, license plate recognition, access control, and intelligent security management.
- HD Bank and other banking institutions: Distributes CCCD chip card readers for customer identification in digital banking operations.
- Vietnam Post (VN Post): Supply of conveyor belt systems.
- VN Pay: Provides electronic CCCD authentication services.
- State Capital Investment Corporation (SCIC): Supply of Internet transmission channels.
- Vietnam Air Traffic Management Corporation: Supply of power generators.
- Hanel Electronics Service Joint Stock Company: Provides ID check services.
- Gtel Mobile Global Mobile Technology JSC (Gmobile): 4G transceiver equipment.
- Postef Postal Equipment JSC: Supply of conveyors and compressors.

Maintaining and Expanding Traditional Markets:

Import-Export Agency Services:

- Maintain current market share; expand to new customers inside and outside VNPT; increase annual contract volumes.
- Strengthen coordination with VNPT Net, VNPT IT, and key operating units to ensure stable customer sourcing and expand non-VNPT markets.
- Given limited remaining growth capacity in the import-export agency (IE Agency) sector, the Company needs to transition to alternative models such as direct import-purchase trading and representing foreign suppliers in domestic tenders to increase IE revenue.

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Labor Leasing (Staff Outsourcing) Services:

- Maintain market within VNPT; aggressively develop the non-VNPT customer segment including banks, logistics enterprises, technology companies, and industrial zones.
- Establish satellite human resource centers in provinces/cities with high demand.
- Build an online human resource database (HR Digital Platform) to manage, connect, and allocate labor according to actual requirements.
- Conduct skills-based pre-placement training to supply high-quality labor to partner enterprises, improving service quality and increasing contract value.
- Apply flexible contract models (project-based, position-based, seasonal) to meet diverse customer needs.

Logistics Services:

- Maximize warehouse, vehicle, and enterprise location assets to create an integrated logistics service chain. On January 7, 2025, Hanoi City People's Committee issued Decision No. 78/QĐ-UBND approving the policy for signing a land lease agreement and issuing a Land Use Right Certificate to COKYVINA for a 9,545.3 m² plot at Yen Vien, Phu Dong Commune, Hanoi. Upon receipt of the Land Use Right Certificate, COKYVINA will be well-positioned to expand investment in upgrading infrastructure on the remaining land area, supporting more diversified activities including high-quality office and factory leasing for stable, sustainable revenue growth.
- Continue maintaining and developing services: vehicle leasing, warehouse/office space leasing, goods warehousing for VNPT and non-VNPT customers — while strengthening the application of digital technology in logistics management (GPS, IoT, inventory management software, transport management systems).
- To optimize available land assets in Da Nang — one of Central Vietnam's most developed tourism, administrative, and economic centers — and leveraging existing land assets, COKYVINA is orienting toward attracting domestic and foreign enterprise investment to develop hotel-tourism, office leasing, and accommodation service complexes. This is a revenue-generating model given the strategic central location with development advantages for accommodation and office leasing services.

Telecommunications Services:

- The Company continues to maintain close coordination with provincial/city Business Centers to provide timely on-site and remote support to ensure effective operations at authorized telecommunications service points and VNPT service points managed by COKYVINA.
- Coordinate with VNPT Media and 32 Business Centers to deploy the Mobile Money — VNPT Pay service, expected to become a stable revenue source once operationally stable.
- Accelerate the deployment of ICT services at service points, leveraging ICT points and authorized telecommunications points to expand the digital technology market share across provinces/cities.

- In addition to supplying power generators for Vinaphone BTS stations, the Company has signed supply contracts with the Air Navigation Center under the Vietnam Air Traffic Management Corporation and continues to expand non-VNPT partner markets.

4.2.2. Development of New Products

In the context of a strongly shifting digital economy and the gradual saturation of traditional business models, product diversification and expansion into new operating areas have become an imperative for enterprises seeking to maintain sustainable growth. Recognizing this trend, COKYVINA Joint Stock Company formulates a plan to develop new products and services built on digital technology platforms and the Company's existing internal strengths, aiming for a revenue and growth model breakthrough in 2026–2029.

4.2.2.1. Value-Added Service Business Activities

- Partner with counterparts in chip-embedded CCCD (National ID Card) authentication services to ensure legal compliance, security, and standardized digital citizen identification system connectivity.
- Further enhance the chip-embedded CCCD authentication system with higher processing capacity and improved security compared to legacy systems. Continue to develop chip-embedded CCCD authentication services — with 2024 volume reaching approximately 3 million requests, equivalent to nearly VND 10 billion in revenue.
- Fixed terrestrial telecommunications services include: data transmission services, dedicated leased line services, Internet connectivity services, Virtual Private Network (VPN) services, videoconferencing services, email services, and broadband Internet access services with download speeds of 256 kbps and above.
- Supply HN212 device terminals — chip-embedded CCCD card readers — to become a full-service provider of chip-embedded CCCD authentication services in Vietnam.
- Partner with VinaPhone to execute transmission channel supply projects.
- Supply MF360 national ID card readers to the market.
- Research, develop, and supply Telescopic Retractable Conveyor Belt products integrated with automated production lines.
- Implement improvements to facial recognition, license plate recognition, access control/security monitoring systems for dedicated government agencies.
- Collaborate on and implement the Vinacloud Personal Data Storage Service Project.
- Services related to chip-embedded CCCD authentication, software business, security, data storage, and specialized postal, telecommunications, and ICT equipment — with a focus on researching new products and services, particularly ICT services.
- Collaborate on identity recognition, security, and data projects as well as local digital transformation programs.
- Expand products and services in the digital transformation sector; closely cooperate with VNPT to provide ICT services to external customers; stabilize and develop products including: CCCD authentication services, smart public address speaker solutions, integrated camera solutions across sectors, voice brandname, smart kiosk products such as public administration kiosks, health kiosks, AI public service kiosks, and Vinacloud

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products. Target: by 2029, digital transformation and ICT products/services account for 40% of COKYVINA's total revenue.

Furthermore, to leverage existing legal, brand reputation, and VNPT Group connectivity advantages, COKYVINA also orients toward expanding commercial representation activities combined with distributing ICT solutions and digital transformation services nationwide. The objective of this orientation is not only to function as a product distributor but also to become a total solution consulting and implementation entity, meeting the growing market demand for digital infrastructure, electronic identification, data security, cloud computing, and value-added services.

Information technology is a key sector in the national strategy to 2030, identified by VNPT as a spearhead development area. This sector will transform COKYVINA's role from a traditional service provider to a high-technology enterprise deeply integrated into the national digital value chain. The Company has established a Technical Center to strengthen technical capacity, serving as the implementation, monitoring, and technical support unit for business departments in the areas of technical engineering, ICT, and value-added business services — focusing on researching new products and services, particularly ICT services, digital transformation, and targeting external customers in the power, healthcare, banking, and postal sectors.

4.2.2.2. Skills Training and Development Activities

COKYVINA Company orients the development of training and skills enhancement as a strategic activity to expand non-VNPT revenue. This is not merely a supplementary function but will become a "new growth driver" for COKYVINA, strengthening competitive advantage, consolidating its role within VNPT Group, expanding into high-value knowledge services, and positioning COKYVINA as a "Total Solution Provider in Digital Transformation & Human Resource Development." Specifically:

- Soft skills, marketing, sales, and corporate governance training and development.
- Target customer groups: VinaPhone, enterprises inside and outside the industry.
- Develop standardized training programs and materials tailored to practical needs of learners and enterprises.
- Organize short-term training courses with certificate issuance.
- Partner and collaborate with major universities and experienced faculty with high expertise and skills.

The Company is currently providing soft skills training services for numerous internal employees and external enterprise personnel, simultaneously generating non-VNPT revenue and knowledge and skill value for learners.

To expand and stabilize training revenue, the Company plans to apply for an ICT Training and Certificate Issuance License.

4.3. Financial Management, Cost Control and Capital Development

Amid a globally volatile economy with continued pressure from interest rates, cost of capital, and exchange rate fluctuations, it is necessary to simultaneously optimize costs and invest in innovation to sustain profit margins and achieve sustainable growth. The action plan is as follows:

4.3.1. Maintaining and Ensuring Financial Resources

- Maintain credit facilities to support commercial, service, and new investment activities.
- Establish a comprehensive financial risk management system (covering input goods/services, slow-paying customers, interest rate and exchange rate fluctuations).
- Mobilize from bank credit, import guarantee credit lines, and customer advance payments.
- Build a customer debt management mechanism by customer group: classify customers by project progress and monthly/quarterly milestones; require bank deposits or bank guarantees.
- Tightly control accounts receivable; shorten capital recovery cycle; maintain debt-to-equity ratio ≤ 1.0 .

4.3.2. Input Cost Management

- Establish a supplier evaluation system based on price, quality, and delivery time.
- Negotiate long-term contracts to obtain preferential pricing.
- Apply cost management technology to track goods and service inputs.
- Identify stable goods and service suppliers; apply inventory management models; synchronize supply-demand information to avoid excess stockpiling.
- Use ROA and ROE metrics to evaluate capital efficiency.

4.3.3. Revenue and Cost Management

- Diversify products and value-added services.
- Apply break-even analysis to determine minimum revenue thresholds.
- Control marketing costs, warehousing, logistics, and personnel costs.
- Optimize pricing and smart service packages by customer segment.
- Reduce network investment costs through infrastructure sharing and outsourcing.

4.4. Digital Technology Application and Enhanced Cooperation

As the market increasingly advances toward technology product application and competition intensifies, opportunities arise alongside requirements to improve commercial products and services, high-quality human resources, and innovative cooperation models.

- Apply technologies such as AI, Big Data, Blockchain, IoT, and Cloud to improve products and services.
- Develop digital platforms to optimize governance processes, customer care, and product distribution.
- Proactively expand strategic cooperative relationships with partners to access advanced technology, upgrade technical expertise, and improve management efficiency.
- Intensify cooperation not only to absorb new technologies but also to exploit new markets.
- Form joint ventures and business alliances with manufacturing-commercial service enterprises in the same sector to execute large-scale projects, optimize resources, distribute risks, and consolidate long-term competitive advantages.



- Cooperate with technology and commercial partners to develop a more diverse product portfolio, meeting market demands and enhancing enterprise value-added.

4.5. Organization and Human Resources

4.5.1. Improving Organizational Structure and Management Efficiency

- Build an organizational model oriented toward flexibility, streamlining, and efficiency — aligned with modern business strategy.
- Review and clearly delineate functions, duties, and authorities of each department to avoid duplication.
- Apply Management by Objectives (MBO) and Data-driven Management to enhance decision-making efficiency.
- Strengthen automation in governance processes through ERP (Enterprise Resource Planning), CRM (Customer Relationship Management), and HRM (Human Resource Management) systems.
- Strengthen internal digital transformation: office administration, digitalization of labor leasing operations, financial accounting, import-export management, etc. — to improve management efficiency and data integration.
- Revise and supplement management regulations and policies to suit operational realities and optimize enterprise administration efficiency.
- Improve governance and working environment: apply the Open Innovation model to encourage idea sharing from employees, customers, and partners.

4.5.2. Improving Human Resource Quality

- Reform policies to attract high-quality human resources, technology experts, engineers, and skilled professionals.
- Build continuous training policies: in-depth technical training, soft skills, digital transformation, and innovative thinking.
- Apply Leadership Pipeline development programs to prepare long-term management teams.
- Build effective remuneration and incentive policies; build corporate culture promoting innovation, improvement, development, and a dynamic digital transformation mindset.
- Train and develop human resources and participate in telecommunications-ICT industry talent alliances to share expert resources and technical training.

With the above system of tasks, the Party Committee, Management, and all employees of COKYVINA are committed to implementing synchronously, with discipline and effectiveness, the solution groups aimed at enhancing competitive capacity, ensuring sustainable growth, and making positive contributions to the digital transformation process and VNPT Group's development objectives in 2026–2029.

5. CORE ACTION PRINCIPLES

To materialize the strategic vision for 2026–2029 under the guidance of the Company's Party Committee and VNPT Group's directives, COKYVINA Joint Stock Company establishes the following foundational action principles:

Principle 1: Stability — Cooperative Sustainable Development

The Company resolutely maintains stability in commercial service business operations and governance, while maximizing investment efficiency and business effectiveness. All activities are directed toward stable growth, preservation of financial resources, protection of employee rights and employment, and creation of a foundation for long-term development.

Principle 2: Innovate to Lead — Collaborate to Succeed

COKYVINA commits to accelerating digital transformation, applying modern technologies across all operational areas. From production, commerce, and service delivery to governance and product development, the Company emphasizes a spirit of creativity and proactive innovation to enhance competitiveness and keep pace with Industry 4.0 trends — continuously innovating to create diverse products inside and outside VNPT.

Principle 3: Strategic Cooperation to Increase Value and Extend Influence

The Company actively develops a domestic strategic partner network, promotes supply chain connectivity, expands markets beyond VNPT, and participates deeply in the global value chain to elevate brand position in the market.

By steadfastly implementing the above action principles, COKYVINA will not only affirm its position in the domestic market but also strengthen its influence in the regional market; contributing to VNPT Group's overall development objectives and building a solid foundation for the post-2029 period.

**COKYVINA JOINT STOCK COMPANY
CHIEF EXECUTIVE OFFICER**

(signed and sealed)

Ly Chi Duc

Business Production Strategy Report 2026–2029





SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

CHARTER
COKYVINA JOINT STOCK COMPANY



Hanoi, 2026

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PREAMBLE

Pursuant to:

- Business Registration Certificate No. 0100684716 issued by the Hanoi Department of Planning and Investment for the first time on 10 May 2005.
- Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020; amended on 17 June 2025.
- Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019.
- Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government providing detailed regulations on the implementation of certain articles of the Law on Securities.
- Circular No. 116/2020/TT-BTC dated 31 December 2020 providing guidance on certain provisions relating to corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government providing detailed regulations on the implementation of certain articles of the Law on Securities.

I. DEFINITION OF TERMS IN THE CHARTER

Article 1. Interpretation of Terms

In this Charter, the following terms shall be construed as follows:

- 1.1. "Company" means COKYVINA Joint Stock Company.
- 1.2. "Charter Capital" means the total par value of shares sold or subscribed for at the time of incorporation of the joint stock company, as stipulated under Article 6 of this Charter.
- 1.3. "Voting Capital" means the share capital in respect of which the holder has the right to vote on matters within the decision-making authority of the General Meeting of Shareholders.
- 1.4. "Law on Enterprises" means Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020; amended on 17 June 2025.
- 1.5. "Law on Securities" means Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019.
- 1.6. "Date of Establishment" means the date on which the Company was granted the Enterprise Registration Certificate (Business Registration Certificate and equivalent documents) for the first time.
- 1.7. "Manager" means the Chairman of the Board of Directors, members of the Board of Directors, the General Director, and other individuals holding managerial titles with authority to sign transactions on behalf of the Company as prescribed by the Company.
- 1.8. "Executive Officer of the Company" means the Chairman of the Board of Directors, the General Director, Deputy General Directors, and the Chief Accountant.
- 1.9. "Non-executive Member of the Board of Directors" (hereinafter referred to as Non-executive Member) means a member of the Board of Directors who is not the General Director, Deputy General Director, Chief Accountant, or other executive as prescribed in this Charter.
- 1.10. "Independent Member of the Board of Directors" (hereinafter referred to as Non-executive Member) means a member as defined under Clause 2, Article 155 of the Law on Enterprises 2020.

1.11. "Authorised Representative" means an individual authorised in writing by a shareholder to exercise the shareholder's rights at the Company in accordance with the Law on Enterprises 2020 and this Charter.

1.12. "Related Person" means an individual or organisation as defined under Clause 23, Article 4 of the Law on Enterprises 2020 and Clause 46, Article 4 of the Law on Securities 2019.

1.13. "Duration of Operation" means the period of operation of the Company as stipulated under Article 2 of this Charter and any extension thereof (if any) approved by the General Meeting of Shareholders by Resolution.

1.14. "Vietnam" means the Socialist Republic of Vietnam.

1.15. Any other words and terms not defined in this Article shall be interpreted in accordance with the Law on Enterprises 2020, the Law on Securities 2019, and other relevant legal provisions.

In this Charter, any reference to any provision or document shall include any amendments thereto or replacement documents therefor.

The headings (Chapters and Articles of this Charter) are used for ease of reference and shall not affect the content of this Charter.

Words or terms defined in the Law on Enterprises (unless inconsistent with the subject matter or context) shall have the same meaning in this Charter.

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

Article 2. Name, Form, Registered Office, Branches, Representative Offices, Business Locations and Duration of Operation of the Company

1. Company Name

- Vietnamese name: CÔNG TY CỔ PHẦN COKYVINA
- Foreign language name: COKYVINA JOINT STOCK COMPANY
- Trading name: CÔNG TY CỔ PHẦN COKYVINA
- Abbreviated name: COKYVINA

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

3. The registered office of the Company is:

- Registered head office address: No. 178 Trieu Viet Vuong Street, Hai Ba Trung Ward, Hanoi City.
- Telephone: 024 39781323
- Fax: 024 39782368
- Email: info@cokyvina.com.vn
- Website: www.cokyvina.com.vn

4. The Company may establish branches and representative offices in business localities to achieve the Company's operational objectives, subject to the decision of the Board of Directors and within the scope permitted by law.

5. Unless operations are terminated prior to the expiry of the period stipulated in Clause 2, Article 59, or the duration is extended in accordance with Article 60 of this Charter, the Company's duration of operation shall be indefinite from the date of establishment.

Article 3. Legal Representative of the Company

The legal representative of the Company is the individual who represents the Company in the exercise of rights and performance of obligations arising from the Company's transactions, and who represents the Company as petitioner, plaintiff, defendant, or interested party in arbitration, court proceedings, and in other rights and obligations as prescribed by law.

The Company shall have one (1) legal representative. The Chairman of the Board of Directors shall be the legal representative of the Company.

The legal representative of the Company shall have the following responsibilities:

3.1. To exercise the rights and perform the obligations assigned in an honest and diligent manner, to the best of their ability, so as to protect the legitimate interests of the Company.

3.2. To remain loyal to the interests of the Company; not to use information, trade secrets, or business opportunities of the Company; not to abuse their position, title, or the Company's assets for personal gain or to serve the interests of other organisations or individuals.

3.3. To promptly, fully, and accurately notify the Company of any enterprise in which the legal representative and their related persons hold controlling shares or contributed capital.

The legal representative of the Company shall bear personal liability for any damages caused to the Company by violation of the obligations set forth in this Charter.

The legal representative must reside in Vietnam and shall, upon departure from Vietnam, delegate in writing to another person to exercise the rights and perform the obligations of the legal representative. In such case, the legal representative shall remain responsible for the exercise of the delegated rights and obligations.

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

Article 4. Business Objectives of the Company

Business lines and sectors of the Company:

No.	Sector Name	Sector Code
1	Manufacture of communication equipment Details: Manufacturing and assembling machinery and equipment in the fields of postal services, telecommunications, radio and television broadcasting	2630
2	Labour supply and management Details: Supplying and recruiting labour as required by employers	7830
3	Manufacture of other wiring and electronic cables Details: Manufacturing copper wire products (copper wire, optical cable), copper cores (copper core, optical core), plastic bobbins, iron bobbins, wooden bobbins	2732
4	Manufacture of electrical wiring and cables of various types Details: Manufacturing and trading of all types of data cables (copper wire and optical fibre), telecommunications cables, residential electrical wires and cables, power cables, and telecommunications and residential electrical materials	2733
5	Warehousing and storage of goods Details: Warehouse leasing	5210

6	Other supporting activities relating to transportation Details: Customs brokerage services	5229
7	Short-stay accommodation services Details: Guest houses and short-stay lodging facilities; Hotels	5510
8	Wholesale of other installation materials in construction	4663
9	Restaurants and mobile catering services Details: Restaurants, eateries, food stalls (excluding bars, karaoke establishments, and dance clubs)	5610
10	Other telecommunications activities Details: - Trading in telecommunications services - Trading in services in the fields of postal services, telecommunications, radio and television broadcasting, electricity, electronics, information technology, consumer electronics	6190
11	Computer programming	6201
12	Computer consultancy and computer facility management	6202
13	Repair of machinery and equipment Details: Repair of products within the Company's business sectors	3312
14	Installation of industrial machinery and equipment	3320
15	Electrical system installation	4321
16	Wholesale of beverages	4633
17	Wholesale of electronic and telecommunications equipment and components Details: Trading in raw materials, supplies, and specialist telecommunications cable products, subscriber wiring, and residential electrical materials	4652
18	Wholesale of other machinery, equipment, and machine parts Details: - Wholesale of construction machinery, equipment, and machine parts - Wholesale of electrical machinery, equipment, and materials (generators, electric motors, wiring, and other electrical circuit equipment) - Wholesale of solar energy panel equipment - Wholesale of office machinery, equipment, and parts (excluding computers and peripheral devices) - Wholesale of CNC machine tools - Wholesale of measuring instruments and devices - Wholesale of all types of machine tools for all kinds of materials - Wholesale of postal and telecommunications supplies and equipment, radio and television, electricity, electronics, information technology, consumer electronics, industrial and civil equipment, and other fields used in industrial manufacturing, commercial, maritime, and other services	4659
19	Retail sale via mail order or the Internet	4791
20	Other business support service activities not elsewhere classified: Details: - Import-export commission agency services (excluding investment entrustment)	8299 (Primary)

	<ul style="list-style-type: none"> - Investment in the fields of postal and telecommunications services, finance, industry, housing, infrastructure, industrial zones, urban areas, and other sectors as permitted by law - Direct import and export of materials, equipment, and complete sets of equipment in the fields of postal and telecommunications, radio and television, electricity, electronics, information technology, consumer electronics, transportation, industry, construction, and other fields as permitted by law - Maintenance, upkeep, and warranty services - Assembly and completion, consultancy, repair, and warranty of the Company's products - Internet access services, provision of transmission lines in the sector - Value-added telecommunications services, telecommunications, and information technology - Supply of equipment in the fields of healthcare, education, laboratories, and agriculture - Supply of measuring instruments and equipment 	
21	<p>Other education not elsewhere classified</p> <p>Details:</p> <ul style="list-style-type: none"> - Training for road motor vehicle drivers (automobiles, motorcycles, and special-purpose vehicles) - Training in marketing, communications, and sales skills - Training and fostering of knowledge and skills in information technology - Applied IT training and digital transformation - Soft skills and professional development training 	8559
22	<p>Educational support services</p> <p>(For regulated business lines, the Company shall only conduct business upon satisfying all applicable statutory conditions)</p>	8560
23	<p>Insurance agency and brokerage activities</p> <p>Details: Insurance agent activities</p>	6622
24	<p>Real estate business, use of land belonging to owners, users or lessees</p> <p>Details: Real estate business</p>	6810
25	<p>Management consultancy activities</p> <p>Details: Consultancy on economic contract execution and other services permitted by law (excluding legal advisory services)</p>	7020
26	<p>Other professional, scientific, and technological activities not elsewhere classified</p> <p>Details: Technology transfer; Technology transfer consultancy</p>	7490
27	<p>Rental of motor vehicles</p> <p>Details: Automobile rental</p>	7710
28	<p>Activities of job centres, employment agencies, and labour brokerage</p> <p>Details: Employment placement services for workers</p>	7810
29	<p>Construction of residential buildings</p>	4101
30	<p>Temporary labour supply</p> <p>Details: Labour lease-out services</p>	7820
31	<p>Construction of non-residential buildings</p>	4102
32	<p>Manufacture of consumer electronic products</p>	2640

	Details: Manufacturing and assembling of machinery and equipment in the fields of electricity, electronics, information technology, consumer electronics, transportation, industry, construction, and other fields as permitted by law	
33	Construction of electrical works	4221
34	Wholesale of solid, liquid, and gaseous fuels and related products	4661
35	Construction of water supply and drainage works	4222
36	Rental of other machinery, equipment, and tangible goods without operator Details: Rental of machinery, equipment, and other tangible goods not elsewhere classified; Equipment and vehicle rental	7730
37	Nursery education	8511
38	Construction of telecommunications and communication works	4223
39	Pre-school education	8512
40	Construction of other civil engineering works	4229
41	Agency, brokerage, and auctioning of goods Details: - Telecommunications service agency - Lottery agency - Construction materials distribution agency - Industrial equipment distribution agency (machine tools, wire and cable production lines, gear reducers, conveyors)	4610
42	Trade fair and event promotion and organisation Details: Event organisation (excluding press conferences)	8230
43	Travel agency activities	7911
44	Tour operator activities Details: Domestic and international travel services	7912
45	Construction of railway works	4211
46	Construction of roads	4212
47	Construction of waterway works	4291
48	Construction of processing and manufacturing works	4293
49	Construction of other civil engineering works	4299
50	Installation of plumbing, heating, and air-conditioning systems Details: Installation of water supply and drainage pipelines, heating, and air-conditioning systems in buildings or other construction works, including expansion, modification, maintenance, and repair. Specifically: - Heating systems (electric, gas, oil) - Furnaces and cooling towers - Non-electric solar energy collection systems - Water supply, drainage, and sanitary equipment - Ventilation, refrigeration, or air-conditioning equipment - Gas equipment - Steam pipelines	4322

	<ul style="list-style-type: none"> - Fire sprinkler systems - Irrigation sprinkler systems - Pipeline installation 	
51	<p>Installation of other construction systems</p> <p>Details:</p> <ul style="list-style-type: none"> - Installation of other equipment systems (other than electrical systems, plumbing, heating and air-conditioning, or industrial machinery) in residential buildings and civil engineering works, including maintenance and repair of such systems. - Installation of equipment systems in residential buildings and other construction works, such as: Lifts and escalators; Rolling doors and automatic doors; Lightning protection conductors; Solar panel systems; Vacuum systems; Sound systems; Sound insulation, thermal insulation, and anti-vibration systems 	4329
52	Building completion and finishing	4330
53	Other specialised construction activities	4390
54	Advertising and communications	7310
55	<p>Electricity generation</p> <p>Details: Solar electricity generation</p>	3512
56	<p>Electricity transmission and distribution</p> <p>Details:</p> <ul style="list-style-type: none"> - Wholesale electricity trading - Electric vehicle charging station operations 	3513
57	<p>Other business support service activities not elsewhere classified</p> <p>Details: Support services for road motor vehicle driving examination</p>	8299
58	<p>Rental of motor vehicles</p> <p>Details: Vehicle rental for driver training purposes</p>	7710
59	Maintenance and repair of motor vehicles and other automotive vehicles	4520
60	<p>Other supporting activities relating to transportation</p> <p>Details: Support for driver training and vehicle management activities</p>	5229
61	<p>Technical inspection and analysis</p> <p>Details: Motor vehicle inspection and registration</p>	7120
62	<p>Data processing, hosting, and related activities</p> <p>Details: Complete data processing for clients, including: data entry, data cleaning, data aggregation, report generation, etc., from client-provided data.</p> <ul style="list-style-type: none"> - Provision and rental of information infrastructure, such as: internet domain rental, website hosting, etc. - Other related service activities, such as: real-time sharing of IT devices (servers, personal computers, mobile devices, etc.) for clients 	6311

Business objectives of the Company:

- 2.1. To conduct business profitably, preserving and developing shareholders' capital in the Company.
- 2.2. To maximise profits and the efficiency of the Company's production and business operations, thereby enhancing capital accumulation, concentration, specialisation, and

cooperative production; improving management quality, investment efficiency, business performance, reputation, and competitiveness of the Company; contributing to job creation and ensuring the livelihoods of employees; improving socio-economic efficiency; and making positive contributions to the State budget.

Article 5. Scope of Business and Activities of the Company

The Company is authorised to plan and carry out all business activities as set forth in the Enterprise Registration Certificate and this Charter, in compliance with applicable laws, and to take appropriate measures to achieve the Company's objectives.

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

The Communist Party of Vietnam organisation within the Company shall operate in accordance with the Constitution, laws of the Socialist Republic of Vietnam, and the Charter of the Communist Party of Vietnam. Trade union organisations and other political-social organisations within the Company shall operate in accordance with the Constitution and laws of the Socialist Republic of Vietnam. The Company shall respect and create conditions for such organisations to operate in accordance with their respective functions, duties, and charters.

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter Capital, Shares, Founding Shareholders

1. The charter capital of the Company is VND 40,500,000,000 (Forty billion, five hundred million Vietnamese dong).

The total charter capital of the Company is divided into 4,050,000 shares with a par value of VND 10,000 per share.

2. The Company may change its charter capital upon approval by the General Meeting of Shareholders and in compliance with applicable legal provisions.

3. The Company's shares as of the date of adoption of this Charter comprise ordinary shares and preference shares (if any). The rights and obligations of shareholders holding each class of shares are set forth under Articles 12 and 13 of this Charter.

4. The Company may issue other classes of preference shares upon approval by the General Meeting of Shareholders and in compliance with applicable legal provisions.

5. The name, address, number of shares, and other details of the founding shareholders as required under the Law on Enterprises are as follows:

No.	Shareholder Name	Shareholding Ratio (%)	Number of Shares	Value (VND)
1	State (Vietnam Posts and Telecommunications Group - VNPT)	49%	1,984,500	19,845,000,000
2	Other shareholders	51%	2,065,500	20,655,500,000

6. Ordinary shares must be offered for preferential subscription by existing shareholders in proportion to their respective ordinary shareholdings in the Company, unless otherwise resolved by the General Meeting of Shareholders. Any shares not subscribed for by existing shareholders shall be allocated at the discretion of the Board of Directors. The Board of Directors may distribute

such shares to shareholders and other parties on terms no more favourable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.

7. The Company may repurchase shares previously issued by the Company in accordance with the procedures set forth in this Charter and applicable law.

8. The Company may issue other types of securities in accordance with applicable law.

Article 7. Share Certificates, Shareholder Register

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

A share certificate is a certificate issued by the Company, a book entry, or electronic data confirming the ownership of one or more shares of the Company. Share certificates must contain the full contents as required under Clause 1, Article 121 of the Law on Enterprises 2020.

Within thirty (30) days from the date of submission of complete documentation for share ownership transfer as required by the Company, or within sixty (60) days (or such other period as specified in the issuance terms) from the date of completion of the share issuance as set out in the Company's share issuance plan, the share owner shall be issued a share certificate. Share owners shall not be required to pay the Company for the cost of printing share certificates.

In the event that a share certificate is lost, destroyed, damaged, tampered with, or obliterated, the shareholder may request the issuance of a replacement share certificate, provided that the shareholder furnishes evidence of share ownership, undertakes to return the original certificate to the Company for cancellation if recovered, assumes liability for any disputes arising from the reissuance, pays all related costs to the Company, and complies with Clause 3, Article 121 of the Law on Enterprises 2020.

Shareholder Register

5.1. A joint stock company must prepare and maintain a shareholder register from the date of issuance of the Enterprise Registration Certificate. The shareholder register must contain at least the information required under Clause 2, Article 122 of the Law on Enterprises 2020.

5.2. The shareholder register may be prepared and maintained in paper form, electronic data form, or both. The shareholder register may be kept at the Company's head office or at the Vietnam Securities Depository and Clearing Corporation. Shareholders have the right to inspect, search, or extract and copy the contents of the shareholder register during the working hours of the Company or the Vietnam Securities Depository and Clearing Corporation.

5.3. In the event that a shareholder changes their contact address, the shareholder must promptly notify the Company to update the shareholder register accordingly. The Company shall not be liable for failure to contact a shareholder due to non-notification of a change in the shareholder's contact address.

Article 8. Other Securities Certificates

Bond certificates or other securities certificates of the Company shall be issued bearing the signature of the legal representative and the seal of the Company, and shall comply with applicable legal provisions on securities and securities markets.

Article 9. Transfer of Shares

All shares shall be freely transferable unless otherwise provided in this Charter or by law. Shares listed or registered for trading on the Stock Exchange shall be transferred in accordance with applicable laws on securities and securities markets.

Shares that have not been fully paid for shall not be transferred, and no rights associated therewith shall be exercised, including the right to receive dividends, the right to receive shares issued for the purpose of increasing share capital from equity, the right to subscribe for newly offered shares, or any other rights as prescribed by law.

The transfer of preferential shares purchased by employees of the Company pursuant to long-term employment commitments shall be carried out in accordance with applicable law.

Shares owned by trade union organisations and purchased from trade union funds shall not be transferred.

The transfer of shares shall be effected by contract in the ordinary manner or through transactions on the securities market. In the case of share transfer by contract, the transfer documents must be signed by both the transferor and the transferee, or their respective authorised representatives. In the case of transfer through transactions on the securities market, the procedures, formalities, and registration of ownership shall be carried out in accordance with applicable securities laws. Where the shareholder is a foreign investor who receives or transfers shares, the Company must provide written notification to the business registration authority within ten (10) working days from the date of the change involving the foreign investor shareholder.

In the event of the death of an individual shareholder, the Company shall recognise the following persons as having the right to own part or all of the deceased shareholder's shares.

6.1. In the event that the shares of a deceased individual shareholder have no heir, the heir disclaims inheritance, or is deprived of the right of inheritance, such shares shall be disposed of in accordance with civil law.

6.2. In the event of multiple lawful heirs, the matter shall be resolved in accordance with applicable law. The Company shall not resolve disputes between legal heirs.

6.3. The person having the right to own or lawfully inherit the shares shall register as the new owner of the inherited shares, become a new shareholder of the Company, and shall be entitled to all rights and be subject to all obligations of the shareholder they inherit.

Persons who receive shares in the circumstances described above shall only become shareholders of the Company from the time their information as required under Clause 2, Article 122 of the Law on Enterprises 2020 is fully recorded in the shareholder register.

In the event that a shareholder transfers a portion of their shares, the old share certificate shall be cancelled and the Company shall issue a new share certificate reflecting the number of shares transferred and the remaining shares.

Other cases of share ownership transfer shall be carried out in accordance with applicable law.

Article 10. Forfeiture of Shares

In the event that a shareholder fails to make full and timely payment for shares subscribed, the Board of Directors shall issue a notice and may require such shareholder to pay the outstanding amount together with interest thereon and any costs incurred by the Company as a result of such non-payment.

The payment notice shall specify the deadline for payment (a minimum of seven (7) days from the date of notice), the place of payment, and shall clearly state that failure to make payment in accordance with the requirements will result in forfeiture of the unpaid shares.

The Board of Directors shall have the right to forfeit shares that have not been fully and timely paid for in the event that the requirements set out in the above notice are not complied with.

Forfeited shares shall be treated as shares available for offer as stipulated under Clause 3, Article 112 of the Law on Enterprises 2020. The Board of Directors may directly or by delegation sell,

redistribute, or otherwise dispose of the forfeited shares to the former owner or to other parties on such terms and in such manner as the Board of Directors deems appropriate.

A shareholder holding forfeited shares shall cease to be a shareholder in respect of those shares but shall remain liable to pay all outstanding amounts and accrued interest at a rate not exceeding one hundred and fifty percent (150%) per annum of the twelve (12)-month average lending rate of the four State-owned commercial banks (AGRIBANK, BIDV, VIETCOMBANK, and VIETINBANK) at the time of forfeiture, as determined by the Board of Directors, from the date of forfeiture until the date of actual payment. The Board of Directors shall have full authority to enforce payment of the full value of the shares at the time of forfeiture.

A forfeiture notice shall be sent to the holder of the shares to be forfeited prior to the forfeiture. The forfeiture shall remain valid even if there is an error or omission in the sending of the notice.

Article 11. Repurchase of Shares

1. Repurchase of shares at the request of shareholders:

1.1. A shareholder who votes against a resolution on the reorganisation of the Company or on a change in the rights and obligations of shareholders as stipulated in the Company's Charter shall have the right to request the Company to repurchase their shares. Such request must be made in writing, specifying the name, address, and number of each class of shares held, the proposed selling price, and the reasons for the request. The request must be submitted to the Company within ten (10) working days from the date on which the General Meeting of Shareholders adopted the said resolution.

1.2. The Company must repurchase shares at the request of shareholders as stipulated under Point 1.1, Clause 1 of this Article at the market price or at another price calculated in accordance with principles set out in the Company's Charter, within ninety (90) days from the date of receipt of the request. If no agreement on the price is reached, the shareholder may sell the shares to another party, or the parties may request a professional valuation organisation to determine the price. The Company shall recommend at least three (03) professional valuation organisations for the shareholder to choose from, and such choice shall be final.

2. Repurchase of shares pursuant to a decision of the Company:

The Company shall have the right to repurchase up to thirty percent (30%) of the total number of ordinary shares sold, or part or all of the dividend preference shares sold, in accordance with the following provisions:

2.1. The Board of Directors shall have the authority to decide to repurchase up to ten percent (10%) of the total shares of each class sold within twelve (12) months. In other cases, the repurchase of shares shall be decided by the General Meeting of Shareholders.

2.2. The Board of Directors shall determine the share repurchase price. In the case of ordinary shares, the repurchase price shall not exceed the market price at the time of repurchase, unless otherwise provided under Point 2.3, Clause 2 of this Article. In the case of other classes of shares, unless otherwise stipulated in the Company's Charter or agreed upon by the Company and the relevant shareholders, the repurchase price shall not be lower than the market price.

2.3. The Company may repurchase shares from each shareholder in proportion to their respective shareholdings in the Company. In such case, the Company's share repurchase decision must be communicated by a method ensuring delivery to all shareholders within thirty (30) days from the date of adoption of such decision. The notice shall state the name, registered address of the Company, the total number and class of shares to be repurchased, the repurchase price or principles for determining the repurchase price, the payment procedures and deadlines, and the procedures and deadline for shareholders to offer their shares for sale to the Company.

Shareholders who agree to sell their shares must submit their offer to the Company by a method ensuring delivery within thirty (30) days from the date of the notice. The offer must contain the full name, permanent address, nationality, and identity card, citizen identification card, passport, or other valid personal identification number of the individual shareholder; the name, enterprise registration number or establishment decision number, and registered address of the institutional shareholder; the number and class of shares held and the number offered for sale; the payment method; and the signature of the shareholder or their legal representative. The Company shall only repurchase shares offered for sale within the said period.

Article 12. Conditions of Payment and Handling of Repurchased Shares

The Company may only make payment for repurchased shares to shareholders in accordance with Article 11 of this Charter if, immediately after completing the full payment for all repurchased shares, the Company remains capable of fully settling its debts and other financial obligations.

Shares repurchased in accordance with Article 11 of this Charter shall be handled in accordance with applicable law.

Share certificates evidencing ownership of repurchased shares must be cancelled immediately upon full payment for the corresponding shares. The Chairman of the Board of Directors and the General Director shall be jointly and severally liable for any losses caused by failure to cancel or delay in cancelling share certificates.

Upon completion of full payment for all repurchased shares, if the total asset value recorded in the Company's accounting books decreases by more than ten percent (10%), the Company must notify all creditors within fifteen (15) days from the date of completion of payment for all repurchased shares.

Article 13. Recovery of Share Repurchase Payments or Dividends

In the event that the payment for repurchased shares is made in violation of Article 12 of this Charter, or dividends are paid in violation of Article 135 of the Law on Enterprises 2020, the shareholders must refund to the Company the amounts or other assets received. In the event that a shareholder is unable to refund such amounts to the Company, all members of the Board of Directors shall be jointly and severally liable for the Company's debts and other financial obligations within the value of the amounts and assets distributed to shareholders that have not been refunded.

V. ORGANISATIONAL STRUCTURE, GOVERNANCE AND CONTROL

Article 14. Organisational Structure, Governance and Control

The management, governance, and control structure of the Company comprises:

1. General Meeting of Shareholders
2. Board of Directors
3. General Director
4. Supervisory Board

VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Article 15. Rights of Shareholders

A shareholder is a person who owns the Company and may be a legal entity or an individual holding one or more shares of the Company, and shall have corresponding rights and obligations

proportionate to the number and class of shares owned. An institutional shareholder owning at least ten percent (10%) of the total ordinary shares may appoint more than three (03) authorised representatives. Shareholders shall be liable for the debts and other financial obligations of the Company only to the extent of the capital contributed.

Holders of ordinary shares shall have the following rights:

- 2.1. Shareholders may attend, speak, and vote at General Meetings of Shareholders in one of the following forms:
 - 2.1.1. Attend, speak, and vote directly at the meeting or at an online conference organised by the Company;
 - 2.1.2. Authorise another person to attend, speak, and vote at the meeting;
 - 2.1.3. The authorisation for a representative to attend the General Meeting of Shareholders must be made in writing using the form issued by the Company. The authorised representative must present the power of attorney and personal identification documents upon registering to attend the meeting prior to entering the meeting room;
 - 2.1.5. Submit a ballot to the meeting by post, fax, or email.
 - 2.2. Each ordinary share carries one vote.
 - 2.3. Receive dividends at rates determined by the General Meeting of Shareholders.
 - 2.4. Freely transfer fully paid-up shares in accordance with the provisions of this Charter and applicable law, except as provided under Clauses 3 and 4, Article 9 of this Charter.
 - 2.5. Priority subscription for newly offered shares in proportion to their ordinary shareholdings.
 - 2.6. Review, access, and extract information from the list of voting shareholders and request the correction of inaccurate information.
 - 2.7. Access information regarding the list of shareholders entitled to attend the General Meeting of Shareholders.
 - 2.8. Review, access, extract, or copy the Company's Charter, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders.
 - 2.9. In the event of dissolution or bankruptcy of the Company, receive a proportionate share of the remaining assets corresponding to their shareholding in the Company, after the Company has settled all debts with relevant parties in accordance with applicable law.
 - 2.10. Request the Company to repurchase their shares in the circumstances stipulated under Article 132 of the Law on Enterprises 2020 and Article 11 of this Charter.
 - 2.11. Other rights as provided by law and this Charter.
3. Shareholders or groups of shareholders holding five percent (5%) or more of the total ordinary shares continuously for at least six (06) months shall have the right to:
 - 3.1. Nominate candidates for the Board of Directors or Supervisory Board as stipulated under Point 2.2, Clause 2, Article 28 and Clause 1, Article 40 of this Charter;
 - 3.2. Request the Board of Directors to convene a General Meeting of Shareholders in accordance with Articles 115 and 140 of the Law on Enterprises 2020;
 - 3.3. Inspect and obtain copies or extracts of the list of shareholders entitled to attend and vote at the General Meeting of Shareholders;
 - 3.4. Request the Supervisory Board to conduct a specific investigation into any matter relating to the management and operation of the Company when deemed necessary. Such request must be in writing and must include the full name, permanent address, nationality, and citizen identification card number (or identity card number), passport, or other valid personal identification of the individual shareholder; the name, enterprise registration number or establishment decision number, and registered address of the institutional shareholder; the

number of shares held and the date of share registration of each shareholder, the total number of shares of the group of shareholders, and their ownership ratio in the total share capital of the Company; and the matter to be investigated and the purpose of the investigation;

3.5. Other rights as provided by law and this Charter.

4. The rights of preference shareholders (if any) shall be determined by the General Meeting of Shareholders in compliance with applicable law.

Article 16. Obligations of Shareholders

Ordinary shareholders shall have the following obligations:

1. To make full and timely payment for the subscribed shares. No shareholder shall be permitted to withdraw contributed capital in the form of ordinary shares from the Company by any means, except where the Company or another party purchases back such shares. In the event that a shareholder withdraws part or all of their contributed share capital in contravention of this provision, such shareholder and any persons with related interests in the Company shall be jointly and severally liable for the Company's debts and other financial obligations within the value of the withdrawn capital and any resulting losses.
2. To comply with the Company's Charter and internal regulations; to abide by the resolutions of the General Meeting of Shareholders and the Board of Directors; and to observe the conditions specifically stipulated in the share certificate for each corresponding class of shares.
3. To attend General Meetings of Shareholders and exercise voting rights as stipulated in this Charter in one of the following forms:
 - 3.1. Attend and vote directly at the meeting;
 - 3.2. Authorise another person to attend and vote at the meeting;
 - 3.3. Where the Company organises an online meeting, shareholders shall exercise their right to attend and vote through online participation, electronic voting, or other electronic means;
 - 3.4. Submit a ballot to the meeting by post, fax, or email.
4. To provide accurate shareholder information for recording in the shareholder register.
5. To fulfil other obligations as prescribed by applicable law.
6. To bear personal liability when acting in the name of the Company in any form to carry out any of the following acts:
 - 6.1. Violation of law;
 - 6.2. Conducting business or other transactions for personal gain or to serve the interests of other organisations or individuals;
 - 6.3. Payment of debts not yet due in anticipation of financial risks to the Company.
7. To maintain the confidentiality of information provided by the Company in accordance with the Company's Charter and applicable law; to use the information provided solely to exercise and protect one's own legitimate rights and interests; and to be strictly prohibited from distributing or copying and forwarding such information to other organisations or individuals.
8. Other obligations as stipulated under the Law on Enterprises 2020 and the Company's Charter.

Article 17. General Meeting of Shareholders

The General Meeting of Shareholders comprises all voting shareholders and is the supreme authority of the Company.

The General Meeting of Shareholders shall hold an annual meeting once a year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue of the General Meeting of Shareholders shall be determined as the place where the chairperson is present and must be within the territory of Vietnam.

The General Meeting of Shareholders must hold its annual meeting within four (04) months from the end of the financial year. The Board of Directors may extend the annual General Meeting of Shareholders where necessary, but by no more than six (06) months from the end of the financial year.

4. The Board of Directors shall convene both annual and extraordinary General Meetings of Shareholders. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the following circumstances:

4.1. The Board of Directors determines it necessary for the general benefit of the Company;

4.2. Quarterly, semi-annual, or audited annual financial statements reflect a loss of one-half (1/2) of the equity capital compared to the beginning of the period;

4.3. The number of remaining members of the Board of Directors, independent members of the Board of Directors, or Supervisors falls below the statutory minimum, or the number of Board of Directors members decreases by more than one-third (1/3) of the number stipulated in this Charter;

4.4. Shareholders or a group of shareholders as stipulated under Clause 3, Article 15 of this Charter submit a written request for the convening of a General Meeting of Shareholders. Such request must clearly state the reason and purpose of the meeting and must include the signatures of all relevant shareholders, or must be made in multiple copies collectively signed by the relevant shareholders;

4.5. The Supervisory Board requests a meeting to be convened where the Supervisory Board has reasonable grounds to believe that members of the Board of Directors or other executives have seriously breached their obligations under Article 165 of the Law on Enterprises 2020, or that the Board of Directors has acted or intends to act beyond the scope of its authority;

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

5. Convening an extraordinary General Meeting of Shareholders:

5.1. The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date on which the number of Board of Directors or Supervisory Board members falls below the level specified in Point 4.3, Clause 4 of this Article, or from the date of receipt of the request specified in Points 4.4 and 4.5, Clause 4 of this Article;

5.2. If the Board of Directors fails to convene a General Meeting of Shareholders as stipulated under Point 5.1, Clause 5 of this Article, the Supervisory Board must replace the Board of Directors and convene the General Meeting of Shareholders within the following thirty (30) days in accordance with Clause 3, Article 140 of the Law on Enterprises 2020;

5.3. If the Supervisory Board fails to convene a General Meeting of Shareholders as stipulated under Point 5.2, Clause 5 of this Article, within the following thirty (30) days, the shareholder or group of shareholders that submitted the request specified in Point 4.4, Clause 4 of this Article shall have the right to replace the Board of Directors and Supervisory Board in convening the General Meeting of Shareholders in accordance with Clause 4, Article 140 of the Law on Enterprises 2020.

In such case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the business registration authority to supervise the procedures for convening, conducting, and making decisions at the General Meeting of Shareholders.

6. The costs of convening and conducting the General Meeting of Shareholders pursuant to Clause 5 of this Article shall be reimbursed by the Company, excluding expenses incurred by shareholders in attending the meeting, including accommodation and travel costs.

Article 18. Rights and Duties of the General Meeting of Shareholders

1. The Annual General Meeting of Shareholders shall have the right to discuss and adopt the following matters:

- 1.1. Audited annual financial statements;
- 1.2. Report of the Board of Directors;
- 1.3. Report of the Supervisory Board;
- 1.4. Other matters within its authority.

2. The Annual and Extraordinary General Meeting of Shareholders shall adopt decisions on the following matters:

- 2.1. Approve the strategic direction of the Company;
- 2.2. Approve the audited annual financial statements;
- 2.3. Determine the classes and total number of shares of each class authorised for offer; determine the annual dividend per share class — such dividend shall not exceed the level proposed by the Board of Directors following consultation with shareholders at the General Meeting of Shareholders; select the independent auditing firm;
- 2.4. The number of members of the Board of Directors and Supervisory Board;
- 2.5. Elect, dismiss, remove, and replace members of the Board of Directors and Supervisory Board members;
- 2.6. Budget and total remuneration of members of the Board of Directors and Supervisory Board, and the remuneration report of the Board of Directors and Supervisory Board;
- 2.7. Amend and supplement the Company's Charter;
- 2.8. Classes and number of newly issued shares for each class;
- 2.9. Division, separation, consolidation, merger, or conversion of the Company;
- 2.10. Decide on the reorganisation or dissolution (liquidation) of the Company and appointment of the liquidator;
- 2.11. Examine and address violations committed by the Board of Directors and Supervisory Board that cause losses to the Company and its shareholders;
- 2.12. Decide on investment transactions or the sale of assets valued at thirty-five percent (35%) or more of the total asset value of the Company as recorded in the most recent audited financial statements;
- 2.13. Decide on the repurchase of more than ten percent (10%) of the total issued shares of each class;
- 2.14. Approve contracts and transactions between the Company and parties specified under Clause 1, Article 167 of the Law on Enterprises 2020, where the value equals or exceeds thirty-five percent (35%) of the total asset value of the Company as recorded in the most recent audited financial statements. In such case, the Company's representative signing the contract must notify the Board of Directors and the Supervisors of the parties having related interests in respect of such contract or transaction, and must attach the draft contract or transaction or the principal contents thereof. The Board of Directors shall present the draft contract or transaction or explain its principal contents at the General Meeting of Shareholders or solicit shareholders' written opinions. In such case, shareholders with related interests shall not have the right to

vote; the contract or transaction shall be approved where shareholders representing sixty-five percent (65%) of the remaining total voting shares vote in favour;

2.15. Other rights and obligations as provided under the Law on Enterprises, other applicable laws, and this Charter.

3. Shareholders shall not be entitled to participate in voting in the following cases:

3.1. Adoption of contracts specified in Clause 2 of this Article where such shareholder or a person related to that shareholder is a party to the contract or transaction;

3.2. Repurchase of shares held by such shareholder or their related persons, except where the repurchase is effected proportionately to the shareholdings of all shareholders, or the repurchase is effected through order-matched transactions on the Stock Exchange or through a public tender offer in accordance with applicable law.

4. All resolutions and matters placed on the meeting agenda must be put to discussion and a vote at the General Meeting of Shareholders.

Article 19. Authorised Representatives

Shareholders entitled to attend the General Meeting of Shareholders in accordance with applicable law may authorise individuals or organisations to attend on their behalf.

The authorisation for a representative to attend the General Meeting of Shareholders must be made in writing using the Company's template and must be signed in accordance with the following requirements:

2.1. Where the authorising party is an individual shareholder, the power of attorney must be signed by the shareholder and the individual or the legal representative of the organisation authorised to attend the meeting;

2.2. Where the authorising party is an institutional shareholder, the power of attorney must be signed by the authorised representative and the legal representative of the institutional shareholder, as well as by the individual or the legal representative of the organisation authorised to attend the meeting;

2.3. In other cases, the power of attorney must be signed by the legal representative of the shareholder and the person authorised to attend the meeting;

2.4. The authorised representative attending the General Meeting of Shareholders must present the power of attorney and personal identification documents upon registering to attend the meeting prior to entering the meeting room.

Where a lawyer signs a letter of appointment of a representative on behalf of the authorising party, such appointment shall only be deemed effective if the letter of appointment is presented together with the power of attorney granted to the lawyer (where such power of attorney has not been previously registered with the Company).

3. An institutional shareholder may appoint one or more authorised representatives to exercise their shareholder rights in accordance with applicable law. Where more than one authorised representative is appointed, the number of shares and votes allocated to each representative must be specifically stated. The appointment, termination, or change of an authorised representative must be notified in writing and shall only take effect with respect to the Company from the date on which the Company receives such notice. The notice must include the following principal contents:

3.1. Name, enterprise registration number, and registered address of the Company;

3.2. Number of shares, class of shares, and date of shareholder registration at the Company;

3.3. Number of authorised representatives and the corresponding proportion of shares and contributed capital allocated to each authorised representative;

3.4. Full name, permanent address, nationality, citizen identification card number, identity card number, passport number, or other valid personal identification number of each authorised representative;

3.5. The corresponding term of authorisation of each authorised representative, including the commencement date of the authorisation;

3.6. Full name, signature of the authorised representative, and the legal representative of the shareholder.

4. Except as provided under Clause 3 of this Article, the ballot of an authorised representative attending the meeting within the scope of their authorisation shall remain valid in any of the following circumstances:

4.1. The authorising party has died or has been declared to have limited or no civil legal capacity;

4.2. The authorising party has revoked the appointment;

4.3. The authorising party has revoked the authority of the person effecting the authorisation.

This provision shall not apply where the Company has received notice of any of the above events prior to the commencement of the General Meeting of Shareholders or prior to the reconvening thereof.

Article 20. Modification of Rights

The modification or cancellation of special rights attached to a class of preference shares shall take effect upon approval by shareholders representing sixty-five percent (65%) or more of the total voting shares of all shareholders attending the meeting. A resolution of the General Meeting of Shareholders on matters that adversely alter the rights and obligations of preference shareholders shall only be adopted where shareholders of the same preference class attending the meeting who hold at least seventy-five percent (75%) of the total shares of that preference class vote in favour, or where preference shareholders of the same class holding at least seventy-five percent (75%) of the total shares of that preference class vote in favour in cases where the resolution is adopted in the form of written opinion polling.

The procedures for holding such separate meetings shall be similar to those stipulated under Articles 22 and 24 of this Charter.

Unless otherwise provided in the share issuance terms, the special rights attached to preference shares granting priority over some or all matters relating to the distribution of profits or assets of the Company shall not be modified where the Company issues additional shares of the same class.

Article 21. Convening of the General Meeting of Shareholders, Agenda and Notice

The Board of Directors shall convene a General Meeting of Shareholders, or such meeting shall be convened in the circumstances stipulated under Clause 4, Article 17 of this Charter.

The person convening the General Meeting of Shareholders must carry out the following:

2.1. Prepare the list of shareholders eligible to attend and vote at the General Meeting no earlier than ten (10) working days prior to the date of sending the notice of the General Meeting of Shareholders; shareholders entitled to attend the General Meeting of Shareholders must have all information as required by applicable law;

2.2. Provide information and resolve complaints relating to the shareholder list;

2.3. Determine the time and venue for the General Meeting;

2.4. Prepare the agenda, content of the meeting, and meeting materials, as well as other matters in service of the General Meeting in accordance with applicable law and the Company's regulations;

- 2.5. Prepare draft resolutions of the General Meeting of Shareholders in accordance with the proposed agenda;
 - 2.6. Prepare the list and detailed information of candidates in case of election of Board of Directors members or Supervisory Board members;
 - 2.7. Notify and send the notice of the General Meeting of Shareholders to all shareholders entitled to attend;
 - 2.8. Perform other tasks in service of the General Meeting.
3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method ensuring delivery, and shall simultaneously be published on the Company's website and the websites of the State Securities Commission and the Stock Exchange. The notice must be sent at least twenty-one (21) days prior to the opening of the General Meeting of Shareholders (calculated from the date on which the notice is validly sent or despatched, postage prepaid, or deposited in a mailbox). The agenda of the General Meeting, and documents pertaining to matters to be voted upon at the General Meeting, shall be sent to shareholders and/or posted on the Company's website. Where documents are not attached to the notice, the notice must include a hyperlink to the full meeting documents so that shareholders can access them; however, the Company must send the meeting materials to shareholders upon request. The documents include:
- 3.1. Meeting agenda and materials for use at the meeting;
 - 3.2. List and detailed information of candidates in the case of election of Board of Directors members or Supervisory Board members;
 - 3.3. Ballot;
 - 3.4. Form of appointment of authorised representative;
 - 3.5. Draft resolutions for each matter on the meeting agenda.
4. Shareholders or groups of shareholders as stipulated under Clause 3, Article 15 of this Charter shall have the right to propose matters for inclusion in the agenda of the General Meeting of Shareholders. Such proposals must be made in writing and submitted to the Company at least three (03) working days prior to the opening of the General Meeting of Shareholders. Proposals must include the full name, permanent address, nationality, and citizen identification card number (or identity card number), passport, or other valid personal identification of the individual shareholder; the name, enterprise registration number or establishment decision number, and registered address of the institutional shareholder; the number and class of shares held; and the content proposed for inclusion in the meeting agenda.
5. The person convening the General Meeting of Shareholders may reject a proposal submitted under Clause 4 of this Article in any of the following cases:
- 5.1. The proposal is not submitted within the required timeframe or is incomplete or incorrect in content;
 - 5.2. At the time of the proposal, the shareholder or group of shareholders does not hold at least five percent (5%) of ordinary shares continuously for at least six (06) months as required under Clause 3, Article 15 of this Charter;
 - 5.3. The proposed matter falls outside the scope of authority of the General Meeting of Shareholders for discussion and adoption;
 - 5.4. Other cases as provided by law and this Charter.

Article 22. Conditions for Conducting the General Meeting of Shareholders

The General Meeting of Shareholders shall be conducted where attending shareholders represent more than fifty percent (50%) of the voting shares.

In the event that the required quorum is not met within thirty (30) minutes of the scheduled opening time, the person convening the meeting shall cancel the meeting. The General Meeting of Shareholders must be convened for a second time within thirty (30) days from the date originally scheduled for the first General Meeting. The second General Meeting of Shareholders shall have the requisite quorum only where attending shareholders represent at least thirty-three percent (33%) of the voting shares.

In the event that the second General Meeting of Shareholders cannot be conducted due to failure to meet the required quorum within thirty (30) minutes of the scheduled opening time, a third General Meeting of Shareholders shall be convened within twenty (20) days from the date originally scheduled for the second General Meeting. The third General Meeting of Shareholders shall be conducted regardless of the number of attending shareholders and the proportion of voting shares represented by attending shareholders, and shall be deemed valid and shall have the authority to decide all matters originally proposed for adoption at the first General Meeting of Shareholders.

Article 23. Procedures for Conducting Meetings and Voting at the General Meeting of Shareholders

Prior to the commencement of the meeting, the Company must carry out shareholder registration procedures, which shall continue until all shareholders entitled to attend the meeting have registered.

Upon registering shareholders, the Company shall issue each shareholder or authorised representative entitled to vote a voting card bearing the registration number, the full name of the shareholder, the full name of the authorised representative, and the shareholder's number of votes. When conducting a vote, the cards in favour of the resolution shall be collected first, followed by the cards against the resolution, after which the total number of votes in favour and against shall be counted to determine the outcome. The total number of votes in favour, against, abstentions, and invalid votes for each matter shall be announced by the chairperson immediately after voting on such matter is completed. The General Meeting shall elect persons responsible for vote counting or for supervising vote counting upon the proposal of the chairperson. The number of members of the vote counting committee shall be determined by the General Meeting of Shareholders based on the proposal of the meeting chairperson.

The election of the chairperson, secretary, and vote counting committee shall be conducted as follows:

3.1. Shareholders or authorised representatives arriving after the meeting has commenced shall have the right to register immediately and thereafter participate and vote in the General Meeting. The chairperson shall not be required to suspend the proceedings to allow late-arriving shareholders to register, and the validity of matters previously voted upon shall not be affected.

3.2. The Chairman of the Board of Directors shall chair meetings convened by the Board of Directors. Where the Chairman is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one among themselves to chair the meeting by majority vote. Where no such person can be elected, the Head of the Supervisory Board shall preside over the General Meeting of Shareholders to elect a chairperson from among the attendees, and the person receiving the highest number of votes shall serve as the meeting chairperson.

3.3. In other cases, the person who signed the notice convening the General Meeting of Shareholders shall preside over the General Meeting of Shareholders to elect a meeting chairperson, and the person receiving the highest number of votes shall serve as the meeting chairperson.

- 3.4. The chairperson shall appoint one or more persons as meeting secretary.
- 3.5. The General Meeting of Shareholders shall elect one or more persons to serve on the vote counting committee upon the proposal of the meeting chairperson.
4. The agenda and content of the meeting must be adopted by the General Meeting of Shareholders at the opening session. The agenda must clearly and in detail specify the time allocated to each item on the meeting agenda.
5. The meeting chairperson may take such steps as are necessary to conduct the General Meeting of Shareholders in a valid and orderly manner, in accordance with the adopted agenda, and in a manner that reflects the wishes of the majority of attending delegates.
6. The meeting chairperson may adjourn or change the venue of the General Meeting with the agreement or at the request of the General Meeting of Shareholders where the required quorum of attending delegates has been met, in accordance with Clauses 8 and 9, Article 146 of the Law on Enterprises 2020. The maximum adjournment period shall not exceed three (03) days from the date on which the meeting was scheduled to open.
7. The person convening the General Meeting of Shareholders may require attending shareholders or authorised representatives to submit to security checks or other lawful and reasonable security measures. Where any shareholder or authorised representative fails to comply with such inspection or security measures, the person convening the meeting, after careful consideration, may refuse entry to or remove such shareholder or representative from the General Meeting.
8. The person convening the General Meeting of Shareholders, after careful consideration, may take appropriate measures to:
- 8.1. Arrange seating at the venue of the General Meeting of Shareholders;
 - 8.2. Ensure the safety of all persons present at the meeting venue;
 - 8.3. Facilitate shareholders' attendance at (or continued attendance of) the General Meeting. The person convening the General Meeting of Shareholders shall have full authority to modify such measures and to apply all necessary measures, which may include the issuance of entry passes or the use of other selection methods.
9. In the event that the General Meeting of Shareholders applies the above measures, the person convening the meeting may, when determining the venue:
- 9.1. Announce that the General Meeting is being held at the venue stated in the notice, at which the meeting chairperson is present (the Principal Venue of the General Meeting);
 - 9.2. Make arrangements for shareholders or authorised representatives who are not permitted to attend in accordance with this provision, or persons who wish to attend at a venue other than the principal venue, to participate in the General Meeting simultaneously. The notice of the General Meeting need not specify in detail the organisational arrangements under this provision.
10. In this Charter (unless the circumstances require otherwise), every shareholder shall be deemed to be attending the General Meeting at the principal venue.
11. The Company shall hold the General Meeting of Shareholders at least once (01) per year. The Annual General Meeting of Shareholders shall not be held in the form of written opinion polling of shareholders.

Article 24. Passing Resolutions of the General Meeting of Shareholders

1. Form of Adoption of Resolutions of the General Meeting of Shareholders:
- 1.1. The General Meeting of Shareholders shall adopt resolutions within its authority by means of voting at the meeting or written opinion polling of shareholders.

1.2. Resolutions of the General Meeting of Shareholders on the following matters must be adopted by voting at the General Meeting of Shareholders:

- 1.2.1. Amendments and supplements to the content of the Company's Charter;
- 1.2.2. Strategic direction of the Company;
- 1.2.3. Classes and total number of shares of each class;
- 1.2.4. Election, dismissal, and removal of members of the Board of Directors and Supervisory Board;
- 1.2.5. Decisions on investment or sale of assets valued at or exceeding thirty-five percent (35%) of the total asset value recorded in the most recent audited financial statements of the Company;
- 1.2.6. Adoption of annual financial statements;
- 1.2.7. Changes to the Company's management and organisational structure;
- 1.2.8. Reorganisation and dissolution of the Company.

2. Conditions for Adoption of Resolutions of the General Meeting of Shareholders:

2.1. Except as provided under Point 2.2, Clause 2 of this Article, resolutions of the General Meeting of Shareholders on the following matters shall be adopted upon approval by sixty-five percent (65%) or more of the total votes of shareholders with voting rights attending the meeting:

- 2.1.1. Amendments and supplements to the content of the Company's Charter;
- 2.1.2. Classes and total number of shares of each class;
- 2.1.3. Changes to the Company's business lines and sectors;
- 2.1.4. Changes to the Company's management and organisational structure;
- 2.1.5. Investment projects or sale of assets valued at or exceeding thirty-five percent (35%) of the total asset value recorded in the most recent audited financial statements of the Company;
- 2.1.6. Reorganisation and dissolution of the Company.

2.2. Other resolutions of the General Meeting of Shareholders shall be adopted upon approval by fifty percent (50%) or more of the total votes of shareholders with voting rights attending the meeting, except as provided under Points 2.1 and 2.3, Clause 2 of this Article.

2.3. Voting for the election of members of the Board of Directors and Supervisory Board must be conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares held multiplied by the number of members to be elected to the Board of Directors or Supervisory Board, and the shareholder may cast all or part of such total votes for one or more candidates. Elected members of the Board of Directors or Supervisory Board shall be determined in descending order of votes received, beginning with the candidate with the highest number of votes, until the number of members stipulated in this Charter is filled. Where two (02) or more candidates receive the same number of votes for the last position on the Board of Directors or Supervisory Board, a re-vote shall be held among the tied candidates, or a selection shall be made based on the criteria set out in the election regulations.

2.4. Where a resolution is adopted by means of written opinion polling of shareholders, the resolution of the General Meeting of Shareholders shall be adopted where shareholders representing more than fifty percent (50%) of the total voting shares vote in favour.

2.5. Resolutions of the General Meeting of Shareholders must be notified to shareholders entitled to attend the General Meeting within fifteen (15) days from the date of adoption of the

resolution. Where the Company has a website, the notification may be replaced by posting on the Company's website.

Article 25. Authority and Procedures for Collecting Shareholders' Written Opinions to Pass Resolutions of the General Meeting of Shareholders

The authority and procedures for collecting shareholders' written opinions to pass resolutions of the General Meeting of Shareholders shall be carried out in accordance with the following provisions:

1. The Board of Directors may collect shareholders' written opinions to pass resolutions of the General Meeting of Shareholders where it deems necessary for the benefit of the Company, except in the cases stipulated under Article 24, Clause 1.2.
2. The Board of Directors must prepare the opinion polling forms, draft resolutions of the General Meeting of Shareholders, and explanatory documents for the draft resolutions, and send them to all shareholders with voting rights at least fifteen (15) days before the deadline for submitting completed opinion polling forms. The preparation of the shareholder list for polling shall be carried out in accordance with Clauses 1 and 2, Article 141 of the Law on Enterprises 2020. The requirements and method for sending opinion polling forms and accompanying documents shall be carried out in accordance with Article 143 of the Law on Enterprises 2020.
3. The opinion polling form must contain the following principal contents:
 - 3.1. Name, address, and enterprise registration number;
 - 3.2. Purpose of polling;
 - 3.3. Full name, permanent address, nationality, citizen identification card number, identity card number, passport number, or other valid personal identification of the individual shareholder; name, enterprise registration number or establishment decision number, and registered address of the institutional shareholder; or full name, permanent address, nationality, citizen identification card number, identity card number, passport number, or other valid personal identification of the authorised representative of the institutional shareholder; and the number of shares of each class and the number of votes of the shareholder;
 - 3.4. The matter to be polled for the purpose of passing the resolution;
 - 3.5. Voting options, comprising: in favour, against, and abstain, for each matter being polled;
 - 3.6. Deadline for returning completed opinion polling forms to the Company;
 - 3.7. Full name and signature of the Chairman of the Board of Directors and the legal representative of the Company.
4. The completed opinion polling form must bear the signature of the individual shareholder, or the legal representative of the institutional shareholder, or the individual or legal representative of the authorised organisation. Shareholders may submit their completed opinion polling forms to the Company in any of the following ways:
 - 4.1. By post: The opinion polling form must be enclosed in a sealed envelope and must not be opened prior to vote counting;
 - 4.2. By fax or email: The opinion polling form submitted to the Company by fax or email must be kept confidential until the time of vote counting. Opinion polling forms received by the Company after the specified deadline, or opened in the case of postal submission, or disclosed in the case of fax or email submission, shall be deemed invalid. Opinion polling forms not returned shall be deemed as non-participation in voting.
5. The Board of Directors shall count the votes and prepare the vote counting minutes under the witness of the Supervisory Board or of a shareholder who is not an executive of the Company. The vote counting minutes must contain the following principal contents:

- 5.1. Name, registered address, and enterprise registration number;
- 5.2. Purpose and matters to be polled for the purpose of passing the resolution;
- 5.3. Number of shareholders with the total number of votes that participated in voting, distinguishing between the number of valid voting ballots and invalid voting ballots, as well as the method of ballot submission, accompanied by an appendix listing the shareholders who participated in voting;
- 5.4. Total number of votes in favour, against, and abstain for each matter;
- 5.5. The matters that have been adopted;
- 5.6. Full name and signature of the Chairman of the Board of Directors, the legal representative of the Company, the vote counter, and the vote counting supervisor. Members of the Board of Directors, the vote counter, and the vote counting supervisor shall be jointly and severally liable for the accuracy and integrity of the vote counting minutes; and jointly and severally liable for any losses arising from resolutions adopted as a result of dishonest or inaccurate vote counting.
6. The vote counting minutes must be sent to shareholders within fifteen (15) days from the completion of vote counting. Where the Company has a website, the transmission of the vote counting minutes may be replaced by posting on the Company's website within twenty-four (24) hours from the completion of vote counting.
7. Completed opinion polling forms, vote counting minutes, adopted resolutions, and related documents attached to the opinion polling forms must be preserved at the Company's head office.
8. A resolution adopted by means of written opinion polling of shareholders must be approved by shareholders representing more than fifty percent (50%) of the total voting shares (as stated in Item 2.4, Clause 2, Article 24 of this Charter) and shall have the same legal effect as a resolution adopted at a General Meeting of Shareholders.

Article 26. 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 recorded and preserved in other electronic formats. The minutes must be prepared in Vietnamese, may also be prepared in English, and must contain the following principal contents:
 - 1.1. Name, registered address, and enterprise registration number;
 - 1.2. Time and venue of the General Meeting of Shareholders;
 - 1.3. Meeting agenda and content of the meeting;
 - 1.4. Full names of the chairperson and secretary;
 - 1.5. Summary of proceedings and statements made at the General Meeting of Shareholders regarding each matter on the agenda;
 - 1.6. Number of shareholders and total voting ballots of attending shareholders, together with an appendix listing the registered shareholders and shareholder representatives in attendance with corresponding share numbers and votes;
 - 1.7. Total number of votes for each matter voted upon, specifying the voting method, the total number of valid and invalid ballots, votes in favour, votes against, and abstentions, and the corresponding percentages of the total voting ballots of attending shareholders;
 - 1.8. Matters adopted and the corresponding voting percentages for adoption;
 - 1.9. Signatures of the chairperson and secretary. Minutes prepared in both Vietnamese and English shall have equal legal effect. In the event of any discrepancy between the Vietnamese and English versions of the minutes, the Vietnamese version shall prevail.

2. The minutes of the General Meeting of Shareholders must be completed and adopted before the close of the meeting. The meeting chairperson and secretary shall be jointly and severally liable for the accuracy and integrity of the content of the minutes.
3. The minutes of the General Meeting of Shareholders must be published on the Company's website within twenty-four (24) hours, or sent to all shareholders within fifteen (15) days from the close of the meeting.
4. The minutes of the General Meeting of Shareholders shall be deemed authentic evidence of matters conducted at the General Meeting of Shareholders, unless an objection to the content of the minutes is raised in accordance with the prescribed procedure within ten (10) days from the date of delivery of the minutes.
5. The minutes of the General Meeting of Shareholders, the appendix listing shareholders registered to attend the meeting with the shareholders' signatures, powers of attorney for attendance, and related documents must be preserved at the Company's head office.

Article 27. Validity of Resolutions of the General Meeting of Shareholders and Requests for Annulment of Resolutions

1. Validity of Resolutions of the General Meeting of Shareholders:

- 1.1. Resolutions of the General Meeting of Shareholders shall take effect from the date of adoption or from the effective date stated therein.
- 1.2. Resolutions of the General Meeting of Shareholders adopted with the approval of one hundred percent (100%) of the total voting shares shall be lawful and effective even where the procedures for adopting such resolutions were not properly followed.
- 1.3. Where a shareholder or group of shareholders holding shares representing five percent (5%) or more requests a court or arbitration tribunal to annul a resolution of the General Meeting of Shareholders pursuant to Article 151 of the Law on Enterprises 2020, such resolutions shall remain in force until a court or arbitration tribunal issues a contrary ruling, unless provisional emergency measures are applied pursuant to a decision of the competent authority.

2. Requests for Annulment of Resolutions of the General Meeting of Shareholders:

Within ninety (90) days from the date of receipt of the minutes of the General Meeting of Shareholders or the minutes of the vote counting results for written shareholder opinion polling, shareholders or groups of shareholders holding shares representing five percent (5%) or more shall have the right to request a court or arbitration tribunal to review and annul a resolution of the General Meeting of Shareholders in the following cases:

- 2.1. The procedures and formalities for convening the meeting or for collecting shareholders' written opinions and making decisions of the General Meeting of Shareholders were not carried out in compliance with applicable law.
- 2.2. The content of the resolution violates applicable law or the Company's Charter.

In the event that a resolution of the General Meeting of Shareholders is annulled pursuant to a court or arbitration ruling, the person who convened the General Meeting of Shareholders whose resolution was annulled may consider reconvening the General Meeting of Shareholders within thirty (30) days in accordance with the procedures stipulated in the Law on Enterprises and this Charter.

CHAPTER VII. BOARD OF DIRECTORS

Article 28. Composition and Term of Office of Members of the Board of Directors

1. The Board of Directors shall consist of five (05) members. The composition of the Board of Directors must ensure a balance between members with expertise and experience in law, finance, and the Company's principal business sectors. The term of office of a member of the Board of Directors shall not exceed five (05) years, and members may be re-elected without limit on the number of terms. At least one (01) member of the Board of Directors must be an independent/non-executive member. An individual may not be elected as an independent member of the Board of Directors for more than two (02) consecutive terms.

2. Nomination and candidacy for membership of the Board of Directors shall be carried out as follows:

2.1. Where candidates have been identified, information relating to candidates for the Board of Directors shall be included in the General Meeting of Shareholders materials and published on the Company's website at least ten (10) days prior to the opening of the General Meeting of Shareholders so that shareholders may review the candidates prior to voting. Candidates for the Board of Directors must provide a written commitment as to the accuracy, truthfulness, and reasonableness of the personal information disclosed, and must undertake to perform their duties honestly if elected as a member of the Board of Directors. The information relating to candidates for the Board of Directors to be disclosed must include at a minimum the following:

2.1.1. Full name, date of birth;

2.1.2. Level of education;

2.1.3. Professional qualifications;

2.1.4. Career history;

2.1.5. Companies in which the candidate currently holds the position of Board of Directors member or other managerial titles;

2.1.6. Assessment report on the candidate's contributions to the Company, where the candidate is currently a member of the Company's Board of Directors;

2.1.7. Related interests with the Company (if any);

2.1.8. Full name of the shareholder or group of shareholders nominating the candidate;

2.1.9. Other information (if any).

2.2.10. Shareholders or groups of shareholders holding total ordinary shares corresponding to the following ratios shall have the right to nominate candidates for the Board of Directors:

- Holding from 5% to less than 10%: may nominate one (01) candidate;

- Holding from 10% to less than 30%: may nominate two (02) candidates;

- Holding from 30% to less than 40%: may nominate up to four (04) candidates;

- Holding from 50% to less than 60%: may nominate up to five (05) candidates;

- Holding from 60% to less than 70%: may nominate up to six (06) candidates;

- Holding from 70% to 80%: may nominate up to seven (07) candidates;

- Holding from 80% to less than 90%: may nominate up to eight (08) candidates.

2.3. Where the number of candidates for the Board of Directors from nominations and self-nominations remains insufficient, the incumbent Board of Directors may nominate additional candidates or organise nominations in accordance with the mechanism established by the Company in the Internal Corporate Governance Regulations. The procedure by which the incumbent Board of Directors nominates candidates must be clearly published and adopted by the General Meeting of Shareholders prior to such nominations being made in accordance with applicable law.

3. Where all members of the Board of Directors complete their term simultaneously, such members shall continue to serve until new members are elected to replace them and take up their duties.

4. A member of the Board of Directors shall cease to hold membership in the following circumstances:

4.1. No longer meets the qualifications for Board of Directors membership as stipulated under Article 155 of the Law on Enterprises 2020, or is prohibited by law from serving as a member of the Board of Directors;

4.2. Resignation submitted and accepted;

4.3. Lacks full civil legal capacity, or falls within the category of persons ineligible to manage enterprises as stipulated under Clause 2, Article 17 of the Law on Enterprises 2020;

4.4. Fails to attend Board of Directors meetings for six (06) consecutive months without a force majeure event;

4.5. Such member is removed pursuant to a decision of the General Meeting of Shareholders;

4.6. Submits false personal information to the Company as a candidate for the Board of Directors;

4.7. Other cases as provided by law and this Charter.

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

5.1. The number of Board of Directors members decreases by more than one-third compared to the number stipulated in the Company's Charter. In such case, the Board of Directors must convene the General Meeting of Shareholders within sixty (60) days from the date on which the number of members falls by more than one-third;

5.2. In other cases, the General Meeting of Shareholders shall elect new members to replace dismissed or removed Board of Directors members at the nearest meeting.

6. The appointment of Board of Directors members must be publicly disclosed in accordance with applicable laws on securities and securities markets.

7. Members of the Board of Directors need not be shareholders of the Company.

Article 29. Qualifications and Conditions for Membership of the Board of Directors

Members of the Board of Directors must satisfy the following qualifications and conditions:

1. Must have full civil legal capacity and must not fall within the category of persons prohibited from managing enterprises as stipulated under the Law on Enterprises 2020.

2. Must have professional qualifications and managerial experience in the Company's principal business sectors.

3. Members of the Board of Directors must not be the spouse, biological or adoptive parent, biological or adopted child, biological siblings (brothers or sisters), brothers-in-law, sisters-in-law of the General Director or other managers of the Company; and must not be related persons of managers or persons with the authority to appoint managers of the parent company.

4. Must be in good health, possess good moral character and integrity, be honest and upright, and have an understanding of the law.

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

6. Members of the Board of Directors of the Company may concurrently serve as members of the Board of Directors or as General Director of subsidiary companies in which the Company has contributed capital. Members of the Board of Directors may hold direct executive positions in the Company's production and business operations.

7. Members of the Board of Directors must not simultaneously serve as members of the Board of Directors of more than five (05) other companies.

Article 30. Powers and Obligations of the Board of Directors

1. The Company's business operations and affairs shall be subject to the supervision and direction of the Board of Directors. The Board of Directors is the body with full authority to exercise the rights and perform the obligations of the Company that do not fall within the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are prescribed by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors shall have the following powers and obligations:

2.1. Determine the strategy and medium-term development plans and annual business plans of the Company;

2.2. Define operational objectives based on the strategic goals adopted by the General Meeting of Shareholders;

2.3. Propose the classes of shares to be issued and the total number of shares of each class authorised for offer;

2.4. Decide on the sale of new shares within the number authorised for offer for each class; decide on additional capital raising through other forms;

2.5. Determine the offering price for shares and bonds; propose the issuance of convertible bonds and bonds with warrants;

2.6. Decide on the repurchase of shares as stipulated under Clauses 1 and 2, Article 133 of the Law on Enterprises 2020;

2.7. Decide on investment plans and investment projects, capital expenditure and procurement, within the powers and limits prescribed by law;

2.8. Determine market development, marketing, and technology solutions;

2.9. Approve purchase, sale, borrowing, lending contracts, and other contracts of the Company with values equal to or exceeding thirty-five percent (35%) of the total asset value recorded in the most recent financial statements of the Company. This provision shall not apply to contracts and transactions stipulated under Point d, Clause 2, Article 138, and Clauses 1 and 3, Article 167 of the Law on Enterprises 2020. The Board of Directors may delegate to the Chairman of the Board of Directors the authority to approve and decide on purchase, sale, borrowing, lending contracts, and other contracts with values below thirty-five percent (35%) of the total asset value recorded in the most recent financial statements of the Company. The Chairman of the Board of Directors must transfer all documentation relating to the execution of such contracts to the Board of Directors immediately upon their conclusion, and must promptly and fully report to the Board of Directors on the performance of such contracts at the nearest Board of Directors meeting or upon request;

2.10. Elect, dismiss, and remove the Chairman of the Board of Directors; appoint, dismiss, and enter into or terminate contracts with the General Director, Deputy General Directors, and Chief Accountant of the Company, and other senior managers of the Company, and delegate to the Chairman of the Board of Directors the authority to determine their salaries and other benefits; appoint authorised representatives to participate in the Members' Council or General Meeting of Shareholders of other companies, and determine the remuneration and other benefits of such persons;

2.11. Supervise, direct, and support the General Director and other managers in the daily management of the Company's business operations;

2.12. Determine the organisational structure and internal management regulations of the Company; decide on the establishment of subsidiaries, and the opening of branches and representative offices, as well as capital contribution to and share purchase in other enterprises;

decide on the reorganisation and dissolution of affiliated units, representative offices, and branches of the Company;

2.13. Approve the programme, content, and materials for the General Meeting of Shareholders; convene the General Meeting of Shareholders or solicit opinions to enable the General Meeting of Shareholders to adopt resolutions;

2.14. Present the audited annual financial statements and the Company's corporate governance report to the General Meeting of Shareholders with content as required under the Law on Enterprises and the Law on Securities;

2.15. Propose the annual dividend, and decide on the deadline and procedures for dividend payment or the treatment of losses arising in the course of business;

2.16. Recommend the reorganisation, dissolution, or filing for bankruptcy of the Company;

2.17. Approve contracts and transactions between the Company and parties stipulated under Clauses 1 and 2, Article 167 of the Law on Enterprises 2020, with values below thirty-five percent (35%) of the total asset value of the Company recorded in the most recent audited financial statements. In such case, the Company's representative signing the contract must notify the members of the Board of Directors and the Supervisors of parties with related interests in respect of such contract or transaction, and must attach the draft contract or the principal contents of the transaction. The Board of Directors shall decide on approval of the contract or transaction within fifteen (15) days from the date of receipt of the notification, unless the Company's Charter provides for a different timeframe. Members with related interests shall not have the right to vote;

2.18. Delegate to the Chairman of the Board of Directors the authority to direct the implementation of Board of Directors resolutions; approve the staffing plan in accordance with the Company's regulations; approve technical and economic norms;

2.19. Address complaints of the Company against executives and decide on the selection of the Company's representative to resolve matters relating to legal proceedings against such executives;

2.20. Report to the General Meeting of Shareholders on the appointment of the General Director by the Board of Directors;

2.21. Other rights and obligations as provided under the Law on Enterprises and this Charter.

3. The following matters must be approved by the Board of Directors:

3.1. Establishment of a branch or representative office of the Company;

3.2. Establishment of a subsidiary of the Company;

3.3. Within the scope stipulated under Clause 2, Article 153 of the Law on Enterprises 2020, except for matters that must be approved by the General Meeting of Shareholders under Clause 2, Article 138, and Clauses 1 and 3, Article 167 of the Law on Enterprises 2020, the Board of Directors shall decide on the execution, amendment, and cancellation of the Company's contracts;

3.4. Appointment and removal of persons entrusted by the Company as commercial representatives and lawyers;

3.5. Borrowings and the execution of mortgages, security interests, guarantees, and indemnities of the Company;

3.6. Investments not included in the business plan and investments exceeding ten percent (10%) of the value of the annual business plan and budget;

3.7. Purchases or sales of shares and contributed capital in other companies incorporated in Vietnam or abroad;

- 3.8. Valuation of assets contributed to the Company in non-monetary form in connection with a share or bond issuance by the Company, including gold, land use rights, intellectual property rights, technology, and technological know-how;
 - 3.9. Repurchase or forfeiture of up to ten percent (10%) of the total shares of each class offered within twelve (12) months;
 - 3.10. Determination of the repurchase or forfeiture price of the Company's shares;
 - 3.11. Other business matters or transactions that the Board of Directors determines require approval within the scope of its powers and responsibilities.
4. The Board of Directors must report to the General Meeting of Shareholders on its activities, specifically its oversight of the General Director and other executives during the financial year. Where the Board of Directors fails to submit such a report to the General Meeting of Shareholders, the Company's annual financial statements shall be deemed to have no legal force and shall not be considered approved by the Board of Directors.
 5. Unless otherwise stipulated by law or this Charter, the Board of Directors may delegate to subordinate employees and other executives to represent and handle matters on behalf of the Company.
 6. Members of the Board of Directors (excluding authorised representatives acting as replacements) shall be entitled to remuneration for their services as Board of Directors members. The total remuneration for the Board of Directors shall be determined by the General Meeting of Shareholders. Such remuneration shall be distributed among Board of Directors members by decision of the majority of members, or divided equally where no agreement is reached.
 7. The total amount paid to each member of the Board of Directors, including remuneration, expenses, commissions, share purchase rights, and other benefits received from the Company, its subsidiaries, affiliated companies, and other companies where the Board of Directors member represents contributed capital, must be disclosed in detail in the Company's Annual Report. The remuneration of Board of Directors members must be presented as a separate item in the Company's annual financial statements.
 8. Members of the Board of Directors holding executive positions (including the position of Chairman), or members who perform other duties deemed by the Board of Directors to fall outside the ordinary duties of a Board of Directors member, may receive additional remuneration in the form of a lump sum, salary, commission, percentage of profit, or other form, as decided by the General Meeting of Shareholders. Board of Directors members shall perform their assigned duties directly and shall not delegate such duties to others.
 9. Members of the Board of Directors are entitled to reimbursement of all reasonable travel, accommodation, and other expenses properly incurred in discharging their duties as Board of Directors members, including expenses incurred in attending meetings of the General Meeting of Shareholders, Board of Directors, or any subcommittees of the Board of Directors.

Article 31. Chairman of the Board of Directors

1. The Board of Directors must elect one (01) Chairman from among its members. The Chairman of the Board of Directors must not concurrently hold the position of General Director.
2. The Chairman of the Board of Directors shall have the following rights and obligations:
Submit to the Board of Directors:
 - 2.1.1. Plans for amendment and supplementation of the Company's Charter;
 - 2.1.2. Plans for the reorganisation, merger, or dissolution of the Company;
 - 2.1.3. Plans for the establishment or dissolution of subsidiaries, branches, and representative offices;

2.1.4. Decisions on the appointment, dismissal, removal, and disciplinary measures in respect of the General Director, Deputy General Directors, and Chief Accountant;

2.1.5. Long-term and annual business plans;

Implement the annual business plan adopted by the General Meeting of Shareholders and the Board of Directors;

Investment plans; plans for capital contribution to and share purchase in other enterprises;

Market development, marketing, and technology solutions;

Quarterly operating results reports and annual financial settlement reports of the Company;

Plans for the issuance of shares and bonds, and other forms of additional capital raising;

Plans for the repurchase of sold ordinary shares, and the share repurchase price;

Sale of assets recorded in the Company's accounting books;

Approval of purchase, sale, borrowing, lending contracts, and other contracts with values equal to or exceeding fifty percent (50%) of the total asset value of the Company recorded in the most recently published quarterly financial statements;

Approval of economic and civil contracts of the Company with Board of Directors members, the General Director, Supervisory Board members, shareholders holding more than ten percent (10%) of voting shares, and their related persons;

Programme, content, and materials for the General Meeting of Shareholders.

2.2. Develop the programme and activity plan of the Board of Directors;

2.3. Prepare or organise the preparation of the programme, content, and materials for meetings; convene and preside over Board of Directors meetings;

2.4. Organise the adoption of Board of Directors decisions;

2.5. Supervise the implementation of Board of Directors decisions;

2.6. Chair General Meetings of Shareholders and Board of Directors meetings;

2.7. Perform duties delegated by the Board of Directors as stipulated in this Charter;

2.8. Direct, manage, decide, and organise the implementation of matters relating to the Company's day-to-day business operations in accordance with applicable law and the Company's Charter;

2.9. Appoint, dismiss, terminate the contracts of, reward, discipline, and determine the salary and other benefits of heads and deputy heads of the Company's departments and equivalent positions;

2.10. Decide on the following matters but must report such decisions to all Board of Directors members at the nearest Board of Directors meeting:

2.10.1. Decisions on the establishment, modification, or dissolution of supporting units for the Board of Directors; decisions on the appointment, dismissal, and replacement of personnel in such units;

2.10.2. On behalf of the Board of Directors, sign, amend, supplement, or terminate employment contracts with senior managers;

2.10.3. Decide on matters relating to enterprises in which the Company has contributed capital, pursuant to the Board of Directors' delegation from time to time;

2.10.4. In relation to a project or bidding package within an investment project of the Company approved by the Board of Directors with a minimum value of three (03) billion Vietnamese dong, the Chairman shall have the authority to decide on bidding plans, cost estimates, bidding documents (including evaluation criteria for bid dossiers), bidding results, contractor approval, final settlement, and other related matters. Where necessary,

the Chairman of the Board of Directors may delegate to the General Director the authority to carry out such bidding packages or contracts.

2.10.5. In relation to a project or bidding package within a capital construction investment project of the Company with a maximum value of three (03) billion Vietnamese dong, the Chairman of the Board of Directors shall have the authority to decide on project matters in accordance with applicable law. Where necessary, the Chairman of the Board of Directors may delegate to the General Director the authority to carry out such bidding packages or contracts.

2.11. Bear responsibility for ensuring that the Board of Directors sends the annual financial statements, the Company's activity report, the audit report, and the Board of Directors' inspection report to shareholders at the General Meeting of Shareholders.

2.12. Other rights and duties as provided by law and the Company's Charter.

3. Organise the implementation of resolutions and decisions of the Board of Directors;
4. Organisational structure (establishment, dissolution, merger, and consolidation of departments, divisions, centres, and working units) within the Company; organisational structure of the management apparatus of affiliated companies, branches, and representative offices;
5. Organise the implementation of the business plan and investment plan following Board of Directors approval;
6. The maximum term of appointment for managerial positions within the Company within the authority of the Chairman of the Board of Directors is two (02) years;
7. Labour recruitment;
8. Decide on the salary, allowances, rewards, and disciplinary measures in respect of the Chairman of the Board of Directors, General Director, Deputy General Directors, Chief Accountant, and employees of the Company, except for matters within the authority of the Board of Directors;
9. Determine the purchase and sale prices of products and services (except for products and services regulated by the State);
10. Execute economic and civil contracts of the Company as prescribed by law, except for contracts specified in Point 5.2 above, which shall only be signed upon Board of Directors approval;
11. Represent the Company in initiating lawsuits involving the Company's interests, unless otherwise provided in this Charter;
12. Authorised to apply measures beyond the scope of their authority in emergency situations (natural disasters, enemy attacks, fires, and incidents) and bear responsibility for such decisions, with immediate subsequent reporting to the Board of Directors;
13. The Chairman may delegate to the General Director the authority to perform part of their executive duties;
14. In the event that the Chairman of the Board of Directors resigns or is removed, the Board of Directors must elect a replacement within ten (10) days.
15. In the event that the Chairman of the Board of Directors is absent or unable to perform their duties as stipulated under Clause 4, Article 156 of the Law on Enterprises 2020, the Chairman shall delegate in writing to another member to exercise the rights and perform the obligations of the Chairman of the Board of Directors in accordance with the principles prescribed by law and the Company's Charter. Where no such delegation is made, the remaining members shall elect one of themselves to temporarily serve as Chairman of the Board of Directors by majority vote.
16. Where deemed necessary, the Board of Directors may decide to appoint a Company Secretary to assist the Board of Directors and the Chairman of the Board of Directors in performing their

duties within their authority in accordance with applicable law and the Company's Charter. The Company Secretary shall have the following rights and obligations:

- 6.1. Assist in organising General Meetings of Shareholders and Board of Directors meetings; record meeting minutes;
- 6.2. Assist members of the Board of Directors in fulfilling their assigned rights and obligations;
- 6.3. Assist the Board of Directors in applying and implementing corporate governance principles;
- 6.4. Assist the Company in developing shareholder relations and protecting the legitimate rights and interests of shareholders;
- 6.5. Assist the Company in complying with information provision obligations, information disclosure, and administrative procedures;
- 6.6. Other rights and obligations as provided by the Law on Enterprises and the Company's Charter.

Article 32. 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 held within seven (07) working days from the close of the election of that Board of Directors. Such meeting shall be convened and presided over by the member with the highest number or proportion of votes received. Where more than one member receives the same highest number or proportion of votes, such members shall elect by majority vote one of themselves to convene the Board of Directors meeting.
2. The Chairman of the Board of Directors must convene regular and extraordinary Board of Directors meetings, prepare the agenda, time, and venue of meetings at least five (05) working days prior to the meeting. The Chairman may convene a meeting when deemed necessary, but at a minimum of once per quarter.
3. The Chairman of the Board of Directors must convene a Board of Directors meeting without undue delay, upon receiving a written request specifying the purpose of the meeting and the matters to be discussed, from any of the following:
 - 3.1. The Supervisory Board;
 - 3.2. The General Director;
 - 3.3. At least two (02) members of the Board of Directors;
 - 3.4. Other cases as prescribed by law.
4. The Chairman of the Board of Directors must convene a Board of Directors meeting within seven (07) working days from the date of receipt of the request specified in Clause 3 of this Article. Where the Chairman fails to convene such a meeting upon request, the Chairman of the Board of Directors shall be liable for any resulting losses to the Company; and the persons making the request as specified in Clause 3 of this Article shall have the right to convene a Board of Directors meeting.
5. Where required by the independent auditing firm conducting the audit of the Company's financial statements, the Chairman of the Board of Directors must convene a Board of Directors meeting to discuss the audit report and the status of the Company.
6. Board of Directors meetings shall be conducted at the Company's head office or at another location within Vietnam or abroad, as determined by the Chairman of the Board of Directors and with the agreement of the Board of Directors.
7. The Board of Directors meeting notice must be sent to all members of the Board of Directors and the Supervisors at least five (05) working days prior to the meeting. A member of the Board

of Directors may decline the meeting notice in writing; such declination may be withdrawn or cancelled in writing by the respective Board of Directors member. The Board of Directors meeting notice must be prepared in Vietnamese and must fully specify the time, venue, agenda, content of matters for discussion, accompanied by the necessary documents pertaining to the matters to be discussed and voted upon at the meeting, as well as each member's ballot.

Meeting notices shall be sent by post, fax, email, or other means, but must ensure delivery to the registered contact address of each Board of Directors member and Supervisor.

8. Board of Directors meetings shall be conducted where at least three-quarters (3/4) of the total number of Board of Directors members are present in person or through authorised representatives (proxies), where accepted by the majority of Board of Directors members. Where the number of attending members does not meet the required quorum, the meeting must be reconvened within seven (07) days from the originally scheduled date. The reconvened meeting may be conducted where more than one-half (1/2) of the Board of Directors members are in attendance.

9. Board of Directors meetings may be held by video conference among members of the Board of Directors when all or some members are in different locations, provided that each participating member is able to:

9.1. Hear all other participating members of the Board of Directors speaking at the meeting;

9.2. Speak simultaneously with all other participating members. Discussion among members may be conducted directly by telephone or by other communication and information means, or a combination thereof. A member of the Board of Directors participating in such a meeting shall be deemed 'present' at the meeting. The venue of such a meeting shall be the location where the greatest number of Board of Directors members are present, or where the meeting chairperson is present. Decisions adopted at a telephone meeting that is duly organised and conducted shall take effect immediately upon the close of the meeting but must be confirmed by the signatures of all participating Board of Directors members in the meeting minutes.

10. Members of the Board of Directors may submit ballots to the meeting by post, fax, or email. Where a ballot is submitted by post, it must be enclosed in a sealed envelope and must be delivered to the Chairman of the Board of Directors no later than one (01) hour prior to the opening of the meeting. Ballots may only be opened in the presence of all persons attending the meeting.

11. Voting:

11.1. Except as provided under Point 11.2 of this Clause, each member of the Board of Directors or their proxy as stipulated under Clause 8 of this Article personally present at the Board of Directors meeting shall have one (01) vote;

11.2. A member of the Board of Directors shall not have the right to vote on contracts, transactions, or proposals in which such member or their related person has an interest that conflicts or may conflict with the interests of the Company. Such member shall not be counted in the minimum proportion of members required to be present for the meeting to proceed in respect of decisions on which such members are not entitled to vote;

11.3. In accordance with Point 11.4 of this Clause, where an issue arises at a meeting relating to the interests or voting rights of a Board of Directors member who does not voluntarily waive their voting rights, the chairperson's ruling shall be final, unless the nature or extent of the related member's interest has not been fully disclosed;

11.4. A member of the Board of Directors benefiting from a contract specified under Points 5.1 and 5.2, Clause 5, Article 43 of this Charter shall be deemed to have a material interest in such contract.

12. A member of the Board of Directors who directly or indirectly benefits from a contract or transaction that has been or is proposed to be entered into with the Company, and who is aware

that they have an interest therein, must disclose such interest at the first Board of Directors meeting discussing the execution of such contract or transaction. Where the Board of Directors member is unaware that they or their related person has an interest at the time the contract or transaction is entered into with the Company, the Board of Directors member must disclose the related interests at the first Board of Directors meeting held after the member becomes aware of their interest or potential interest in the said transaction or contract.

13. The Board of Directors shall adopt decisions and issue resolutions on the basis of approval by the majority of Board of Directors members attending the meeting. In the event of a tie vote, the Chairman of the Board of Directors shall have a casting vote.

14. A resolution adopted in the form of written opinion polling shall be adopted on the basis of approval by the majority of Board of Directors members with voting rights. Such a resolution shall have the same legal effect as a resolution adopted at a meeting.

15. The Chairman of the Board of Directors is responsible for sending the Board of Directors meeting minutes to all members, and such minutes shall be deemed authentic evidence of matters conducted at the meeting, unless an objection to the content of the minutes is raised within ten (10) days from the date of delivery. The Board of Directors meeting minutes shall be prepared in Vietnamese and may also be prepared in English. The minutes must bear the signatures of the meeting chairperson and the secretary.

Article 33. Subcommittees of the Board of Directors

1. The Board of Directors may establish subcommittees to oversee matters relating to development policy, human resources, remuneration, internal audit, and risk management. The number of members of each subcommittee shall be determined by the Board of Directors and must be at least three (03) persons, comprising members of the Board of Directors and external members. Non-executive members of the Board of Directors should constitute a majority of each subcommittee, and one of such members shall be appointed as Head of the subcommittee by decision of the Board of Directors. The activities of each subcommittee must comply with the regulations of the Board of Directors. A resolution of a subcommittee shall only take effect where approved by the majority of attending members by vote at a subcommittee meeting.

2. The implementation of decisions of the Board of Directors or of subcommittees of the Board of Directors must be in compliance with applicable law and the provisions of the Company's Charter and the Internal Corporate Governance Regulations.

Article 34. Corporate Governance Officer

1. The Board of Directors must appoint at least one (01) Corporate Governance Officer to support corporate governance activities at the Company. The Corporate Governance Officer may concurrently serve as Company Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises.

2. The Corporate Governance Officer must satisfy the following qualifications:

2.1. Must have an understanding of the law;

2.2. Must not simultaneously work for the independent auditing firm that is auditing the Company's financial statements;

2.3. Other qualifications 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, but not in contravention of applicable labour law. The Board of Directors may appoint an assistant to the Corporate Governance Officer from time to time.

4. The Corporate Governance Officer shall have the following rights and obligations:
 - 4.1. Advise the Board of Directors on the proper organisation of General Meetings of Shareholders and other matters relating to the Company's relationship with shareholders;
 - 4.2. Prepare Board of Directors, Supervisory Board, and General Meeting of Shareholders meetings upon request of the Board of Directors or Supervisory Board;
 - 4.3. Advise on meeting procedures;
 - 4.4. Attend meetings;
 - 4.5. Advise on the procedure for preparing Board of Directors resolutions in compliance with applicable law;
 - 4.6. Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and Supervisors;
 - 4.7. Monitor and report to the Board of Directors on the Company's information disclosure activities;
 - 4.8. Maintain confidentiality of information in accordance with applicable law and the Company's Charter;
 - 4.9. Serve as the primary point of contact with relevant parties;
 - 4.10. Other rights and obligations as provided by law and the Company's Charter.

VIII. GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 35. Management Structure

The Company's management system must ensure that the management apparatus is accountable to and subject to the supervision and direction of the Board of Directors. The Company shall have a General Director, Deputy General Directors, a Chief Accountant, and other managerial titles appointed by the Board of Directors. Appointments and dismissals of the aforementioned positions must be made through Board of Directors resolutions and decisions. The General Director and Deputy General Directors may concurrently serve as members of the Board of Directors.

Article 36. Executives of the Company

With the approval of the Board of Directors, the Company may engage the number of Executives it deems necessary or appropriate for its management structure and practices, as proposed by the Board of Directors from time to time. Executives must exercise the diligence necessary to ensure that the Company's operations and organisation achieve the stated objectives.

Article 37. Appointment, Dismissal, Duties and Powers of the General Director

1. The Board of Directors shall appoint one (01) member of the Board of Directors or engage another individual as General Director.
2. The General Director shall assist the Chairman of the Board of Directors in managing the Company's day-to-day business operations; shall be subject to the supervision of the Board of Directors and the Chairman of the Board of Directors; and shall be accountable to the Board of Directors and to the law for the performance of their assigned rights and obligations. 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.
3. The term of office of the General Director is five (05) years and may be re-appointed without limit on the number of terms. Appointments must be approved by the Board of Directors. Appointments may be terminated in accordance with the provisions of the employment contract.

4. The qualifications and conditions for the General Director are as follows:
 - 4.1. Must have full civil legal capacity and must not fall within the category of persons prohibited from managing enterprises as stipulated under the Law on Enterprises 2020;
 - 4.2. Must have professional qualifications and practical experience in business management or in the Company's principal business sectors;
 - 4.3. The General Director must not be the spouse, biological or adoptive parent, biological or adopted child, biological siblings (brothers or sisters), brothers-in-law, or sisters-in-law of a Manager of the parent company, of the representative of the State's contributed capital in the Company, or of the representative of the Company's contributed capital in a subsidiary or affiliated company.
5. The Board of Directors may dismiss the General Director where approved by the majority of Board of Directors members with voting rights attending the meeting, and may appoint a new General Director as replacement.

Article 38. Powers and Obligations of the General Director

The General Director shall have the following rights and obligations:

- 1.1. Implement the resolutions of the Board of Directors and the General Meeting of Shareholders, and the business and investment plans of the Company approved by the Board of Directors and the General Meeting of Shareholders;
- 1.2. Decide on matters within the delegation of the Chairman of the Board of Directors, including signing financial and commercial contracts on behalf of the Company, organising and managing the day-to-day business operations of the Company in accordance with best management practices; decide on matters relating to bidding packages within approved investment projects with a value below five (05) billion Vietnamese dong following Board of Directors approval. Carry out bidding packages or contracts delegated by the Board of Directors or the Chairman of the Board of Directors;
- 1.3. Recommend the number of and the Executives that the Company requires for appointment or dismissal by the Board of Directors or the Chairman of the Board of Directors as necessary, in order to implement the operations and management structures proposed by the Board of Directors; and on the question of the Board of Directors determining the salary, remuneration, benefits, and other terms of the employment contracts of Executives;
- 1.5. Recommend to the Chairman of the Board of Directors decisions on the appointment, dismissal, removal, or entry into and termination of contracts, rewards, discipline, salary, and other benefits in respect of heads of the Company's departments and equivalent positions;
- 1.6. Appoint, dismiss, remove, or enter into and terminate contracts with, reward, discipline, and determine the salary and other benefits of heads and deputy heads of the Company's departments and equivalent positions, when delegated by the Chairman of the Board of Directors;
- 1.7. Appoint, dismiss, and remove other managerial positions within the Company, except for positions within the authority of the Board of Directors and the Chairman of the Board of Directors;
- 1.10. No later than 31 October each year, the General Director shall present to the Board of Directors for approval a detailed business plan for the following financial year, in a manner consistent with the relevant budget requirements and the Company's five (05)-year financial plan;
- 1.11. Propose measures to improve the Company's operations and management;

1.12. Recommend to the Chairman of the Board of Directors the Company's organisational structure and internal management regulations;

1.13. Prepare long-term, annual, and quarterly budgets of the Company to support the long-term, annual, and quarterly management activities of the Company in accordance with the business plan. The annual budget (including the projected balance sheet, projected income statement, and projected cash flow statement) for each financial year must be presented to the Board of Directors for approval and must include the information prescribed by the Company's regulations;

1.14. Other rights and obligations as provided by law; the Company's Charter, internal regulations; Board of Directors resolutions and decisions; and the employment contract between the General Director and the Company.

2. The General Director shall be accountable to the Board of Directors and the General Meeting of Shareholders for the performance of assigned duties and powers, and must report to such bodies periodically and upon request.

Article 39. Deputy General Directors, Chief Accountant, and Support Apparatus.

1. The Deputy General Directors shall assist the General Director in managing the Company in accordance with the assignments and delegation of the General Director, and shall be accountable to the General Director and to the law for their assigned or delegated duties.

2. Deputy General Directors and the Chief Accountant shall be appointed or contracted for a term of three (03) years and may be re-appointed or re-contracted.

3. The General Office and professional and specialist departments, divisions, and equivalent units of the Company shall have advisory and support functions for the Board of Directors and the General Director in the management and direction of operations.

4. The specific duties of professional and specialist departments, divisions, and equivalent units shall be stipulated in the Company's Management and Operations Regulations approved by the Board of Directors and promulgated by the General Director by decision pursuant to the Board of Directors' delegation.

5. In the course of operations, the General Director may recommend to the Chairman of the Board of Directors decisions on changes to the organisational structure, staffing, and the number, functions, and duties of professional and specialist departments, divisions, and equivalent units, in order to meet the Company's production and business needs.

IX. SUPERVISORY BOARD

Article 40. Members of the Supervisory Board

1. The nomination and candidacy of Supervisory Board members shall be carried out in the same manner as stipulated under Point 2.1, Clause 2, Article 28 of this Charter. Where the number of candidates for the Supervisory Board through nominations and self-nominations is insufficient, the incumbent Supervisory Board may nominate additional candidates or organise nominations in accordance with the mechanism stipulated in the Company's Charter and the Internal Corporate Governance Regulations. The mechanism by which the incumbent Supervisory Board nominates candidates must be clearly published and must be adopted by the General Meeting of Shareholders prior to such nominations being made.

2. The Supervisory Board of the Company shall consist of three (03) members elected by the General Meeting of Shareholders. The term of office of a Supervisor shall not exceed five (05) years, and Supervisors may be re-elected without limit on the number of terms.

3. The Supervisory Board shall elect one (01) of its members as Head by majority vote. The Head of the Supervisory Board must hold at least an undergraduate degree in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the Company's business. The Head of the Supervisory Board shall have the following rights and responsibilities:

3.1. Convene Supervisory Board meetings;

3.2. Prepare and sign Supervisory Board reports after consulting the Board of Directors, for submission to the General Meeting of Shareholders.

4. Qualifications and conditions for membership of the Supervisory Board:

4.1. Must have full civil legal capacity and must not fall within the category of persons prohibited from managing enterprises as stipulated under the Law on Enterprises 2020;

4.2. Must not be the spouse, biological or adoptive parent, biological or adopted child, biological siblings (brothers or sisters), brothers-in-law, sisters-in-law, of members of the Board of Directors, the General Director, or other managers of the Company;

4.3. Must be in good health, possess good moral character and integrity, be honest and upright, and have an understanding of the law;

4.4. Must not hold managerial positions within the Company, and may be a shareholder or employee of the Company;

4.5. Must not work in the accounting or finance department of the Company, and must not be a member or employee of the independent auditing firm conducting audits of the Company's financial statements.

5. Dismissal and removal of Supervisory Board members:

5.1. Supervisory Board members shall be dismissed in the following cases:

5.1.1. No longer meets the qualifications and conditions for Supervisory Board membership as stipulated under Article 169 of the Law on Enterprises 2020 and Clause 4, Article 40 of this Charter;

5.1.2. Fails to exercise their rights and obligations for six (06) consecutive months without a force majeure event;

5.1.3. Resignation submitted and accepted by the General Meeting of Shareholders;

5.1.4. Other cases as provided by law and this Charter.

5.2. Supervisors shall be removed in the following cases:

5.2.1. Failure to complete assigned duties and tasks;

5.2.2. Serious or repeated violation of the obligations of a Supervisor as stipulated under the Law on Enterprises and the Company's Charter;

5.2.3. Pursuant to a decision of the General Meeting of Shareholders;

5.2.4. Other cases as provided by law and this Charter.

Article 41. Supervisory Board

1. The Supervisory Board shall have the rights and obligations stipulated under Article 165 of the Law on Enterprises and the following additional rights and obligations:

1.1. Propose and recommend to the General Meeting of Shareholders approval of an independent auditing firm to conduct the audit of the Company's financial statements;

1.2. Be accountable to shareholders for its supervisory activities;

- 1.3. Supervise the financial position of the Company, the legality of the activities of members of the Board of Directors, the General Director, and other managers, and the coordination between the Supervisory Board and the Board of Directors, General Director, and shareholders;
 - 1.4. Upon discovering any violation of law or of the Company's Charter by members of the Board of Directors, the General Director, or other executives, notify the Board of Directors in writing within forty-eight (48) hours, request the person in violation to cease the violation and implement remedial measures;
 - 1.5. Report to the General Meeting of Shareholders in accordance with the Law on Enterprises and the Law on Securities;
 - 1.6. Other rights and obligations as provided by law and this Charter.
2. Members of the Board of Directors, the General Director, and other executives must provide the Supervisory Board with complete, accurate, and timely information and documents pertaining to the management, operation, and activities of the Company.
 3. The Supervisory Board may adopt regulations on its meetings and mode of operation. The Supervisory Board must meet at least twice (02) per year, and a meeting may be held where at least two-thirds (2/3) of the Supervisors are in attendance.
 4. The remuneration, salary, and other benefits of Supervisors shall be determined by the General Meeting of Shareholders. Supervisors shall be entitled to reimbursement of reasonable accommodation, travel, and other expenses incurred when attending Supervisory Board meetings or carrying out other Supervisory Board activities.

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

Article 42. Duty of Care

Members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives are obliged to perform their duties, including their duties as members of Board of Directors subcommittees, honestly, diligently, and in the interests of the Company.

Article 43. Duty of Loyalty and Avoidance of Conflicts of Interest

1. Members of the Board of Directors, Supervisors, the General Director, and other executives must disclose related interests in accordance with Article 159 of the Law on Enterprises and other applicable legal provisions.
2. Members of the Board of Directors, Supervisors, the General Director, and other executives shall not exploit business opportunities that may be of benefit to the Company for personal purposes. They shall not use information obtained by virtue of their positions for personal gain or to serve the interests of other organisations or individuals.
3. Members of the Board of Directors, Supervisory Board, the General Director, and other executives are obliged to notify the Board of Directors of all interests that may conflict with the interests of the Company and that they may derive through other legal entities, transactions, or other individuals.
4. Unless otherwise resolved by the General Meeting of Shareholders, the Company shall not grant loans or guarantees to members of the Board of Directors, Supervisors, the General Director, other executives, or individuals and organisations related to the aforementioned persons, or to legal entities in which such persons hold financial interests, except where the Company and such related organisations are companies within the same Group or companies operating within a corporate

group, including parent companies and subsidiaries, and economic groups, or where sector-specific legislation provides otherwise.

5. A contract or transaction between the Company and one or more members of the Board of Directors, Supervisors, the General Director, other executives, or individuals, organisations related to them, or a company, partner, association, or organisation of which a member of the Board of Directors, Supervisor, General Director, other executive, or a person related to them is a member or has a financial interest, shall not be voidable in the following cases:

5.1. For contracts with a value not exceeding twenty percent (20%) of the total asset value recorded in the most recent financial statements, the material terms of the contract or transaction and the interests of the members of the Board of Directors, Supervisors, General Director, and other executives have been reported to the Board of Directors, and the Board of Directors has in good faith approved the contract or transaction by a majority vote of Board of Directors members without a related interest;

5.2. For contracts with a value exceeding twenty percent (20%) of the total asset value recorded in the most recent financial statements, the material terms of the contract or transaction and the interests of members of the Board of Directors, Supervisors, General Director, and other executives have been disclosed to the shareholders without related interests who are entitled to vote on such matter, and such shareholders have approved the contract or transaction;

5.3. The contract or transaction has been assessed by an independent consultancy as being fair and reasonable from all aspects relating to shareholders of the Company at the time the transaction or contract is approved by the Board of Directors or the General Meeting of Shareholders.

6. Members of the Board of Directors, Supervisors, the General Director, other executives, and organisations and individuals related to such persons must not use undisclosed information of the Company or disclose such information to others to carry out related transactions.

7. Members of the Board of Directors shall not have the right to vote on transactions that benefit such member or their related persons as stipulated under the Law on Enterprises and the Company's Charter.

Article 44. Liability for Damages and Indemnification

1. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives who violate their duties of loyalty and diligence, or who fail to fulfil their obligations, shall be liable for losses resulting from such violations.

2. The Company shall indemnify persons who are, were, or may become a party to a complaint, action, or prosecution (including civil, administrative, and matters other than those initiated by the Company) where such person has been or is a member of the Board of Directors, member of the Supervisory Board, General Director, other executive, employee, or authorised representative of the Company who has been or is performing duties pursuant to the Company's delegation, acting honestly and diligently in the interests of the Company and in compliance with the law, and where there is no evidence confirming that such person has violated their obligations.

3. When performing their functions, duties, or tasks delegated by the Company, members of the Board of Directors, Supervisors, other executives, employees, or authorised representatives of the Company shall be indemnified by the Company when they become a party to a complaint, action, or prosecution (excluding actions initiated by the Company) in the following cases:

3.1. Having acted honestly, diligently, and assiduously in the interests of and without prejudice to the interests of the Company;

3.2. Having complied with the law and there being no substantiated evidence of failure to fulfil their obligations.

4. Indemnification costs include court judgements, fines, and amounts payable in fact (including legal fees) in resolving such matters within the limits permitted by law. The Company may purchase insurance for such persons to cover the indemnification liabilities described above.

XI. RIGHT TO INSPECT CORPORATE BOOKS AND RECORDS

Article 45. Right to Inspect Books and Records

1. Shareholders or groups of shareholders holding the total shareholding in the Company as stipulated under Article 15 shall have the right to, either directly or through an authorised person, submit a written request to inspect the shareholder list, General Meeting of Shareholders minutes, and to copy or extract the above documents during business hours at the Company's head office. Inspection requests submitted by an authorised representative of a shareholder must be accompanied by the shareholder's power of attorney or a certified copy thereof. Such shareholders or groups of shareholders must maintain the confidentiality of information provided by the Company in accordance with the Company's Charter and applicable law; use such information solely to exercise and protect their own legitimate rights and interests; and are strictly prohibited from distributing or copying and forwarding such information to other organisations or individuals, in accordance with Clause 5, Article 119 of the Law on Enterprises 2020 and Clause 7, Article 16 of this Charter.

2. The Company must retain this Charter and its amendments and supplements, the enterprise registration certificate, internal regulations, documents evidencing ownership of assets, resolutions of the General Meeting of Shareholders and Board of Directors, minutes of General Meetings of Shareholders and 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 at another location, provided that shareholders and the business registration authority are notified of the storage location.

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

Article 46. Disclosure of Related Interests

The Company shall apply the provisions relating to the disclosure of its related interests in accordance with Article 164 of the Law on Enterprises 2020.

Article 47. Protection of Legitimate Rights of Stakeholders of the Company

1. The Company must fulfil its responsibilities to the community and stakeholders in accordance with applicable law and this Charter.

2. The Company must comply with applicable laws on labour, environment, and social matters.

XII. EMPLOYEES AND TRADE UNIONS

Article 48. Employees and Trade Unions

1. The General Director must develop plans for the Board of Directors to adopt on matters relating to the recruitment and termination of employees, salaries, social insurance, welfare, rewards, and discipline of employees and executives.

2. The General Director must develop plans for the Board of Directors to adopt on matters relating to the Company's relationship with trade union organisations, in accordance with best management standards, practices, and policies, as well as the practices and policies stipulated in this Charter, the Company's regulations, and applicable law.

XIII. PROFIT DISTRIBUTION

Article 49. Profit Distribution

1. The General Meeting of Shareholders shall determine the level of dividend payment and the form of dividend payment each year from the Company's retained earnings.
2. The Company shall not pay interest on dividends or payments relating to any class of shares.
3. The Board of Directors may recommend to the General Meeting of Shareholders the payment of all or part of dividends in the form of shares, and the Board of Directors shall be the body responsible for implementing such decisions.
4. Where dividends or other amounts relating to a class of shares are paid in cash, the Company must make such payment in Vietnamese dong. Payment may be made directly or through banks based on the bank account details provided by shareholders. Where the Company has transferred funds in accordance with the bank details provided by a shareholder and the shareholder has not received the funds, the Company shall not be liable for the amount transferred to such shareholder. Dividend payments in respect of shares listed/registered for trading on the Stock Exchange may be effected through a securities company 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 determining a specific date for the purpose of closing the shareholder list. Based on such date, persons registered as shareholders or holders of other securities shall be entitled to receive cash or share dividends, notices, or other documents.
6. Other matters relating to profit distribution shall be carried out in accordance with applicable law.

XIV. BANK ACCOUNTS, FINANCIAL YEAR AND ACCOUNTING REGIME

Article 50. Bank Accounts

1. The Company shall open accounts at Vietnamese banks or at branches of foreign banks licensed to operate in Vietnam.
2. With the prior approval of the competent authority, the Company may, where necessary, open bank accounts abroad in accordance with applicable law.
3. The Company shall conduct all payments and accounting transactions through Vietnamese dong or foreign currency accounts at the banks where the Company maintains accounts.

Article 51. Financial Year

The Company's financial year begins on 01 January and ends on 31 December each year. The first financial year commences on the date of issuance of the Enterprise Registration Certificate and ends on 31 December of the year of issuance.

Article 52. Accounting Regime

1. The Company shall apply the enterprise accounting regime or a specialised accounting regime issued or approved by the competent authority.
2. The Company shall prepare accounting records in Vietnamese and preserve accounting files in accordance with applicable accounting laws and related legislation. Such records must be accurate, up-to-date, systematic, and sufficient to demonstrate and explain the Company's transactions.

3. The Company shall use the Vietnamese dong as the accounting currency. Where the Company's principal transactions are denominated in a particular foreign currency, the Company may opt to use that foreign currency as the accounting currency, shall bear responsibility for such choice before the law, and shall notify the competent tax authority accordingly.

XV. FINANCIAL STATEMENTS, ANNUAL REPORTS AND DISCLOSURE OBLIGATIONS

Article 53. Annual, Semi-Annual and Quarterly Financial Statements

The Company must prepare annual financial statements in accordance with applicable law and the regulations of the State Securities Commission, and such statements must be audited as stipulated under Article 55 of this Charter. Within ninety (90) days from the close of each financial year, the Company must submit the annual financial statements approved by the General Meeting of Shareholders to the competent tax authority, the State Securities Commission, the Stock Exchange, and the business registration authority. The annual financial statements must include an Income Statement faithfully and objectively reflecting the profit/loss position of the Company during the financial year, a Balance Sheet faithfully and objectively reflecting the financial position of the Company as at the date of preparation, a Cash Flow Statement, and Notes to the Financial Statements.

The Company must prepare and publish semi-annual reviewed financial statements and quarterly financial statements in accordance with the regulations of the State Securities Commission and the Stock Exchange, and submit them to the competent tax authority and the business registration authority in accordance with the Law on Enterprises.

The audited annual financial statements (including the auditor's opinion), the semi-annual reviewed financial statements, and the quarterly reports must be published on the Company's website.

All interested organisations and individuals shall have the right to inspect or copy the audited annual financial statements, the semi-annual reviewed financial statements, and the quarterly financial statements during business hours at the Company's head office, and shall pay a reasonable fee for copying.

Article 54. Annual Report

The Company must prepare and publish an Annual Report in accordance with applicable laws on securities and securities markets.

XVI. AUDIT OF THE COMPANY

Article 55. Audit

1. The General Meeting of Shareholders shall designate an independent auditing firm or approve a list of independent auditing firms and authorise the Board of Directors to select one of these entities to conduct the audit of the Company's financial statements for the following financial year on terms and conditions agreed with the Board of Directors.

2. The independent auditing firm shall examine, certify, prepare the audit report, and submit such report to the Board of Directors within three (03) months from the close of the financial year.

3. The audit report shall be attached to the Company's annual financial statements.

4. The independent auditor conducting the audit of the Company's financial statements shall be entitled to attend General Meetings of Shareholders, to receive notices and other information relating to General Meetings of Shareholders, and to address the General Meeting on matters relating to the audit of the Company's financial statements.

XVII. CORPORATE SEAL

Article 56. Corporate Seal

The Board of Directors shall decide on the official seal of the Company, which shall be engraved in accordance with applicable law and this Charter.

1. The seal may be a physical seal produced by a seal engraving establishment or an electronic signature as stipulated under applicable legislation on electronic transactions.
2. The Board of Directors shall determine the type, number, form, and content of the seals of the Company, 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 law.

XVIII. DISSOLUTION OF THE COMPANY

Article 57. Dissolution of the Company

1. The Company may be dissolved in the following circumstances:
 - a) Expiry of the duration of operation stated in the Company's Charter without a resolution to extend;
 - b) Pursuant to a resolution or decision of the General Meeting of Shareholders;
 - c) Revocation of the Enterprise Registration Certificate, unless the Law on Tax Administration provides otherwise;
 - d) Other cases as provided by law.
2. Early dissolution of the Company (including any extended period) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. Such dissolution decision must be notified to or approved by the competent authority (where required) in accordance with applicable regulations.

Article 58. Extension of Operations

1. The Board of Directors shall convene a General Meeting of Shareholders at least seven (07) months prior to the expiry of the Company's duration of operation, in order to allow shareholders to vote on an extension of operations as proposed by the Board of Directors.
2. The duration of operation shall be extended where shareholders representing sixty-five percent (65%) or more of the total voting shares of all shareholders attending the General Meeting of Shareholders vote in favour.

Article 59. Liquidation

1. At least six (06) months prior to the expiry of the Company's duration of operation, or following a dissolution decision, the Board of Directors must establish a Liquidation Committee comprising three (03) members, of which two (02) members shall be designated by the General Meeting of Shareholders and one (01) member shall be designated 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 liquidation shall be given priority by the Company in payment before other debts.
2. The Liquidation Committee shall notify the business registration authority of its date of establishment and commencement of operations. From that date, the Liquidation Committee shall

represent the Company in all matters relating to the liquidation before courts and administrative bodies.

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

3.1. Liquidation costs;

3.2. Outstanding salary, severance pay, social insurance, and other entitlements of employees as provided under collective labour agreements and employment contracts;

3.3. Tax debts;

3.4. Other debts of the Company;

3.5. Any remaining amount after settling all debts from items (3.1) to (3.4) above shall be distributed to shareholders. Preference shares shall receive priority in distribution.

XIX. RESOLUTION OF INTERNAL DISPUTES

Article 60. Resolution of Internal Disputes

1. In the event of a dispute or complaint arising in connection with the Company's operations, or the rights and obligations of shareholders as stipulated under the Law on Enterprises, the Company's Charter, other applicable legal provisions, or agreements between:

1.1. Shareholders and the Company;

1.2. Shareholders and the Board of Directors, Supervisory Board, the General Director, or other executives; the relevant parties shall endeavour to resolve the dispute through negotiation and conciliation. Unless the dispute involves the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution process and require each party to submit relevant information within thirty (30) working days from the date the dispute arises. Where the dispute involves the Board of Directors or the Chairman of the Board of Directors, any party may request the appointment of an independent expert to serve as mediator in the resolution process.

2. Where a conciliation agreement is not reached within six (06) weeks from the commencement of the conciliation process, or where the mediator's decision is not accepted by the parties, either party may refer the dispute to arbitration or court.

3. Each party shall bear its own costs relating to negotiation and conciliation proceedings. Court costs shall be paid in accordance with the court's ruling.

XX. AMENDMENT AND SUPPLEMENT TO THE CHARTER

Article 61. Company Charter

1. Any amendment or supplement to this Charter must be considered and decided upon by the General Meeting of Shareholders.

2. Where applicable law provides for matters relating to the Company's operations that are not addressed in this Charter, or where new legal provisions differ from the provisions of this Charter, such legal provisions shall apply to govern the Company's operations.

XXI. EFFECTIVE DATE

Article 62. Effective Date

1. This Charter comprises twenty-one (21) chapters and sixty-two (62) articles and has been unanimously adopted by the General Meeting of Shareholders of COKYVINA Joint Stock Company on 2026 in Hanoi, with all parties agreeing to the full legal effect of this Charter.
2. This Charter is made in ten (10) originals of equal legal effect, of which:
 - 2.1. One (01) original shall be deposited at the local State Notary Office;
 - 2.2. Five (05) originals shall be registered with the relevant governmental authority as required by the People's Committee of the province or municipality;
 - 2.3. Four (04) originals shall be retained at the Company's head office.
3. This Charter is the sole and official charter of the Company and supersedes any charter previously issued prior to the effective date of this Charter.
4. Copies or extracts of the Company's Charter shall be valid upon signature by the Chairman of the Board of Directors or by at least one-half of the total number of Board of Directors members.

**ON BEHALF OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
BOARD OF DIRECTORS MEMBERS' SIGNATURES**

CHAIRMAN OF THE BOARD OF DIRECTORS

MEMBERS OF THE BOARD OF DIRECTORS:





COKYVINA JOINT STOCK COMPANY

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc

Số: 01/NQ-ĐHĐCĐ-CKV

Hanoi, 23 June, 2026



RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

COKYVINA JOINT STOCK COMPANY

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Company's Charter approved by the General Meeting of Shareholders;
- Pursuant to the Operational Regulations of the Board of Directors of Cokyvina Joint Stock Company;
- Pursuant to the minutes of the annual General Meeting of Shareholders held on April 29, 2026, of Cokyvina Joint Stock Company.

Attending the General Meeting are: 10 representatives who are shareholders or authorized representatives of shareholders. The attendees represent: 3,536,120 common shares with voting rights (including both shareholders who own shares and shareholders who are authorized to attend), accounting for: 88,14% of the total number of shares with voting rights.

The annual general meeting of shareholders of Cokyvina Joint Stock Company on April 29, 2026, discussed and voted on the following decisions:

RESOLUTION

Article 1. Approval of the Board of Directors' report on the operational situation in 2025 and the direction and tasks for 2026.

Article 2. Approval of the report on the business performance results for 2025 and the production and business plan for 2026 with the following key indicators:

Revenue for 2026	195,225 million VND
Profit after tax for 2026	3,944 million VND
Return on equity ratio	8,03%
Dividend payout ratio for 2026	6,00%

Article 3. Approve the 2025 Supervisory Board's Report and the directions and tasks for 2026.

Article 4. Approval of the audited financial statements for the year 2025 of the Company.

Article 5. Approving the profit distribution plan and the establishment of the fund for the year 2025 of Cokyvina Joint Stock Company as approved at the General Meeting, in which the dividend payout ratio for the year 2025 is 6,27%, and authorizing the



Board of Directors to decide on the appropriate time to pay the dividend for the year 2025, but no later than September 30, 2026.

Article 6. Approving the remuneration payment plan for the Board of Directors and the Supervisory Board for the year 2025 as follows:

Remuneration for the Board of Directors and the Supervisory Board in 2025:

- Board of Directors and Supervisory Board remuneration for 2025: 169.400.000 VND. Of which:

Remuneration for full-time members of the Board of Directors and Supervisory Board: 104.954.348 VND.

Remuneration for part-time members of the Board of Directors and Supervisory Board: 64.445.652 VND.

- The Board of Directors proposes the remuneration level for the Board of Directors and Supervisory Board for 2025 for both full-time and part-time members to be: **183.300.000 VND.**

Article 7. Approval of the remuneration payment plan for the Board of Directors and the Supervisory Board for the fiscal year 2026:

In the case of achieving the after-tax profit target for 2026 (according to the delivery plan), the remuneration for the Board of Directors and the Supervisory Board is 236.113.581 VND.

- The remuneration for the Board of Directors and the Supervisory Board, in the case that the after-tax profit exceeds the planned target, will increase by a maximum of 2% for every 1% of after-tax profit that exceeds the plan. The total remuneration fund for the Board of Directors and the Supervisory Board shall not exceed 20% of the actual salary of the dedicated managers in 2026 (including dedicated members of the Board of Directors, the General Director, Deputy General Directors, Chief Accountant, and dedicated members of the Supervisory Board).

- The remuneration for the Board of Directors and Supervisory Board will be reduced by 1% for every 1% decrease in after-tax profit compared to the planned target if the actual after-tax profit is less than the target.

-In the case of the company making a loss: no compensation will be paid.

Article 8. Through the authorization of the Board of Directors of the Company to select a qualified auditing firm to audit the Company's financial statements for the year 2026.

Article 9. Approving the delegation to the Board of Directors of the Company to select the internal audit firm for the year 2026.

Article 10. Approving the amendment for Company Charter, as requested by the Board of Directors.

Article 11. Approving the Company Strategic Production and Business plan for 2026-2029 period.

Article 10. Approving the election results of the members of the Board of Directors as announced in the ballot counting minutes, specifically as follows:

I. Election results for the Board of Directors members:

Article 12. This resolution was approved by the Annual General Meeting of Shareholders in 2026 and takes effect from the date of signing.

This resolution will be kept at the Company as required.

**ON BEHALF OF GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN
(Signed and stamped)**



Pham Viet Huy



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, date month year 2026

CONFIRMATION OF ATTENDANCE
ANNUAL GENERAL MEETING OF SHAREHOLDERS
YEAR 2026

To: **COKYVINA Joint Stock Company**

Full Name:.....
being a shareholder of COKYVINA Joint Stock Company.

National ID / Business Reg No.: Issued on: At:
Address:
.....

Total number of shares held:
In figures: (In words:)

I have received the invitation to attend the Annual General Meeting of Shareholders for the year 2026, organized by your Company on 23 June 2026.

I hereby confirm my attendance at the Meeting as follows:

Will attend the Meeting :
Will NOT attend the Meeting :

We respectfully inform you of the above.

Shareholder (Signature, seal, and full name)

Note: Shareholders are kindly requested to send the original signed Confirmation to the following address:

COKYVINA Joint Stock Company

Address: No. 178, Trieu Viet Vuong Street, Hai Ba Trung Ward, Hanoi City.

Tel: Ms. Vu Thi Kim Thoa – Deputy Head of Finance & Accounting Department – Mobile: 098 277 2325

Email: thoavtk8@gmail.com



COKYVINA JOINT STOCK COMPANY

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM

Độc lập - Tự do - Hạnh phúc

Number:.....

Hanoi, date 23 month 06 year 2026



**SPEECH REGISTRATION FORM
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
COKYVINA JOINT STOCK COMPANY**

Dear: BOARD OF CHAIRMEN

1. My name is:....., I am a shareholder/authorized representative attending the annual general meeting of shareholders in 2026 of COKYVINA Joint Stock Company.

2. ID card number/ Citizen ID number:.....Date of issue:.....

3. Total number of shares owned/authorized.:

By number:.....

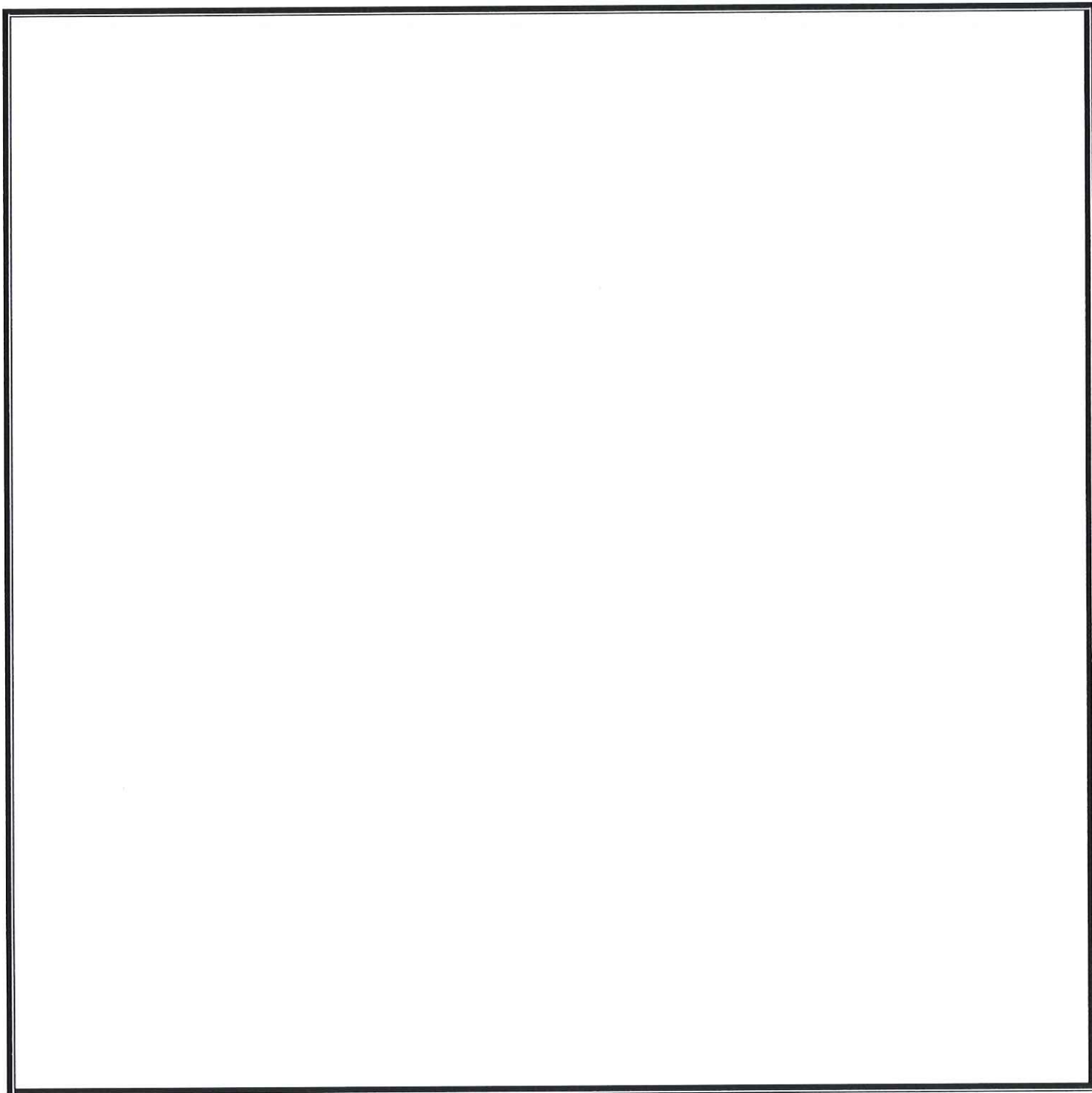
In words:.....

4. Content of the registration to speak:

.....
.....
.....
.....
.....
.....
.....
.....
.....
.....

Shareholder/Authorized Person
(Signature, full name)

.....



**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
COKYVINA JOINT STOCK COMPANY**



Date 23 month 06 year 2026

VOTING BALLOT

ON:

Shareholder' name

VOTING SHARE NUMBER

In which:

- | | | |
|------------------------------------|---|--------|
| - Number of shares owned: | | stocks |
| - Number of representative shares: | 0 | stocks |



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, date month year 2026

**CONFIRMATION OF ATTENDANCE
ANNUAL GENERAL MEETING OF SHAREHOLDERS
YEAR 2026**

To: **COKYVINA Joint Stock Company**

Full Name:.....
being a shareholder of COKYVINA Joint Stock Company.

National ID / Business Reg No.: Issued on: At:
Address:
.....

Total number of shares held:
In figures: (In words:)

I have received the invitation to attend the Annual General Meeting of Shareholders for the year 2026, organized by your Company on 23 June 2026.

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Tel: Ms. Vu Thi Kim Thoa – Deputy Head of Finance & Accounting Department – Mobile: 098 277 2325

Email: thoavtk8@gmail.com



2026 ANNUAL GENERAL MEETING



LETTER OF ATTORNEY

Hanoi,, 2026

For attending the 2026 Annual General Meeting of COKYVINA JSC.

Name of Principal/Shareholder:
Permanent Address:
Telephone: Fax Email
ID card/Business Registration Certificate/Passport No., Date & Place of Issuance:
Number of CKV shares in holding:

Hereby appoint

Name of Proxy:
Permanent Address
Telephone: Fax Email
ID card/Business Registration Certificate/Passport No., Date & Place of Issuance:

(or)

- 1. Mr. Pham Viet Huy – Chairman.
2. Mr. Ly Chi Duc – Member of Board of Directors – General Director.

to be my/our proxy and exercise all or any of my/our rights to attend, speak and vote for me/us in respect of my/our voting entitlement on my/our behalf at the 2026 Annual General Meeting of the Company on June 23, 2026.

PROXY

(Name, signature and stamp if any)

PRINCIPAL

(Name, signature and stamp if any)