

Hanoi, April 25, 2026

OPERATING REGULATION OF THE BOARD OF DIRECTORS

Pursuant to the Law on Securities dated November 26, 2019, and its amendments and supplements;

Pursuant to the Law on Enterprises dated June 17, 2020, and its amendments and supplements;

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

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

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

Pursuant to the Charter of Taseco Land Investment Joint Stock Company (the "Company");

Pursuant to Resolution No. 01/2026/NQ-ĐHĐCĐ of the General Meeting of Shareholders dated April 25, 2026;

The Operating Regulation of the Board of Directors of Taseco Land Investment Joint Stock Company comprises the following contents:

CHAPTER I. GENERAL PROVISIONS

Article 1. Scope of Regulation and Subjects of Application

1. Scope of regulation: The Operating Regulation of the Board of Directors ("BOD") stipulates the organizational and personnel structure, operating principles, rights, and obligations of the BOD and its members in accordance with the Law on Enterprises, the Company Charter, and other relevant laws.

2. Subjects of application: This Regulation applies to the BOD and members of

the BOD.

Article 2. Operating Principles of the BOD

1. The BOD shall operate on the basis of collective principles. Members of the BOD shall bear personal responsibility for their assigned duties and jointly be responsible to the General Meeting of Shareholders ("GMS") and before the law for the resolutions and decisions of the BOD in relation to the Company's development.

2. The BOD assigns the General Director to organize and manage the implementation of the resolutions and decisions of the BOD.

CHAPTER II.

MEMBERS OF THE BOARD OF DIRECTORS

Article 3. Rights and Obligations of Members of the BOD

1. Members of the BOD shall enjoy all rights in accordance with the Law on Securities, relevant laws, and the Company Charter, including the right to be provided with information and documents on the Company's financial position, business operations, and those of its affiliated units.

2. Members of the BOD shall have obligations as prescribed in the Company Charter and the following obligations:

a) Perform their duties honestly and prudently in the best interests of the shareholders and the Company;

b) Attend all meetings of the BOD and provide opinions on matters brought up for discussion;

c) Promptly and fully report to the BOD any remuneration received from subsidiaries, associated companies, and other organizations;

d) Report to the BOD at the nearest meeting any transactions between the Company, its subsidiaries, or other companies in which the Company holds control over more than 50% of the charter capital, and such BOD member and his/her related persons; and transactions between the Company and a company in which such BOD member is a founding member or enterprise manager within the three (03) years preceding the transaction date;

e) Make information disclosures when conducting transactions in the Company's shares in accordance with law.

Article 4. Right of BOD Members to Access Information

1. Members of the BOD shall have the right to request the General Director, Deputy General Directors, and other managers of the Company to provide information and documents on the Company's financial position, business operations, and those of its affiliated units.

2. The requested managers must provide the information and documents accurately, fully, and in a timely manner as requested by members of the BOD.

3. Requests for the provision of information must be made in writing and solely for the purpose of performing the duties of BOD members. Such written request must specify the reason for the request, the intended use of the information, and include a commitment to use the information for the proper purpose and to keep the provided information and documents confidential. The request must be sent to the General Director at least 48 working hours in advance, and a copy must simultaneously be sent to the Chairman of the BOD.

Article 5. Term and Number of BOD Members

1. The BOD shall comprise no fewer than three (03) and no more than seven (07) members. The term of office of the BOD shall be five (05) years; members of the BOD may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the BOD of a company for no more than two (02) consecutive terms.

2. If all members of the BOD concurrently expire their term of office, such members shall continue to serve until new members are elected to replace them and assume their duties, unless otherwise provided in the Company Charter.

Article 6. Standards and Conditions for Members of the BOD

1. Members of the BOD must satisfy the following standards and conditions:

- a) Not falling into the cases specified in Clause 2, Article 17 of the Law on Enterprises;
- b) A member of the Company's BOD may concurrently be a member of the board of directors of another company;
- c) Having leadership qualities, integrity, responsibility, maturity, ethics, and the trust of shareholders, other BOD members, managers, and employees of the Company;
- d) Other standards and conditions as prescribed in the Company Charter.

2. Independent members of the Board of Directors must satisfy the following standards and conditions:

- a) Not currently working for the Company, its parent companies, or its subsidiaries; and not having worked for the Company, its parent companies, or its subsidiaries for at least the preceding three (03) consecutive years;
- b) Not receiving salary or remuneration from the Company, except for allowances to which members of the Board of Directors are entitled in accordance with regulations;
- c) Not being the spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling of a major shareholder of the Company; or a manager of the Company



or its subsidiaries;

d) Not directly or indirectly owning at least 01% of the total voting shares of the Company;

e) Not having served as a member of the Board of Directors or the Board of Supervisors of the Company for at least the preceding five (05) consecutive years, except where appointed for two (02) consecutive terms.

3. An independent member of the Board of Directors must notify the Board of Directors upon no longer satisfying the standards and conditions set out in Clause 2 of this Article and shall automatically cease to be an independent member from the date he/she no longer satisfies such standards and conditions. The Board of Directors must notify the case of an independent member no longer satisfying the standards and conditions at the nearest GMS meeting or convene a GMS to elect an additional or replacement independent member of the Board of Directors within six (06) months from the date of receipt of the notice from the relevant independent member.

Article 7. Chairman of the BOD

1. The Chairman of the BOD shall be elected, removed, and dismissed by the BOD from among its members.

2. The Chairman of the Company's BOD may not concurrently hold the position of General Director.

3. The Chairman of the BOD shall have the following rights and obligations:

- a) Formulate the programs and plans for activities of the BOD;
- b) Prepare the agenda, contents, and documents for meetings; convene, chair, and preside over meetings of the BOD;
- c) Organize the adoption of resolutions and decisions of the BOD;
- d) Supervise the organization and implementation of resolutions and decisions of the BOD;
- e) Preside over GMS meetings;
- f) Other rights and obligations in accordance with the Law on Enterprises and the Company Charter.

4. Where the Chairman of the BOD submits a resignation letter or is removed, the BOD must elect a replacement within 10 days from receipt of the resignation letter or from the date of removal. Where the Chairman of the BOD is absent or unable to perform his/her duties, he/she must authorize in writing another member to exercise the rights and perform the obligations of the Chairman of the BOD in accordance with the principles set out in the Company Charter. If there is no authorized person, or if the Chairman of the BOD dies, is missing, is held in temporary detention, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification

establishment or compulsory education establishment, absconds from the place of residence, has limited or lost civil act capacity, has difficulties in cognition or behavior control, or is banned by a court from holding positions, practicing a profession, or doing certain work, the remaining members shall elect one among them to act as Chairman of the BOD under the principle of majority approval of the remaining members until a new decision of the BOD is made.

5. When deemed necessary, the BOD shall decide to appoint a Company Secretary. The Company Secretary shall have the following rights and obligations:

- a) Assist in organizing the convening of GMS and BOD meetings; record meeting minutes;
- b) Assist BOD members in the exercise of assigned rights and obligations;
- c) Assist the BOD in applying and implementing the principles of corporate governance;
- d) Assist the Company in developing shareholder relations and protecting the lawful rights and interests of shareholders; in complying with information provision, information disclosure, and administrative procedures;
- e) Other rights and obligations in accordance with the Company Charter.

Article 8. Removal, Dismissal, Replacement, and Additional Election of BOD Members

1. The GMS shall remove a BOD member in the following cases:

- a) Failing to satisfy the standards and conditions set out in Article 6 of this Regulation and other standards and conditions set out in the Internal Regulation on Corporate Governance, the Company Charter, and the Law on Enterprises;
- b) Tendering a resignation that is accepted.

2. The GMS shall dismiss a BOD member in the following cases:

- a) Failing to participate in BOD activities for six (06) consecutive months, except in cases of force majeure;
- b) Failing to fulfill duties and/or failing to perform the duties assigned by the BOD.

3. When deemed necessary, the GMS shall decide on the replacement of BOD members, and on the removal or dismissal of BOD members in cases other than those specified in Clauses 1 and 2 of this Article.

4. The BOD must convene a GMS to elect additional BOD members in the following cases:

- a) The number of BOD members is reduced by more than one-third compared to the number prescribed in the Company Charter. In this case, the BOD must convene a GMS within 60 days from the date the number of members is reduced by more than one-

third;

b) The number of independent BOD members is reduced, failing to ensure the ratio prescribed by law.

c) Except for the cases specified at Points a and b of this clause, the GMS shall elect new members to replace BOD members who have been removed or dismissed at the nearest meeting.

Article 9. Method of Election, Removal, and Dismissal of BOD Members

1. Shareholders holding voting shares have the right to aggregate their voting rights to nominate BOD candidates. A shareholder or group of shareholders holding from five percent (5%) to under ten percent (10%) of the total voting shares may nominate one (01) candidate; from ten percent (10%) to under thirty percent (30%) may nominate up to two (02) candidates; from thirty percent (30%) to under fifty percent (50%) may nominate up to three (03) candidates; and from fifty percent (50%) or more may nominate a full slate of candidates. The nomination of persons to the BOD shall be carried out as follows:

a) Common shareholders forming a group to nominate persons to the Board of Directors must notify attending shareholders of their group meeting before the opening of the GMS;

b) Based on the number of members of the Board of Directors, the shareholder or group of shareholders prescribed in this clause shall have the right to nominate one or more persons, as decided by the GMS, as candidates for the Board of Directors. If the number of candidates nominated by such shareholder or group of shareholders is fewer than the number they are entitled to nominate under the decision of the GMS, the remaining candidates shall be nominated by the Board of Directors and other shareholders.

2. If the number of BOD candidates nominated and self-nominated remains insufficient, the incumbent BOD may introduce additional candidates or organize nominations in accordance with the Company's regulations. Any additional candidates introduced by the BOD must be clearly disclosed before the GMS votes to elect BOD members in accordance with law.

3. Voting for the election of BOD members must be conducted using cumulative voting, whereby each shareholder shall have the total number of votes corresponding to the number of shares owned multiplied by the number of BOD members to be elected, and each shareholder may allocate all or part of his/her total votes to one or more candidates. Elected BOD members shall be determined based on votes from highest to lowest, starting with the candidate receiving the highest number of votes until the

required number of members is reached. If two (02) or more candidates receive the same number of votes for the final seat on the BOD, a re-election shall be conducted among the candidates with equal votes or selection shall be made in accordance with the election regulation or the Company Charter.

4. The election, removal, and dismissal of BOD members shall be decided by the GMS on the basis of voting by ballot.

Article 10. Notification of Election, Removal, and Dismissal of BOD Members

1. Where BOD candidates have been identified, the Company must disclose information relating to such candidates at least 10 days before the opening date of the GMS meeting on the Company's website so that shareholders may review such candidates before voting. A BOD candidate must provide a written commitment to the truthfulness and accuracy of the disclosed personal information and commit to performing duties honestly, prudently, and in the best interests of the Company if elected as a BOD member. Information relating to BOD candidates to be disclosed shall include:

- a) Full name, date of birth;
- b) Professional qualifications;
- c) Employment history;
- d) Other management positions (including BOD positions at other companies);
- e) Interests related to the Company and related parties of the Company;
- f) Other information (if any) as prescribed in the Company Charter.

The Company shall be responsible for disclosing information about companies where the candidate currently holds the position of BOD member, other managerial positions, and interests related to the company of such BOD candidate (if any).

2. Notification of the results of election, removal, and dismissal of BOD members shall be made in accordance with regulations guiding information disclosure.

CHAPTER III.

BOARD OF DIRECTORS

Article 11. Rights and Obligations of the BOD

1. The BOD is the management body of the Company and has full authority on behalf of the Company to decide and exercise the rights and obligations of the Company, except for those falling under the authority of the GMS.

2. The rights and obligations of the BOD shall be prescribed by law, the Company Charter, and the GMS. Specifically, the BOD shall have the following rights and obligations:

- a) Decide on the Company's strategy, medium-term development plan, and annual

business plan;

- b) Recommend the type of shares and total number of shares authorized to be offered for sale of each type;
- c) Decide on the sale of unsold shares within the number of shares authorized to be offered for sale of each type; decide on raising additional capital in other forms;
- d) Decide on the sale price of the Company's shares and bonds;
- e) Decide on share repurchases in accordance with Clauses 1 and 2, Article 133 of the Law on Enterprises;
- f) Decide on investment plans and investment projects within its competence and within the limits prescribed by law;
- g) Decide on solutions for market development, marketing, and technology;
- h) Approve purchase, sale, borrowing, lending, and other contracts and transactions having a value equal to or greater than five percent (05%) of the total asset value recorded in the Company's latest financial statements, except for transactions, investments, and contracts subject to approval by the GMS;
- i) Elect, remove, and dismiss the Chairman of the BOD and Vice Chairman of the BOD (if any); appoint, remove, sign contracts with, and terminate contracts with the General Director and other key managers as prescribed by the Company Charter; decide on the salary and other benefits of such managers; appoint authorized representatives to participate in the Members' Council or BOD of other companies and decide on the remuneration and other benefits of such persons;
- j) Supervise and direct the General Director and other managers in the management of the Company's day-to-day business operations;
- k) Decide on the Company's organizational structure, internal management regulations, establishment of subsidiaries, branches, representative offices, and capital contribution to or share purchase in other enterprises;
- l) Approve the agenda and contents of documents for GMS meetings, convene GMS meetings, or collect written opinions for the GMS to pass resolutions;
- m) Submit the annual audited financial statements to the GMS;
- n) Recommend the dividend level to be paid; decide on the timeline and procedures for dividend payment and handling of losses arising in the course of business operations;
- o) Recommend the reorganization or dissolution of the Company; request bankruptcy of the Company;
- p) Be responsible to shareholders for the Company's operations;
- q) Treat all shareholders equally and respect the interests of persons with rights and interests related to the Company;
- r) Ensure that the Company's operations comply with law, the Charter, and the

Company's internal regulations;

s) Develop the Internal Regulation on Corporate Governance, the Operating Regulation of the BOD, and the Operating Regulation of the Board of Supervisors, and submit them to the GMS for approval; decide on promulgation of the aforementioned regulations after approval by the GMS;

t) Report on the activities of the BOD to the GMS;

u) Other rights and obligations in accordance with law and the Company Charter.

3. The BOD shall adopt resolutions and decisions by voting at meetings, by collecting written opinions, or by other forms as prescribed by the Company Charter. Each BOD member shall have one vote.

4. If a resolution or decision adopted by the BOD is contrary to law, a GMS resolution, or the Company Charter and causes damage to the Company, then the members voting in favor thereof shall be jointly and severally personally liable for such resolution or decision and must compensate the Company for losses; members objecting to the adoption of such resolution or decision shall be exempt from liability. In such case, shareholders of the Company shall have the right to request a court to suspend the implementation of or cancel such resolution or decision.

Article 12. Duties and Powers of the BOD in Approval and Execution of Contracts and Transactions

1. The BOD shall approve contracts and transactions having a value of less than 35%, or transactions resulting in the aggregate value of transactions arising within 12 months from the date of the first transaction being less than 35%, of the total asset value recorded in the latest financial statements, between the Company and one of the following persons:

a) Members of the BOD, members of the Board of Supervisors, the General Director, other managers, and related persons of such persons;

b) Shareholders and authorized representatives of shareholders owning more than 10% of the total ordinary shares of the Company, and their related persons;

c) Enterprises related to the persons specified in Clause 2, Article 164 of the Law on Enterprises.

2. The Company's representative signing a contract or transaction must notify BOD members and members of the Board of Supervisors of the parties related to such contract or transaction and attach the draft contract or the principal contents of the transaction. The BOD shall decide on approval of the contract or transaction within 15 days from receipt of the notice; any BOD member having interests related to the parties to the contract or transaction shall have no right to vote.

Article 13. Responsibilities of the BOD in Convening Extraordinary GMS Meetings

1. The BOD must convene an extraordinary GMS meeting in the following cases:

a) The BOD deems it necessary for the interests of the Company;

b) The annual balance sheet, six-month, quarterly, or annual audited reports of the fiscal year show that owners' equity has fallen to one-half (1/2) of its opening balance;

c) The remaining number of BOD members or Board of Supervisors members is fewer than the minimum number required by law, or the number of BOD members is reduced by more than one-third (1/3) compared to the number prescribed in the Company Charter;

d) Upon request of a shareholder or group of shareholders owning from five percent (05%) or more of the total ordinary shares; the request to convene a GMS meeting must be made in writing and must include the following contents: full name, contact address, nationality, and legal document number for individual shareholders; name, enterprise code or legal document number of the organization, head office address for organizational shareholders; number of shares and registration date of shares of each shareholder, total number of shares of the shareholder group and ownership ratio in the total number of shares of the Company, as well as the grounds and reasons for requesting the convening of the General Meeting of Shareholders. The request must be accompanied by documents and evidence of violations by the Board of Directors, the seriousness of such violations, or of decisions made ultra vires. The shareholder or group of shareholders shall bear full legal responsibility for the accuracy and truthfulness of the documents and evidence provided to the competent authority when requesting the convening of the General Meeting of Shareholders;

e) Upon request of the Board of Supervisors where the Board of Supervisors has grounds to believe that members of the BOD or the Company's executives have seriously breached their obligations under Article 165 of the Law on Enterprises or the BOD has acted or intends to act beyond its authority.

2. Convening an extraordinary GMS meeting

The BOD must convene a GMS meeting within 30 days from the date the number of remaining BOD members or Board of Supervisors members is fewer than the minimum number prescribed in the Company Charter or from the date of receipt of the request specified at Points d and e, Clause 1 of this Article;

3. The person convening the GMS meeting must perform the following tasks:

a) Prepare the list of shareholders entitled to attend the meeting;

b) Provide information and resolve complaints relating to the list of shareholders;

c) Prepare the agenda and contents of the meeting;

d) Prepare documents for the meeting;

e) Draft resolutions of the GMS in accordance with the expected contents of the meeting; prepare the list and detailed information of candidates in the case of election of BOD members and Board of Supervisors members;

f) Determine the time and venue of the meeting;

g) Send notices of invitation to each shareholder entitled to attend the meeting in accordance with the Law on Enterprises;

h) Perform other tasks serving the meeting.

Article 14. Committees Assisting the BOD

1. The BOD may establish subordinate committees in charge of development policy, personnel, remuneration, internal audit, and risk management. The number of committee members shall be decided by the BOD and must be at least three (03), including BOD members and external members. Non-executive BOD members should constitute the majority of the committee, and one of such members shall be appointed as the committee head by decision of the BOD. Activities of the committee must comply with the regulations of the BOD. A resolution of the committee shall only be effective if approved by a majority of members attending and voting at the committee meeting.

2. The implementation of decisions of the BOD or its subordinate committees must comply with applicable law, the Company Charter, and the Internal Regulation on Corporate Governance.

CHAPTER IV.

BOD MEETINGS

Article 15. BOD Meetings

1. The first meeting of a BOD term shall be held within seven (07) working days from the end of the election of the BOD for such term to elect the Chairman and make other decisions within its authority. This meeting shall be convened by the member receiving the highest number of votes. If more than one (01) member receives the same highest number of votes, those members shall elect one among them to convene the BOD meeting based on majority principle.

2. The BOD must hold meetings at least once every quarter and may hold extraordinary meetings without limitation as to number.

3. The Chairman of the BOD must convene a BOD meeting, without delay unless there is a legitimate reason, when requested by any of the following:

a) The Board of Supervisors;

b) The General Director or at least five (05) other executives;

c) At least two (02) BOD members.

4. A request specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, matters to be discussed, and decisions falling within the authority of the BOD.

5. The Chairman of the BOD must convene a BOD meeting within seven (07) working days from the date of receipt of the request specified in Clause 3 of this Article. If the Chairman fails to convene the meeting as requested, he/she shall be liable for any damage caused to the Company; the requesting person(s) shall have the right to replace the Chairman in convening the BOD meeting.

6. The Chairman of the BOD or the person convening a BOD meeting must send the meeting notice no later than five (05) days before the meeting date. The Board meeting notice must be made in Vietnamese and must fully state the time, venue, agenda, contents of matters to be discussed, together with the necessary documents on matters to be discussed and voted on at the meeting, and the members' voting ballots. The notice of invitation to a BOD meeting may be sent by post, fax, email, or other means, provided it reaches the registered contact address of each BOD member and Board of Supervisors member at the Company.

7. The Chairman of the BOD or the convener shall send the meeting notice and attached documents to Board of Supervisors members in the same manner as to BOD members. Board of Supervisors members have the right to attend BOD meetings and discuss matters, but shall have no right to vote.

8. A BOD meeting shall be conducted when at least three-quarters (3/4) of the BOD members are present in person or through representatives (authorized persons), if approved by a majority of the BOD members. If a meeting convened under this clause does not have the required quorum, it shall be reconvened within seven (07) days from the date scheduled for the first meeting. In that case, the meeting shall be conducted if more than one-half of the BOD members attend.

9. A BOD member shall be deemed to attend and vote at a meeting in the following cases:

- a) Attending and voting in person at the meeting;
- b) Authorizing another person to attend and vote on his/her behalf in accordance with Clause 11 of this Article;
- c) Attending and voting through an online conference, electronic voting, or another electronic form;
- d) Sending a voting ballot to the meeting by post, fax, or email;
- e) Sending a voting ballot by other means.

10. If a voting ballot is sent to the meeting by post, the ballot must be enclosed in a sealed envelope and delivered to the Chairman of the BOD no later than one (01) hour before the opening of the meeting. The ballot may only be opened in the presence of all attendees.

11. Members must attend all BOD meetings in full. A member may authorize another person to attend and vote on his/her behalf if approved by a majority of the BOD

members.

12. Resolutions and decisions of the BOD shall be adopted if approved by a majority of attending members (more than 50%); in the event of an equal number of votes, the final decision shall follow the opinion of the Chairman of the BOD.

Article 16. Minutes of BOD Meetings

1. All BOD meetings must be minuted and may also be audio-recorded, recorded, and stored in other electronic forms. The minutes must be prepared in Vietnamese and may additionally be prepared in English, including the following principal contents:

- a) Name, head office address, and enterprise registration number;
- b) Time and venue of the meeting;
- c) Purpose, agenda, and contents of the meeting;
- d) Full names of each attending member or authorized representative and the manner of attendance; full names of absent members and the reasons for absence;
- e) Matters discussed and voted on at the meeting;
- f) Summary of opinions expressed by each attending member in the order of the meeting's proceedings;
- g) Voting results, clearly stating members voting in favor, against, and abstaining;
- h) Matters approved and the corresponding approval ratios;
- i) Full name and signature of the chairperson and the minute-taker, except in the case specified in Clause 2 of this Article.

2. If the chairperson or minute-taker refuses to sign the meeting minutes, but all other BOD members attending the meeting sign and the minutes contain all contents prescribed at Points a, b, c, d, e, g, and h of Clause 1 of this Article, such minutes shall be valid. The minutes must clearly state the refusal of the chairperson and/or the minute-taker to sign.

3. The chairperson, the minute-taker, and persons signing the minutes shall be responsible for the truthfulness and accuracy of the contents of the BOD meeting minutes.

4. The BOD meeting minutes and documents used in the meeting must be kept at the Company's head office.

5. Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In the event of any discrepancy in content between the Vietnamese version and the foreign-language version, the Vietnamese version shall prevail.

CHAPTER V.

REPORTING AND DISCLOSURE OF INTERESTS

Article 17. Submission of Annual Reports

1. At the end of a fiscal year, the BOD must submit the following reports to the

GMS:

- a) Report on the Company's business results;
- b) Financial statements;
- c) Report evaluating the management and administration of the Company;
- d) Appraisal report of the Board of Supervisors.
- e) Report on the activities of the independent member of the Board of Directors and the results of such independent member's assessment of the operations of the Board of Directors.

2. The reports specified at Points a, b, and c of Clause 1 of this Article must be sent to the Board of Supervisors for appraisal no later than 30 days before the opening date of the annual GMS meeting.

3. The reports specified in Clauses 1 and 2 of this Article and the audit report must be kept at the Company's head office no later than 10 days before the opening date of the annual GMS meeting. A shareholder who has continuously owned shares of the Company for at least one (01) year may personally, or together with a lawyer, accountant, or certified auditor, directly inspect the reports specified in this Article.

Article 18. Remuneration, Bonuses, and Other Benefits of BOD Members

1. BOD members (excluding authorized representatives serving as substitutes) shall receive remuneration for their work in the capacity of BOD members. The total remuneration for the BOD shall be decided by the GMS. Such remuneration shall be allocated among BOD members as agreed by the BOD or equally shared if no agreement is reached.

2. The total amount paid to each BOD member, including remuneration, expenses, commissions, rights to purchase shares, and other benefits received from the Company, its subsidiaries, associated companies, and other companies where the BOD member acts as a representative of contributed capital, must be disclosed in detail in the Company's annual report. Remuneration of BOD members must be presented as a separate item in the Company's annual financial statements.

3. A BOD member holding an executive position (including Chairman or Vice Chairman), or a BOD member working on committees of the BOD or performing work beyond the normal scope of duties of a BOD member, may be paid additional remuneration in the form of a lump-sum fee for each assignment, salary, commission, profit percentage, or other forms as decided by the BOD.

4. BOD members shall be entitled to reimbursement of all travel, accommodation, meal, and other reasonable expenses incurred in performing their responsibilities as BOD members, including expenses arising from attendance at GMS meetings, BOD meetings, or committees of the BOD.

Article 19. Disclosure of Related Interests

1. Members of the Company's BOD must declare to the Company their related interests, including:

a) Name, enterprise registration number, head office address, business lines, of enterprises in which they own contributed capital or shares; and the ratio and timing of ownership of such contributed capital or shares.

b) Name, enterprise registration number, head office address, business lines, of enterprises in which their related persons jointly own or separately own contributed capital or shares representing more than 10% of charter capital.

2. The declaration of related interests as prescribed at Points a and b, Clause 1 of this Article must be made within seven (07) working days from the date such related interests arise; any amendment or supplementation must be notified to the Company within seven (07) working days from the date of such amendment or supplementation.

3. If a BOD member, in his/her own name or in the name of another person, performs work in any form within the Company's business scope, he/she must explain the nature and contents of such work to the BOD and may only perform it if approved by a majority of the remaining BOD members; if performed without declaration or without approval of the BOD, all income derived from such activity shall belong to the Company.

CHAPTER VI.

RELATIONSHIPS OF THE BOD

Article 20. Relationship Among BOD Members

1. The relationship among BOD members is a coordinating relationship; BOD members are responsible for keeping one another informed of relevant matters in the course of handling assigned tasks.

2. In the course of handling work, the BOD member assigned primary responsibility must proactively coordinate the handling of issues related to the field under the responsibility of another BOD member. Where there are differing opinions among BOD members, the member bearing primary responsibility shall report to the Chairman of the BOD for consideration and decision within his/her authority, or for organizing a meeting or collecting opinions of BOD members in accordance with law, the Company Charter, and this Regulation.

3. In the event of reallocation of duties among BOD members, the members concerned must hand over relevant work, files, and documents. Such handover must be made in writing and reported to the Chairman of the BOD.

Article 21. Relationship with the Executive Management

In its governance role, the BOD issues resolutions for implementation by the General Director and the executive apparatus. At the same time, the BOD shall inspect and supervise the implementation of such resolutions.

Article 22. Relationship with the Board of Supervisors

1. The relationship between the BOD and the Board of Supervisors is a coordinating relationship. The working relationship between the BOD and the Board of Supervisors shall be based on principles of equality and independence, while ensuring close coordination and mutual support in the performance of duties.

2. Upon receipt of inspection minutes or consolidated reports of the Board of Supervisors, the BOD shall be responsible for reviewing them and instructing relevant departments to develop plans and promptly implement corrective actions.

CHAPTER VII.

IMPLEMENTATION PROVISIONS

Article 23. Effectiveness

The Operating Regulation of the Board of Directors of Taseco Land Investment Joint Stock Company consists of VII chapters and 23 articles and shall take effect from April 25, 2026.

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



Pham Ngoc Thanh