

Hanoi, April 25, 2026

INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amendments and supplements;

Pursuant to the Law on Enterprises No. 59/2020/QH14 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;

Pursuant to GMS Resolution No. 01/2026/NQ-ĐHĐCĐ dated April 25, 2026.

The Internal Regulations on Corporate Governance of Taseco Land Investment Joint Stock Company comprise the following contents:

CHAPTER I.
GENERAL PROVISIONS

Article 1. Scope of Regulation and Subjects of Application

1. Scope of regulation: These Internal Regulations on Corporate Governance provide for the roles, rights and obligations of the General Meeting of Shareholders, the Board of Directors, the General Director, and the Board of Supervisors; the order and procedures for GMS meetings; the nomination, self-nomination, election, removal and dismissal of members of the BOD, the Board of Supervisors and the General Director;

and other matters in accordance with the Company Charter and other applicable laws.

2. Subjects of application: These Regulations apply to members of the BOD, the Board of Supervisors, the General Director and relevant persons.

Article 2. Interpretation of Terms

In these Regulations, the terms below shall be construed as follows:

1. **“Law on Enterprises”** means Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented from time to time.

2. **“Law on Securities”** means Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and guiding documents for its implementation.

3. **“Company”** means Taseco Land Investment Joint Stock Company;

4. **“Company Charter”** means the current Charter of Taseco Land Investment Joint Stock Company;

5. **“GMS” or “Meeting”** means the General Meeting of Shareholders of Taseco Land Investment Joint Stock Company;

6. **“BOD”** means the Board of Directors of Taseco Land Investment Joint Stock Company;

7. **“Shareholder”** means an individual or organization owning at least one share of Taseco Land Investment Joint Stock Company;

8. **“Related Person”** means an individual or organization as prescribed in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities;

9. In these Regulations, references to any article, clause or legal document shall include any amendments, supplements or replacement documents thereto.

10. The headings (chapters, articles and clauses of these Regulations) are used for convenience of reference only and shall not affect the substance of these Regulations.

11. Terms defined in the Law on Securities, the Law on Enterprises and the Company Charter shall have the same meanings in these Regulations unless otherwise inconsistent with the subject matter or context.

CHAPTER II. GENERAL MEETING OF SHAREHOLDERS

Article 3. Roles, Rights and Obligations of the GMS

1. The GMS includes all Shareholders with voting rights and is the highest authority of the Company.

2. The GMS shall have the rights and obligations in accordance with the Company Charter and applicable law.

Article 4. Order and Procedures for GMS Meetings to Adopt Resolutions by

Voting at the GMS Meeting

1. Authority to convene the GMS

a) Convening the annual GMS:

The BOD shall convene the annual GMS and select an appropriate venue for the Meeting.

b) The BOD must convene an extraordinary GMS in the following cases:

- The Board of Directors deems it necessary for the benefit of the Company;
- The annual balance sheet, six (06)-month or quarterly financial statements, or the audited financial statements of the fiscal year reflect that the shareholders' equity has decreased by one-half (1/2) compared to the beginning of the period;
- The remaining number of members of the Board of Directors or the Board of Supervisors is less than the minimum number required by law, or the number of Board members is reduced by more than one-third (1/3) compared to the number stipulated in the Company's Charter;
- A shareholder or group of shareholders holding five percent (05%) or more of the total ordinary shares requests in writing the convening of the General Meeting of Shareholders. Such request must clearly state the reasons and purposes of the meeting and bear sufficient signatures of the relevant shareholders, or be made in multiple documents collectively containing all required signatures of the relevant shareholders;
- The Board of Supervisors requests the convening of a meeting if it has reasonable grounds to believe that members of the Board of Directors or the Company's management have seriously breached their obligations under Article 165 of the Law on Enterprises, or that the Board of Directors has acted or intends to act beyond its authority;
- Other cases as prescribed by law and the Company Charter.

2. Preparation of the list of Shareholders entitled to attend the meeting

The convener of the GMS must prepare the list of Shareholders eligible to participate in and vote at the GMS meeting. The list of Shareholders entitled to attend the GMS shall be made no more than ten (10) days before the date on which the invitation to the GMS is sent.

3. Notice of record date for the list of Shareholders entitled to attend the GMS

The Company must disclose information on the preparation of the list of Shareholders entitled to attend the GMS at least twenty (20) days before the final registration date.

4. Notice of convening the GMS

a) The notice of the GMS meeting must be sent to all Shareholders by a guaranteed delivery method and posted on the Company's website. The notice of the GMS meeting must be sent no later than twenty-one (21) days before the opening date of the GMS meeting (calculated from the date on which the notice is duly sent or dispatched, postage

prepaid, or put into the mailbox). The agenda of the GMS meeting and documents relating to matters to be voted on at the Meeting shall be sent to Shareholders and/or posted on the Company's website. If the documents are not enclosed with the notice of the GMS meeting, the meeting notice must clearly indicate the link to all meeting documents on the website for Shareholders to access, including:

- b) The meeting agenda and documents to be used at the meeting;
- c) The list and detailed information of candidates in the case of election of members of the BOD or the Board of Supervisors;
- d) Voting ballots and election ballots (if an election is held);
- e) Draft resolutions for each matter in the meeting agenda.

5. Agenda and contents of the GMS

a) The convener of the GMS is responsible for preparing the agenda and contents of the GMS meeting and other tasks in accordance with Article 18 of the Company Charter.

b) Shareholders' proposals for inclusion in the meeting agenda

- A Shareholder or group of Shareholders owning five percent (05%) or more of the total ordinary shares of the Company shall have the right to propose matters for inclusion in the agenda of the GMS meeting. Such proposal must be made in writing and sent to the Company no later than three (03) working days before the opening date of the GMS. The proposal must include the name of the Shareholder, the number and class of shares held, and the contents proposed for inclusion in the meeting agenda.

- If the convener of the GMS refuses a proposal from the above Shareholder or group of Shareholders, it must reply in writing and clearly state the reason no later than two (02) working days before the opening date of the GMS meeting. The convener of the GMS may only refuse the proposal in one of the following cases:

- The proposal is not submitted within the prescribed time limit, or is incomplete or improper in content;
- At the time of the proposal, the Shareholder or group of Shareholders does not own at least five percent (05%) of the total ordinary shares as prescribed in Clause 12.3 Article 12 of the Company Charter;
- The proposed matter does not fall within the authority of the GMS for discussion and approval;
- Other cases as prescribed by law and the Company Charter.

6. Authorization of representatives to attend the GMS

a) Shareholders entitled to attend the GMS may authorize their representatives to attend the GMS meeting. In case where more than one representative is appointed, the number of shares and votes authorized to each representative must be specified.

b) The authorization of a representative to attend the GMS must be made in writing

in the form prescribed by the Company or in accordance with civil law, clearly stating the name of the authorized individual or organization, the number of authorized shares, and bearing the signatures as follows:

- If the authorizing Shareholder is an individual, the power of attorney must bear the signatures of that Shareholder and the proxy attendee;
- If the authorizing Shareholder is an organization, the power of attorney must bear the signature of the authorized representative/legal representative of the organizational Shareholder and the individual/legal representative of the organization authorized to attend the meeting;
- In other cases, the power of attorney must bear the signature of the legal representative of the Shareholder and the proxy attendee;
- The proxy attendee must present the power of attorney upon registration for attendance before entering the meeting room.

c) Where a lawyer signs the instrument appointing a representative on behalf of the principal, such appointment shall only be valid if the instrument appointing the representative is presented together with the power of attorney granted to the lawyer or a valid copy thereof (if not previously registered with the Company).

d) Except for the case specified at Point c Clause 6 of this Article, the vote cast by the proxy attendee within the authorized scope shall remain valid in any of the following cases:

- The principal has died, had civil act capacity restricted, or lost civil act capacity;
- The principal has revoked the appointment of the proxy;
- The principal has revoked the authority of the person performing the authorization.

This clause shall not apply if the Company receives notice of any of the above events before the opening time of the GMS meeting or before the reconvened meeting.

7. Registration for attending the GMS

a) A Shareholder or proxy attendee may register to attend the GMS in the manner specified in the GMS meeting notice. If a Shareholder does not register before the opening date, the Shareholder may still register in person at the Meeting.

b) Before the opening of the meeting, the Company must conduct the registration procedures for Shareholders and continue registration until all attending Shareholders entitled to attend have completed registration.

c) A Shareholder or proxy attendee arriving after the meeting has opened shall have the right to register immediately and thereafter to participate in and vote at the Meeting. The chairperson is not required to suspend the Meeting for latecomers to register, and the validity of matters voted on before their arrival shall remain unchanged.

8. Conditions for holding the GMS

a) The GMS may proceed when attending Shareholders represent more than fifty percent (50%) of the voting shares.

b) If the required quorum is not present within thirty (30) minutes from the scheduled opening time, the convener shall cancel the meeting. The GMS must be reconvened within thirty (30) days from the intended date of the first meeting. The reconvened GMS may only proceed when attending Shareholders and proxy attendees represent at least thirty-three percent (33%) of the voting shares.

c) If the second meeting cannot proceed because the required quorum is still not present within thirty (30) minutes from the scheduled opening time, a third GMS may be convened within twenty (20) days from the intended date of the second meeting, and in this case the meeting shall proceed regardless of the number of attending Shareholders or proxy attendees and shall be deemed valid with the authority to decide all matters intended for approval at the first GMS.

9. Forms of adopting GMS resolutions

The GMS shall adopt resolutions by voting at the GMS meeting or by collecting Shareholders' written opinions.

10. Voting methods

a) Voting by ballot

- Matters stated in the voting ballot shall be voted on by Shareholders / authorized representatives of Shareholders by selecting one of the options: approve, disapprove, or abstain for each matter submitted for opinion.

- Shareholders shall cast votes in accordance with the following principles:

- Voting begins upon the signal of the Chairperson or the Head of the Vote Counting Committee and ends when the last Shareholder has cast the ballot into the ballot box or after 30 minutes from the time voting starts, whichever comes first;

- Vote counting shall be conducted immediately after voting ends.

- Voting on each matter in the voting ballot is independent, and the validity of the vote on one matter shall not affect the validity of votes on other matters.

- If a Shareholder makes a mistake while completing the voting ballot, provided that the ballot has not yet been put into the ballot box and the voting period has not expired, the Shareholder may directly request the Head of the Vote Counting Committee to exchange for a new voting ballot in order to ensure the Shareholder's rights.

b) Direct voting

- Direct voting shall apply in cases where the voting-by-ballot method at Point a of this Clause is not applied.

- In the case of direct voting at the meeting, a Shareholder / authorized representative of a Shareholder shall vote on the matter submitted for opinion by raising his/her voting card or by another method as directed by the Presidium. The Vote Counting Committee shall record the number of votes for approval, disapproval and abstention to

announce the voting results before the Meeting.

11. Vote counting method

a) The GMS shall elect one or several people to the Vote Counting Committee at the proposal of the chairperson of the meeting. The number of members of the Vote Counting Committee shall be decided by the GMS based on the proposal of the chairperson.

b) The Vote Counting Committee shall have the following rights and obligations:

- Count the voting ballots and election ballots;
- Prepare minutes and publicly announce the vote-counting minutes before the GMS;
- Hand over all sealed voting ballots and election ballots to the Head of the Vote Counting Committee;

- Be responsible for the truthfulness and accuracy of the figures, conduct vote counting, prepare the vote-counting minutes, and publicly announce the voting results;

c) The vote-counting minutes must include the following contents:

- Time and venue of vote counting;
- Composition of the Vote Counting Committee;
- Total number of attending Shareholders with voting rights;
- Total number of Shareholders with voting rights participating in the vote;
- Number of valid ballots and invalid ballots;
- Total number of votes for each matter, the number of valid votes, invalid votes, approving votes, disapproving votes and abstentions for each matter; and the corresponding ratio to the total votes of Shareholders attending and voting at the GMS.
- Matters approved and the corresponding voting ratios.
- The vote-counting minutes must bear the signatures of all members of the Vote Counting Committee.

d) The convener of the GMS has the right to use electronic or automated software, including barcode, QR code and/or other identification technologies, for vote counting in order to ensure accuracy and shorten the vote-counting time. The convener of the GMS shall be responsible for the use of such devices, tools and software.

12. Conditions for GMS resolutions to be adopted

a) Except for the cases specified at Points b and c of this Clause, decisions of the GMS shall be adopted when approved by Shareholders holding more than fifty percent (50%) of the total votes of all attending and voting Shareholders at the meeting.

b) The election of members of the BOD and the Board of Supervisors must be conducted in accordance with Clause 3, Article 148 of the Law on Enterprises.

c) Decisions of the GMS regarding the matters below shall only be adopted if approved by at least sixty-five percent (65%) of the total votes of all attending and voting

Shareholders at the meeting:

- Class of shares and total number of shares of each class;
- Change of business lines and sectors;
- Change of the Company's management organizational structure;
- Matters specified at Points m, n and o Clause 15.2 Article 15 of the Company

Charter;

- Reorganization or dissolution of the Company.

d) GMS resolutions passed by one hundred percent (100%) of the total voting shares are lawful and effective even if the order and procedures for adopting such resolutions are not carried out in full compliance with regulations.

13. Announcement of vote-counting results

After vote counting, the Vote Counting Committee shall prepare the vote-counting minutes and announce the results immediately before the closing of the Meeting.

14. Method of objecting to GMS resolutions

a) Within ninety (90) days from the date of receipt of the resolution or minutes of the GMS meeting or the vote-counting minutes of the collection of GMS opinions, a Shareholder or group of Shareholders owning five percent (05%) or more of the total ordinary shares shall have the right to request a Court or Arbitration to review and annul a decision of the GMS in the following cases:

b) The order and procedures for convening the meeting or collecting written opinions and for issuing the GMS decision are not implemented in accordance with the Law on Enterprises and the Company Charter, except for the case specified in Clause 21.5 Article 21 of the Company Charter.

c) The contents of the Resolution violate law or the Company Charter.

15. Preparation of the minutes of the GMS meeting

a) The GMS meeting must be recorded in minutes and may be audio-recorded or otherwise recorded and stored in another electronic form. The minutes must be prepared in Vietnamese and may additionally be prepared in English, and shall contain the following principal contents:

- Name, address of the head office, and enterprise registration number;
- Time and venue of the GMS meeting;
- Agenda and contents of the meeting;
- Full names of the chairperson and secretary;
- Summary of the developments of the meeting and opinions expressed at the GMS on each matter in the meeting agenda;
- Number of Shareholders and total number of votes of attending Shareholders, together with the appendix of the registration list of Shareholders and representatives attending the meeting, including the corresponding number of shares and votes;

- Total votes for each voting matter, clearly stating the voting method, total valid votes, invalid votes, approving votes, disapproving votes and abstentions; and the corresponding ratio to the total votes of attending Shareholders;
- Matters approved and the corresponding approval ratios;
- Full names and signatures of the chairperson and secretary.

If the chairperson or secretary refuses to sign the meeting minutes, such minutes shall nevertheless be valid if signed by all other attending members of the BOD and containing all contents required under this clause. The minutes must clearly state that the chairperson and/or secretary refused to sign the minutes.

b) The minutes of the GMS meeting must be completed and approved before the end of the meeting. The chairperson and secretary of the meeting or other persons signing the minutes shall be jointly liable for the truthfulness and accuracy of the contents of the minutes.

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

16. Disclosure of GMS resolutions

The minutes of the GMS meeting, GMS resolutions, and related documents enclosed with the meeting notice must be disclosed in accordance with the Law on Securities and kept at the Company's head office.

Article 5. Order and Procedures for GMS Meetings to Adopt Resolutions by Collecting Written Opinions

1. Cases where written opinions may and may not be collected

a) Cases where Shareholders' written opinions may be collected: The BOD has the right to collect Shareholders' written opinions in order to adopt decisions of the GMS on matters falling within its authority, including but not limited to the matters specified in Clause 2 Article 147 of the Law on Enterprises and Clause 15.2 Article 15 of the Company Charter, at any time if deemed necessary for the interests of the Company.

b) Cases where Shareholders' written opinions may not be collected: The annual GMS must not be held through the form of collecting Shareholders' written opinions.

2. Order and procedures for adopting GMS resolutions by collecting written opinions

a) The BOD shall prepare the opinion ballot, draft GMS resolution, and explanatory documents for the draft resolution. The opinion ballot together with the draft resolution and explanatory documents must be sent by a secure method to the registered address of each Shareholder. The BOD must ensure that such materials are sent and disclosed to Shareholders within a reasonable time for consideration and voting, and at least ten (10) days before the deadline for returning the opinion ballots.

b) The opinion ballot must include the following principal contents:

- Name, address of the head office, and enterprise registration number;
- Purpose of opinion collection;
- Full name, permanent address, nationality, and legal document number for an individual Shareholder; name, enterprise registration number or legal document number, and head office address for an organizational Shareholder; number of shares of each class and the number of voting rights of the Shareholder;
- Matters on which opinions are sought for adoption of a decision;
- Voting options including approve, disapprove and abstain for each matter submitted for opinion;
- Deadline for returning the completed opinion ballot to the Company;
- Full name and signature of the Chairman of the BOD.

c) Methods of returning opinion ballots

A Shareholder may return the completed opinion ballot to the Company in one of the following forms:

- By mail: The completed opinion ballot must bear the signature of the individual Shareholder, or of the authorized representative or legal representative of the organizational Shareholder. The opinion ballot sent to the Company must be kept in a sealed envelope and may not be opened by anyone before vote counting;

- By fax or email: Opinion ballots sent to the Company by fax or email must be kept confidential until the time of vote counting.

Opinion ballots received by the Company after the deadline specified in the ballot, or opened in the case of mailed ballots, or disclosed in the case of faxed or emailed ballots, shall be invalid. Opinion ballots not returned to the Company shall be deemed non-participating ballots.

d) Vote counting and preparation of vote-counting minutes

The BOD shall conduct vote counting and prepare the vote-counting minutes under the supervision of the Board of Supervisors or of a Shareholder not holding any managerial position in the Company. The vote-counting minutes must include the following principal contents:

- Name, address of the head office, and enterprise registration number;
- Purpose and matters on which opinions are sought for adoption of decisions;
- Number of Shareholders and total number of votes participating in the vote, distinguishing between valid and invalid votes, together with the appendix listing participating Shareholders;
- Total approving votes, disapproving votes, and abstentions for each matter;
- Matters approved and the corresponding approval ratios;
- Full names and signatures of the Chairman of the BOD, the vote-counting supervisor, and the vote counter.

Members of the BOD, vote counters, and vote-counting supervisors shall be jointly liable for the truthfulness and accuracy of the vote-counting minutes and jointly liable for any damage arising from decisions adopted due to dishonest or inaccurate vote counting.

e) Announcement of vote-counting results and disclosure of GMS resolutions

Based on the vote-counting results, the Chairman of the BOD shall issue the GMS Resolution.

The written vote-counting minutes and the Resolution of the General Meeting of Shareholders must be disclosed in accordance with the Law on Securities.

Completed opinion ballots, vote-counting minutes, the full text of resolutions adopted, and related documents enclosed with the opinion ballots must all be kept at the Company's head office.

f) A resolution adopted by collecting written opinions on matters specified in Clause 21.4 Article 21 of the Company Charter shall be adopted if approved by Shareholders representing at least sixty-five percent (65%) of the total voting rights. For other matters, a resolution adopted by collecting Shareholders' written opinions must be approved by Shareholders representing more than fifty percent (50%) of the total voting rights.

The election of members of the BOD and the Board of Supervisors by cumulative voting may be conducted through the collection of Shareholders' written opinions.

g) A resolution adopted by collecting Shareholders' written opinions shall have the same validity as a decision adopted at a GMS meeting.

Article 6. Order and Procedures for GMS Meetings to Adopt Resolutions by Online Conference

In addition to the form of in-person meetings, annual and extraordinary GMS meetings may be held in the form of an online conference (e-GMS). The convener of the GMS may issue regulations on the organization of the GMS to provide detailed guidance on organizing the GMS in the form of an online conference.

1. Notice of convening an online GMS

The method of notifying and inviting Shareholders to an online GMS shall be the same as that applicable to an in-person GMS; specifically, the convener of the GMS shall send the meeting notice and meeting documents to Shareholders or upload such documents to the Company's website. However, in the case of an online GMS, the convener must additionally prepare instructions for Shareholders to register for and attend the meeting online.

2. Method of registration for attending an online GMS

a) Shareholders shall register to attend the online GMS in accordance with the instructions sent to Shareholders and/or posted on the Company's website. Accordingly, Shareholders shall access the announced link and provide information and verification of their Shareholder status to attend the meeting.

b) Shareholders shall only be permitted to attend the online meeting after declaring and verifying their Shareholder status. The Company shall ensure that each Shareholder's access right is unique and that each Shareholder has only one unique account to access the online meeting room at a given time.

c) The Company shall provide Shareholders with the contact details of technical support staff as well as a hotline to assist Shareholders in accessing and attending the meeting.

3. Authorization of representatives to attend an online GMS

A Shareholder may authorize all or part of his/her/its voting shares to an individual or organization to attend the online GMS and cast electronic votes on the Shareholder's behalf.

4. Conditions for proceeding

The online GMS meeting may proceed when the attending Shareholders meet the minimum quorum ratio specified in Clause 8 Article 4 of these Regulations.

5. Form of adopting resolutions at an online GMS

The GMS shall adopt resolutions by voting at the online GMS meeting.

6. Method of online voting

a) The Company shall prepare the technical equipment, facilities and methods enabling Shareholders to vote online (e-voting), cast electronic ballots and/or use other electronic methods, and to record such online voting by Shareholders or proxy attendees in respect of agenda items. The specific method shall depend on the electronic equipment used by the Company for voting purposes and shall be announced to Shareholders before each GMS.

b) A Shareholder or proxy attendee may also vote by email/fax or by post to the email address, fax number or mailing address provided by the Company, provided that the Company receives the Shareholder's voting ballot before vote counting is completed.

7. Method of online vote counting

The Company shall apply modern technologies to count the votes of Shareholders. Vote counting shall be based on the number of votes cast by Shareholders and/or proxy attendees via online voting (e-voting), electronic ballots and/or other electronic methods, and the number of voting ballots returned by post, email or fax by Shareholders and/or proxy attendees.

The Vote Counting Committee shall be responsible for the accuracy of such vote counting and for any losses arising from resolutions adopted due to dishonest or inaccurate vote counting.

8. Announcement of vote-counting results: Vote-counting results shall be announced immediately at the online GMS meeting after completion of vote counting and before the meeting is closed.

9. Preparation of minutes of the GMS meeting: Minutes of an online GMS meeting

shall be prepared in the same manner and contain the same contents as minutes of an in-person GMS meeting.

10. Disclosure of GMS resolutions: Resolutions of an online GMS meeting must be disclosed in accordance with the Law on Securities.

Article 7. Order and Procedures for GMS Meetings to Adopt Resolutions by Hybrid In-Person and Online Conference

In addition to organizing an in-person GMS and/or an online GMS as stated in Articles 5 and 6 of these Regulations, depending on actual circumstances, the BOD may organize a GMS in the form of a hybrid in-person and online conference.

1. Notice of convening the GMS

Shareholders may attend the GMS in person at the meeting venue or participate via online conference using modern technological means. Accordingly, at the venue of the in-person GMS, the Company shall arrange additional display screens, computers, audio and video transmission and reception equipment connected to the internet so that the developments of the GMS meeting can be broadcast live to other Shareholders attending online, ensuring a stable connection, consistent display image and sound quality between in-person and online attendance, and safeguarding equal rights among Shareholders.

2. Method of registration for attending the GMS

For Shareholders attending in person: registration shall be carried out at the Shareholder eligibility verification desk arranged at the meeting venue in the same manner as the in-person registration method specified in Clause 7 Article 4 of these Regulations.

For Shareholders attending online: registration shall be carried out in accordance with the guidance in Clause 2 Article 6 of these Regulations.

3. Authorization of representatives to attend the GMS

A Shareholder may authorize all or part of his/her/its voting shares to an individual or organization to attend and vote at the hybrid in-person and online GMS meeting on the Shareholder's behalf.

4. Conditions for proceeding

A GMS held in the form of a hybrid in-person and online conference may proceed when the total number of attending Shareholders / proxy attendees participating in person and online meets the minimum ratio specified in Clause 8 Article 4 of these Regulations.

5. Form of adopting GMS resolutions

GMS resolutions shall be adopted through in-person voting at the GMS meeting combined with online voting.

6. Method of voting

A Shareholder may cast votes in one of the following forms: (i) voting directly at the Meeting; (ii) sending the voting ballot to the convener of the meeting by

post/email/fax, provided that the organizing committee receives the Shareholder's voting ballot before vote counting is completed; or (iii) electronic voting or other electronic methods.

7. Vote counting method

The Company shall apply modern technologies to count the votes of Shareholders. Vote counting shall be based on (i) the number of votes cast by Shareholders and/or proxy attendees by electronic voting and/or other electronic methods; (ii) the votes cast directly by Shareholders and/or proxy attendees at the meeting (placed in the ballot box); and (iii) the number of voting ballots sent by Shareholders and/or proxy attendees via post, email or fax.

The Vote Counting Committee shall aggregate the total approving votes, disapproving votes and abstentions from all three methods above for each agenda item and divide such total by the total number of voting shares of all attending and voting Shareholders at the Meeting in order to determine the corresponding approval, disapproval and abstention ratios for each matter submitted for voting, and thereby determine whether such matter has achieved the required voting threshold for approval.

8. Announcement of vote-counting results

Vote-counting results shall be announced immediately at the GMS meeting after completion of vote counting and before the closing of the meeting.

9. Preparation of the minutes of the GMS meeting

The secretariat shall prepare the minutes of the GMS meeting at the meeting itself and submit them to the GMS for approval before the meeting is closed. The minutes of the GMS meeting shall contain the contents specified in Clause 15 Article 4 of these Regulations.

10. Disclosure of GMS resolutions.

Resolutions of the GMS meeting must be disclosed in accordance with the Law on Securities.

CHAPTER III. BOARD OF DIRECTORS

Article 8. Roles, Rights and Obligations of the BOD; Responsibilities of BOD Members

1. Role of the BOD

The BOD is the management body of the Company and has full authority to exercise all rights on behalf of the Company, except for those powers falling within the authority of the GMS.

2. Rights and obligations of the BOD: As prescribed in Article 27 of the Company Charter.

3. Responsibilities of BOD members

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 its nearest meeting any transactions between the Company, its subsidiaries, or companies in which the public company holds control over more than 50% of the charter capital, and the relevant BOD member and related persons of that member; and transactions between the Company and a company in which the BOD member is a founding member or enterprise manager within the three (03) years immediately preceding the transaction date;

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

f) Members of the BOD have the right to request the General Director to provide information and documents on the financial situation, business operations of the Company and its units. Requests for the provision of information must be made in writing and solely for the purpose of performing the duties of BOD members. The written request must state the reason for the request, the purpose of use of the information, and include a commitment to use the information properly and keep the provided information and documents confidential; such request must be sent to the General Director at least 48 working hours in advance. The written request sent to the General Director must simultaneously be sent to the Chairman of the BOD. The requested manager must provide the information and documents accurately, fully and in a timely manner as requested by the BOD member.

In case where a BOD member uses information for an improper purpose or discloses / causes the disclosure of information causing damage to the Company, such member shall bear full personal responsibility for such damage.

Article 9. Nomination, Self-Nomination, Election, Removal and Dismissal of BOD Members

1. Term and number of BOD members

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 be elected as an independent member of the Company's BOD for no more than two (02) consecutive terms.

2. Structure of the BOD: The BOD shall have one (01) Chairman and one Vice Chairman (if any). The composition of the Board of Directors shall ensure that (i) there is at least one (01) non-executive member where the Board of Directors comprises from

three (03) to five (05) members; (ii) there are at least two (02) non-executive members where the Board of Directors comprises from six (06) to eight (08) members; and (iii) there are at least three (03) non-executive members where the Board of Directors comprises from nine (09) to eleven (11) members.

3. Standards and conditions of BOD members in accordance with the Law on Enterprises, the Law on Securities, and the Company Charter.

4. Self-nomination and nomination of BOD members

a) In case 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 General Meeting of Shareholders on the Company's website so that Shareholders may review such candidates before voting. Each BOD candidate must provide a written commitment as to the truthfulness and accuracy of the personal information disclosed and must commit to performing duties honestly, prudently and in the best interests of the Company if elected as a BOD member. Information to be disclosed about a BOD candidate includes:

- Full name; date, month and year of birth;
- Professional qualifications;
- Employment history;
- Other managerial positions (including BOD positions at other companies);
- Interests related to the Company and related parties of the Company;
- Other information (if any) as prescribed in the Company Charter.

b) Shareholders holding voting shares have the right to aggregate their respective 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 the full number of candidates.

5. Method of election of BOD members

a) The election, removal and dismissal of BOD members fall within the authority of the GMS.

b) Voting for the election of BOD members must be conducted by cumulative voting, whereby each Shareholder has the total number of votes corresponding to the number of shares owned multiplied by the number of BOD members to be elected, and the Shareholder has the right to allocate all or part of his/her/its total votes to one or more candidates.

c) Elected BOD members shall be determined based on the number of votes from highest to lowest, starting with the candidate having the highest number of votes until the required number of members is filled. If two (02) or more candidates receive the same

number of votes for the last position on the BOD, a re-election shall be conducted among the tied candidates or selection shall be made according to the criteria set out in the election regulations or the Company Charter.

6. Cases of removal, dismissal and additional election of BOD members

a) Removal of a BOD member shall be effected in the following cases:

- Failure to satisfy the standards and conditions prescribed by the Law on Enterprises, the Law on Securities and the Company Charter;
- Submission of a resignation letter which is accepted;
- Other cases prescribed by the Company Charter.

b) Dismissal of a BOD member shall be effected in the following cases:

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

c) Additional election of BOD members shall be conducted in the following cases:

The GMS shall elect a new BOD member to replace a member who has been removed or dismissed at the nearest meeting when the number of BOD members is reduced by more than one-third (1/3) compared with the number prescribed in the Company Charter;

The additional election of BOD members shall be based on the list of candidates nominated by (i) Shareholders or groups of Shareholders and/or (ii) introduced by the BOD.

7. Notice of election, removal and dismissal of BOD members: All changes to BOD members arising from the election, dismissal or removal of BOD members must be disclosed in accordance with the Law on Securities.

8. Method of introducing BOD candidates: The introduction of BOD candidates shall follow the principles set out in Clause 4 of this Article.

9. Election, dismissal and removal of the Chairman of the BOD

The BOD must choose from among its members to elect a Chairman on the basis of majority vote. The Chairman of the BOD shall be elected at the first meeting of the BOD's term of office within seven (07) working days from the end of the election of that BOD.

If the Chairman of the BOD submits a resignation letter or is dismissed or removed, the BOD must elect a replacement within ten (10) days from the date the Company receives the resignation letter or from the date the BOD passes a decision on the dismissal or removal of the Chairman of the BOD.

Article 10. Remuneration and Other Benefits of BOD Members

1. A BOD member (excluding authorized replacement representatives) shall receive remuneration for his/her work in the capacity of a BOD member. The total remuneration for the BOD shall be decided by the GMS. Such remuneration shall be

distributed among BOD members as agreed within the BOD or equally in case no agreement is reached.

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

3. BOD members holding executive positions (including the Chairman and Vice Chairman) or BOD members working on BOD subcommittees or performing other duties which, in the view of the BOD, fall outside the normal scope of duties of a BOD member may be paid additional remuneration in the form of a lump-sum fee per occasion, salary, commission, percentage of profit or another form as decided by the BOD.

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

Article 11. Order and Procedures for Organizing Meetings of the BOD

1. Minimum number of meetings by month/quarter/year

The BOD must meet at least once every quarter and may hold extraordinary meetings without limitation as to number in order to adopt decisions by voting at meetings or by collecting written opinions.

2. Cases where an extraordinary BOD meeting must be convened

The Chairman of the BOD must convene a BOD meeting without delay unless there are legitimate reasons, upon written request from any of the following persons stating the purpose of the meeting and matters to be discussed:

- a) The Board of Supervisors;
- b) The General Director or at least five (05) other executives;
- c) At least two (02) BOD members;
- d) Other cases (if any).

3. Notice of BOD meeting

Notice of a BOD meeting must be sent to BOD members at least five (05) days before the meeting date (except where urgent matters requiring immediate decision must be addressed). BOD members may waive the meeting notice in writing, and such waiver may be amended or revoked in writing by that BOD member. The meeting notice must be made in Vietnamese and must fully specify the time and venue of the meeting, the agenda, the contents of matters to be discussed, together with necessary documents relating to matters discussed and voted on at the meeting and the member's voting ballot.

The meeting invitation may be sent by post, fax, email or other means, but must

ensure delivery to the address of each BOD member and each Supervisor registered with the Company.

4. Right of Board of Supervisors members to attend BOD meetings

A Board of Supervisors member has the right to attend BOD meetings and to discuss matters, but shall not have the right to vote.

5. Conditions for organizing BOD meetings

Meetings of the BOD may proceed when at least three-fourths (3/4) of the BOD members are present in person or through a representative (authorized person), if approved by the majority of BOD members.

If the required number of attending members is not present, the meeting must be reconvened within seven (07) days from the intended date of the first meeting. The reconvened meeting may proceed if attended by more than one-half (1/2) of the BOD members.

6. Method of voting

a) Except as provided at Point b of this Clause, each BOD member or directly authorized representative present in person at the BOD meeting shall have one (01) vote;

b) A BOD member may not vote on contracts, transactions or proposals in which that member or a related person of that member has an interest, and such interest conflicts or may conflict with the interests of the Company. Such BOD members shall not be counted toward the minimum quorum required to hold a BOD meeting in respect of decisions for which such member has no voting right;

c) As provided at Point d of this Clause, where an issue arises at a BOD meeting relating to the interests of a BOD member or relating to the voting rights of a member, and such issue is not resolved by the relevant BOD member's voluntary waiver of voting rights, the issue shall be referred to the chairperson of the meeting for decision. The ruling of the chairperson on this matter shall be final, except where the nature or scope of the relevant BOD member's interest has not been fully disclosed;

d) A BOD member benefiting from a contract as prescribed in Clause 40.5 Article 40 of the Company Charter shall be deemed to have a material interest in such contract.

7. Method of adopting BOD resolutions

a) The BOD shall adopt decisions and pass resolutions on the basis of approval by the majority of attending BOD members (more than 50%). In the event of a tie, the vote of the Chairman of the BOD shall be the deciding vote.

b) A resolution adopted by collecting written opinions shall be passed on the basis of approval by the majority of BOD members having voting rights. Such resolution shall have the same force and effect as a resolution adopted at a meeting.

8. Authorization by a BOD member for another person to attend a meeting

A BOD member may authorize another person to attend and vote at a meeting if approved by the majority of the Board of Directors.

The authorization must be made in writing and notified to the BOD for approval before the opening of the meeting.

The authorized person attending the meeting must present the power of attorney and other legal documents of the individual when participating in the BOD meeting.

9. Preparation of minutes of the BOD meeting

Minutes of the BOD meeting shall be prepared in Vietnamese and may also be prepared in English. The minutes must bear the signatures of the chairperson, the minute-taker and attending BOD members. Minutes of the BOD meeting must include the following principal contents:

- a) Name, address of the head office, 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 attending the meeting and method of attendance; full names of absent members and reasons for absence;
- e) Matters discussed and voted on at the meeting;
- f) Summary of opinions expressed by each attending member in 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 names and signatures of the chairperson and the minute-taker.

10. Cases where the chairperson and/or secretary refuse to sign the minutes of the BOD meeting

In case where the chairperson or minute-taker refuses to sign the meeting minutes, but all other attending BOD members sign and approve the minutes and the minutes contain all contents required under Clause 9 of this Article, such minutes shall remain valid. The minutes must clearly state that the chairperson and/or minute-taker refused to sign. Persons signing the minutes shall be jointly responsible for the accuracy and truthfulness of the contents of the BOD meeting minutes. The chairperson and minute-taker shall bear personal responsibility for any damage to the enterprise caused by refusal to sign the minutes in accordance with the Law on Enterprises, the Company Charter and relevant law.

11. Notice of BOD Resolutions and Decisions

For BOD resolutions on matters that are mandatorily subject to information disclosure, the legal representative or the person authorized to disclose information shall be responsible for making such disclosure in accordance with regulations.

Article 12. BOD Subcommittees

1. The BOD may establish subcommittees under its authority in charge of

development policy, personnel, remuneration, and internal audit. The number of subcommittee members shall be decided by the BOD, but should be at least three (03), including BOD members and external members. Non-executive BOD members should constitute the majority of the subcommittee, and one of them shall be appointed as the Head of the subcommittee by decision of the BOD. The operation of the subcommittee must comply with regulations of the BOD. Resolutions of a subcommittee shall only be effective when approved by the majority of attending and voting members at the subcommittee meeting.

2. The implementation of decisions of the BOD or of subcommittees under the BOD must comply with current legal regulations and the provisions of the Company Charter and these Internal Regulations on Corporate Governance.

Article 13. Selection, Appointment and Removal of the Person in Charge of Corporate Governance

1. Standards of the Person in Charge of Corporate Governance

- a) Having legal knowledge;
- b) Not concurrently working for the independent auditing company currently auditing the Company's financial statements;
- c) Other standards as decided by the BOD.

2. Appointment of the Person in Charge of Corporate Governance: The BOD shall designate at least one (01) person as the Person in Charge of Corporate Governance to support the Company's corporate governance in an effective manner. The term of office of the Person in Charge of Corporate Governance shall be decided by the BOD, but may not exceed five (05) years.

3. Cases of removal of the Person in Charge of Corporate Governance: The BOD may remove the Person in Charge of Corporate Governance when necessary, provided that such removal is not contrary to current labor laws. The BOD may appoint an Assistant to the Person in Charge of Corporate Governance from time to time.

4. Notice of appointment and removal of the Person in Charge of Corporate Governance: The appointment and removal of the Person in Charge of Corporate Governance must be disclosed in accordance with the Law on Securities.

5. Rights and obligations of the Person in Charge of Corporate Governance

- a) Advise the BOD on organizing GMS meetings in accordance with regulations and on matters relating to the relationship between the Company and Shareholders;
- b) Prepare meetings of the BOD, the Board of Supervisors and the GMS at the request of the BOD or the Board of Supervisors;
- c) Advise on meeting procedures;

- d) Attend meetings;
- e) Advise on procedures for preparing BOD resolutions in compliance with law;
- f) Provide financial information, copies of BOD meeting minutes and other information to BOD members and Supervisors;
- g) Keep information confidential in accordance with law and the Company Charter;
- h) Other rights and obligations in accordance with law and the Company Charter.

CHAPTER IV BOARD OF SUPERVISORS

Article 14. Roles, Rights and Obligations of the Board of Supervisors; Responsibilities of Board of Supervisors Members

1. Roles, rights and obligations of the Board of Supervisors
 - a) Be responsible to Shareholders for its supervisory activities;
 - b) Supervise the Company's financial situation, the legality of activities of BOD members, the General Director and other executives, and the coordination between the Board of Supervisors, the BOD, the General Director and Shareholders;
 - c) In cases where an act in violation of law or the Company Charter is discovered on the part of a BOD member, the General Director or another executive, the Board of Supervisors must notify the BOD in writing within forty-eight (48) hours, require the violating person to cease the violation, and request remedial measures;
 - d) Report to the GMS in accordance with the Law on Enterprises;
 - e) Other rights and obligations in accordance with law and the Company Charter.
2. Responsibilities of Board of Supervisors members: comply with law, the Company Charter and professional ethics in performing assigned rights and obligations.

Article 15. Term, Number, Composition and Structure of the Board of Supervisors

1. Term, number, composition and structure of the Board of Supervisors
 - a) The Company shall have three (03) Supervisors. The term of office of a Supervisor shall not exceed five (05) years and may be re-elected for an unlimited number of terms.
 - b) The Board of Supervisors shall consist of one Head and the Supervisors. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among the Supervisors.
 - c) Members of the Board of Supervisors are not necessarily Shareholders of the Company.
 - d) More than one-half of the members of the Board of Supervisors must reside in Vietnam.
2. Standards and conditions of Board of Supervisors members

Members of the Board of Supervisors must satisfy the standards and conditions prescribed by the Law on Enterprises and the Company Charter, and must not fall into the following cases:

- a) Working in the accounting or finance department of the Company;
- b) Being a member or employee of the independent auditing company auditing the Company's financial statements within the preceding three (03) consecutive years;
- c) Being a family member of a manager of the Company and its parent company, or of the Company's capital representative.

3. Nomination and self-nomination of Board of Supervisors members: the nomination and self-nomination of Board of Supervisors members shall be carried out in accordance with Article 36 of the Company Charter.

4. Method of election of Board of Supervisors members: the election of Board of Supervisors members shall be conducted in the same manner as the election of BOD members as provided in these Regulations.

5. Cases of removal and dismissal of Board of Supervisors members

- a) A Board of Supervisors member shall be dismissed in the following cases:
 - Failure to fulfill assigned duties and work;
 - Serious or repeated violation of the obligations of a Supervisor as prescribed by the Law on Enterprises and the Company Charter;
 - By decision of the GMS;
 - Other cases as prescribed by law and the Company Charter.
- b) A Board of Supervisors member shall be removed in the following cases:
 - No longer satisfying the standards and conditions to act as a Supervisor as prescribed by the Law on Enterprises;
 - Failing to perform rights and obligations for six (06) consecutive months, except in cases of force majeure;
 - Tendering a resignation that is accepted;
 - Other cases as prescribed by law and the Company Charter.

6. Notice of election, removal and dismissal of Board of Supervisors members

The election, removal and dismissal of Board of Supervisors members must be disclosed in accordance with the Law on Securities.

7. Salary and other benefits of Board of Supervisors members

Remuneration, salary and other benefits of Board of Supervisors members shall be decided by the GMS. Board of Supervisors members shall be reimbursed for accommodation, travel and other reasonable expenses incurred when attending meetings of the Board of Supervisors or carrying out other activities of the Board of Supervisors.

CHAPTER V. GENERAL DIRECTOR

Article 16. Roles, Responsibilities, Rights and Obligations of the General Director

1. The General Director is the person managing the day-to-day business operations of the Company; is subject to the supervision of the BOD; is responsible to the BOD and the GMS for the performance of assigned duties and powers and must report to these bodies when requested.

2. Responsibilities, rights and obligations of the General Director

a) Organize the implementation of resolutions of the BOD and the GMS, and the Company's business plans and investment plans approved by the BOD and the GMS;

b) Decide on matters relating to the Company's daily business operations and other matters, except those falling within the authority of the GMS or the BOD;

c) Propose to the BOD plans for the organizational structure and the Company's internal governance regulations;

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

e) Recommend the number of executives and other management personnel to be recruited by the Company for the BOD to appoint or remove in order to ensure sound management as proposed by the BOD, and advise the BOD in determining salary, remuneration, benefits and other terms of employment contracts of such executives;

f) Decide on the number of employees, salary levels, allowances, benefits, the appointment and removal of positions not falling within the authority of the BOD, and other terms related to their labor contracts;

g) On December 31 each year, submit to the BOD for approval a detailed business plan for the following financial year based on the requirements of an appropriate budget and a five (05)-year financial plan;

h) Prepare long-term, annual and quarterly budgets of the Company (hereinafter referred to as the "budget") to serve the Company's long-term, annual and quarterly management in line 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 submitted to the BOD for approval and must include the information prescribed in the Company's regulations;

i) Perform all other activities in accordance with the Company Charter and the Company's regulations, resolutions of the BOD, the labor contract of the General Director and applicable law.

Article 17. Appointment, Removal, Contract Signing and Contract Termination in respect of the General Director

1. Term, standards and conditions of the General Director: The General Director shall hold office for a term of five (05) years and may be reappointed for an unlimited number of terms. The General Director must not be a person prohibited by law from holding such office and must satisfy the standards and conditions prescribed by law and

the Company Charter.

2. Nomination, recommendation, removal and dismissal of the General Director

a) Nomination of the General Director

Members of the BOD have the right to nominate a member of the BOD or another person who is not a member of the BOD to hold the position of General Director.

b) Removal and dismissal of the General Director

The BOD may dismiss or remove the General Director when approved by the majority of attending BOD members having voting rights and appoint a new General Director as replacement. A dismissed General Director has the right to object to such dismissal at the nearest GMS.

3. Appointment of and signing of labor contract with the General Director

The BOD shall appoint the General Director after the BOD has met and agreed on the result of the appointment. Such appointment shall be evidenced by a written BOD Resolution.

The Chairman of the BOD shall, on behalf of the BOD, sign the labor contract with the General Director.

4. Removal of and termination of labor contract with the General Director

The Company shall terminate the labor contract with the General Director after the BOD issues a Resolution removing or dismissing the General Director. The termination of the labor contract with the General Director must ensure compliance with law, the Charter, these Regulations and other regulations of the Company.

5. Notice of appointment, removal, contract signing and contract termination in respect of the General Director

The appointment, removal, dismissal, contract signing and contract termination in respect of the General Director must be disclosed in accordance with the Law on Securities.

6. Salary and other benefits of the General Director

The remuneration, salary and other benefits of the General Director shall be decided by the BOD.

CHAPTER VI. OTHER ACTIVITIES

Article 18. Coordination between the BOD and the Board of Supervisors

1. The BOD and the Board of Supervisors shall closely and regularly coordinate with each other in order to perform their rights and duties in accordance with the Company Charter and current law.

2. Coordination between the BOD and the General Director

a) The BOD is responsible for closely cooperating with and creating all favorable

conditions for members of the Board of Supervisors in the course of performing their duties and powers; at the same time, it is responsible for directing and supervising the rectification and handling of violations in accordance with recommendations of the Board of Supervisors.

b) The Chairman of the BOD shall ensure that members of the Board of Supervisors are fully invited to attend all regular and extraordinary meetings of the BOD and the Standing BOD.

c) In addition to periodic reports and information, a member of the Board of Supervisors may request the BOD to provide information and documents on the management and administration of the Company's business operations.

d) The BOD shall ensure that all copies of financial information and other information provided to BOD members, as well as resolutions, decisions and minutes of BOD meetings, are provided to members of the Board of Supervisors at the same time as they are provided to BOD members.

3. Coordination between the Board of Supervisors and the General Director

a) In case where deemed necessary, the General Director may invite the Head of the Board of Supervisors or a Board of Supervisors member to attend meetings of the General Director or other meetings. When attending such meetings, the Head of the Board of Supervisors or a Board of Supervisors member may contribute opinions (if any).

b) The General Director shall provide periodic reports and reports upon request of the Board of Supervisors in accordance with law, the Company Charter and other internal documents.

c) The General Director is responsible for creating all favorable conditions for the Head of the Board of Supervisors or a Board of Supervisors member to access information and reports as quickly as possible.

d) Reports of the General Director submitted to the BOD must be sent to the Head of the Board of Supervisors at the same time and in the same manner as they are sent to BOD members.

Article 19. Regulations on annual evaluation for commendation and discipline of BOD members, Board of Supervisors members, the General Director and other enterprise executives

Annual evaluation relating to commendation and discipline of BOD members, Board of Supervisors members, the General Director and other Company executives shall be carried out in accordance with the commendation and discipline regulations issued by the Company from time to time.

CHAPTER VII. EFFECTIVENESS

Article 20. Effectiveness

These Internal Regulations on Corporate Governance of Taseco Land Investment Joint Stock Company consist of 07 Chapters and 20 Articles and shall take effect from April 25, 2026.

Matters not mentioned in these Regulations shall be governed by the Company Charter and/or applicable law. In the event that the provisions of these Regulations conflict with the provisions of the Company Charter, the provisions of the Company Charter shall prevail.

In cases where relevant legal provisions governing the Company's operations are not yet stipulated in the Company's Charter and this Regulation, or where new legal provisions differ from those set out in this Regulation, such legal provisions shall prevail and be applied to regulate the Company's operations.

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



Pham Ngoc Thanh