

Khanh Hoa, April 24, 2026

INTERNAL CORPORATE GOVERNANCE REGULATIONS OF 2026

Pursuant to the Law on Securities consolidated under Document No. 24/VBHN-VPQH, passed by the National Assembly of the Socialist Republic of Vietnam dated February 26, 2025;

Pursuant to the Law on Enterprises dated June 17, 2020; Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;

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

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; Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of Government Decree No. 155/2020/ND-CP dated December 31, 2020;

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 Company Charter of Khanh Hoa Water Supply and Sewerage Joint Stock Company;

Pursuant to the Resolution of the Annual General Meeting of Shareholders 2026 No. 02/NQ-ĐHĐCĐ dated April 24, 2026;

The Board of Directors hereby issues the 2025 Internal Corporate Governance Regulations of Khanh Hoa Water Supply and Sewerage Joint Stock Company.

The 2025 Internal Corporate Governance Regulations of Khanh Hoa Water Supply and Sewerage Joint Stock Company include the following contents:

CHAPTER I. GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of application

1. Scope of regulation: The 2025 Internal Corporate Governance Regulations stipulate the contents regarding:

- Roles, rights, and obligations of the General Meeting of Shareholders, the Board of Directors, and the General Director;
- Sequence and procedures for convening the General Meeting of Shareholders;
- Nomination, self-nomination, election, dismissal, and removal of members of the Board of Directors, the Board of Supervisors, and the General Director;
- Other activities in accordance with the Company Charter and other current legal regulations.

2. Subjects of application:

- Shareholders;
- Members of the Board of Directors and the Board of Supervisors;
- General Director.

CHAPTER II. GENERAL MEETING OF SHAREHOLDERS

Article 2. Roles, rights, and obligations of the General Meeting of Shareholders

1. The General Meeting of Shareholders consists of all shareholders with voting rights and is the highest decision-making body of the Company.

2. The General Meeting of Shareholders has the rights and obligations as stipulated in Article 16 of the Company Charter.

Article 3. Convening and organizing the General Meeting of Shareholders

1. The General Meeting of Shareholders shall hold an annual meeting once a year within 04 months from the end of the fiscal year. The Board of Directors may decide to extend the annual General Meeting of Shareholders in necessary cases, but not exceeding 06 months from the end of the fiscal year.

In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue for the General Meeting of Shareholders shall be the location where the Chairman attends the meeting and must be within the territory of Vietnam.

2. The convening of meetings, meeting agendas, and meeting invitations for the General Meeting of Shareholders shall be in accordance with the provisions of Article 19 of the Company Charter.

3. Shareholders and authorized representatives of institutional shareholders may attend the meeting in person or authorize one or more other individuals or organizations to attend the meeting in accordance with Article 17 of the Company Charter.

Article 4. Conditions for conducting and procedures for registering to attend the General Meeting of Shareholders

1. Conditions for conducting the General Meeting of Shareholders shall be applied in accordance with Article 20 of the Company Charter.

2. On the day of the General Meeting of Shareholders, the Company shall perform shareholder registration procedures and continue registration until all shareholders eligible to attend have registered. Shareholders or their authorized representatives attending the General Meeting of Shareholders shall bring the following documents:

a) Legal documents;

b) Power of attorney (in case of authorization to attend the meeting).

3. Upon shareholder registration, the Company shall issue to each shareholder or authorized representative with voting rights a voting card, the number of voting shares, and/or a ballot for that shareholder, in which:

a) The 'Voting Card' shall state the registration number, full name of the shareholder, full name of the authorized representative, number of shares owned and/or represented, and shall bear the Company's seal;

b) The 'Voting Ballot' shall state the registration number, full name of the shareholder, full name of the authorized representative, number of shares owned and/or represented, and shall bear the Company's seal;

c) The 'Election Ballot' shall state the registration number, full name of the shareholder, full name of the authorized representative, number of shares owned and/or represented, total number of votes, and shall bear the Company's seal.

4. Shareholders, authorized representatives of institutional shareholders, or authorized persons arriving after the meeting has opened shall have the right to register immediately and subsequently participate and vote at the meeting. The Chairman is not responsible for stopping the meeting to allow late-arriving shareholders to register, and the validity of matters already voted upon shall remain unchanged.

Article 5. Voting methods at the General Meeting of Shareholders

1. The General Meeting of Shareholders shall discuss and vote on each issue in the agenda. All matters in the General Meeting of Shareholders agenda must be approved by collecting the opinions of all shareholders or authorized representatives attending, using Voting Cards or Ballots based on the number of shares owned or represented.

2. Voting procedures for each item presented before the General Meeting:

a) Approve (agree) with the presented content;

b) Disapprove (disagree) with the presented content;

c) No opinion on the presented content.

3. Election and voting methods:

a) 'Voting Card' method: each shareholder or authorized representative is issued 01 voting card containing 03 options: approve, disapprove, or no opinion for each

voting item. Shareholders or authorized representatives shall mark an 'X' in the box of their choice. This method is used to approve reports and proposals at the General Meeting.

b) 'Election Ballot' method: shareholders or authorized representatives shall mark an 'X' in the box next to the name of the person they wish to elect. This method is used to elect members of the Board of Directors and the Board of Supervisors.

c) 'Voting Ballot' method: when voting at the General Meeting, each shareholder or authorized representative shall raise their voting card. This method is used to approve other matters, excluding reports, proposals, and the election of members of the Board of Directors and the Board of Supervisors at the General Meeting.

4. Validity of Cards, Voting Ballots and Election Ballots:

a) Regarding form: A valid card or ballot must be the pre-printed form issued by the Organizing Committee, bear the Company's seal, and have no erasures or alterations.

b) Regarding content:

- The voting card shall not contain any content other than what is prescribed for this card; mark an 'X' with an ink pen to select 01 of the 03 voting boxes.

- Ballot:

+ Do not write any other content on the ballot;

+ Mark with an 'X' using an ink pen; do not write content in pencil, and do not cross out the names of candidates;

+ The ballot must be submitted before the Vote Counting Committee unseals the ballot box.

5. Supervision and recording of voting results and vote counting:

a) The General Meeting shall elect persons responsible for supervising and recording the voting results and counting votes. The number of members of the Vote Counting Committee shall be decided by the General Meeting of Shareholders.

b) The Vote Counting Committee is responsible for supervising the voting of shareholders or authorized representatives attending the meeting and checking the number of Voting Cards and Ballots for each item; recording and reporting the voting and election results at the General Meeting of Shareholders.

6. The vote counting results shall be announced by the Chairman immediately before the closing of the meeting.

Article 6. Approval of Resolutions of the General Meeting of Shareholders

1. The approval of Resolutions of the General Meeting of Shareholders shall be in accordance with Article 22 of the Company Charter.

2. Shareholders who voted against the resolution on the reorganization of the Company or the change of rights and obligations of shareholders as stipulated in the Company Charter have the right to request the Company to repurchase their shares. The request must be in writing, clearly stating the name and address of the

shareholder, the number of shares of each type, the intended selling price, and the reason for requesting the Company to repurchase. The request must be sent to the Company within 10 days from the date the General Meeting of Shareholders approves the resolution on the matters stipulated in this clause.

Article 7. Resolutions and minutes of the General Meeting of Shareholders

1. The preparation of minutes of the General Meeting of Shareholders shall be in accordance with Article 24 of the Company Charter.

2. Within 24 hours from the time the decision of the General Meeting of Shareholders is approved, the Company shall disclose information in accordance with the law on information disclosure on the securities market, through the following media:

- a) The Company's website;
- b) The information disclosure system of the SSC of Vietnam;
- c) The website of the Stock Exchange.

Disclosure documents include: Resolutions, Minutes of the General Meeting of Shareholders, the appendix of the list of shareholders registered to attend the meeting with shareholder signatures, powers of attorney to attend the meeting, all documents attached to the Minutes (if any), and relevant documents accompanying the meeting invitation.

Article 8. Sequence and procedures for the General Meeting of Shareholders to pass resolutions by collecting written opinions

The authority and procedures for collecting written opinions from shareholders to pass a Resolution of the General Meeting of Shareholders shall be implemented in accordance with the provisions of Article 23 of the Company Charter.

Article 9. Sequence and procedures for the General Meeting of Shareholders to pass resolutions via online meeting or a combination of in-person and online meeting formats

1. In necessary cases, the Board of Directors may decide on an online General Meeting of Shareholders or a combination of in-person and online meeting formats. The online General Meeting of Shareholders shall apply modern technological measures so that shareholders can attend and express their opinions at the online General Meeting of Shareholders, and vote via e-voting or other forms suitable for an online General Meeting of Shareholders.

Shareholders may attend the General Meeting of Shareholders in person at the meeting venue or attend via an online meeting. Shareholders shall only choose one of the two forms: in-person or online.

2. Shareholders shall authorize a representative to attend the General Meeting of Shareholders in person or online in accordance with the provisions of Article 17 of the Company Charter.

3. Shareholders attending the General Meeting of Shareholders via in-person meeting shall comply with the provisions of Article 4 and Article 5 of the 2025 Internal Corporate Governance Regulations.

4. Shareholders attending the General Meeting of Shareholders via online meeting must register their accurate telephone number, contact address, and/or email address to ensure they receive the notification letter for the online General Meeting of Shareholders e-voting account and shall be fully responsible for the information registered with the Company.

5. Shareholders attending the General Meeting of Shareholders via online meeting shall use the access account provided by the Company or the Service Provider hired by the Company and conduct the online meeting and e-voting for all voting rounds of the Company for which the shareholder is entitled to vote.

6. Shareholders attending the General Meeting of Shareholders via online meeting shall be responsible for keeping their usernames, passwords, and other identification factors provided by the Company or the Service Provider hired by the Company confidential to ensure that only the shareholder attends the meeting/votes electronically on the system provided by the Company or the Service Provider hired by the Company. Voting results shall be compiled by the Company or the Service Provider hired by the Company based on the shareholder's username, password, and identification factors and shall be implicitly considered the shareholder's voting intent. Shareholders shall be responsible before the law and before the Company for the e-voting results performed through the shareholder's access account on the online General Meeting of Shareholders/e-voting system provided by the Service Provider.

7. The Board of Directors shall issue and disclose on the Company's website the Regulations on attending the General Meeting of Shareholders via online meeting or a combination of in-person and online meeting formats along with the invitation documents for the General Meeting of Shareholders at least 21 days prior to the opening of the General Meeting, with the following basic content:

a. Specific instructions on the sequence and procedures for organizing and conducting the General Meeting of Shareholders in the form of an online meeting or a combination of in-person and online meeting formats;

b. Regulations on the method of e-voting, sending voting ballots via mail/fax/email, and other equivalent voting forms so that shareholders can exercise their voting rights at the General Meeting of Shareholders organized in the form of an online meeting or a combination of in-person and online meeting formats;

c. Other contents related to organizing the General Meeting of Shareholders via online meeting or a combination of in-person and online meeting formats.

Article 10. Request for cancellation of a decision of the General Meeting of Shareholders

1. The request for cancellation of a decision of the General Meeting of Shareholders shall be implemented in accordance with the provisions of Article 25 of the Company Charter.

2. In the event that a shareholder or a group of shareholders requests a Court or Arbitration to cancel a resolution of the General Meeting of Shareholders, that resolution shall remain in effect until the decision of the Court or Arbitration to cancel such resolution takes effect, except in cases where urgent temporary measures are applied according to the decision of a competent authority.

3. In the event that a decision of the General Meeting of Shareholders is cancelled according to a decision of a Court or Arbitration, the person who convened the cancelled General Meeting of Shareholders may consider re-organizing the General Meeting of Shareholders within 30 days following the sequence and procedures prescribed by the Law on Enterprises and the Company Charter.

CHAPTER III. BOARD OF DIRECTORS

Article 11. Roles, powers, and obligations of the Board of Directors

1. The Board of Directors is the management body of the company, having full authority on behalf of the company to decide and perform the rights and obligations of the company, except for rights and obligations falling under the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are prescribed in Article 28 of the Company Charter.

3. Remuneration and other benefits of members of the Board of Directors shall be applied in accordance with the provisions of Article 29 of the Company Charter.

Article 12. Nomination, self-nomination, election, dismissal, and removal of members of the Board of Directors

1. The nomination and self-nomination of members of the Board of Directors shall be applied in accordance with Article 26 of the Company Charter.

2. The composition, term, standards, and conditions of members of the Board of Directors shall be applied in accordance with Article 27 of the Company Charter.

3. Method of electing members of the Board of Directors: Voting to elect members of the Board of Directors must be carried out using the cumulative voting method, whereby each shareholder has a total number of voting shares corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and shareholders have the right to concentrate all or part of their total votes for one or more candidates. The person elected as a member of the Board of Directors is determined by the number of votes calculated from highest to lowest, starting from the candidate with the highest number of votes until the number of members specified in the Company Charter is reached. In the event that 02 or more candidates receive the same number of votes for the last member of the Board of Directors or the Board of Supervisors, a re-election shall be conducted among the candidates with the same number of votes or selection shall be made according to the criteria of the Election Regulations.

4. The Board of Directors must convene a General Meeting of Shareholders to elect additional members of the Board of Directors in the event that the number of remaining members of the Board of Directors is less than the minimum number of members prescribed by law or less than half of the number of members prescribed in the charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced;

5. A member of the Board of Directors shall no longer hold the status of a member of the Board of Directors in the event of being dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with the provisions of Article 160 of the Law on Enterprises. Except for the case specified in Clause 4 of this Article, the General Meeting of Shareholders shall elect a new member to replace the member of the Board of Directors who has been dismissed or removed at the nearest meeting.

6. The appointment of a member of the Board of Directors must be disclosed in accordance with the law on information disclosure in the securities market.

Article 13. Election, dismissal, and removal of the Chairman of the Board of Directors

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

2. Election of the Chairman of the Board of Directors:

a) The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes to elect the Chairman of the Board of Directors. In the event that there is more than one member with the same highest number of votes or highest percentage of votes, the members shall elect according to the majority principle to choose 01 person among them to convene the Board of Directors meeting;

b) The first meeting of the Board of Directors shall be held within 07 working days from the date of completion of the election of the Board of Directors for that term;

c) The Chairman of the Board of Directors shall not concurrently hold the position of General Director.

3. The Chairman of the Board of Directors shall be dismissed or removed in accordance with the provisions of Article 160 of the Law on Enterprises.

4. The election, dismissal, and removal of the Chairman of the Board of Directors shall be carried out when there is a Decision of the Board of Directors.

5. In the event that the Chairman of the Board of Directors submits a resignation or is dismissed or removed, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation or the dismissal or removal.

6. In case the Chairman of the Board of Directors is absent or unable to perform their duties, they shall authorize in writing another member to exercise the

rights and obligations of the Chairman of the Board of Directors in accordance with the principles stipulated in the Company Charter. In case there is no authorized person or the Chairman of the Board of Directors is deceased, missing, detained, serving a prison sentence, serving an administrative handling measure at a compulsory detoxification facility or compulsory education facility, has fled their place of residence, has limited or lost civil act capacity, has difficulty in cognition or behavior control, or is prohibited by the Court from holding certain positions, practicing certain professions, or performing certain jobs, the remaining members shall elect one among themselves to hold the position of Chairman of the Board of Directors based on the principle of majority approval by the remaining members until a new decision is made by the Board of Directors.

Article 14. Meetings of the Board of Directors

1. The Board of Directors shall organize meetings at least once per quarter according to the sequence and procedures stipulated in Article 31 of the Company Charter.

2. Minutes of the Board of Directors meetings shall be prepared in detail and clearly. The meeting Chairman and the minute-taker shall sign the meeting minutes; in case the Chairman or the minute-taker refuses to sign the meeting minutes, but the minutes are signed by all other members of the Board of Directors attending and agreeing to approve the minutes, and the minutes contain full content as stipulated in points a, b, c, d, đ, e, g, and h of Clause 1, Article 158 of the Law on Enterprises, then these minutes shall be effective. Minutes of the Board of Directors meetings shall be retained in accordance with the provisions of the law and the Company Charter.

Article 15. Corporate Governance Officer

1. The Board of Directors of the Company shall appoint at least 01 person to act as the Corporate Governance Officer to support corporate governance activities at the enterprise. The number and term of office of the Corporate Governance Officer shall be decided by the Board of Directors.

2. The Corporate Governance Officer must be knowledgeable about the law and shall not simultaneously work for an independent auditing firm currently auditing the Company's financial statements.

3. The Corporate Governance Officer shall have the following rights and obligations:

- a) Advise the Board of Directors in organizing the General Meeting of Shareholders in accordance with regulations and related matters between the Company and shareholders;
- b) Prepare meetings of the Board of Directors, the Board of Supervisors, and the General Meeting of Shareholders at the request of the Board of Directors or the Board of Supervisors;
- c) Advise on meeting procedures;
- d) Attend meetings;

- e) Advise on procedures for drafting resolutions of the Board of Directors in accordance with the provisions of the law;
- f) Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and members of the Board of Supervisors;
- g) Supervise and report to the Board of Directors on the Company's information disclosure activities;
- h) Act as the contact point with related parties;
- i) Maintain confidentiality of information in accordance with the provisions of the law and the Company Charter;
- k) Other rights and obligations as prescribed by law.

CHAPTER IV. BOARD OF SUPERVISORS AND SUPERVISORS

Article 16. Roles, rights, and obligations of the Board of Supervisors

1. The Board of Supervisors shall supervise the Board of Directors and the General Director in the management and administration of the Company.
2. The Board of Supervisors shall have rights and obligations as stipulated in Article 170 of the Law on Enterprises and Article 40 of the Company Charter.
3. Salaries, remuneration, and other benefits of members of the Board of Supervisors shall be applied in accordance with the provisions of Article 43 of the Company Charter.

Article 17. Supervisor

1. The self-nomination and nomination of Supervisors shall be carried out in accordance with the provisions of Article 37 of the Company Charter.
2. The number of members of the Board of Supervisors of the Company is 03.
3. The term of office of a member of the Board of Supervisors shall not exceed 05 years and may be re-elected for an unlimited number of terms.
3. Members of the Board of Supervisors must meet the standards and conditions as stipulated in Article 169 of the Law on Enterprises and shall not fall into the following cases:
 - a) Working in the accounting or finance department of the Company;
 - b) Being a member or employee of an independent auditing firm that has audited the Company's financial statements in the 03 consecutive years prior.
4. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among its members; the election, dismissal, and removal shall be based on the majority principle. The Head of the Board of Supervisors must hold a university degree or higher in one of the majors: economics, finance, accounting, auditing, law, business administration, or a major related to the enterprise's business activities.

Article 18. Method of electing, dismissing, and removing supervisors

1. Voting for the election of Supervisors shall be carried out similarly to Clause 3, Article 11 of these Regulations.

2. Cases for dismissal and removal of members of the Board of Supervisors:

a) A member of the Board of Supervisors shall be dismissed in the following cases:

- No longer meeting the standards and conditions to be a member of the Board of Supervisors as stipulated in Clause 2 of this Article;

- Having a resignation letter that has been accepted.

b) A member of the Board of Supervisors shall be removed in the following cases:

- Failing to complete assigned tasks and duties;

- Failing to exercise their rights and obligations for 06 consecutive months, except in cases of force majeure;

- Repeatedly violating or seriously violating the obligations of a member of the Board of Supervisors as stipulated by the Law on Enterprises and the Company Charter;

- Other cases as per the resolution of the General Meeting of Shareholders.

3. The election, dismissal, and removal of members of the Board of Supervisors shall be disclosed in accordance with the law on information disclosure in the securities market.

Article 19. Meetings of the Board of Supervisors

1. The Board of Supervisors shall meet at least 02 times per year, with at least 2/3 of the Supervisors in attendance. Minutes of the Board of Supervisors meetings shall be prepared in detail and clearly. The secretary and the Supervisors attending the meeting shall sign the meeting minutes. Minutes of the Board of Supervisors meetings shall be retained to determine the responsibility of each Supervisor.

2. The Board of Supervisors shall have the right to request members of the Board of Directors, the General Director, and representatives of the approved auditing firm to attend and answer issues that need clarification.

CHAPTER V. GENERAL DIRECTOR

Article 20. Roles, rights, and obligations of the General Director

1. The General Director is the person who manages the daily business operations of the Company; is subject to the supervision of the Board of Directors; and is responsible to the Board of Directors and before the law for the performance of assigned rights and obligations.

2. The General Director shall have rights and obligations as stipulated in Clause 4, Article 36 of the Company Charter.

3. The General Director shall be paid a salary and bonus. The salary and bonus of the General Director shall be decided by the Board of Directors. The salary of the General Director shall be included in the Company's business expenses in accordance with the law on corporate income tax, presented as a

separate item in the Company's annual financial statements, and reported to the General Meeting of Shareholders at the annual meeting.

Article 21. Appointment and dismissal of the General Director

1. The Board of Directors shall appoint 01 member of the Board of Directors as the General Director.

2. The term of office of the General Director shall not exceed 05 years and may be re-appointed for an unlimited number of terms. The General Director must meet the standards and conditions as prescribed by law.

3. Standards and conditions for the General Director shall be applied in accordance with the provisions of Clause 5, Article 162 of the Law on Enterprises.

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

5. The appointment and dismissal of the General Director shall be disclosed in accordance with the law on information disclosure in the securities market.

**CHAPTER VI. COORDINATION OF ACTIVITIES BETWEEN
THE BOARD OF DIRECTORS, THE BOARD OF SUPERVISORS, AND
THE GENERAL DIRECTOR**

Article 22. Procedures and sequence for convening, notifying meeting invitations, recording minutes, and notifying meeting results between the Board of Directors, the Board of Supervisors, and the General Director

1. The Board of Directors shall invite the Board of Supervisors to attend all meetings of the Board of Directors.

2. At important meetings, the Head of the Board of Supervisors may invite some members of the Board of Directors to attend the meeting of the Board of Supervisors.

3. At important meetings, the General Director may invite some members of the Board of Directors and the Board of Supervisors to attend.

4. The meeting invitation must contain the full meeting agenda and be accompanied by meeting documents (if any) and shall be sent to the invitees at least 03 working days before the meeting takes place. Members invited to attend as observers may participate in discussions and provide opinions when permitted by the meeting Chairman but shall not have the right to vote in the meeting. Minutes, decisions, and resolutions of the meeting shall be sent to the members attending the meeting (including observers) within 05 working days after the meeting ends.

Article 23. Written notifications from the Board of Directors to the Board of Supervisors and the General Director

Copies of resolutions, decisions, and other documents of the Board of Directors shall be sent to the Board of Supervisors and the General Director within 05 working days after the meeting of the Board of Directors ends.

Article 24. Cases in which the General Director and the Board of Supervisors propose to convene a meeting of the Board of Directors and matters requiring consultation with the Board of Directors;

The General Director and the Board of Supervisors may propose to convene a meeting of the Board of Directors and matters requiring consultation with the Board of Directors when deemed necessary for the interests of the Company and for matters not under the authority of the General Director and the Board of Supervisors.

Article 25. Reporting and information provision

1. Members of the Board of Directors, the General Director, and managers at all levels shall provide all information and documents related to the Company's operations as requested by the Board of Supervisors. The request must be made in writing and signed by the Head of the Board of Supervisors.

2. When necessary, the Board of Directors has the right to request members of the Board of Management as well as managers at all levels to report on the performance of assigned duties and powers.

3. The General Director shall provide the following reports and information in writing to the Board of Directors and the Board of Supervisors:

- a) Results of the implementation of resolutions of the Board of Directors and the General Meeting of Shareholders, the status of production, business, investment, and financial indicators, compared with the Company's business and investment plans approved by the Board of Directors and the General Meeting of Shareholders (periodically monthly, quarterly, semi-annually, and annually);
- b) Report on the organization and operation status of the Company periodically (quarterly, semi-annually, nine-monthly, annually) and upon request of the Board of Directors;
- c) Before March 31 annually, the General Director shall submit to the Board of Directors for approval the detailed production and business plan for that fiscal year based on meeting the requirements of the appropriate budget as well as the 05-year financial plan;
- d) The annual budget estimate (including the balance sheet, income statement, and projected cash flow statement) for each fiscal year must be submitted for the Board of Directors' approval and must include the information specified in the Company's regulations.

4. All decisions and executive directives of the General Director or authorized persons and the Chief Accountant related to the Company's production and business activities must be sent to the Board of Directors and the Board of Supervisors (01 copy each) for reporting.

Article 26. Coordination of control, management, and supervision activities among members of the Board of Directors, Supervisors, and the General Director

1. Members of the Board of Directors, the Board of Supervisors, and the General Director shall regularly exchange work and provide information to each

other in a spirit of cooperation and support, facilitating the work of members in accordance with the Company Charter, operational regulations, and common action plans.

2. When necessary, members of the Board of Directors, the Board of Supervisors, and the General Director may inform each other immediately (directly or via telephone, email) to ensure effective and convenient work resolution.

3. The Board of Directors shall create conditions for members of the Board of Directors, the Board of Supervisors, the General Director, and other managers to participate in training courses, conferences, seminars, and surveys both domestically and internationally to cultivate professional qualifications and enhance management and executive knowledge. Participation in the aforementioned training courses, conferences, seminars, and surveys must not affect the Company's general work.

CHAPTER VII. PERFORMANCE EVALUATION REWARDS AND DISCIPLINE FOR MANAGERS

Article 27. Performance evaluation

1. Performance evaluation methods:

a) Depending on the regulations of the Board of Directors, the performance evaluation of members of the Board of Directors, the General Director, Deputy General Directors, and the Chief Accountant may be conducted according to one or more of the following methods:

- Self-assessment and evaluation;
- Organizing opinion polls and confidence votes;
- Other methods selected by the Board of Directors at each time.

b) For middle-level and grassroots managers, the General Director shall decide on the method, process of organization, and implementation of performance evaluation, and report the evaluation results to the Board of Directors.

2. Performance evaluation criteria:

a) The Board of Directors shall evaluate the performance results of each member annually based on the functions and duties of the Board of Directors as stipulated in the Company Charter and the results of assigned tasks.

b) The Board of Supervisors shall evaluate the performance results of each member annually, based on the functions and duties as stipulated in the Company Charter and the results of assigned tasks.

c) The Board of Directors shall evaluate the qualities, capacity, results, and management efficiency of the General Director, Deputy General Directors, Chief Accountant, and company managers annually based on the evaluation of the Company's production and business activities.

d) Performance evaluation for officers holding other management positions shall be conducted annually according to the job description and agreements in the labor contract, and shall be decided by the General Director.

Article 28. Rewards and discipline

1. Rewards:

a) Authority for rewards:

- The Board of Directors shall decide on rewards for management titles appointed by the Board of Directors.
- The General Director shall decide on rewards for management titles appointed by the General Director.

b) Reward regime:

- In cash;
- In kind.

c) Rewards for members of the Board of Directors, the General Director, Deputy General Directors, the Chief Accountant, and the Company's Board of Management shall be implemented according to the Reward Regulations approved by the Company's Board of Directors.

d) Rewards for other management titles and employees shall be implemented according to the Salary and Bonus Regulations for the Company's employees.

2. Discipline:

Principles, forms, and procedures for handling violations and discipline for the Company's managers shall be implemented according to the Company's regulations and labor law provisions.

CHAPTER VIII. IMPLEMENTATION PROVISIONS

Article 29. Implementation provisions

1. These Regulations shall take effect from the date of signing.

2. During the implementation of these Regulations, if there are provisions in the Company Charter or relevant laws regarding the Company's internal governance that are different or not yet mentioned in these Regulations, the provisions of the Company Charter and relevant laws shall naturally apply./.

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



Vu Van Binh

