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GENERAL DEPARTMENT OF LOGISTICS AND ENGINEERING
X20 JOINT STOCK COMPANY
No: 728/CTCP-DDVNN
Regarding the report on explaining and incorporating feedback on finalizing the draft Company Charter.

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness
Hanoi, May 22, 2026

To: - Head of the General Department of Logistics and Engineering
- Head of General Staff/General Department of Logistics and Engineering

In accordance with the Official Letter No. 2713/TM-QLXN dated May 20, 2026, from the General Staff/General Department of Logistics and Engineering regarding the completion of the Company Charter; after studying the opinions of the Political Department, the Finance Department, the General Planning Department/General Staff, and reviewing the draft revised Charter, the representatives of the State capital in X20 Joint Stock Company respectfully report and explain as follows:

The company seriously heeds the directives of the General Staff/General Department and relevant agencies; and at the same time, determines that the completion of the Charter shall ensure consistency in three requirements: compliance with the law, suitability for a public/listed company model, and suitability for the specific characteristics of X20 as a state-owned enterprise, an enterprise combining economic activities with national defense and security.

Upon review, the Company found that the Draft Charter closely adheres to the model Charter and the principles of governance for public companies as stipulated in the Circular No. 116/2020/TT-BTC; and has fully updated relevant new legal regulations, including the Law No. 68/2025/QH15 on State Capital Management and Investment in Enterprises, the Decree No. 366/2025/ND-CP, the Law No. 76/2025/QH15 amending and supplementing a number of articles of the Enterprise Law, Law No. 38/2024/QH15 on National Defense, Security and Industrial Mobilization, the Securities Law, and regulations applicable to public companies, listed companies, and enterprises with controlling state capital.

The draft Charter does not establish any extra-legal power mechanisms; on the contrary, it clarifies the principle of separation between governance, management, and control: The General Meeting of Shareholders decides on matters within its highest authority; the Board of Directors governs, decides, and supervises; the Chairman of the Board of Directors organizes governance activities and fulfills the responsibilities of the legal representative; the General Director manages daily operations; and the Supervisory Board provides independent oversight as stipulated by law.

1. Regarding the opinion of the Political Department

The company has incorporated and revised the Draft Charter to fully supplement and update the legal basis for state capital management, capital restructuring, and enterprises combining economic activities with national defense and security in Clause 1, Article 2. The company has also revised the title of Chapter VIII, the title of Article 57, and the content regarding the Party organization and mass organizations within the company in accordance with the feedback: the Party organization within the company operates according to the Charter of the Communist Party of Vietnam, the regulations of the Party, and relevant laws; it is the political core, leading and guiding the company's operations in line with the Party's guidelines and policies, the State's laws and regulations, and the tasks of enterprises combining economic activities with national defense and security.

2. Regarding the opinion of the General Planning Department/General Staff

The company has reviewed the draft Charter based on the Circular No. 116/2020/TT-BTC and affirms that the core contents of the model Charter regarding shareholders, the General Meeting of Shareholders, the Board of Directors, the Supervisory Board, the General Director, finance, auditing, information disclosure, amendments to the Charter, and effective date have been inherited. The additional contents are only intended to update new laws and reflect the specifics of X20, and do not contradict the model Charter, the Enterprise Law, the Securities Law, and other relevant legal regulations. Regarding the amended, supplemented, or replaced legal provisions, the company has incorporated them and clearly stipulated that: when new laws render the Charter unsuitable, the new laws shall apply; the Board of Directors is responsible for submitting amendments to the Charter to the General Meeting of Shareholders at the nearest meeting.

Regarding the Corporate Governance Officer , the Board of Directors' support body, and the subcommittees/working groups assisting the Board of Directors, the Company recognizes that this content is already included in the currently effective 2025 Charter and is consistent with the spirit of the model Charter as stipulated in the Circular No. 116/2020/TT-BTC. These are tools to support the Board of Directors in performing its governance, supervision, documentation standardization, information disclosure, and risk control functions; they are not independent executive bodies and are not under the decision-making authority of the General Meeting of Shareholders. The draft Charter only stipulates these at the principle level; any department, subcommittee, or working group, if established, will not replace the General Director, the Executive Management Board, the Supervisory Board, or the Corporate Governance Officer , nor will they replace the functions, duties, and authority of the governance, executive, and supervisory bodies as stipulated by law and the Charter. The specific details will be stipulated in the Board of Directors' operating regulations and other relevant internal regulations.

3. Regarding the opinion of the Finance Department/General Department

The company has incorporated the requirement to ensure consistency in the management of state capital, representatives of state capital, subsidiaries, finance, accounting, auditing, and profit distribution. The draft charter stipulates principles, authority, responsibility, control limits, and individual accountability. Core financial matters such as bank accounts, fiscal year, accounting system, financial reporting, auditing, profit distribution, dividends, and financial control need to be retained in the charter as these are fundamental to protecting the interests of the State, shareholders, and investors, and meet the transparency requirements of a public/listed company.

Detailed provisions regarding limits, payment procedures, cash flow control, accounts receivable, documentation, accounting, and reporting forms will be stipulated in the Financial Regulations, the Regulations on Delegation of Authority, the Regulations on Signing Authorization, and other specialized regulations. The distinction between the provisions in the Charter and those in the Financial Regulations also aims to ensure a consistent internal governance system, avoid duplication, and facilitate updates when financial, accounting, auditing, and state capital management policies change.

4. Regarding the Chapter on Representatives of State Capital as per Official Letter No. 2713/TM-QLXN

The company has studied, adopted, and applied the model for the Chapter on State Capital Representatives in a way that is consistent with the model of a joint-stock company, a public company, and the specific governance characteristics of X20 Joint Stock Company. The draft Charter already contains fundamental regulations on the management of state capital, the responsibility for preserving and developing capital, the state capital representative, and the coordination mechanism between the state capital representative and the company. The company agrees to further clarify in the Charter the principles regarding standards, rights, responsibilities, content requiring consultation, reporting regime, supervision, and personal responsibility of the state capital representative based on the Law No. 68/2025/QH15, the Decree No. 366/2025/ND-CP, regulations of the Ministry of National Defense, the General Department, and the Regulations on the operation of state capital representatives.

The company has adapted the model for the Representative Chapter to suit the joint-stock/public company model: the Charter stipulates the principles, limits of authority, responsibilities, and coordination mechanisms; while the consultation process, forms, deadlines, detailed reporting regime, evaluation, replacement, dismissal, and handling of responsibility are implemented according to the Regulations on the operation of representatives of state capital and relevant specialized documents. This approach both incorporates directives and avoids duplication, prevents the Charter from being overly detailed, and ensures that the Charter does not replace specialized regulations. According to the Enterprise Law and the practice of public company governance, the Charter is a fundamental governance document, stipulating the organizational principles, authority, responsibilities, and main governance mechanisms of the Company;

Furthermore, procedural content, implementation regulations, forms, consultation procedures, detailed reporting requirements, and operational monitoring mechanisms are stipulated in specialized regulations to ensure flexibility, updateability, and feasibility in implementation. Including all aspects of managing representatives of state capital in the Charter with a level of detail equivalent to specialized regulations could lead to overlaps, duplications, or inconsistencies when the competent authority amends specialized regulations, while the Charter can only be amended through the General Meeting of Shareholders.

Therefore, the fact that the Charter stipulates the principles while the specialized regulations provide detailed provisions is consistent with the principles of corporate governance, ensuring stability, uniformity, and the ability to update during implementation. The Company's specialized regulations are issued to implement the Charter and shall not contradict the Charter, the provisions of the law, and documents of competent authorities.

Detailed provisions regarding implementation procedures, consultation processes, reporting forms, monitoring and evaluation mechanisms, replacement, and accountability of representatives of state capital are uniformly implemented according to the Regulations on the Operation of Representatives of State Capital after being issued by the competent authority; in case of discrepancies between the Charter and specialized regulations, the provisions of the law and documents of the competent authority shall apply.

Clarifying the legal position of the representative of the State's capital aims to ensure the correct nature of exercising the State's shareholder rights in joint-stock companies; and at the same time, ensure a clear delineation of responsibilities, authority, and coordination mechanisms between the representative of the State's capital and the company's management, operation, and control bodies as prescribed by law.

Upon review, X20 Joint Stock Company and the State Capital Representatives at the Company found that the Draft Charter closely followed the guiding direction, was consistent with the Circular No. 116/2020/TT-BTC, fully updated the aforementioned new laws, was suitable for the model of a public company/listed company, a state-controlled enterprise, and the specific characteristics of an enterprise combining economic activities with national defense and security; and clarified the governance responsibilities of the Board of Directors and the Chairman of the Board of Directors, the operational responsibilities of the General Director, and the supervisory responsibilities of the Supervisory Board.

The company is committed to continuing to review its internal regulations system after the Charter is approved by the General Meeting of Shareholders; ensuring that the Charter and related regulations operate consistently, transparently, control risks, preserve and develop state capital, protect the legitimate rights of shareholders and employees, and effectively serve national defense and security objectives.

X20 Joint Stock Company and the State Capital Representatives at the Company seriously comply with the leadership and direction of the Ministry of National Defense, the General Department of Logistics and Engineering, and the General Staff; continue to review and refine the Draft Charter in the spirit of

complying with the law, ensuring consistency, uniformity, feasibility, and suitability to the specific characteristics of a state-owned enterprise, an enterprise combining economic activities with national defense and security.

We respectfully request the Head of the General Department of Logistics and Engineering, and the Head of the General Staff/General Department of Logistics and Engineering to review and provide guidance on the direction for finalizing the above-mentioned draft Charter so that the Company can complete the dossier for submission to the Annual General Meeting of Shareholders in 2026 as prescribed.

The representatives of the State's capital stake in X20 Joint Stock Company respectfully report./.

Recipients:
- As above;
- Representative of State capital at the Company;
- Management Board, Supervisory Board;
- File: VT, KHKD. Ha10.

FOR THE REPRESENTATIVES OF THE STATE'S CAPITAL
CHAIRMAN OF BODS
(Signed and sealed)
Lieutenant Colonel Chu Van De

DRAFT CHARTER OF X20 JOINT STOCK COMPANY

(amended and supplemented in 2026)

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INTRODUCTION

This charter serves as the legal basis for all operations of X20 Joint Stock Company, a company established and operating under the Enterprise Law.

This Charter is approved by the General Meeting of Shareholders of X20 Joint Stock Company on date .... month .... 2026.

CHAPTER I

GENERAL REGULATIONS

Article 1. Scope of Regulation and Applicable Subjects

1. This Charter governs the organization, governance, and operation of X20 Joint Stock Company, including its name, legal form, head office, operating period, business lines, charter capital, shares, shareholders, General Meeting of Shareholders, Board of Directors, Chairman of the Board of Directors, General Director, Supervisory Board, representative of State capital, subsidiaries, affiliated units, capital management, finance, information disclosure, internal control, risk management, reorganization, dissolution, dispute resolution, and other fundamental issues related to the organization and operation of the Company.

2. This Charter is the highest internal legal document of the Company, serving as the basis for organizing, managing, controlling, and issuing internal regulations, rules, and procedures. The Company's internal regulations, rules, and procedures shall conform to this Charter and applicable laws.

3. This Charter applies to the Company, shareholders, representatives of state capital, the Board of Directors, the Chairman of the Board of Directors, the Supervisory Board, the General Director, managers, executives, employees, subsidiaries, branches, representative offices, affiliated units, representatives of the Company's capital in other enterprises, and organizations and individuals related to the Company's operations.

4. In cases where the Company's internal regulations, rules, or procedures differ from This Charter, This Charter shall apply. In cases where this Charter differs from current laws, the provisions of the law shall apply.

5. In the event that the law is amended, supplemented, or replaced in a way that renders the content of This Charter no longer appropriate, the provisions of the new law shall apply. The Board of Directors is responsible for reviewing and submitting amendments and supplements to the Charters to the General Meeting of Shareholders at the nearest meeting.

Article 2. Legal basis and definition of terms

1. X20 Joint Stock Company is organized and operates in compliance with the provisions of the law, including but not limited to the Enterprise Law, the Securities Law, the Decree No. 155/2020/ND-CP, the Circular No. 116/2020/TT-BTC; the Law No. 68/2025/QH15 on the management and investment of state

capital in enterprises, the Government Decree No. 366/2025/ND-CP on the management and investment of state capital in enterprises, the Government Decree No. 57/2026/ND-CP on capital restructuring in enterprises and other relevant legal documents on the management and investment of state capital in enterprises; Laws on financial inspection and supervision of state-owned enterprises, laws on national defense and security industries and industrial mobilization, the Labor Code, the Social Insurance Law, other relevant legal regulations, this Charter, legitimate resolutions of the General Meeting of Shareholders, and the Company's internal regulations.

2. In this Charter, the following terms are understood as follows: "Company" or "X20" refers to X20 Joint Stock Company; "Charter" refers to the Charter on the organization and operation of X20 Joint Stock Company; "Enterprise Law" refers to the current Enterprise Law and its amendments, supplements, replacements, and implementing guidelines; "Securities Law" refers to the current Securities Law and its amendments, supplements, replacements, and implementing guidelines; "Laws on State Capital Management in Enterprises" refers to the legal regulations governing the management, investment, supervision, preservation, and development of State capital in enterprises; "Laws on National Defense, Security, and Industrial Mobilization" refers to the legal regulations governing national defense, security, industrial mobilization, and related tasks.

3. "Charter capital" is the total par value of shares sold or registered for purchase in accordance with the law and this Charter; "shareholder" is an individual or organization owning at least one share of the Company; "State shareholder" is an agency or organization entrusted by the State to manage or represent the ownership rights of the State's capital in the Company in accordance with the law; "representative of the State's capital" is an individual appointed or assigned by a competent authority to exercise the rights, responsibilities, and obligations with respect to the State's capital in the Company.

4. "Company managers" include the Chairman of the Board of Directors, members of the Board of Directors, the General Director, and individuals holding other managerial positions as prescribed by law and this Charter; "Company executives" include the General Director, Deputy General Director, Chief Accountant, and other executives as prescribed by law, this Charter, and decisions of the Board of Directors; "related parties" are understood in accordance with the laws on enterprises, securities, and other relevant legal regulations.

5. "Subsidiary" refers to an enterprise wholly owned by the Company or with a controlling stake or shareholding as stipulated by law; "affiliated unit" includes branches, representative offices, enterprises, centers, schools, departments, divisions, or other entities within the Company's organizational structure as decided by the competent authority; "dual-use defense enterprise" in this Charter refers to the Company's unique operational characteristics, simultaneously performing defense and security tasks as required by competent authorities and conducting production and business activities in accordance with the law.

6. Other terms not defined in this Charter shall be interpreted in accordance with applicable laws.

7. The headings of chapters, articles, and clauses in this Charter are for ease of reference only and are not intended to limit or alter the content of the Regulations.

Article 3. Name, legal form, head office, branches, representative offices, and operating period

1. Company Name:

a) Company name in Vietnamese: X20 JOINT STOCK COMPANY;

b) Company name in English: X20 JOINT STOCK COMPANY;

c) Abbreviated name: GATEXCO 20, JSC

2. The company is a joint-stock company with legal personality as stipulated by Vietnamese law; it has its own seal and bank account; it has autonomy in its production and business activities; and it is solely responsible for its obligations as prescribed by law, with all of its assets.

3. Head office of the Company:

- Head office address: 35 Phan Dinh Giot Street, Phuong Liet Ward, Hanoi City.
- Phone number: 0243.8645077
- Fax: 0243.8641208
- E-mail: info@gatexco20.com.vn
- Website: www.gatexco20.com.vn

4. The company may establish, reorganize, or terminate the operations of branches, representative offices, business locations, subsidiaries, or other forms of commercial presence domestically and internationally, as decided by competent authorities and in accordance with the provisions of the law.

5. At the time of adoption of this Charter, the branches and representative offices of X20 Joint Stock Company include:

(i) CENTRAL BRANCH - X20 JOINT STOCK COMPANY

Address: 78 Tue Tinh Street, Nha Trang Ward, Khanh Hoa Province, Vietnam.

(ii) SOUTHERN BRANCH - X20 JOINT STOCK COMPANY

Address: 202 To Hien Thanh Street, Hoa Hung Ward, Ho Chi Minh City, Vietnam.

(iii) NORTHERN BRANCH - X20 JOINT STOCK COMPANY

Address: 35 Phan Dinh Giot Street, Phuong Liet Ward, Hanoi City, Vietnam.

6. The Company's operating period is indefinite, except in the event of dissolution, bankruptcy, reorganization, or termination of operations in accordance with the law and this Charter.

Article 4. Business lines, objectives, and operational characteristics

1. The company is permitted to conduct business in sectors and professions that are not prohibited by law and those registered with the business registration authority in accordance with the law. For sectors and

professions subject to conditional investment and business regulations, the company may only operate when it fully meets the conditions stipulated by the relevant laws.

2. The company's business lines are recorded in the Certificate of Business Registration and related legal documents. Changes or additions to business lines shall be made according to decisions of competent authorities and legal regulations, and shall be registered and published as required.

3. The company operates with the aim of preserving and developing state capital and shareholder capital; fulfilling assigned national defense and security tasks; developing efficient and sustainable production and business; improving competitiveness, labor productivity, product quality, and management capacity; protecting the legitimate rights of employees; and ensuring a harmonious balance of interests among the State, the company, shareholders, employees, customers, and other stakeholders.

4. The company is a state-owned enterprise, a public company, and an enterprise combining economic activities with national defense and security. In all of the company's activities, the principles of preserving and developing state capital, fulfilling national defense and security tasks, complying with the law, ensuring transparency of information, and protecting the legitimate rights of shareholders shall be placed in a central position.

5. When a conflict arises between short-term economic interests and the legally assigned national defense and security duties, the Company shall prioritize the national defense and security duties; at the same time, it shall have a plan to control the financial, production and business, labor, and shareholder rights impacts in accordance with the law and the Company's management authority.

6. The company develops in a dual-use orientation, combining capabilities in textile, dyeing, printing, and garment manufacturing, producing defense goods, civilian goods, export goods, trade, services, asset exploitation, and other fields consistent with the company's development strategy, current laws, and tasks assigned by competent authorities.

Article 5. Organizational structure and principles of governance, management, and control.

1. The organizational structure for governance, management, and control of the Company includes the General Meeting of Shareholders, the Board of Directors, the Supervisory Board, and the General Director.

2. The General Meeting of Shareholders is the highest authority of the Company. The Board of Directors is the governing body that makes decisions and supervises matters within its authority. The General Director is responsible for the daily operations of the Company. The Supervisory Board is an independent inspection and supervision body in accordance with the law and this Charter.

3. The company's governance is based on the principle of separation between management, operations, and control. The Board of Directors does not directly manage the company's daily production and business operations; the Chairman of the Board of Directors does not act in place of the General Director; the General

Director does not make decisions on behalf of the Board of Directors; and the Supervisory Board does not directly interfere in routine operational activities.

4. Each authority within the Company shall have its scope, limits, conditions of execution, responsible person, reporting mechanism, monitoring mechanism, and handling mechanism for violations clearly defined. No individual or department may arbitrarily expand its authority or use verbal instructions, internal precedents, or personal relationships to replace legal grounds, records, resolutions, decisions, or legitimate authorizations.

5. The Company's governance, management, and control activities shall be based on a system of planning, budgeting, data, reporting, internal control, risk management, information disclosure, and accountability. All significant governance and operational decisions shall be well-founded, within the proper authority, documented, include appropriate risk assessments, and be subject to post-decision review.

6. The company shall organize support departments for the Board of Directors, corporate governance officer, and specialized departments in accordance with the law, this Charter, and internal regulations. These support, advisory, and supervisory departments are not independent executive bodies and may not replace the functions of the Board of Directors, the General Director, or the Supervisory Board.

7. Detailed provisions regarding hierarchical structure, delegation of authority, decision-making procedures, reporting regime, internal supervision and control, coordination relationships, individual responsibilities, and handling of violations are stipulated in the Company's internal regulations on corporate governance, the Board of Directors' operating regulations, the financial regulations, the delegation of authority regulations, and other specialized regulations of the Company.

Article 6. Legal representative and Company seal

1. The company has one (1) legal representative who is the Chairman of the Board of Directors.

2. The legal representative represents the Company in exercising the rights and obligations arising from the Company's transactions; represents the Company as a party requesting the resolution of civil matters, plaintiff, defendant, or party with related rights and obligations before arbitration panels and courts; represents the Company before competent state agencies; and exercises other rights and obligations as prescribed by law and this Charter.

3. The Chairman of the Board of Directors, as the legal representative, is responsible for ensuring the legality of the Company's governance, organizing the activities of the Board of Directors, supervising operational activities within his/her authority, ensuring information disclosure and confidentiality, managing state capital, and fulfilling national defense and security duties within the scope of responsibility stipulated by law and this Charter.

4. The General Director is not the legal representative but is responsible for the daily operations of the Company. The General Director is authorized to sign contracts, transactions, documents, and operational

documents, and to perform tasks on behalf of the Company within the scope of legally delegated authority or according to the Company's regulations on signing authority.

5. The Chairman of the Board of Directors has the right to authorize, in writing, the General Director or other individuals to exercise certain rights and obligations of the legal representative within the scope, time limit, and specific conditions as prescribed by law. This authorization does not alter the responsibilities of the Chairman of the Board of Directors as the legal representative, except where otherwise provided by law.

6. The company has a seal as prescribed by law. The company seal includes a seal made at a seal-making facility or a seal in the form of a digital signature as prescribed by law on electronic transactions.

7. The Board of Directors shall decide on the type, quantity, form, and content of the seals and regulate the management and use of the seals of the Company, branches, representative offices, and affiliated units in accordance with the law. The use of the seals shall be within the proper authority, for the correct purpose, in accordance with the relevant documents, and shall be subject to accountability as prescribed by law and the Company's internal regulations.

CHAPTER II

CHARTER CAPITAL, SHARES AND SHAREHOLDERS

Article 7. Charter Capital

1. The charter capital of X20 Joint Stock Company at the time of adopting this Charter is **172,500,000,000 VND**. In words: One hundred seventy-two billion, five hundred million Vietnamese dongs only.

2. The company's charter capital is divided into 17,250,000 shares, with a par value of 10,000 VND per share.

3. The company's capital structure includes state capital and capital from other shareholders, in which the State holds a controlling stake as decided by the competent authority and in accordance with the law.

4. Increases and decreases in the Company's charter capital shall be decided by the General Meeting of Shareholders in accordance with the law, this Charter, and regulations applicable to public companies and enterprises with controlling state capital.

5. The company is responsible for managing, utilizing, preserving, and developing its charter capital, equity capital, and the state-owned capital in the company; it is prohibited from conducting transactions, making decisions, or taking actions that result in the loss of capital or assets, or that unlawfully impair the legitimate rights and interests of the State, the company, and shareholders.

6. Any changes related to charter capital, capital structure, state capital share, share issuance, share buyback, transfer of share, or transactions that change share ownership shall be carried out with proper authority, in the correct order, with complete legal documentation, and in compliance with the information disclosure obligations as prescribed by law.

Article 8. Types of shares, stocks, other securities, shareholder register, and establishment of share ownership rights.

1. At the time of adoption of this Charter, all shares of the Company are common shares. Each common share has one voting right and grants the shareholder equal rights, obligations, and benefits as stipulated by law and this Charter.

2. The company may issue preferred shares, bonds, convertible securities, warrants, rights to purchase shares, or other types of securities as prescribed by law and resolutions of the General Meeting of Shareholders or decisions of the Board of Directors within its authority.

3. The issuance of securities by the Company shall be consistent with its development strategy, capital needs, financial capacity, legitimate rights of shareholders, requirements for preserving state capital, and the provisions of the Enterprise Law, securities, and state capital management in enterprises.

4. The Company's shares, bonds, and other securities certificates are issued, registered, deposited, listed, traded, transferred, and managed in accordance with the law.

5. The company shall establish, manage, and update the shareholder register in accordance with the law. The shareholder register may be in written form, electronic data, or other legally permissible form.

6. For shares that are registered for deposit, listed, or traded, ownership of the shares is established based on the database of the Vietnam Securities Depository and Clearing Corporation or the securities depository organization as prescribed by law.

7. The company is responsible for ensuring that shareholder data is managed fully, accurately, securely, consistently, and is accessible when necessary for corporate governance, organizing the General Meeting of Shareholders, paying dividends, disclosing information, and exercising the legal rights of shareholders.

8. Shareholders are responsible for promptly notifying the Company or the securities depository institution of any changes to their shareholder information as required. The Company is not responsible for the inability to contact a shareholder if the shareholder fails to update their information as required.

Article 9. Shareholders, state shareholders, and share ownership structure

1. Shareholders are individuals or organizations that own at least one share of the Company as stipulated by law.

2. State shareholders are agencies or organizations entrusted by the State to manage the State's capital in the Company, or entities representing the State's ownership rights in accordance with the law.

3. The rights of the State shareholder in the Company are exercised through the representative of the State capital in accordance with the law on the management of State capital in enterprises, this Charter, and the regulations of the owner's representative agency.

4. The management of the Company's shareholder structure shall ensure transparency, compliance with the law on public companies, securities law, and the law on the management of state capital in enterprises, and shall not affect the legitimate rights and interests of shareholders.

5. Changes to the State's shareholding ratio in the Company, the transfer of State capital, or transactions that alter control over State capital shall comply with the law and decisions of competent authorities.

6. The representative of the State's capital share is not an independent internal management level of the Company, does not operate on behalf of the General Director, does not make decisions on behalf of the Board of Directors, but exercises the rights and responsibilities of the State shareholder according to the shareholder mechanism, the General Meeting of Shareholders mechanism, the Board of Directors mechanism, and other mechanisms in accordance with the provisions of the law.

Article 10. Transfer of share

1. Shareholders have the right to freely transfer their shares in accordance with the law, except where the law, this Charter, or the securities issuance conditions stipulating restrictions on transfer.

2. The transfer of shares of a publicly traded company shall be carried out in accordance with the laws on securities, the securities market, securities registration, custody, and clearing.

3. Unpaid shares are non-transferable and do not entitle the holder to any rights associated with them, except as otherwise provided by law.

4. The transfer of state-owned capital, state-owned shares, or transactions that change ownership of state-owned capital in the Company shall comply with the regulations of the law on state capital management in enterprises, securities law, enterprise law, and decisions of competent authorities.

5. It is strictly prohibited to exploit transfer of shares to conceal true ownership, manipulate transactions, profit illegally, transfer benefits unlawfully, cause capital loss, or infringe upon the legitimate rights and interests of the company and shareholders.

Article 11. Rights of Shareholders

1. Ordinary shareholders have the rights stipulated by law and this Charter, including the right to attend, speak, and vote at the General Meeting of Shareholders; receive dividends; have priority in purchasing newly offered shares in proportion to their ownership; freely transfer shares as prescribed; review, search, and extract information; nominate and run for election to the Board of Directors and the Supervisory Board; request the convening of a General Meeting of Shareholders in cases prescribed by law; request the annulment of resolutions of the General Meeting of Shareholders and the Board of Directors as prescribed; and other rights as prescribed by law.

2. Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the rights of shareholders or groups of shareholders as stipulated in the Enterprise Law, the Securities Law, and this Charter, including the right to request the convening of a General Meeting of Shareholders, to

request the Supervisory Board to examine specific issues, to review and search documents, and to propose items to be included in the agenda of the General Meeting of Shareholders as prescribed.

3. Shareholders or groups of shareholders have the right to nominate individuals to the Board of Directors and the Supervisory Board in accordance with their ownership percentage, conditions, and procedures as stipulated in the law, this Charter, and the Company's internal regulations.

4. The company guarantees that shareholders are treated equally with respect to the same type of shares; guarantees the right to access legal information, the right to participate in governance through the General Meeting of Shareholders, the right to supervise, and the right to protect the legitimate interests of shareholders.

5. For state shareholders, the exercise of shareholder rights shall ensure compliance with regulations on the management of state capital in enterprises, protect the legitimate interests of the State, and at the same time respect the legitimate rights and interests of the Company and other shareholders as prescribed by law.

6. The exercise of shareholders' rights shall comply with the law, this Charter, relevant internal regulations, and shall not cause harm to the Company, the State, other shareholders, employees, or other interested parties.

Article 12. Obligations of Shareholders

1. Shareholders are obligated to pay for the shares they have registered to purchase in full and on time; they are responsible for the debts and other financial obligations of the Company to the extent of the capital they have contributed to the Company, unless otherwise provided by law.

2. Shareholders are not permitted to withdraw their contributed capital in the form of common shares from the Company in any form, except in cases where the shares are repurchased by the Company or another party in accordance with the law.

3. Shareholders are obligated to comply with the Company's Charter, resolutions of the General Meeting of Shareholders, relevant internal regulations, and legal provisions.

4. Shareholders are obligated to maintain the confidentiality of information provided by the Company as stipulated; they may only use the information to exercise and protect their legitimate rights and interests; they are prohibited from disseminating, copying, or using internal information, trade secrets, national defense secrets, or undisclosed information for personal gain or to cause damage to the Company.

5. Shareholders are not allowed to abuse their shareholder rights, major shareholder rights, shareholder group rights, or shareholding position to obstruct the lawful operations of the Company, cause damage to the Company, the State, other shareholders, or affect the Company's national defense and security duties.

6. Shareholders are personally liable when, in any way, acting on behalf of the Company in violation of the law, conducting business for personal gain, serving the interests of other organizations or individuals, or carrying out transactions that cause damage to the Company.

Article 13. Principles of share management, preservation of state capital, shareholder governance, and information transparency.

1. The company manages shares, shareholders, share transactions, and shareholder data according to the principles of transparency, accuracy, confidentiality, compliance with the law, and protection of the legitimate rights and interests of shareholders.

2. Regarding the State's capital in the Company, the management of shares shall ensure the principle of preserving and developing capital, preventing capital loss, not unlawfully diminishing the State's control, and complying with the legal regulations on the management of State capital in enterprises.

3. All transactions related to shares, share purchase rights, share issuance, share repurchase, transfer of share, changes in ownership structure, or shareholder rights shall be conducted in accordance with the law, within the proper authority, based on evidence, with proper documentation, and with information disclosure as required.

4. The company implements shareholder governance based on the principles of equality, transparency, and protection of the legitimate rights and interests of shareholders, especially minority shareholders, state shareholders, and shareholders with rights and interests related to the company.

5. The company is responsible for providing information to shareholders in accordance with the law, this Charter, and internal regulations; ensuring that the information provided is accurate, truthful, timely, non-discriminatory, and does not disclose state secrets, defense secrets, business secrets, or information that has not been authorized for publication.

6. The Board of Directors is responsible for organizing, managing, and supervising matters related to shares, shareholders, securities issuance, transfer of shares, changes in charter capital, and preserving the State's capital stake in the Company.

7. The representative of the State's capital stake in the Company is responsible for exercising the State's shareholder rights in accordance with directives, within their authority, and in accordance with the law, and for protecting the legitimate interests of the State in the Company.

8. In the event that a share transaction, change of ownership, issuance, transfer, or management of shares shows signs of violating the law, causing capital loss, affecting the State's capital share, shareholder rights, or national defense and security duties, the Company shall promptly report, disclose information, and handle the matter according to regulations.

9. Detailed provisions regarding shareholder management, exercise of shareholder rights, procedures for providing information, nomination, candidacy, proposal of meeting agendas, investor relations, information disclosure, and handling of shareholder requests are stipulated in the Company's internal regulations on corporate governance and related regulations.

CHAPTER III

GENERAL MEETING OF SHAREHOLDERS

Article 14. Position, rights, and obligations of the General Meeting of Shareholders

1. The General Meeting of Shareholders is the highest authority of X20 Joint Stock Company, comprising all shareholders with voting rights as stipulated by law and this Charter.

2. The General Meeting of Shareholders decides on matters within its authority as prescribed by law and this Charter, including the Company's development orientation, medium-term and long-term development strategy; amendments and additions to the Charter; types of shares and the total number of shares authorized for sale of each type; annual dividend rate; profit distribution plan and fund allocation; election, dismissal, and removal of members of the Board of Directors and members of the Supervisory Board; approval of audited annual financial statements; decisions on reorganization and dissolution of the Company; decisions on investment, sale of assets, contracts, transactions of significant value or transactions with related parties within its authority as prescribed by law; decisions on the total amount of remuneration, salaries, bonuses and other benefits of the Board of Directors and the Supervisory Board; approval or adoption of regulations within the authority of the General Meeting of Shareholders and other matters as prescribed by law.

3. The General Meeting of Shareholders decides on matters related to the State's capital in the Company, the reorganization of the Company, changes in the governance structure, changes in key business lines, investments, major transactions, profit distribution, dividends, and matters affecting national defense and security, in accordance with the authority, procedures, voting ratios, and relevant legal regulations.

4. The General Meeting of Shareholders exercises its right to approve decisions through a meeting of the General Meeting of Shareholders or through written shareholder consultations as prescribed by law, this Charter, and the Company's internal regulations.

5. No agency, organization, or individual shall unlawfully restrict the rights of the General Meeting of Shareholders or the legitimate rights of shareholders to attend, speak, vote, nominate, run for office, propose, request information, and exercise other shareholder rights as prescribed.

Article 15. Meeting of the General Shareholders

1. The General Meeting of Shareholders shall hold its annual meeting once a year within four months of the end of the fiscal year. If necessary, the Board of Directors may decide to extend the deadline for holding the annual General Meeting of Shareholders, but not exceeding six months from the end of the fiscal year, as stipulated by law.

2. The Annual General Meeting of Shareholders shall consider and approve matters within its authority as prescribed by law and this Charter, especially the audited annual financial statements, the report of the Board of Directors, the report of the Supervisory Board, the profit distribution plan, the dividend rate, the business production plan, the financial plan, the remuneration of the Board of Directors and the Supervisory Board, the selection of the auditing firm, and other matters within its authority.

3. An extraordinary general meeting of shareholders shall be convened when the Board of Directors deems it necessary for the benefit of the Company; when the number of members of the Board of Directors or the Supervisory Board is no longer sufficient as prescribed; at the legitimate request of the Supervisory Board; at the legitimate request of a shareholder or group of shareholders as prescribed by law; or in other cases as prescribed by law and This Charter.

4. The Board of Directors is the competent body to convene the General Meeting of Shareholders. If the Board of Directors fails to convene a meeting as prescribed, the Supervisory Board or a shareholder, or group of shareholders, has the right to convene the General Meeting of Shareholders in accordance with the legally prescribed procedures.

5. The General Meeting of Shareholders may be held in person, online, a combination of in-person and online, or other legally permissible forms, ensuring that shareholders can attend, speak, vote, verify their shareholder status, and exercise their shareholder rights as prescribed by law.

6. The location for the General Meeting of Shareholders shall be determined in accordance with the law. In the case of holding the meeting online or a combination of in-person and online, the Company shall ensure the technical system, shareholder authentication, vote recording, data storage, and information confidentiality in accordance with regulations.

Article 16. Right to attend, authorize, convene, and notify shareholders of the General Meeting of Shareholders.

1. Shareholders entitled to attend the General Meeting of Shareholders are those with voting rights as listed in the shareholder list compiled on the final registration date in accordance with the laws on securities and enterprises and the Company's internal regulations.

2. Shareholders may attend the meeting in person, authorize another individual or organization to attend on their behalf, or attend online, by electronic voting, or by other lawful means as prescribed by law and the Company's internal regulations.

3. Authorization to attend the General Meeting of Shareholders shall be in writing or in other legally valid form as prescribed by law, clearly specifying the authorizing shareholder, the authorized representative, the scope of authorization, the duration of authorization, the number of shares authorized, and the content of the authorization, if any. The authorized representative may only exercise the rights within the scope of authorization and is responsible for the exercise of the delegated rights.

4. The person convening the General Meeting of Shareholders is responsible for compiling a list of shareholders entitled to attend; preparing the agenda, content, meeting documents, and draft resolutions; determining the time, place, and format of the meeting; sending meeting invitations; disclosing information; organizing the technical, logistical, security, confidentiality, and other necessary arrangements for the meeting.

5. The notice of the General Meeting of Shareholders shall be sent to all shareholders entitled to attend the meeting at least twenty-one days before the opening date of the meeting, unless otherwise stipulated by law. The notice of the meeting shall also be published on the Company's website and the information disclosure system as prescribed by securities law.

6. The meeting notice shall clearly state the time, place, format of the meeting, meeting agenda, conditions for attendance, method of authorization, voting method, meeting materials or links to access meeting materials, draft resolutions for each item on the agenda, and other contents as prescribed by law.

7. Shareholders or groups of shareholders have the right to propose issues to be included in the agenda of the General Meeting of Shareholders in accordance with the law and this Charter. Proposals shall be in writing, submitted within the deadline, clearly stating the name of the shareholder, the number of shares owned, the issue proposed for inclusion in the agenda, and the basis for the proposal.

8. The person convening the meeting has the right to reject a proposal from a shareholder or group of shareholders if the proposal is not submitted within the prescribed time limit, does not meet the required conditions, its content falls outside the authority of the General Meeting of Shareholders, or it falls under the cases permitted for rejection according to the law. The rejection shall be notified and the reasons clearly stated in accordance with regulations.

9. Meeting documents for the General Meeting of Shareholders shall be prepared fully, truthfully, accurately, and legally sound, and provided to shareholders within the timeframe, form, and scope prescribed by law. For content related to state secrets, national defense secrets, business secrets, or information not yet permitted for disclosure, the provision of documents shall comply with regulations on confidentiality and information disclosure.

Article 17. Conditions for holding the meeting, voting procedures, and conditions for adopting resolutions of the General Meeting of Shareholders.

1. The first General Meeting of Shareholders shall be held when the number of shareholders in attendance represents more than fifty percent of the total voting rights. If the first meeting does not meet the quorum requirements, the convening and conditions for holding the second and third meetings shall be in accordance with the provisions of the law.

2. Before the meeting commences, the Company shall register shareholders attending the meeting, determining the shareholder status, authorized representatives, the number of voting shares, and the number of votes that each attending shareholder will have. The results of shareholder registration shall be recorded in the minutes or documents used for the meeting.

3. The Chairman of the Board of Directors shall preside over the General Meeting of Shareholders convened by the Board of Directors, unless otherwise decided by law, this Charter, or the General Meeting of

Shareholders. If the Chairman of the Board of Directors is absent or unable to preside over the meeting, the selection of a presiding officer shall be carried out in accordance with the provisions of the law.

4. The meeting chairperson has the right to take lawful, necessary, and reasonable measures to conduct the meeting according to the agenda, ensure order, safety, the right of shareholders to attend, speak, and vote, and the legality of the meeting.

5. The General Meeting of Shareholders shall elect or approve the Vote Counting Committee upon the proposal of the Chairperson. Voting shall be conducted in person, by ballot, by electronic means, or by other lawful means as prescribed by law, this Charter, and the Company's internal regulations.

6. Each common share has one voting right. The voting results shall be counted fairly, accurately, and publicly at the meeting, recorded in the minutes, and announced in accordance with the law.

7. Resolutions of the General Meeting of Shareholders on ordinary matters shall be adopted when more than fifty percent of the total voting shares of the shareholders present at the meeting approve them, unless the law or this Charter stipulate a higher percentage.

8. Resolutions of the General Meeting of Shareholders on important matters shall be adopted when sixty-five percent or more of the total voting shares of shareholders present at the meeting approve them, including amendments and additions to the Charter; changes to key business lines, professions and business liness; changes to the organizational structure of governance; reorganization or dissolution of the Company; decisions on investment, sale of assets or large-value transactions as prescribed; matters significantly affecting the State's capital share, national defense and security tasks and other matters as prescribed by law or this Charter.

9. Voting on transactions involving conflicts of interest, transactions with related parties, or transactions where shareholders or related parties are not entitled to vote shall comply with the provisions of the Enterprise Law and securities and this Charter.

10. A resolution of the General Meeting of Shareholders passed by one hundred percent of the total number of voting shares is legal and effective in accordance with the provisions of the Enterprise Law, even if there are errors in the procedures for convening the meeting and passing the resolution, unless otherwise provided by law.

Article 18. Obtaining shareholder opinions through written ballots, meeting minutes, and resolutions of the General Meeting of Shareholders.

1. The Board of Directors has the right to solicit shareholder opinions in writing to pass resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company, except in cases where the law stipulates that written opinions cannot be solicited or that resolutions shall be passed at the General Meeting of Shareholders.

2. Obtaining shareholder opinions in writing shall ensure proper authority, procedures, content, and timeframe; be open and transparent; guarantee shareholders' right to access information; maintain the confidentiality of opinion ballots; and allow for verification and comparison.

3. Opinion ballots, draft resolutions, and explanatory documents shall be sent to shareholders with voting rights as prescribed by law and this Charter. Opinion ballots shall contain the main contents as prescribed by the Enterprise Law and other relevant legal regulations.

4. Resolutions adopted through written shareholder consultation have the same legal validity as resolutions adopted at a General Meeting of Shareholders.

5. Minutes shall be prepared for all General Meetings of Shareholders. The minutes shall fully record the time, place, format of the meeting, attendees, agenda, main proceedings, opinions expressed, voting results, resolutions adopted, differing opinions (if any), and other matters as prescribed by law.

6. The minutes of the General Meeting of Shareholders shall be signed by the Chairperson and the Secretary of the meeting. If the Chairperson or the Secretary refuses to sign the minutes, the matter will be handled according to the provisions of the law.

7. Resolutions of the General Meeting of Shareholders take effect from the date of their adoption or from the effective date specified in the resolution, unless otherwise provided by law.

8. Meeting minutes, resolutions of the General Meeting of Shareholders, vote counting minutes, voting ballots, opinion polls, meeting documents and related documents shall be fully, securely, and confidentially stored and retrieved in accordance with the law and the Company's internal regulations.

Article 19. Announcement of information and annulment of the Shareholders' General Meeting resolution

1. The company shall disclose information regarding the General Meeting of Shareholders in accordance with the laws on securities, public companies, and this Charter.

2. The information disclosure content includes meeting notices, meeting documents, resolutions, minutes of the General Meeting of Shareholders, voting results, documents for obtaining shareholder opinions in writing, and other information as prescribed by law.

3. The information disclosure shall ensure completeness, accuracy, timeliness, proper format, and adherence to deadlines, while complying with confidentiality requirements for information related to state secrets, defense secrets, business secrets, and information that has not yet been authorized for disclosure.

4. Shareholders have the right to request the Court or Arbitration to review and annul a resolution of the General Meeting of Shareholders in cases where the procedures for convening the meeting, soliciting opinions, or adopting the resolution seriously violate the provisions of the law, this Charter, or the content of the resolution violates the law, the Charter, causes damage or risks causing damage to the Company, shareholders, the State, or interested parties.

5. Requests for the annulment of a Shareholders' General Meeting resolution shall be made within the time limits, procedures, and conditions prescribed by law.

6. While awaiting consideration by the competent authority for the annulment of the resolution, the resolution of the General Meeting of Shareholders remains in effect, unless the competent authority decides to apply interim emergency measures or makes other decisions as prescribed by law.

7. Any act of exploiting the convening of meetings, providing documents, voting, counting votes, preparing minutes, issuing resolutions, or disclosing information to distort the will of shareholders, causing damage to the Company, the State, shareholders, employees, or related parties will be dealt with according to the provisions of the law and the Company's internal regulations.

CHAPTER IV

BOARD OF DIRECTORS AND CHAIRMAN OF THE BOARD OF DIRECTORS

Article 20. Position, role, and composition of the Board of Directors

1. The Board of Directors is the governing body of the Company, having full authority to decide and exercise the rights and obligations of the Company on behalf of the Company, except for those rights and obligations falling under the authority of the General Meeting of Shareholders as stipulated by law and this Charter.

2. The Board of Directors is the highest governing and supervisory body of the Company between two General Meetings of Shareholders, performing the functions of strategic direction, deciding on key governance issues, supervising operational activities, and protecting the legitimate interests of the Company, the State, shareholders, and other stakeholders.

3. The Board of Directors does not directly manage the Company's daily production and business operations. Daily operational management is the responsibility of the General Director in accordance with the law, this Charter, resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors, and the Company's internal regulations.

4. The Board of Directors operates on the principle of collective decision-making, majority voting, ensuring compliance with the law, transparency, prudence, efficiency, power control, and linking authority with the individual responsibility of each member of the Board of Directors.

5. The Board of Directors shall consist of 7 members. The structure, standards, conditions, term of office, nomination, election, dismissal, removal, and replacement of Board members shall be carried out in accordance with the law, this Charter, and the Company's internal regulations.

6. The company has independent members on its Board of Directors as required by regulations applicable to public companies. These independent members of the Board of Directors are responsible for performing independent oversight, protecting the legitimate interests of the company and its shareholders, especially

minority shareholders, in accordance with the laws on securities and corporate governance of public companies.

7. Given the company's unique characteristics as a state-owned enterprise and a dual-use defense enterprise, the Board of Directors is responsible for ensuring that all key management decisions simultaneously consider the requirements for preserving state capital, production and business efficiency, national defense and security tasks, shareholder rights, employee rights, and information disclosure and confidentiality requirements as stipulated by regulations.

Article 21. Rights and obligations of the Board of Directors

1. The Board of Directors has the rights and obligations as stipulated in the Enterprise Law, the Securities Law, the law on the management of state capital in enterprises, relevant laws, and this Charter.

2. The Board of Directors decides on the strategy, medium-term and long-term development plans, production and business plans, financial plans, investment plans, and key management directions of the Company within its authority.

3. The Board of Directors shall decide or submit to the General Meeting of Shareholders for decision matters concerning capital, shares, investments, assets, corporate restructuring, large-value transactions, transactions with related parties, and other matters as prescribed by law and this Charter.

4. The Board of Directors decides on the organizational structure of the Company; decides on the establishment, reorganization, and dissolution of branches, representative offices, affiliated units, subsidiaries, and departments under its authority in accordance with the law and this Charter.

5. The Board of Directors appoints, dismisses, removes, signs, and terminates contracts for the General Director and other management positions within its authority; decides or approves the appointment, replacement, and evaluation of representatives of the Company's capital stake in other enterprises in accordance with regulations.

6. The Board of Directors shall issue or submit to the competent authority for approval internal regulations on corporate governance, regulations on the operation of the Board of Directors, financial regulations, regulations on decentralization, regulations on the management of state capital, regulations on representatives of capital shares, regulations on the management of subsidiaries, regulations on information disclosure, regulations on internal control, regulations on risk management, and other regulations necessary for the governance, operation, and control of the Company.

7. The Board of Directors supervises the General Director, the Executive Management Board, managers, representatives of the Company's capital stake, and units in the implementation of resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors, strategies, plans, budgets, internal regulations, and approved management decisions.

8. The Board of Directors is responsible for ensuring that the Company manages, utilizes, preserves, and develops capital, especially the State's capital in the Company; ensuring compliance with regulations on public companies, information disclosure, control of transactions with conflicts of interest, risk management, internal control, protection of State secrets, national defense secrets, and business secrets.

9. The Board of Directors shall review, decide, or recommend to the competent authority to consider necessary measures when detecting signs of violations of the law, exceeding authority, contrary to resolutions, failure to ensure progress, causing risks of capital loss, affecting national defense and security tasks, or the legitimate rights of shareholders and employees.

10. The Board of Directors shall exercise other rights and obligations as prescribed by law, this Charter, and resolutions of the General Meeting of Shareholders.

Article 22. Operating principles and responsibilities of Board of Directors members

1. Members of the Board of Directors shall exercise their rights and obligations honestly, carefully, objectively, and with integrity, in the best interests of the Company, the State, shareholders, and other stakeholders.

2. Members of the Board of Directors shall attend all Board meetings, review documents, express opinions, vote independently, and be personally responsible for their opinions, votes, and assigned duties.

3. Members of the Board of Directors shall not abuse their position, authority, information, assets, or business opportunities of the Company for personal gain or to serve the interests of other organizations or individuals.

4. Members of the Board of Directors are obligated to fully, truthfully, and promptly declare their relevant interests; they shall not participate in voting on matters in which they have a conflict of interest as stipulated by law and this Charter.

5. Members of the Board of Directors shall proactively identify, warn against, and request clarification of issues that show signs of illegality, exceeding authority, lacking basis, conflicting interests, posing a risk of damage to the Company, causing loss of State capital, affecting national defense and security tasks, or the legitimate rights of shareholders.

6. Members of the Board of Directors shall be held personally liable in the event of breach of the duty of honesty and care, breach of the Charter, decisions exceeding their authority, concealment of conflicts of interest, failure to perform the duty of warning of risks within the scope of their knowledge or need to know, or causing damage to the Company as prescribed by law.

7. The working regime, assignment of tasks, reporting mechanism, monitoring mechanism, and evaluation of the activities of the Board of Directors and each member of the Board of Directors are specifically stipulated in the Board of Directors' Operating Regulations and the Internal Regulations on Corporate Governance.

Article 23. Chairman of the Board of Directors

1. The Chairman of the Board of Directors is the head of the Board of Directors, elected, dismissed, or removed from office by the Board of Directors from among its members in accordance with the law and this Charter.

2. The Chairman of the Board of Directors is the sole legal representative of the Company, exercising the rights and obligations of the legal representative as stipulated by law, this Charter, and resolutions of the Board of Directors.

3. The Chairman of the Board of Directors is responsible for organizing the activities of the Board of Directors; formulating the program and plan of activities of the Board of Directors; convening and presiding over meetings of the Board of Directors; signing resolutions, decisions and documents within the authority of the Board of Directors; monitoring and urging the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors.

4. The Chairman of the Board of Directors performs the role of organizing governance and supervising operational activities through governance, reporting, accountability, and oversight mechanisms, as well as the powers delegated and authorized by the Board of Directors; he/she does not directly manage the daily production and business operations of the Company and does not make decisions on behalf of the General Director on matters within his/her executive authority.

5. The Chairman of the Board of Directors has the right to request the General Director, the Executive Management Board, managers, representatives of capital shares, heads of subsidiary units, and related individuals to provide information, reports, records, documents, and explanations on matters within the scope of the Board of Directors' governance and supervision.

6. In cases where a decision or operational activity is found to be unlawful, exceeding authority, inconsistent with resolutions of the General Meeting of Shareholders or resolutions of the Board of Directors, or posing a serious risk of damage to the Company, affecting State capital, national defense and security, or shareholder rights, the Chairman of the Board of Directors has the right to request the General Director to report, explain, and recommend a temporary suspension for review and submission to the Board of Directors or competent authority for consideration and decision. This right shall not be construed as the right to operate in place of the General Director.

7. The Chairman of the Board of Directors is responsible to the General Meeting of Shareholders, the Board of Directors, the State capital ownership representative body, and the law for the exercise of his/her rights and obligations as Chairman of the Board of Directors and legal representative of the Company.

8. In the event of the Chairman of the Board of Directors' absence or inability to perform his/her duties, the delegation or assignment of a representative to exercise certain rights and obligations of the Chairman of the Board of Directors and the legal representative shall be carried out in accordance with the law, this

Charter, and a legally valid authorization document. Such delegation does not alter the responsibilities of the Chairman of the Board of Directors as the legal representative of the Company, unless otherwise provided by law.

Article 24. Meeting of the Board of Directors

1. The Board of Directors shall hold regular and extraordinary meetings in accordance with the law, this Charter, and the Operating Regulations of the Board of Directors.

2. The Chairman of the Board of Directors convenes and presides over meetings of the Board of Directors. If the Chairman of the Board of Directors fails to convene or preside over a meeting, the convening and presiding over shall be carried out in accordance with the law, this Charter, and the Operating Regulations of the Board of Directors.

3. Board meetings may be held in person, online, a combination of in-person and online, or in other forms consistent with the law, ensuring that members of the Board of Directors can attend, discuss, vote, and validate their opinions in a valid manner.

4. The conditions for holding meetings, the convening procedures, the notification of meeting invitations, the meeting agenda, meeting documents, voting procedures, minutes making, resolution adoption, and record keeping of Board of Directors meetings shall be carried out in accordance with the law, this Charter, and the Operating Regulations of the Board of Directors.

5. Resolutions and decisions of the Board of Directors are only valid when they are adopted by the competent authority, in the correct order, meet the voting requirements, and do not violate the law, this Charter, or resolutions of the General Meeting of Shareholders.

6. Minutes of meetings, resolutions, decisions, and related documents of the Board of Directors meetings shall be fully, securely, confidentially, and retrievably stored in accordance with regulations.

7. Regarding content related to state secrets, national defense secrets, business secrets, unpublished information, or transactions that could significantly affect securities prices, meeting documents, discussion opinions, meeting minutes, and resolutions of the Board of Directors shall be managed, kept confidential, and disclosed in accordance with the law.

Article 25. Delegation, authorization, and control of implementation

1. The Board of Directors is authorized to delegate certain powers and duties to the Chairman of the Board, the General Director, and other management positions within the limits permitted by law and this Charter.

2. The delegation of authority shall be documented in writing or expressed in resolutions, decisions, or internal regulations of the Company; it shall clearly define the scope, content, limits, timeframes, conditions for implementation, reporting requirements, and responsibilities of the person to whom authority is delegated.

3. The delegation of authority and authorization do not alter the ultimate authority and responsibility of the Board of Directors regarding matters within its governance and supervisory purview as stipulated by law and this Charter.

4. Individuals to whom authority is delegated or authorized shall not exceed the scope of their assigned responsibilities, may not re-delegate authority without permission, and shall be personally responsible for the exercise of the delegated or authorized powers.

5. The Board of Directors and the Chairman of the Board of Directors are responsible for inspecting, supervising, and evaluating the implementation of delegation and authorization; promptly adjusting, revoking, or terminating delegation and authorization when ineffective implementation, exceeding authority, violating regulations, or posing a risk of damage to the Company is detected.

6. The delegation of authority shall ensure that the General Director has sufficient authority to manage the Company's daily operations within the approved plan, budget, limits, and objectives; and at the same time, ensure that the Board of Directors, the Chairman of the Board of Directors, and the Supervisory Board can perform their supervisory and control functions as prescribed.

7. Detailed provisions regarding delegation of authority, signing limits, financial limits, approval procedures, reporting mechanisms, and post-delegation inspection mechanisms are stipulated in the Regulations on Delegation of Authority, the Financial Regulations, the Internal Regulations on Corporate Governance, and other specialized regulations of the Company.

Article 26. Person in charge of corporate governance, the body assisting the Board of Directors, and the subcommittees of the Board of Directors.

1. The company has a Corporate Governance Officer as prescribed by regulations applicable to public companies. The appointment, dismissal, qualifications, conditions, rights, obligations, and responsibilities of the Corporate Governance Officer shall be governed by law, this Charter, and the internal regulations on corporate governance.

2. The Board of Directors shall be assigned a department, personnel, or contact person to assist the Board of Directors and the Chairman of the Board in governance, document preparation, information compilation, monitoring the implementation of resolutions, and other tasks in accordance with the Company's internal regulations.

3. The departments, personnel, or contact points assisting the Board of Directors are not management bodies, executive bodies, or independent supervisory bodies, and do not have the authority to issue decisions on the daily operation of the Company's production and business activities.

4. Departments, personnel, or contact points assisting the Board of Directors shall not replace the functions of the General Director, the Executive Management Board, the Supervisory Board, or corporate governance officer; nor shall they form parallel power levels within the Company.

5. The Board of Directors may establish subcommittees or working groups to assist the Board of Directors on strategy, personnel, compensation, auditing, risk, investment, capital management, subsidiaries, or other areas as appropriate to the Company's governance needs, applicable laws, and this Charter.

6. The structure, duties, powers, working regime, and coordination responsibilities of the departments, personnel, or focal points assisting the Board of Directors and its subcommittees are specifically stipulated in the internal regulations on corporate governance, the operating regulations of the Board of Directors, and/or other relevant regulations and rules.

Article 27. Remuneration, bonuses, other benefits, reporting, information disclosure, and record keeping of the Board of Directors

1. Members of the Board of Directors are entitled to remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders and in accordance with the provisions of the law.

2. The payment of remuneration, bonuses, and other benefits to members of the Board of Directors shall be transparent, accountable, and consistent with the Company's performance and efficiency, the responsibilities of each member, and the resolutions of the General Meeting of Shareholders.

3. The Board of Directors is responsible for reporting to the General Meeting of Shareholders on governance activities, supervisory results, performance of the Board of Directors and each member of the Board of Directors, remuneration, bonuses, other benefits of the Board of Directors, and other matters as prescribed by law on public companies.

4. The Board of Directors is responsible for ensuring the information disclosure related to the Board's activities, insider transactions, related parties, resolutions, decisions, and other information as prescribed by the law on securities and public companies.

5. The Board of Directors shall ensure the complete, secure, and confidential storage of records, documents, meeting minutes, resolutions, decisions, voting ballots, opinions of Board members, and related documents in accordance with the law and the Company's internal regulations.

6. Members of the Board of Directors are prohibited from receiving any benefits that are unlawful or not disclosed as required by regulations. In case of violation, they shall return the benefit, compensate for damages, and be held liable according to the law.

7. Failure to report, dishonest reporting, improper information disclosure, incomplete record keeping, falsification of Board of Directors records, or disclosure of confidential information shall be grounds for considering the responsibility of the relevant individuals and departments in accordance with the law and the Company's internal regulations.

CHAPTER V

GENERAL DIRECTOR AND EXECUTIVE STRUCTURE

Article 28. Position and Role of the General Director

1. The General Director is responsible for managing the daily production and business operations of the Company, and is responsible for organizing the implementation of resolutions of the General Meeting of Shareholders, resolutions and decisions of the Board of Directors, decisions of the Chairman of the Board of Directors within the scope of legally delegated authority, this Charter, and the Company's internal regulations.

2. The General Director is not the legal representative of the Company. The sole legal representative of the Company is the Chairman of the Board of Directors. The General Director is authorized to sign contracts, transactions, documents, and operational documents, and to perform tasks on behalf of the Company within the scope permitted by law, this Charter, resolutions of the Board of Directors, decisions of the Chairman of the Board of Directors, delegation regulations, authorizations, or legally valid authorization documents.

3. The General Director is subject to the management and supervision of the Board of Directors, the Chairman of the Board of Directors, and the inspection and supervision of the Supervisory Board in accordance with the law and this Charter.

4. The General Director is granted autonomy in management within the scope of the strategy, plan, budget, limits, authority, and tasks approved by the competent authority. This delegation of autonomy does not diminish the General Director's responsibility for the legality, effectiveness, progress, quality, cost, and results of task implementation.

5. The General Director is directly and comprehensively responsible for the daily operational results of the Company, including production and business results, asset management, capital utilization, labor management, organization and implementation of national defense and security tasks, management of subsidiaries, branches, and affiliated units within the assigned scope, ensuring quality, progress, safety, efficiency, and compliance with the law.

Article 29. Appointment, dismissal, contracting, and qualifications of General Director

1. The Board of Directors appoints, dismisses, removes, signs, and terminates contracts with the General Director in accordance with the law, this Charter, and the Company's internal regulations.

2. The General Director shall meet the standards and conditions stipulated in the Enterprise Law, securities law, law on state capital management in enterprises, relevant regulations of competent authorities, and this Charter.

3. The General Director shall possess sufficient organizational and operational capabilities, political integrity, professional ethics, knowledge of law, finance, production management, labor management, risk management, and the management of state-owned enterprises, in accordance with the specific characteristics of the Company's dual-use defense enterprise.

4. The General Director shall not be subject to any prohibitions from managing or operating a business as stipulated by law; shall not have conflicting or uncontrolled interests with the interests of the Company, the State, shareholders, and other stakeholders.

5. The evaluation and consideration for the continued appointment, dismissal, removal, or termination of the General Director's contract shall be based on the level of task completion, business performance, compliance with the law, compliance with the Charter, implementation of resolutions of the General Meeting of Shareholders and resolutions of the Board of Directors, risk management capacity, quality of operation, level of capital preservation and development, especially the State capital portion in the Company, and the results of fulfilling assigned national defense and security tasks.

Article 30. Authority of the General Director

1. The General Director has the authority to organize the implementation of development strategies, production and business plans, financial plans, investment plans, labor plans, national defense production plans, plans for managing subsidiaries, branches, and affiliated units, and other plans approved by competent authorities.

2. The General Director has the authority to manage the daily operations of the Company; to assign, coordinate, inspect, and supervise the activities of the Deputy General Directors, Chief Accountant, other executives, departments, branches, subordinate units, and key personnel within the executive apparatus.

3. The General Director has the authority to issue operational decisions, procedures, guidelines, implementation plans, and internal management documents within his/her authority to organize the implementation of resolutions and decisions of the General Meeting of Shareholders, the Board of Directors, and the Chairman of the Board of Directors.

4. The General Director has the authority to sign contracts, transactions, documents, records, operational documents, and other materials on behalf of the Company within the scope of delegated authority or according to the Company's signing authorization regulations.

5. The General Director has the right to propose to the Board of Directors or the Chairman of the Board of Directors for consideration and decision on matters exceeding the executive authority, including adjusting plans, supplementing budgets, investment plans, unit reorganization plans, management personnel plans, plans for handling major risks, plans for handling subsidiaries, branches, affiliated units, and other important matters.

6. The General Director has the right to apply necessary management measures to ensure the progress, quality, safety, and efficiency of production and business operations and national defense and security tasks, but shall not exceed his/her authority, nor violate the law, this Charter, resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors, and internal regulations of the Company.

7. The specific powers of the General Director regarding finance, investment, contracts, personnel, procurement, asset management, production, business operations, subsidiaries, branches, and affiliated units are stipulated in the Company's internal regulations on corporate governance, the Board of Directors' operating regulations, the financial regulations, the regulations on delegation and authorization, and other specialized regulations of the Company.

Article 31. Duties and responsibilities of the General Director

1. The General Director is responsible for organizing the full, timely, on-schedule, high-quality, and authorized implementation of resolutions and decisions of the General Meeting of Shareholders, the Board of Directors, the Chairman of the Board of Directors, and approved plans.

2. The General Director is responsible for organizing the development of operational plans, production and business plans, financial plans, labor plans, investment plans, national defense production plans, plans for managing subsidiaries, branches, and affiliated units, and other specialized plans for submission to competent authorities for review and approval as prescribed.

3. The General Director is directly responsible for the proper and efficient use of the Company's capital, assets, and resources; preventing losses and waste, and avoiding uncontrolled risks, especially with regard to state capital and assets and resources serving national defense and security.

4. The General Director is responsible for organizing a streamlined, effective, and efficient management structure; clearly assigning tasks; identifying responsible parties; establishing mechanisms for monitoring, supervising, and evaluating results; and promptly addressing delays, failure to complete tasks, or violations within the management system.

5. The General Director is responsible for ensuring that the Company's production and business activities comply with the laws on enterprises, securities, accounting, taxation, labor, insurance, occupational safety and health, fire prevention and fighting, environment, national defense, security, protection of state secrets, information disclosure, and other relevant legal regulations.

6. The General Director is personally responsible to the Board of Directors, the Chairman of the Board of Directors, the General Meeting of Shareholders, and the law for management decisions, management results, the accuracy of reports, delays in performing duties, exceeding authority, and lack of control causing damage or risk to the Company.

7. In cases where tasks have been assigned, delegated, or authorized to subordinates, the General Director remains responsible for organizing inspections, supervision, and monitoring, and is accountable for the results achieved within the scope of his/her executive responsibilities.

Article 32. Principles for managing and controlling progress and results

1. The General Director of the company operates on the principles of planning, budgeting, authority, data, reporting, internal control, and accountability.

2. Each key operational task shall clearly define its objectives, lead agency, primary responsible person, completion deadline, resources allocated, expected outcomes, and reporting mechanism.

3. The General Director shall not delay the performance of duties when there are sufficient grounds, conditions, authority, and resources to carry out the task. Delays without justifiable reasons, failure to report promptly, failure to propose solutions, or delays that cause damage, miss opportunities, affect national defense duties, affect state capital, or affect the rights of shareholders or employees shall be considered violations of managerial responsibility.

4. In the event of delays, deviations, risks, failure to meet targets, or potential failure to complete tasks, the General Director shall promptly report to the Board of Directors and the Chairman of the Board of Directors, within their respective authority, clearly stating the causes, responsibilities, extent of impact, corrective measures, and deadlines for completion.

5. The Board of Directors and the Chairman of the Board of Directors have the right to request the General Director to report, explain, rectify, adjust management measures, or submit to the Board of Directors for consideration the application of disciplinary measures within their authority when the General Director fails to complete, delays, or inadequately performs their duties. Requesting reports, explanations, rectification, or submission to the Board of Directors for consideration should not be interpreted as the Chairman of the Board of Directors acting in place of the General Director.

6. Detailed content regarding progress control, reporting procedures, evaluation criteria, warning mechanisms, handling of delays, and operational responsibilities are stipulated in the Internal Regulations on Corporate Governance, the Working Regulations of the Executive Management Board, and other specialized regulations of the Company.

Article 33. Executive Management Board and other executives

1. The Company's executive management board consists of the General Director, Deputy General Directors, Chief Accountant, and other executives as decided by the Board of Directors in accordance with the law and this Charter.

2. The Deputy General Director, Chief Accountant, and other executives are appointed and dismissed by the Board of Directors or by the competent authority as determined by the Board of Directors' delegation of authority and the Company's internal regulations.

3. The Company's executives are responsible for performing their duties as assigned by the General Director and in accordance with the law, this Charter, employment contracts, appointment decisions, internal regulations, and other legally valid assignment and authorization documents.

4. The Deputy General Director, Chief Accountant, and other executives are personally responsible to the General Director, the Board of Directors, the Chairman of the Board of Directors, and the law for their

assigned areas and duties; they are not allowed to invoke directives to legitimize illegal acts, acts contrary to the Charter, acts exceeding their authority, or acts causing damage to the Company.

5. The General Director is ultimately responsible for the organization, coordination, control, and performance of the Executive Management Board, except where the law stipulates direct responsibility for other individuals.

Article 34. Reporting procedures, limits of authority, working relationships, and accountability for the General Director and other executives.

1. The General Director is responsible for establishing and implementing a reporting system to support the management, supervision, control, and information disclosure of the Company. The General Director's reports shall be truthful, complete, timely, data-driven, well-founded, include risk assessments, recommendations for action, and be verifiable and comparable.

2. The General Director shall report to the Board of Directors, the Chairman of the Board of Directors, and the Supervisory Board periodically or on an ad hoc basis on the business operations, finances, investments, personnel, labor, subsidiaries, branches, affiliated units, national defense and security tasks, risk management, and other key issues.

3. The General Director is obligated to provide records, documents, data, and explanations as legally requested by the Board of Directors, the Chairman of the Board of Directors, the Supervisory Board, the auditors, the representative agency of the State capital owner, and competent State agencies. Failure to report, late reporting, dishonest reporting, concealment of information, provision of incomplete information, or obstruction of supervision, inspection, and auditing activities shall be grounds for considering the responsibility of the General Director and related individuals.

4. The General Director and other executives are not permitted to make decisions on matters falling under the authority of the General Meeting of Shareholders, the Board of Directors, the Chairman of the Board of Directors, or other competent authorities; nor are they permitted to conduct transactions, contracts, investments, purchases, borrowings, loans, guarantees, asset disposals, capital utilizations, or financial obligations without prior approval from their competent authority.

5. The General Director and other executives are prohibited from concealing information, making false reports, delaying the performance of duties without justifiable reason, failing to implement or inadequately implementing resolutions and decisions of the General Meeting of Shareholders or the Board of Directors, obstructing supervision, inspection, and auditing activities; and from using the Company's assets, information, or business opportunities for personal gain or to serve the interests of other organizations or individuals.

6. The General Director is responsible for organizing the implementation of resolutions and decisions of the General Meeting of Shareholders, the Board of Directors, and the Chairman of the Board of Directors

within the scope of his/her authority; at the same time, he/she has the right to proactively manage the daily operations of the Company within the assigned scope, but shall be subject to supervision, reporting requirements, requests for explanations, and inspections by the Board of Directors, the Chairman of the Board of Directors, and the Supervisory Board in accordance with the law and this Charter.

7. The Chairman of the Board of Directors does not act in place of the General Director; the General Director may not refuse, delay, or evade reporting, explaining, or providing information obligations under the pretext of independent management.

8. The General Director and other executives shall be held accountable for failing to fulfill their duties, causing prolonged delays without justifiable reasons, failing to implement or inadequately implementing resolutions and decisions of the General Meeting of Shareholders, the Board of Directors, or the Chairman of the Board of Directors, exceeding their authority, making dishonest reports, concealing risks, failing to control their assigned areas, causing damage to the Company, violating the obligations of honesty, care, and loyalty, or violating the law.

9. Based on the nature, extent, and consequences of the violation, the Board of Directors has the right to request corrective action, request explanations, issue warnings of responsibility, adjust assignments, temporarily suspend the performance of certain tasks within its authority, dismiss, remove from office, terminate contracts, or apply other disciplinary measures as prescribed by law and the Company's internal regulations.

10. In cases where violations cause damage to the Company, the General Director, other executives, and related individuals shall compensate for the damage and bear responsibility in accordance with the law. The handling of responsibility shall ensure objectivity, proper procedures, proper authority, be based on evidence and documentation, and shall not be used to interfere illegally with the General Director's legitimate management authority.

CHAPTER VI

SUPERVISORY BOARD

Article 35. Position, role, and operating principles of the Supervisory Board

1. The Supervisory Board is an independent inspection and supervision body of the Company, elected by the General Meeting of Shareholders, performing the function of supervising management, operation, finance, compliance with the law, and protecting the legitimate rights and interests of the Company, the State, shareholders, and other interested parties.

2. The company organizes its governance model with a Supervisory Board in accordance with the provisions of enterprise law, securities law, this Charter, and the company's internal regulations. The Supervisory Board is not an audit committee directly under the Board of Directors and is not subject to the

direction or control of the Board of Directors, the Chairman of the Board of Directors, or the General Director in performing its supervisory functions as prescribed.

3. The Supervisory Board operates independently of the Board of Directors, the Chairman of the Board of Directors, the General Director, and the Executive Management Board; it does not directly manage the Company's daily production and business operations; and it does not make decisions on behalf of the Board of Directors, the Chairman of the Board of Directors, or the General Director.

4. The Supervisory Board has the right to inspect, supervise, request information, request explanations, warn of risks, and recommend remedial measures in accordance with the law, this Charter, and the operating regulations of the Supervisory Board.

5. The Supervisory Board operates on the principles of independence, objectivity, honesty, prudence, within its authority, in accordance with the law, maintaining confidentiality of information, and is accountable to the General Meeting of Shareholders, shareholders, and the law for the performance of its functions and duties.

6. Given the specific characteristics of X20 Joint Stock Company as a public company, a state-owned enterprise with controlling state capital, and a defense-dual-use enterprise, the Supervisory Board is responsible for focusing on monitoring the preservation and development of state capital, compliance with information disclosure obligations, the performance of national defense and security tasks, the management of subsidiaries, branches, and affiliated units, and the control of key risks throughout the entire system.

Article 36. Composition, term of office, qualifications, and conditions for members of the Supervisory Board

1. The Company's Supervisory Board consists of 3 members. The number, structure, term of office, qualifications, conditions, nomination, election, dismissal, removal, and replacement of Supervisory Board members shall be carried out in accordance with the law, this Charter, and the Company's internal regulations.

2. Members of the Supervisory Board shall meet the standards and conditions stipulated in the Enterprise Law, the Securities Law, the law on corporate governance of public companies, and other relevant legal regulations.

3. Members of the Supervisory Board shall possess integrity, honesty, independence, and objectivity; and have appropriate professional competence in finance, accounting, auditing, law, management, internal control, or other fields relevant to the Company's operations.

4. Members of the Supervisory Board shall not fall under any prohibited or restricted categories as prescribed by law; they shall not have relationships, interests, or positions that affect the independence and objectivity in performing their supervisory functions.

5. The Head of the Supervisory Board is elected by the Supervisory Board from among its members in accordance with the law. The Head of the Supervisory Board is responsible for organizing the activities of the Supervisory Board, coordinating the performance of supervisory duties, signing reports within their authority, and is accountable for the activities of the Supervisory Board as prescribed.

6. Members of the Supervisory Board shall regularly update their knowledge of legal regulations concerning enterprises, securities, public company governance, state capital management, finance, accounting, auditing, labor, social insurance, national defense, security, and other regulations related to the Company's operations.

Article 37. Corporate Governance Officer

1. The Supervisory Board has the rights and obligations as prescribed by law, including examining the legality, integrity, and prudence in governance, management, finance, accounting, financial reporting, management reports, and compliance with the Charter, resolutions of the General Meeting of Shareholders, and resolutions of the Board of Directors.

2. The Supervisory Board has the right to inspect the Company's accounting books, accounting documents, contracts, transactions, management records, operational records, financial documents, and other documents when deemed necessary to perform its supervisory function.

3. The Supervisory Board has the right to request the Board of Directors, the Chairman of the Board of Directors, the General Director, the Executive Management Board, the Chief Accountant, managers, executives, representatives of capital shares, subsidiaries, affiliated companies, and related individuals and departments to provide complete, accurate, and timely information, records, documents, and explanations to support its supervisory activities.

4. The Supervisory Board has the right to attend and speak at General Meetings of Shareholders, Board of Directors meetings, and other meetings when the content of the meeting relates to its supervisory function or when invited as prescribed.

5. The Supervisory Board has the right to recommend to the Board of Directors, the Chairman of the Board of Directors, the General Director, the General Meeting of Shareholders, or competent authorities to review and rectify violations, handle risks, improve governance mechanisms, internal control, financial management, state capital management, information disclosure, and protect the legitimate rights of the Company, shareholders, and employees.

6. The Supervisory Board is obligated to exercise control within its scope and authority, honestly and objectively, without abusing its power, and without obstructing the lawful activities of the Board of Directors, the Chairman of the Board of Directors, the General Director, and the Executive Management Board.

7. The Supervisory Board is obligated to maintain the confidentiality of the Company's information, documents, and data; it is prohibited from using information obtained in the course of performing its duties for personal gain or to serve the interests of other organizations or individuals.

Article 38. Scope of control and key monitoring content

1. The Supervisory Board monitors compliance with the law, the Charter, resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors, internal regulations, and lawful decisions of the Company.

2. The Supervisory Board oversees the management and use of capital, assets, finances, accounting, profit distribution, establishment and use of funds, obligations to the State, obligations to shareholders, employees, and other stakeholders.

3. The Supervisory Board oversees the preservation and development of the State capital in the Company; the exercise of the rights and obligations of the State capital representative; and the management of the Company's investment capital in subsidiaries, affiliated companies, and other enterprises in accordance with regulations.

4. The Supervisory Board shall oversee the implementation of national defense and security tasks, information confidentiality, and the management of assets and resources serving national defense and security tasks within the scope consistent with the laws on protecting state secrets and the laws on the national defense and security industry.

5. The Supervisory Board monitors the Company's information disclosure in accordance with the laws on securities and public companies, especially regarding financial statements, annual reports, management reports, transactions with related parties, changes in management personnel, large-value transactions, and other unusual information.

6. The Supervisory Board monitors the implementation of the principle of separation between governance, management, and control; detects and recommends handling cases of overlapping authority, exceeding authority, shirking responsibility, delaying the performance of duties, concealing information, or making false reports.

7. The Supervisory Board monitors the operations of subsidiaries, branches, and affiliated units through reports, records, documents, and the parent company's control mechanisms, but does not directly manage or interfere in the daily operations of these units in violation of regulations.

8. The Supervisory Board does not replace the functions of internal control, internal audit, legal department, finance and accounting department, or the Board of Directors' Office; these departments are responsible for coordinating, providing information, and implementing recommendations in accordance with their assigned authority and functions.

Article 39. Coordination between the Supervisory Board and the Board of Directors, the General Director, and relevant departments.

1. The Supervisory Board cooperates with the Board of Directors on the principles of independence, respect for each other's functions, avoiding taking over each other's duties, and ensuring effective supervision of the Company's operations.

2. The Board of Directors and the Chairman of the Board of Directors are responsible for creating conditions for the Supervisory Board to perform its supervisory function; providing complete records, documents, resolutions, decisions, and necessary information as legally requested by the Supervisory Board.

3. The General Director, the Executive Management Board, the Chief Accountant, managers, executives, representatives of capital stake, heads of subsidiary units, subsidiaries, and related individuals are responsible for providing complete, truthful, and timely information, records, documents, and explanations as legally requested by the Supervisory Board.

4. The Supervisory Board shall coordinate with the Corporate Governance Officer, the Board of Directors' Office, internal auditors, independent auditors, the legal department, the internal control department, the risk management department, and other relevant departments on the principle of avoiding overlap, replacing functions, creating additional levels of management, and ensuring that information is used for the correct control purposes.

5. Any act that obstructs lawful control activities, delays the provision of information, provides false information, conceals records, fails to provide explanations, or provides untruthful explanations as requested by the Supervisory Board constitutes a violation of the Charter and shall be subject to disciplinary action in accordance with the law and the Company's internal regulations.

Article 40. Report of the Supervisory Board

1. The Supervisory Board is responsible for preparing and submitting to the General Meeting of Shareholders a report on the activities of the Supervisory Board in accordance with the law and this Charter.

2. The Supervisory Board's report shall truthfully and objectively reflect the results of inspections, supervision, and evaluations of compliance with the law, this Charter, resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors, and the results of supervision of operational activities, finance, accounting, auditing, information disclosure, management of state capital, and other key issues.

3. The Supervisory Board's report shall clearly state the findings, violations, risks, causes, related responsibilities, recommendations for handling, and the status of implementation of recommendations from the previous period (if any).

4. The Supervisory Board has the right to report unexpectedly to the General Meeting of Shareholders, the Board of Directors, the representative agency of the State capital owner, or competent authorities as

prescribed by law when it detects signs of serious violations, significant risks, potential loss of capital or assets, violations of information disclosure obligations, violations of national defense and security duties, or acts that could cause significant damage to the Company.

5. The Supervisory Board shall ensure that reports are submitted on time, within its authority, are well-founded, and are supported by documentation, and is responsible for the truthfulness and objectivity of the reports.

6. In cases where the Supervisory Board's report contains information related to state secrets, national defense secrets, business secrets, unpublished information, or information that may affect securities prices, the submission, storage, and publication of the report shall comply with legal regulations on confidentiality and information disclosure.

Article 41. Remuneration, salaries, bonuses, and other benefits of members of the Supervisory Board

1. Members of the Supervisory Board are entitled to salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders and in accordance with the provisions of the law.

2. The payment of salaries, fees, bonuses, and other benefits to members of the Supervisory Board shall be transparent, fair, and commensurate with their responsibilities, working hours, quality of task performance, and the Company's operational results.

3. Members of the Supervisory Board shall not receive any unlawful benefits or benefits that could affect the independence and objectivity of their supervisory activities.

4. The Supervisory Board is responsible for reporting to the General Meeting of Shareholders on the salaries, remuneration, bonuses, and other benefits of its members in accordance with the law.

5. The determination, payment, and information disclosure regarding salaries, remuneration, bonuses, and other benefits of members of the Supervisory Board shall comply with the regulations applicable to public companies and the regulations on state capital management in enterprises, if relevant.

Article 42. Individual responsibility and handling of violations by members of the Supervisory Board

1. Members of the Supervisory Board are personally responsible for the exercise of their rights and obligations, conclusions, recommendations, reports, and actions in the course of performing their supervisory functions.

2. Members of the Supervisory Board shall be held liable under the law if they fail to perform or inadequately perform their duties; make untruthful reports; conceal wrongdoing; fail to warn of risks within their scope of knowledge or need to know; disclose confidential information; abuse their supervisory authority; obstruct the lawful operations of the Company; or engage in conduct that causes damage to the Company, shareholders, the State, or employees.

3. In cases where a member of the Supervisory Board discovers violations but fails to report them, recommends corrective action, or intentionally falsifies the content of the supervision, they shall be held personally responsible in accordance with the law and the Company's internal regulations.

4. The dismissal, removal, replacement, and disciplinary action against members of the Supervisory Board shall be carried out in accordance with the law, this Charter, resolutions of the General Meeting of Shareholders, and relevant internal regulations.

5. The operating regulations of the Supervisory Board specify in detail the working regime, assignment of tasks, control plan, inspection methods, reporting, recommendations, monitoring of recommendation implementation, information confidentiality, and responsibilities of each member of the Supervisory Board.

6. The handling of disciplinary actions against members of the Supervisory Board shall be objective, within the proper authority and procedures, based on evidence and documentation, and shall not be used to hinder the legitimate independence of the Supervisory Board.

CHAPTER VII

MANAGEMENT OF STATE CAPITAL, REPRESENTATIVES OF STATE CAPITAL AND SUBSIDIARY COMPANIES

Article 43. Principles for managing state capital in the company

1. The state capital in X20 Joint Stock Company is managed according to the principles of preservation, development, transparency, efficiency, proper purpose, within the proper authority, and in compliance with the law on the management and investment of state capital in enterprises.

2. The company is responsible for organizing, managing, and utilizing the capital, assets, and resources assigned to it in accordance with the law, this Charter, resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors, and lawful directives of the state capital ownership representative agency.

3. The Board of Directors, the Chairman of the Board of Directors, the General Director, the Supervisory Board, the representative of the State capital, and other relevant individuals and departments shall fully fulfill their responsibilities in managing, utilizing, preserving, and developing the State capital in the Company within the scope of their assigned functions, duties, and authority.

4. All decisions relating to state capital, company assets, investments, capital transfers, asset purchases and sales, profit distribution, enterprise restructuring, subsidiaries, affiliated companies, and transactions significantly affecting state capital shall be made within the proper authority, in the correct order, with proper documentation, legal basis, effectiveness assessment, and risk control.

5. All acts of misusing state capital, causing capital loss, concealing information about capital, making decisions beyond authority, legitimizing documents that do not reflect the true nature of the project, illegally

transferring benefits, or conducting transactions that risk causing damage to the State, the Company, and shareholders are strictly prohibited.

6. In the event of a conflict between short-term profit objectives and the requirements for preserving state capital, financial security, compliance with the law, or legally assigned national defense and security tasks, the Company shall prioritize capital preservation, legal security, and the fulfillment of national defense and security tasks as prescribed.

Article 44. Company's responsibilities in preserving and developing state capital

1. The company is responsible for preserving and developing the state capital in the company by improving production and business efficiency, strictly managing assets, controlling cash flow, controlling investments, managing subsidiaries and affiliated companies, and fulfilling all financial obligations as prescribed.

2. The Board of Directors is responsible for deciding on the direction, policies, plans, and management mechanisms to preserve and develop state capital; supervising the use of capital; and promptly reviewing, addressing, or recommending solutions for risks, violations, losses, waste, or low efficiency in capital management.

3. The Chairman of the Board of Directors, as the legal representative of the Company, is responsible for organizing governance, supervision, and control activities within his/her authority to ensure that decisions related to State capital are implemented in accordance with the law, the Charter, and the resolutions of the General Meeting of Shareholders and the Board of Directors.

4. The General Director is responsible for organizing the use of the Company's capital, assets, and resources within the scope of assigned duties; ensuring that capital is used for the intended purpose, according to plan, within budget, within authority, economically, efficiently, and achieving approved objectives.

5. The Supervisory Board is responsible for overseeing the management, use, preservation, and development of State capital in the Company in accordance with the functions and duties stipulated by law and this Charter.

6. The representative of the State capital is responsible for exercising the rights and obligations of the State shareholder in accordance with the law, the lawful directives of the owner's representative agency, and protecting the legitimate interests of the State in the Company.

7. In the event of capital loss, property damage, or serious deterioration in the efficiency of capital utilization due to violations of the law, violations of the Charter, exceeding authority, negligence, or failure to control risks, the individuals or departments involved shall be held responsible in accordance with the law and the Company's internal regulations.

Article 45. Representative of the State's capital stake in the Company

1. The representative of the State's capital in the Company is an individual appointed or assigned by a competent authority to exercise the rights, responsibilities, and obligations with respect to the State's capital in the Company in accordance with the law.

2. The representative of the State capital shall exercise the shareholder rights corresponding to the State capital in the Company on the basis of compliance with the law, this Charter, the lawful directives of the owner's representative agency, and the principle of protecting the legitimate interests of the State, the Company, and shareholders.

3. Representatives of state capital are responsible for participating in, voting on, proposing, recommending, reporting on, and exercising the rights of state shareholders in accordance with their authority, assigned responsibilities, directives, and legal regulations.

4. The representative of the State capital has the obligation to report periodically and on an ad hoc basis and seek opinions from competent authorities on matters requiring prior consultation as prescribed by law, regulations of the owner's representative agency, and the regulations on the management of the State capital representative.

5. Representatives of state capital are not allowed to independently vote, approve, commit to, or decide on matters exceeding their authority, without consulting them, or contrary to the legitimate directives of the owner's representative agency.

6. The representative of the State's capital is not an independent internal management level of the Company, does not operate in place of the General Director, does not make decisions in place of the Board of Directors, and does not perform the functions of the Supervisory Board. Instead, they exercise the rights and responsibilities of the State shareholder through the shareholder mechanism, the General Meeting of Shareholders, the Board of Directors, and other legal mechanisms as prescribed.

7. The representative of the State capital is personally responsible for opinions, votes, decisions, reports, requests for opinions, failure to seek opinions, or the incomplete performance of the duties of representing the State capital share as prescribed by law.

8. The rights, obligations, reporting regime, procedures for seeking opinions, evaluation, replacement, dismissal, and handling of responsibility for representatives of state capital are specifically stipulated in the regulations on the management of representatives of state capital and related documents of the Company or competent authority.

Article 46. Coordination mechanism between the representative of state capital and the company.

1. The representative of the State capital shall coordinate with the Board of Directors, the Chairman of the Board of Directors, the Supervisory Board, the General Director, and relevant departments in managing the State capital in the Company on the principles of legality, proper authority, avoiding overlap, and not usurping the functions of the management, operation, and control bodies within the Company.

2. The Board of Directors, the Chairman of the Board of Directors, the General Director, the Supervisory Board, and relevant departments are responsible for providing complete, accurate, and timely records, documents, reports, and necessary information to the representative of the State capital to fulfill reporting obligations, seek opinions, and exercise the rights of the State shareholder as prescribed.

3. Providing information to representatives of state capital shall ensure compliance with legal regulations on information disclosure, information confidentiality, business secrets, state secrets, national defense secrets, and the company's internal regulations.

4. In cases where the representative of the State capital discovers content that shows signs of violating the law, exceeding authority, causing risks of capital loss, affecting national defense and security, affecting the rights of shareholders or employees, they are responsible for promptly reporting to the competent authority and recommending that the Board of Directors, the Supervisory Board, or the General Director consider and handle the matter according to their authority.

5. Any act of obstructing the State's capital representative from performing their duties, concealing information, providing false information, or exerting undue pressure on the State's capital representative will be considered for handling in accordance with the law and the Company's internal regulations.

6. Coordination between the representative of the State capital and the Company shall be carried out in writing, through documents, reports, resolutions, minutes, or other legal methods that can be checked, verified, archived, and held accountable.

Article 47. Managing the company's investments in subsidiaries, affiliated companies, and other businesses.

1. The Company exercises the rights of an owner, shareholder, or capital contributor with respect to its subsidiaries, affiliated companies, and other enterprises in accordance with the law, this Charter, the Charter of the enterprise in which it has capital contributions, and the Company's internal regulations.

2. The management of the Company's investment capital in subsidiaries, affiliated companies, and other enterprises shall ensure the principles of capital preservation and development, efficiency, transparency, no loss, no abuse, no scattered investment, no investment outside the strategy, no investment exceeding authority, and no adverse impact on the Company's national defense and security tasks.

3. The Board of Directors shall decide or submit to the General Meeting of Shareholders for decision matters relating to capital investment, capital transfer, capital increase or decrease, appointment of representatives for capital shares, approval of strategic directions, major plans, significant transactions, and other matters within its authority with respect to subsidiaries, affiliated companies, and other enterprises as prescribed by law and this Charter.

4. The General Director is responsible for organizing the implementation of resolutions and decisions of the Board of Directors related to subsidiaries, affiliated companies, and enterprises in which capital is

contributed; monitoring, compiling, and reporting on the operational situation, capital utilization efficiency, risks, financial obligations, and arising issues as prescribed.

5. The Supervisory Board has the right to supervise the management of the Company's investment capital in subsidiaries, affiliated companies, and other enterprises in accordance with its functions and duties.

6. Representatives of the Company's capital stake in subsidiaries, affiliated companies, and other enterprises are responsible for exercising the Company's rights in the enterprise they represent, in accordance with the Company's directives, resolutions, decisions, and regulations.

7. Detailed provisions regarding the management of investment capital in other enterprises, the rights and responsibilities of the capital representative, reporting requirements, performance evaluation, risk management, and liability handling are stipulated in the investment capital management regulations, the capital representative regulations, and the subsidiary management regulations of the Company.

Article 48. Principles for managing subsidiaries and affiliated units

1. The Company exercises its rights over its subsidiaries and affiliated units on the basis of the law, this Charter, the charter of the subsidiary, the internal regulations of the Company, and the principle of respecting the independent legal status of the subsidiary.

2. For subsidiary companies, the Company exercises ownership rights, shareholder rights, or capital contribution rights through the Board of Directors, capital representatives, and governance mechanisms as prescribed; it does not directly interfere in the daily operations of the subsidiary company in violation of the law.

3. For branches, representative offices, enterprises, centers, schools, departments, divisions, or other subordinate units, the Company shall exercise direct management according to the internal organizational model, decentralization, delegation of authority, plans, budgets, regulations, and decisions of competent authorities.

4. Subsidiaries, branches, representative offices, and affiliated units are responsible for implementing the Company's strategy, plans, targets, tasks, reporting requirements, financial obligations, national defense and security duties, and governance and control regulations within the applicable scope.

5. The management of subsidiaries and affiliated units shall ensure there is no overlap between governance and operation; clear rights, responsibilities, and results; and control over capital, assets, personnel, quality, progress, costs, risks, and operational efficiency.

6. The head of a subsidiary, branch, representative office, or affiliated unit is personally responsible for the operational results, the use of capital, assets, labor, finances, product quality, progress of task implementation, and compliance with laws, charters, and internal regulations within the scope of their assigned duties.

7. The company shall not use its ownership rights in a subsidiary to legitimize unlawful decisions, conceal risks, shift benefits, evade financial obligations, evade responsibility to employees, or distort the subsidiary's operating results.

Article 49. Representatives of the Company's capital stake in subsidiaries, affiliated companies, and other businesses.

1. The representative of the Company's capital stake in a subsidiary, affiliated company, or other enterprise is an individual appointed or assigned by the Company to exercise the rights, responsibilities, and obligations of the Company as the owner, shareholder, or capital contributor in that enterprise.

2. The representative of the Company's capital stake is responsible for exercising voting rights, making proposals, reporting, protecting the Company's legitimate interests, and preserving and developing the Company's investment capital in the enterprise for which they are appointed as representative.

3. Representatives of the Company's capital shall strictly adhere to the directives, resolutions, and decisions of the Board of Directors or the competent authority of the Company; they are not allowed to independently decide, vote, or make commitments on matters exceeding their authority or without the Company's approval as stipulated.

4. The representative of the capital stake is responsible for providing full, truthful, and timely reports on the operational situation, finances, investments, personnel, risks, significant transactions, profit distribution, financial obligations, obligations to employees, and any issues arising in the enterprises in which the Company has invested capital.

5. The representative of the capital share shall be held personally liable in cases of failure to report, dishonest reporting, voting contrary to instructions, failure to protect the interests of the Company, resulting in capital loss or causing damage to the Company as stipulated by law and the Company's internal regulations.

6. Representatives of the Company's capital stake in other enterprises are prohibited from abusing their position to gain illicit profits, conceal information, or prioritize personal interests or the interests of other organizations contrary to the legitimate interests of the Company.

7. The standards, conditions, procedures for appointing, replacing, dismissing, evaluating, rewarding, disciplining, reporting requirements, and responsibilities of the capital representative are specifically stipulated in the Company's regulations on capital representatives.

Article 50. Control of planning, finance, investment, and risk at subsidiaries and affiliated units.

1. The company exercises control over its subsidiaries, branches, and affiliated units through a system of planning, budgeting, reporting, monitoring, auditing, internal control, performance evaluation, and individual accountability mechanisms.

2. Subsidiaries, branches, representative offices, and affiliated units shall develop production and business plans, financial plans, investment plans, labor plans, plans for implementing national defense and security tasks, and other related plans to submit to competent authorities for review, approval, or comments as prescribed.

3. All investment, procurement, borrowing, lending, guarantee, asset disposal, contract signing, and transactions of significant value or high risk at subsidiaries, branches, representative offices, and affiliated units shall be carried out within the proper authority, in accordance with regulations, with proper documentation, due diligence, effectiveness assessment, and risk control.

4. Subsidiaries, branches, representative offices, and affiliated units are prohibited from conducting transactions, projects, contracts, investments, procurements, or financial obligations that exceed their authority, are outside the plan, lack guaranteed funding, or pose a risk of causing damage to the Company.

5. When significant deviations from the plan arise, along with financial risks, legal risks, labor risks, quality risks, environmental risks, defense risks, information disclosure risks, or the risk of capital loss, the head of the subsidiary, branch, representative office, affiliated unit, and the representative of the capital share shall promptly report to the Company as prescribed.

6. The Board of Directors, the Chairman of the Board of Directors, the General Director, the Supervisory Board, and the functional departments of the Company shall control, supervise, inspect, and evaluate the operations of subsidiaries, branches, representative offices, and affiliated units within their respective areas of authority; they shall not replace daily operational activities but shall ensure that there is no loss of control over capital, assets, personnel, tasks, and risks.

7. Detailed information regarding the system of indicators, reporting requirements, limits, approval procedures, warning mechanisms, deviation handling mechanisms, and responsibilities of subsidiaries, branches, representative offices, and affiliated units is stipulated in the subsidiary management regulations, financial regulations, delegation of authority regulations, and other specialized regulations of the Company.

Article 51. Responsibilities and handling of violations in the management of state capital, capital representatives, and subsidiaries.

1. Organizations and individuals who violate regulations on the management of state capital, the management of the Company's capital in other enterprises, the management of representatives of state capital, and the management of subsidiaries, branches, representative offices, and affiliated units shall, depending on the nature, extent, and consequences of the violation, be held responsible in accordance with the law, this Charter, and the Company's internal regulations.

2. Violations include, but are not limited to, making decisions beyond one's authority; misusing capital and assets; causing losses of capital and assets; concealing information; making false reports; failing to seek opinions when required; voting contrary to directives; failing to control risks; delaying the handling of

violations; allowing subsidiaries, branches, representative offices, or affiliated units to operate outside the approved scope; or affecting the Company's national defense and security duties.

3. In cases where a violation causes damage to the State, the Company, shareholders, subsidiaries, employees, or third parties, the violating individual or organization shall compensate for the damage and bear responsibility in accordance with the law.

4. The Board of Directors has the right to review, decide, or recommend to the competent authority the application of disciplinary measures against the capital representative, manager, executive, head of unit, or related individual when violations are detected, failure to fulfill duties, failure to protect the interests of the Company, or the risk of causing damage.

5. The General Director is responsible for organizing the handling and rectification of deviations within the scope of assigned management responsibilities and reporting to the Board of Directors, the Chairman of the Board of Directors, and the Supervisory Board as prescribed.

6. The Supervisory Board is responsible for overseeing the handling of violations, rectifying discrepancies, implementing recommendations, and reporting to the General Meeting of Shareholders or competent authorities when serious violations are detected, as stipulated in the regulations.

7. Detailed procedures for evaluation, warning, handling of liability, replacement of capital representatives, and risk management at subsidiaries, branches, representative offices, and affiliated units are stipulated in the Company's specialized internal regulations.

CHAPTER VIII

DUAL-USE DEFENSE ENTERPRISES, THE COMMUNIST PARTY OF VIETNAM, POLITICAL AND SOCIAL ORGANIZATIONS, AND EMPLOYEES

Article 52. Operating principles of dual-use defense enterprises

1. X20 Joint Stock Company is a state-owned enterprise, a public company, and also an enterprise combining economic activities with national defense and security; simultaneously carrying out production and business tasks and national defense and security tasks as prescribed by law, this Charter, resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors, and tasks assigned by competent authorities.

2. The Company's operations shall ensure a close integration between economic development, capital preservation and growth, and improved production and business efficiency with the fulfillment of national defense and security tasks; building national defense production capacity, ensuring logistics, technical support, and products to serve the armed forces as required by the State, the Ministry of National Defense, and competent authorities.

3. In the event of a conflict between short-term economic objectives and legitimately assigned national defense and security duties, the Company shall prioritize the fulfillment of national defense and security

duties; at the same time, the Board of Directors, the Chairman of the Board of Directors, and the General Director shall be responsible for organizing a plan to adjust production, business, financial, human resource, and resource plans accordingly to limit adverse impacts on the overall efficiency of the Company, the legitimate rights of shareholders and employees.

4. The performance of national defense and security tasks shall ensure that they are carried out within the proper authority, according to plan, meeting standards, quality, and schedule, with cost and risk control, and in compliance with regulations on the protection of state secrets, national defense and security secrets, business secrets, and information disclosure obligations applicable to public companies.

5. The company develops dual-use capabilities by effectively utilizing its factory system, technology, human resources, production experience, supply chain, and management capabilities to simultaneously serve national defense and security requirements and the needs of the civilian market, exports, trade, and services, in line with the company's development strategy.

6. The integration of economic activities with national defense and security shall not undermine the capacity to perform national defense tasks, cause losses of capital and assets, affect the company's reputation, violate confidentiality regulations, or contradict the legitimate directives of competent authorities.

Article 53. Organizations responsible for implementing national defense and security tasks.

1. The Board of Directors shall decide or submit to the competent authority for decision the orientations, plans, investment schemes, resource organization schemes, production capacity maintenance schemes, and control mechanisms related to the Company's national defense and security tasks in accordance with the law and this Charter.

2. The Chairman of the Board of Directors is responsible for organizing governance and supervision to ensure that national defense and security tasks are implemented in accordance with the established policies, authority, laws, and resolutions of the Board of Directors; preventing any lax governance, delays, deviations, or loss of control.

3. The General Director is directly responsible for organizing and implementing national defense and security tasks in operational activities; ensuring production plans, schedules, quality, safety, security, costs, manpower, materials, technology, and delivery capacity meeting assigned requirements.

4. Subordinate units, subsidiaries, managers, operators, and relevant employees are responsible for carrying out national defense and security tasks according to assigned tasks, production plans and orders, technical standards, quality procedures, security regulations, and specialized management requirements.

5. Delays, failure to complete tasks, or failure to meet requirements that affect the quality, progress, security, or reputation of the Company in carrying out national defense and security tasks are considered serious violations of management, operational, or task performance responsibilities and shall be considered for handling in accordance with the law and the Company's internal regulations.

6. In cases where national defense and security tasks arise requiring adjustments to production and business plans, budgets, human resources, materials, technology, or production capacity, the General Director is responsible for promptly reporting to the Board of Directors, the Chairman of the Board of Directors, and the competent authority as prescribed for consideration, decision, or implementation within the scope of assigned authority.

Article 54. Managing assets, technology, resources, and information to support national defense and security objectives.

1. Assets, equipment, technology, documents, data, supplies, products, contracts, and resources serving national defense and security tasks shall be strictly managed, used for the intended purpose, in accordance with regulations and procedures regarding finance, assets, accounting, inventory, confidentiality, and internal control.

2. The company shall not use assets, equipment, supplies, technology, or resources intended for national defense and security purposes for illegal purposes, purposes contrary to assigned duties, contrary to this Charter, or purposes that may jeopardize the readiness to perform national defense and security duties.

3. Information, documents, data, product samples, technical specifications, technological processes, contracts, production plans, customer lists, products, quantities, schedules, and other information related to national defense and security tasks shall be managed in accordance with regulations on the protection of state secrets, national defense secrets, business secrets, the Company's confidentiality regulations, and regulations on information disclosure of public companies.

4. Individuals, departments, and units assigned to manage and use assets, technology, documents, data, and resources serving national defense and security tasks shall be held personally or collectively responsible if there is loss, leakage, misuse of information, or damage caused to the Company.

5. The Supervisory Board, the Board of Directors, the Chairman of the Board of Directors, the General Director, and the supervisory departments have the authority to supervise the management and use of assets, technology, resources, and information serving national defense and security tasks in accordance with the law, this Charter, and the Company's internal regulations.

6. The provision, publication, transfer, storage, copying, exploitation, use, or destruction of information, documents, and data related to national defense and security tasks shall be carried out within the proper authority and procedures, ensuring control over access, purpose of use, retention period, and confidentiality responsibilities.

Article 55. Integrating national defense and security tasks with production and business development strategies

1. The company carries out national defense and security tasks in line with the approved business development strategy for each stage, focusing on improving the capacity to produce defense goods,

modernizing textile, dyeing, printing, and garment technologies, developing research and development capabilities, quality management, supply chain management, efficient asset utilization, and market expansion in accordance with legal regulations.

2. The company is permitted to develop economic, commercial, service, export activities, asset exploitation, cooperation, joint ventures, partnerships, e-commerce, and other diverse business activities, but shall ensure that these activities do not impair the ability to perform national defense and security tasks; do not cause capital losses; do not affect the reputation of defense enterprises; and do not violate the legitimate directives of competent authorities.

3. Investment projects, procurement, cooperation, technology transfer, joint ventures, partnerships, asset exploitation, or expansion of business activities related to national defense and security capabilities, or assets originating from or serving national defense and security, shall be carefully considered and fully assessed for legal, financial, defense, security, environmental, labor, and risk impacts before being submitted to the competent authority for decision.

4. The company encourages innovation, digital transformation, application of science and technology, artificial intelligence, data management, improved labor productivity, and the development of the X20 corporate culture based on discipline, integrity, responsibility, solidarity, creativity, and service to the common goal.

5. The integration of defense and security tasks with economic activities shall be managed through strategies, plans, budgets, targets, reporting, risk control, and accountability mechanisms, ensuring a harmonious balance of interests among the State, the Company, shareholders, employees, customers, and other stakeholders.

6. The Board of Directors is responsible for overseeing the business development strategy to ensure that it does not deviate from political objectives, national defense and security objectives, and does not create risks to state capital, shareholder rights, employee rights, reputation and brand of X20.

Article 56. Trade Union in the Company

1. The Trade Union within the Company is established and operates in accordance with the laws on trade unions, labor, social insurance, and other relevant regulations.

2. The trade union is an organization that represents and protects the legitimate rights and interests of employees; participates in building harmonious, stable, and progressive labor relations; and cooperates with the Company in caring for the material and spiritual well-being, working conditions, occupational safety and health, corporate culture, and labor discipline.

3. The trade union has the right to participate in providing opinions, monitoring, and making recommendations on issues directly related to the legitimate rights and interests of employees, in accordance with the law and the company's coordination regulations.

4. The Board of Directors, the General Director, and the units within the Company are responsible for creating conditions for the Trade Union to operate in accordance with its functions and the law; providing necessary information as required; organizing dialogue, negotiation, exchange, and coordination to resolve employee requests within their authority.

5. The trade union does not perform corporate governance functions, does not make operational decisions, and does not interfere in violation of regulations with the authority of the General Meeting of Shareholders, the Board of Directors, the Chairman of the Board of Directors, the General Director, the Supervisory Board, and other management bodies of the Company.

6. All suggestions and proposals from the Trade Union related to governance, management, policies, labor, wages, benefits, occupational safety and health, and labor relations shall be implemented through the mechanisms of dialogue, coordination, supervision, and recommendations as stipulated by law and the Company's internal regulations.

7. The trade union shall cooperate with the Company in disseminating information and encouraging employees to comply with labor regulations, labor discipline, production discipline, security discipline, national defense discipline, and the X20 corporate culture; it shall not exploit trade union activities to obstruct the Company's legitimate production and business activities or national defense and security tasks.

Article 57. Party organizations, socio-political organizations, and mass organizations

1. The Party organization within the Company operates in accordance with the Charter of the Communist Party of Vietnam, Party regulations, and relevant laws; it plays a leading role in political and ideological development, guiding the building of a strong organization, ensuring that the Company operates in accordance with the Party's guidelines and policies, the State's laws and regulations, and the tasks of a state-owned enterprise and a defense and security enterprise.

2. Political and social organizations and mass organizations within the Company are established and operate in accordance with the law, the charter of each organization, and the internal regulations of the Company; they are responsible for disseminating information and mobilizing members, employees, and employees to perform their duties, comply with labor discipline, national defense discipline, corporate culture, and the Company's regulations.

3. The activities of the Party organization, Trade Union, Youth Union, Veterans Association, and other mass organizations shall comply with the law, the Company Charter, political tasks, production and business tasks, and the security, safety, and discipline requirements of the defense and security enterprise.

4. Political and social organizations and mass organizations shall not replace the functions of the General Meeting of Shareholders, the Board of Directors, the Chairman of the Board of Directors, the General Director, the Supervisory Board, and the enterprise management apparatus; nor shall they unlawfully interfere in the management, operation, and control of the Company.

5. The company encourages socio-political organizations and mass organizations to participate in building the X20 culture, promoting the traditions of military enterprises, enhancing the sense of responsibility, discipline, solidarity, creativity, service spirit, and commitment of employees to the company.

6. The coordination between the Party organization, the Trade Union, political and social organizations, mass organizations with the Board of Directors, the Supervisory Board, the General Director and units within the Company shall be carried out in accordance with the provisions of the law, the charter of each organization, the coordination regulations and relevant internal regulations, ensuring no overlapping functions and no creation of power mechanisms outside the Charter and the law.

Article 58. Dialogue, labor relations, and responsibility towards employees

1. The company conducts workplace dialogue, collective bargaining, signs and implements collective labor agreements, labor regulations, grassroots democracy regulations, and other labor relations mechanisms as prescribed by law.

2. The General Director is responsible for organizing the implementation of labor policies, wages, bonuses, social insurance, health insurance, unemployment insurance, occupational safety and health, training, labor discipline, welfare and other benefits for employees in accordance with the law, resolutions and decisions of competent authorities and the Company's internal regulations.

3. The Board of Directors oversees the development and implementation of major policies on labor, wages, benefits, workplace safety, corporate culture, and human resources in accordance with the Company's development strategy, operational efficiency, labor productivity, financial capacity, and legal regulations.

4. The trade union is responsible for coordinating with the General Director and departments in disseminating information, mobilizing support, and monitoring the implementation of policies for employees; and participating in protecting the legitimate rights and interests of employees as stipulated by law.

5. Employees are responsible for complying with the law, regulations, labor rules, procedures, operational discipline, financial discipline, confidentiality discipline, national defense discipline, corporate culture, and for fully performing assigned tasks with a sense of responsibility, productivity, quality, and efficiency.

6. Failure to implement or delay in resolving the legitimate rights and interests of employees; violations of regulations on social insurance, health insurance, unemployment insurance, and occupational safety; or the occurrence of labor disputes due to management errors shall be the responsibility of the manager, director, and relevant department in accordance with the law and the Company's internal regulations.

7. Given the Company's unique status as a dual-use defense enterprise, employees, in addition to their contractual obligations, are also responsible for complying with requirements regarding confidentiality, production discipline, quality discipline, schedule discipline, and regulations serving national defense and security tasks as legally assigned by the Company.

8. Policies regarding employees shall be linked to the productivity, quality, efficiency, work results, level of discipline compliance, actual contributions, and financial capacity of the Company; they shall not be interpreted as an obligation to guarantee fixed income outside of the provisions of the law, labor contracts, collective labor agreements, internal regulations, and the Company's salary and bonus regulations.

CHAPTER IX

FINANCE, ACCOUNTING, AUDITING AND PROFIT DISTRIBUTION

Article 59. Principles of Financial Management

1. The company manages its finances according to the principles of compliance with the law, transparency, honesty, efficiency, economy, control, and financial security.

2. The Company's financial activities shall comply with the Enterprise Law, the Securities Law, laws on accounting, auditing, taxation, state capital management in enterprises, this Charter, resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors, and the Company's internal regulations.

3. The company is responsible for preserving and developing capital, especially the state-owned capital in the company; it shall not misuse capital or assets, shall not allow losses or waste, and shall not conduct financial transactions beyond its authority or with uncontrolled risks.

4. All income, expenditure, investment, borrowing, lending, guarantees, purchases, liquidations, transfers, use of assets, and other financial transactions shall be based on evidence, documented, approved by competent authorities, supported by valid documents, verifiable, and capable of determining individual responsibility.

5. Given the company's unique characteristics as a state-owned enterprise and a dual-use defense enterprise, financial management shall simultaneously ensure efficient production and business operations, national defense and security tasks, obligations to the State, shareholder rights, employee rights, financial security, and information confidentiality requirements as stipulated.

6. Financial management shall not be separated from governance, management, and control responsibilities. The Board of Directors performs financial oversight at the governance level; the General Director organizes and manages finances within the assigned scope; and the Supervisory Board conducts independent oversight in accordance with the law and this Charter.

Article 60. Financial planning, budgeting, and cash flow control.

1. The company develops annual financial plans and budgets in accordance with its development strategy, production and business plan, investment plan, labor plan, national defense and security tasks, resource balancing capabilities, and capital preservation requirements.

2. The Board of Directors decides on the financial plan, budget, capital utilization direction, cash flow management policy, and other financial matters within its authority as prescribed by law, this Charter, and the Company's internal regulations.

3. The General Director is responsible for preparing, submitting, and organizing the implementation of financial plans, budgets, and cash flow plans after approval by competent authorities; ensuring that capital, assets, and financial resources are used for the intended purpose, according to plan, within budget, within authority, economically, and efficiently.

4. Adjustments to financial plans, budgets, cash flows, funding sources, or key financial indicators shall be made by the competent authority, based on sound reasoning, with impact analysis, risk assessment, and appropriate remedial measures.

5. The company shall closely monitor cash flow, accounts receivable, accounts payable, inventory, tax obligations, obligations to employees, obligations to shareholders, obligations to the State, and other financial obligations to ensure solvency, financial security, and efficient use of capital.

6. The General Director, Chief Accountant, and relevant individuals are responsible for managing cash flow, controlling budgets, controlling expenses, managing accounts receivable and payable, managing inventory, and ensuring the accuracy, integrity, and timeliness of financial information within the scope of their assigned duties.

7. Detailed provisions regarding the preparation, approval, adjustment, and control of financial plans, budgets, cash flow, expenditure limits, approval authority, and internal financial reporting procedures are stipulated in the Company's Financial Regulations, Delegation and Authorization Regulations, and other specialized regulations.

Article 61. Bank accounts, fiscal year, and accounting system

1. The company opens accounts at commercial banks and credit institutions licensed to operate in Vietnam and may open accounts abroad in accordance with the law to serve the company's operations.

2. The opening, use, management, authorization of bank accounts, signing of bank documents, payment orders, payment authorizations, payment documents, and financial transactions shall be carried out in accordance with the law, this Charter, the Company's Financial Regulations, and the Company's Signing Authorization Regulations.

3. The Company's fiscal year begins on January 1st and ends on December 31st of each calendar year, unless otherwise stipulated by law or decided otherwise by the General Meeting of Shareholders in accordance with the law.

4. The company implements accounting practices in accordance with Vietnamese law on accounting, accounting standards, the corporate accounting system, and other relevant legal regulations.

5. The company shall establish, record, manage, and maintain complete accounting books, accounting documents, financial records, financial statements, management reports, and related documents in accordance with the law.

6. All accounting, financial, cost, revenue, expense, profit, accounts payable, inventory, cash flow, and other financial indicators shall be reflected truthfully, completely, accurately, promptly, and be verifiable and comparable.

7. The Chief Accountant has the right to refuse to perform or report to the competent authority any requests for document preparation, transaction recording, payment, accounting, or financial reporting that are unlawful, contrary to the Charter, contrary to accounting standards, or lack valid records or documents.

Article 62. Financial reporting, management reporting, and accountability for data

1. The company prepares annual financial statements, semi-annual financial statements, quarterly financial statements, and other financial reports as required by law on accounting, securities, and public companies.

2. The Company's annual financial statements shall be audited by a qualified independent auditing unit in accordance with the law before being submitted to the General Meeting of Shareholders for approval and disclosed as required.

3. The General Director is responsible for organizing the preparation of financial statements, management reports, consolidated financial statements, reports on the use of capital, reports on accounts payable, reports on cash flow, investment reports, reports on the management of subsidiaries, and other reports as required.

4. The Chief Accountant is responsible for organizing accounting work, controlling accounting data, preparing and submitting financial statements for approval in accordance with legal regulations, and ensuring the accuracy, reasonableness, validity, and consistency of the data.

5. The Board of Directors is responsible for overseeing the preparation, auditing, submission, approval, and publication of financial statements; the Supervisory Board is responsible for reviewing, inspecting, and supervising financial statements, management reports, and other reports as required.

6. Individuals who prepare, provide, verify, approve, sign, or publish reports shall be personally responsible for the truthfulness, completeness, accuracy, and timeliness of the data and content of the reports within the scope of their assigned duties.

7. Any act of falsifying accounting data, concealing revenue, expenses, liabilities, risks, financial obligations, asset losses, or providing untruthful financial information to the Board of Directors, Supervisory Board, shareholders, state capital ownership representative agencies, state management agencies, auditors, or competent authorities is strictly prohibited.

8. In the event of detecting discrepancies in data, dishonest reporting, significant financial risks, or signs of capital loss, the General Director, Chief Accountant, Supervisory Board, and relevant individuals shall promptly report, explain, propose corrective measures, and bear responsibility as prescribed.

Article 63. Auditing

1. The company conducts audits in accordance with the laws on independent auditing, securities, public companies, and other relevant legal regulations.

2. The General Meeting of Shareholders approves the list of qualified independent auditing units or authorizes the Board of Directors to select an independent auditing unit from the approved list in accordance with the law.

3. The independent auditing unit performing the audit of the Company's financial statements shall ensure that it meets the professional requirements, maintains independence and objectivity, and complies with the prescribed auditing standards.

4. The company may conduct internal audits, thematic audits, compliance audits, or audits requested by management to strengthen internal controls, manage risks, protect assets, improve governance efficiency, and prevent misconduct.

5. The General Director, Chief Accountant, managers, executives, subsidiaries, branches, representative offices, affiliated units, and related individuals are responsible for providing complete, truthful, and timely records, documents, data, and explanations to support the audit activities.

6. The Board of Directors, the Supervisory Board, and the General Director are responsible for reviewing, addressing, and rectifying issues raised in audit reports, management letters, audit recommendations, and related risk warnings.

7. Any act of obstructing audit activities, concealing records, falsifying data, providing false information, or failing to implement audit recommendations will be considered for disciplinary action in accordance with the law and the Company's internal regulations.

8. Internal audits and independent audits do not replace the governance responsibilities of the Board of Directors, the operational responsibilities of the General Director, the accounting organizational responsibilities of the Chief Accountant, and the independent supervisory responsibilities of the Supervisory Board.

Article 64. Profit distribution and fund allocation

1. The distribution of the Company's profits is carried out on the basis of business performance, audited annual financial statements, fulfilled financial obligations, investment needs, capital preservation requirements, cash flow situation, solvency, and resolutions of the General Meeting of Shareholders.

2. The company may only distribute profits and dividends when it fully meets the conditions stipulated by law; ensures that all debts and other financial obligations due after dividend distribution are fully paid, and does not affect financial stability, national defense and security, and the principle of preserving state capital.

3. The General Meeting of Shareholders shall decide on the profit distribution plan, dividend rate, dividend payment method, and the establishment and use of funds in accordance with the law and this Charter.

4. The Board of Directors is responsible for submitting to the General Meeting of Shareholders the plan for profit distribution, dividend rates, fund allocation plans, and for organizing the implementation of the resolutions of the General Meeting of Shareholders after they have been approved.

5. The General Director is responsible for developing a profit distribution plan, providing truthful, accurate, and complete data; assessing the company's solvency, capital needs for production and business operations, national defense duties, investment and development, obligations to the State, obligations to employees, and other financial obligations for submission to the Board of Directors for consideration.

6. The Company's profits are distributed in an order consistent with legal regulations, including offsetting losses from previous years (if any), fulfilling all financial obligations to the State, allocating funds as per the resolution of the General Meeting of Shareholders, and distributing dividends to shareholders.

7. The portion of profits corresponding to the State capital in the Company shall be managed, distributed, remitted, retained, or used in accordance with the law on the management of State capital in enterprises and the lawful directives of the owner's representative agency.

8. The Supervisory Board is responsible for inspecting and supervising the preparation, submission, approval, and implementation of profit distribution plans, dividend payments, and the establishment and use of funds in accordance with regulations.

9. It is strictly prohibited to create profit distribution plans based on false data, concealing losses, hiding financial obligations, concealing risks, or affecting the principle of preserving state capital and the company's solvency.

Article 65. Dividends and dividend payments

1. Dividends are paid to shareholders in proportion to their shareholding, share type, and resolutions of the General Meeting of Shareholders in accordance with the law and this Charter.

2. The Board of Directors decides on the timing, procedures, list of shareholders entitled to receive dividends, form of dividend payment, and organization of dividend payment in accordance with the resolution of the General Meeting of Shareholders.

3. Dividends shall be paid in accordance with the law, this Charter, and resolutions of the General Meeting of Shareholders.

4. Dividend payments shall be made to the correct recipients, at the correct rates, on time, openly and transparently, with complete documentation and records, and in full compliance with the information disclosure obligations as prescribed by securities law.

5. The company is prohibited from paying dividends in violation of regulations, paying dividends before the conditions are met, or paying dividends in a way that affects the company's solvency or unlawfully degrades its capital, assets, or financial security.

6. In cases of dividend payments made in violation of regulations, the decision-maker, advisor, implementer, and shareholders receiving the improperly paid dividends shall be held liable according to the provisions of the law.

7. The payment of dividends on the State's capital share in the Company shall comply with the provisions of the law on the management of State capital in enterprises, resolutions of the General Meeting of Shareholders, and lawful directives of the owner's representative agency.

Article 66. Financial control, individual accountability, and handling of violations

1. The company establishes financial control mechanisms to protect its capital, assets, cash flow, financial data, financial statements, investment performance, profit distribution, dividends, and financial obligations.

2. The Board of Directors is responsible for overseeing the financial management, accounting, auditing, profit distribution, and capital preservation systems; the Chairman of the Board of Directors organizes and carries out the supervisory role within his/her authority; the General Director is responsible for organizing, managing, and controlling finances in daily operations; the Supervisory Board conducts independent supervision as prescribed.

3. Financial decisions, investments, capital utilization, asset utilization, borrowing, lending, guarantees, procurement, liquidation, profit distribution, and dividend payments shall clearly identify the proposer, evaluator, approver, implementer, auditor, and the individual responsibilities involved.

4. Organizations and individuals who violate regulations on finance, accounting, auditing, profit distribution, dividends, state capital management, asset management, financial information disclosure, or reporting obligations shall, depending on the nature, extent, and consequences, be subject to penalties in accordance with the law and the Company's internal regulations.

5. In case of a violation causing damage to the Company, the State, shareholders, employees, or a third party, the individual or organization concerned shall compensate for the damage and bear legal responsibility as prescribed.

6. The handling of financial liability shall ensure that it is within the correct authority, follows the correct procedures, has proper documentation, is based on evidence, and has clear conclusions, without altering the responsibility for compensation or other legal liabilities as prescribed by law.

7. Detailed provisions regarding financial management, accounting, budgeting, cash flow, internal auditing, independent auditing, profit distribution, dividend payments, fund management, financial control, and liability handling are stipulated in the Company's Financial Regulations, Internal Control Regulations, and other specialized regulations.

CHAPTER X

INFORMATION DISCLOSURE, RISK MANAGEMENT, AND INTERNAL CONTROL

Article 67. Principles, content, and responsibilities for information disclosure

1. The Company shall disclose information in accordance with the law, this Charter, and the Company's internal regulations.

2. The information disclosure shall ensure accuracy, truthfulness, completeness, timeliness, transparency, accessibility, proper authority, correct format, and adherence to the deadlines prescribed by law.

3. The information disclosed shall accurately reflect the nature of the facts and shall not mislead shareholders, investors, state management agencies, agencies representing state capital ownership, and other interested parties.

4. The company shall make periodic information disclosures, extraordinary information disclosures, and information disclosures as required by competent authorities in accordance with the law.

5. The information to be disclosed includes financial statements, annual reports, corporate governance reports, resolutions and decisions of the General Meeting of Shareholders, the Board of Directors, changes in management personnel, transactions with related parties, large-value transactions, changes in capital, shares, dividends, audits, significant risks, and other information as prescribed by law.

6. The Board of Directors is responsible for the overall oversight of the Company's information disclosure activities. The Chairman of the Board of Directors, as the legal representative, is responsible for organizing and controlling information disclosure in accordance with the law and this Charter.

7. The General Director is responsible for organizing the collection, compilation, verification, and provision of complete, accurate, and timely information for information disclosure purposes; and is responsible for the truthfulness and completeness of information within the scope of management.

8. The authorized information disclosure officer, the corporate governance officer, and relevant individuals and departments are responsible for disclosing information in accordance with the law, this Charter, internal regulations, and legally valid assignment and authorization documents.

9. Each individual involved in the creation, provision, assessment, approval, or publication of information shall be personally responsible for their work, content, data, records, and opinions.

10. In the event of a discrepancy between the information disclosure obligations of a public company and the information confidentiality requirements related to national defense and security, the Company shall disclose information within the limits permitted by law, comply with the guidance of competent authorities, and ensure that it does not conceal information required to be disclosed by law.

Article 68. Providing, controlling, and securing internal information

1. The company establishes an internal information management system to support its administrative, operational, control, information disclosure, and reporting obligations as required by regulations.

2. Internal information shall be managed centrally and uniformly, with access control, security, storage, and the ability to be checked and retrieved when necessary.

3. The Board of Directors, the Chairman of the Board of Directors, the Supervisory Board, the General Director, corporate governance officer, the representative of the capital stake, and other authorized entities shall be provided with information to perform their functions and duties as prescribed by law, this Charter, and the Company's internal regulations.

4. The General Director, managers, executives, heads of affiliated units, subsidiaries, representatives of state capital, and specialized departments are responsible for providing complete, truthful, and timely information, records, documents, and data as legally requested by the Board of Directors, the Chairman of the Board of Directors, the Supervisory Board, auditors, the representative agency of the state capital owner, and competent state agencies.

5. The company maintains confidentiality regarding unpublished information, trade secrets, technological secrets, financial secrets, personnel secrets, internal data, customer information, contract information, information related to national defense and security, and other information classified as state secrets as stipulated by regulations.

6. Information related to defense products, defense orders, defense production plans, technical processes, standards, designs, production capacity, defense customers, data serving defense and security tasks, and other confidential information shall be managed under appropriate security protocols.

7. Providing information to shareholders, investors, regulatory agencies, state capital ownership representative agencies, auditors, partners, customers, or third parties shall ensure that it is within the proper authority, purpose, scope, and regulations on information disclosure, and does not reveal state secrets, national defense secrets, business secrets, or information that has not been authorized for disclosure.

8. All acts of concealing information, providing false information, delaying the provision of information in violation of regulations, using internal information for personal gain, disclosing confidential information, or falsifying data used for management, operation, control, and information disclosure are strictly prohibited.

Article 69. Risk management

1. The company establishes a risk management system appropriate to its scale, field of operation, public company model, state-owned enterprise, and defense/dual-use enterprise.

2. The Company's risk management is based on the principle of prevention, early identification, accurate assessment, timely handling, clear assignment of responsibilities, reporting, monitoring, and post-audit.

3. Key risk groups that need to be managed include: legal risk, financial risk, state capital risk, investment risk, subsidiary risk, production risk, quality risk, market risk, labor risk, environmental risk, technology risk, information risk, disclosure risk, defense and security risk, and reputational risk.

4. The Board of Directors decides on the direction, principles, and mechanisms of the Company's risk management; and supervises the implementation of the risk management system.

5. The Chairman of the Board of Directors shall organize and implement the role of monitoring, warning, and requesting reports and explanations regarding significant risks within the scope of the Board of Directors' management; requesting reports, explanations, and warnings about risks shall not be construed as acting in place of the General Director.

6. The General Director is responsible for organizing the identification, assessment, control, handling, and reporting of risks in the Company's daily operational activities; ensuring that risks arising in production, business, finance, investment, labor, quality, subsidiaries, national defense and security tasks, and information disclosure are detected and handled promptly.

7. The Supervisory Board monitors compliance with the risk management mechanism, the detection, reporting, and handling of risks in accordance with the functions and duties stipulated by law and this Charter; the Supervisory Board does not replace the risk management functions of the Board of Directors, nor does it replace the risk management responsibilities of the General Director.

8. Managers, executives, capital representatives, heads of subsidiaries, branches, representative offices, affiliated units, and related individuals are responsible for identifying, reporting, handling, or recommending timely handling of risks within the scope of their assigned duties.

9. Detailed information regarding risk categories, risk levels, warning thresholds, reporting procedures, handling points, control measures, and specific responsibilities is stipulated in the Risk Management Regulations, Internal Corporate Governance Regulations, and other specialized regulations of the Company.

Article 70. Internal Control

1. The Company establishes an internal control system to ensure that its operations comply with the law, its Charter, resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors, and internal regulations; and to protect the Company's capital, assets, data, reputation, and legitimate interests.

2. The internal control system shall cover key areas, including: governance, operations, finance, accounting, investment, procurement, contracts, asset management, inventory management, accounts receivable management, labor management, quality management, information disclosure, subsidiary management, state capital management, and national defense and security tasks.

3. Internal control shall be designed according to the principles of clearly defined responsibilities, appropriate functional separation, proper authorization, pre-inspection, post-inspection, complete record keeping, timely reporting, and handling of deviations within the scope of authority.

4. The Board of Directors is responsible for overseeing the internal control system; the General Director is responsible for organizing, building, operating, and maintaining the internal control system in operational activities; the Supervisory Board independently monitors compliance with and effectiveness of the internal control system according to its functions.

5. Internal control is a system serving governance and management; it is not the Supervisory Board and does not replace the functions of the Supervisory Board. The Supervisory Board is an independent supervisory body elected by the General Meeting of Shareholders in accordance with the law and this Charter.

6. The Board of Directors' support unit, the Corporate Governance Officer, the legal department, the finance and accounting department, the internal control department, the internal audit department (if any), and other specialized departments shall perform advisory, support, inspection, and control tasks according to their assigned functions and duties; they shall not independently expand their authority or form independent executive or supervisory levels beyond the provisions of the law, the charter, and internal regulations.

7. The company may organize internal audits, dedicated internal controls, or other control mechanisms appropriate to the company's size, characteristics, and governance requirements.

8. Detailed provisions regarding the organization of the internal control system, internal audit, control procedures, reporting regime, warning mechanisms, and handling of deviations are stipulated in the Internal Regulations on Corporate Governance, Financial Regulations, Internal Control Regulations, Risk Management Regulations, and other specialized regulations.

Article 71. Handling violations related to information disclosure, confidentiality, risk management, and internal control.

1. Organizations and individuals who violate regulations on information disclosure, information provision, information confidentiality, risk management, internal control, or fail to fulfill their responsibilities for reporting, warning, and handling risks shall, depending on the nature, extent, and consequences of the violation, be held liable in accordance with the law, this Charter, and the Company's internal regulations.

2. Violations include, but are not limited to, disclosing false information, delayed disclosure, failure to disclose information as required, concealing information, disclosing confidential information, using insider information for personal gain, dishonest reporting, failure to warn of risks, failure to control risks, failure to correct discrepancies, or obstructing lawful control activities.

3. In cases where published information is inaccurate, incomplete, or misleading, the Company is responsible for correcting, supplementing, reporting to the competent authority, and implementing corrective measures as prescribed by law.

4. In cases of violations of regulations on information confidentiality, state secrets, national defense secrets, business secrets, or undisclosed information, the violating individual, department, or unit shall be held responsible according to the law and the Company's internal regulations; if damage is caused, compensation shall be paid as prescribed.

5. In cases where a violation causes damage to the Company, the State, shareholders, employees, investors, or third parties, the violating individual or organization shall compensate for the damage and bear legal responsibility as prescribed.

6. The Board of Directors, the Chairman of the Board of Directors, the General Director, the Supervisory Board, corporate governance officer, and relevant departments, within the scope of their duties and powers, are responsible for promptly detecting, preventing, handling, or recommending the handling of violations of the regulations herein.

7. The handling of violations shall ensure that it is within the correct authority, follows the correct procedures, is based on evidence and documentation, clearly identifies individual responsibilities, and shall not be used to obstruct the legitimate supervisory rights of shareholders, the Supervisory Board, state management agencies, or agencies representing state capital ownership.

CHAPTER XI

REORGANIZATION, DISSOLUTION, DISPUTE RESOLUTION, AMENDMENT OF CHARTER AND EFFECTIVE DATE

Article 72. Reorganization of the Company

1. The division, separation, merger, acquisition, conversion of legal form, restructuring, or other forms of reorganization of the Company shall be carried out in accordance with the law, this Charter, and resolutions of the General Meeting of Shareholders.

2. The reorganization of the Company shall ensure compliance with laws on enterprises, securities, state capital management in enterprises, labor, taxation, finance, accounting, land, national defense, security, information disclosure, and other relevant legal regulations.

3. For companies that are state-owned enterprises, public companies, and defense-dual-use enterprises, all restructuring plans shall be considered on the basis of preserving and developing state capital, preventing asset losses, not negatively impacting national defense and security tasks, not reducing national defense production capacity, not infringing on the legitimate rights of shareholders and employees, and shall be reported to and approved by the competent authority as prescribed.

4. The Board of Directors is responsible for developing or directing the development of a restructuring plan for the Company, to be submitted to the General Meeting of Shareholders or the competent authority for consideration and decision. The restructuring plan shall have full legal basis, financial analysis, assessment of the impact on capital, assets, employees, shareholders, subsidiaries, affiliated units, national defense and security tasks, information disclosure obligations, and other stakeholders.

5. The General Director is responsible for coordinating with the Board of Directors in preparing documents, data, and restructuring plans, and for organizing the implementation of these plans after they have been approved by the competent authority, within the scope of assigned duties and powers.

6. The Supervisory Board is responsible for monitoring the construction and implementation of the reorganization plan according to its functions and duties; promptly recommending action if it detects any signs of violations of the law, this Charter, loss of capital or assets, or adverse effects on the legitimate rights of the State, the Company, shareholders, employees, and related parties.

7. The reorganization of the Company shall not be used to conceal losses, illegally transfer assets, evade financial obligations, obligations to employees, distort shareholder rights, or illegally reduce the State's capital share in the Company.

Article 73. Dissolution of the Company

1. The company is dissolved in cases prescribed by law, including when the General Meeting of Shareholders decides to dissolve it, when its operating period expires without renewal, when its Certificate of Business Registration is revoked, or in other cases as prescribed by law.

2. The dissolution of the Company may only be carried out when the Company ensures the full payment of all debts and other financial obligations, and is not currently involved in any disputes being resolved in court or arbitration, unless otherwise provided by law.

3. The dissolution of the Company shall ensure openness, transparency, proper procedures, proper authority, control, and protection of the legitimate rights and interests of the State, the Company, shareholders, employees, creditors, customers, partners, and other interested parties.

4. Regarding the state capital portion in the company, the handling of its dissolution shall comply with the laws on state capital management in enterprises, the laws on finance, accounting, and public assets (if relevant), and be subject to the supervision of the agency representing the state capital owner as prescribed.

5. Regarding assets, records, documents, technology, data, products, contracts, or resources related to national defense and security tasks, their disposal upon dissolution shall comply with the laws on national defense, security, protection of state secrets, information confidentiality, and the requirements of competent authorities.

6. All acts of asset dissipation, concealment of debts, illegal transfer of assets, falsification of records, unlawful prioritization of payments, and concealment of obligations to the State, employees, shareholders, creditors, or related parties during the dissolution process are strictly prohibited.

7. The Board of Directors, the Chairman of the Board of Directors, the General Director, the Chief Accountant, the Supervisory Board, and other relevant individuals shall be held responsible within the scope of their duties and powers if violations, asset losses, discrepancies in records, unreasonable delays, or damages occur during the dissolution process.

Article 74. Liquidation of assets and order of payment during dissolution.

1. The Board of Directors shall organize the liquidation of the Company's assets in accordance with the law and resolutions of the General Meeting of Shareholders. If necessary, the Board of Directors shall decide

to establish a Liquidation Committee or hire a qualified organization to carry out the asset liquidation in accordance with regulations.

2. The liquidation of assets shall ensure a complete inventory, accurate determination of the current status, value, ownership rights, and related obligations; it shall be carried out publicly, transparently, and within the proper authority, without causing any loss of the Company's assets, especially capital and assets related to the State and assets serving national defense and security purposes.

3. The order of payment of the Company's debts and financial obligations upon dissolution shall be carried out in accordance with the law, including: dissolution costs; debts for wages, severance pay, social insurance, health insurance, unemployment insurance; other employee benefits as stipulated in collective bargaining agreements and signed employment contracts; tax obligations and other debts.

4. After all debts and dissolution expenses have been paid, the remaining assets shall be distributed to shareholders in proportion to their shareholding, share type, and rights associated with each share, as stipulated by law and this Charter.

5. The payment, distribution of assets, handling of state capital, handling of assets with national defense and security implications, and completion of dissolution procedures shall be fully documented, with supporting documents, confirmations, and archives, ensuring the ability to verify and cross-check.

6. The Board of Directors, the Chairman of the Board of Directors, the General Director, the Chief Accountant, the Liquidation Committee, and all related individuals are personally responsible for the truthfulness, accuracy, and legality of records, data, assets, liabilities, payment order, and dissolution results within the scope of their assigned duties.

7. The Supervisory Board is responsible for supervising the liquidation of assets, payment of obligations, and distribution of remaining assets according to its functions and duties; in case of detecting signs of violations, it shall promptly recommend handling or report to the competent authority as prescribed.

Article 75. Resolution of Internal dispute

1. Internal disputes of the Company include: disputes between shareholders and the Company; between shareholders and shareholders related to the Company; between shareholders and the Board of Directors, Supervisory Board, General Director, managers, and executives; or disputes arising in the application of the Charter, resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors, and internal regulations of the Company.

2. When internal disputes arise, the parties involved shall first prioritize resolving them through exchange, negotiation, and mediation in a spirit of goodwill, cooperation, transparency, and respect for the legitimate interests of the Company, the State, shareholders, and other stakeholders.

3. In cases of disputes not directly involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors may preside over or direct negotiations and mediation;

request the parties to provide information, documents, explanations, and propose solutions in accordance with the law and this Charter.

4. In cases where a dispute directly involves the Board of Directors, the Chairman of the Board of Directors, or may affect the objectivity of the resolution process, the parties may agree to choose a mediator, a mediation organization, arbitration, or a competent court in accordance with the law.

5. If the dispute cannot be resolved through negotiation or mediation, it shall be settled by arbitration or by a competent court in accordance with the law.

6. Parties involved in a dispute are responsible for providing truthful information and maintaining confidentiality as required; they shall not exploit the dispute to disrupt the Company's operations, affect information disclosure, reputation, state capital, national defense and security, or the legitimate rights of shareholders, employees, and third parties.

7. The costs of dispute resolution shall be borne by agreement between the parties or by judgment or decision of arbitration, court, or competent authority.

8. During the dispute resolution period, the parties involved shall still fulfill their undisputed obligations and shall not interrupt their production and business activities, national defense and security duties, information disclosure obligations, or obligations to employees, unless a competent authority decides otherwise.

Article 76. Amendments and Additions to the Charter

1. Amendments and additions to the Charter are within the authority of the General Meeting of Shareholders and are only effective when approved by the General Meeting of Shareholders according to the voting ratio stipulated in the law and this Charter.

2. The Board of Directors is responsible for reviewing the Charter, proposing amendments and additions when there are changes in the law, requirements from competent authorities, agencies representing the State capital ownership, requirements for public company governance, requirements for national defense and security, or development requirements of the Company.

3. The dossier for amending or supplementing the Charter shall clearly state the legal basis, reasons for amendment, content of amendment, impact assessment, a comparison table between the current content and the proposed amendments, legal review opinions (if necessary), and a draft resolution of the General Meeting of Shareholders.

4. In cases where the provisions of the law differ from this Charter, or where new provisions arise before this Charter have been amended, the provisions of the law shall prevail. The Board of Directors is responsible for submitting amendments and supplements to the Charters to the General Meeting of Shareholders at the nearest meeting.

5. The Company's internal regulations, operating regulations, rules, and procedures shall be reviewed, amended, and supplemented to conform with the Charter after the Charter is amended or supplemented.

6. Amendments and additions to the Charter shall ensure that the Company's fundamental principles are not compromised, including: compliance with the law; preservation and development of State capital; protection of shareholder rights; fulfillment of national defense and security duties; separation of governance, management, and control; transparency of information; and accountability.

Article 77. Transitional provisions

1. From the date this Charter comes into effect, all previously established rights, obligations, responsibilities, titles, organizational structure, authority, and internal regulations shall continue to be implemented, provided they do not contradict this Charter and current laws.

2. Resolutions, decisions, contracts, transactions, delegations of authority, authorizations, regulations, and procedures issued or signed before the effective date of this Charter shall continue to be in effect if they do not contradict this Charter and the provisions of the law.

3. Within the timeframe determined by the Board of Directors, relevant agencies, units, and individuals shall complete the review and adjustment of internal documents, delegation of authority, reporting mechanisms, and control mechanisms to conform with this Charter.

4. In the event of any issue arising that is not stipulated in this Charter or internal regulations, the handling shall be carried out in accordance with current laws, resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors, and the principle of ensuring the legitimate interests of the Company, the State, shareholders, employees, and other relevant parties.

5. In cases where transitional provisions relating to state capital, state capital representatives, subsidiaries, defense and security tasks, or information disclosure require the opinion of a competent authority, the Company shall follow the correct procedure for seeking opinions and only proceed when all conditions stipulated in the regulations are met.

6. The Board of Directors is responsible for organizing the implementation of the transitional provisions; the General Director is responsible for implementation within the scope of operations; and the Supervisory Board monitors implementation according to its functions and duties.

Article 78. Responsibility for reviewing and updating the internal regulations system after the Charter comes into effect.

1. After this Charter come into effect, the Board of Directors is responsible for directing the review, amendment, supplementation, or issuance of new internal regulations, rules, and procedures of the Company to ensure compliance with this Charter and applicable laws.

2. Internal regulations, rules, and procedures shall be reviewed, including: Internal regulations on corporate governance, regulations on the operation of the Board of Directors, regulations on the operation of the

Supervisory Board, financial regulations, regulations on delegation and authorization, regulations on capital representatives, regulations on subsidiary management, regulations on information disclosure, internal control regulations, risk management regulations, labor and salary regulations, and other relevant internal documents.

4. The General Director, the Supervisory Board, corporate governance officer, the legal department, the finance and accounting department, the human resources department, the agencies assisting the Board of Directors, and related units are responsible for coordinating the review, proposing amendments, additions, or issuing internal documents within their authority.

5. In cases where internal regulations, rules, or procedures differ from this Charter, this Charter shall apply until the internal documents are amended, supplemented, or replaced.

6. The Board of Directors is responsible for determining the deadline for completing the review of the internal regulations system and clearly assigning the lead agency, coordinating agencies, outputs, and reporting responsibilities for the implementation results.

Article 79. Preservation, copying, and interpretation of the Charter

1. This Charter are kept at the Company's head office and are published or made available in accordance with the laws on public companies, corporate governance, and information disclosure.

2. Shareholders, managers, executives, the Supervisory Board, representatives of state capital, and other interested parties have the right to search, extract, and copy the Charter in accordance with the law and the Company's internal regulations.

3. Copies or extracts of this Charter are valid only when certified, authenticated, or signed by a person authorized by law and the Company's internal regulations.

4. In the event of differing interpretations of the Charter, the Board of Directors shall be responsible for providing explanations in accordance with the law and to protect the legitimate interests of the Company, the State, shareholders, and other interested parties.

5. In cases where the matter requiring clarification affects the fundamental rights of shareholders, the authority of the General Meeting of Shareholders, the rights of the State capital ownership representative body, or there are differing opinions among the management, executive, and supervisory bodies, the Board of Directors shall submit the matter to the General Meeting of Shareholders for consideration and decision, or act in accordance with the provisions of the law.

6. The interpretation of the Charter shall not alter the content, spirit, or limits of authority approved by the General Meeting of Shareholders; nor shall the interpretation of the Charter be used to expand the authority of any individual, agency, or department within the Company.

Article 80. Effective Date

1. This Charter consists of 11 chapters and 80 articles, was approved by the General Meeting of Shareholders of X20 Joint Stock Company on date... month ... 2026 in Hanoi and takes effect from the date of approval.

2. This Charter is unique and supersedes all previous Charters of X20 Joint Stock Company from the date of its effectiveness.

3. The Board of Directors, the Chairman of the Board of Directors, the Supervisory Board, the General Director, the representative of the State capital, the representative of the Company's capital in other enterprises, managers, executives, affiliated units, subsidiaries, shareholders, employees, and other relevant organizations and individuals are responsible for implementing this Charter.

4. Internal regulations, rules, and procedures of the Company issued before the effective date of this Charter shall continue to apply if they do not contradict this Charter and applicable laws.

5. In cases where internal regulations, rules, or procedures differ from this Charter or are no longer consistent with current laws, the Board of Directors, the General Director, the Supervisory Board, and relevant departments are responsible for reviewing, amending, supplementing, or replacing them within their authority.

6. This Charter are drawn up in 10 copies, each having equal legal validity, and are kept at the Company's head office in accordance with the law./.

LEGAL REPRESENTATIVE
CHAIRMAN OF THE BOARD OF DIRECTORS

Chu Van De

GENERAL DEPARTMENT OF LOGISTICS
AND ENGINEERING
X20 JOINT STOCK COMPANY
No: 718/CV-CTCP
Regarding the review and adjustment of growth targets for 2026, the completion of documents for the Shareholders' Meeting and the Development Strategy for the period 2006-2030

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
Hanoi, May 20, 2026

To: General Staff/General Department of Logistics and Engineering.

In accordance with the Official Letter No. 3132/TCHC-KT of the General Department of Logistics and Engineering dated May 18, 2026, regarding the review and adjustment of growth targets for 2026 and the 5-year strategy from 2026-2030;

X20 Joint Stock Company reports the completion of the documents for the 2026 Shareholders' Meeting and the Development Strategy for the period 2026-2030, and amends and supplements the Company Charter as follows:

- Regarding the investment content of the 2026 Production and Business Plan: The company reports and requests a reduction in the investment level from 161.110 billion VND to 125.382 billion VND.

The reason for the reduction is that the investment project for the construction of the Company's Office Building is affected by inflation, rising construction costs, and the inability to meet the deadline for the Company's 70th anniversary.

- Regarding the completion of the Shareholders' Meeting documents: Adjust the growth figures from double digits for the Company's development strategy for the period 2026-2030.

(A Strategy Report is attached)

Regarding the content of the Draft Amendments and Additions to the Regulations: The content has been added and adjusted after receiving feedback from the agencies of the General Department of Logistics and Engineering.

(The Charter report is attached)

X20 Joint Stock Company hereby reports to the Head of the General Staff/General Department of Logistics and Engineering.

X20 Joint Stock Company sincerely thanks you./.

Recipients:
- As above (for report)
Filed: VT, KH-KD. H04.

FOR THE BOARD OF DIRECTORS
CHAIRMAN
(Signed and sealed)
Lieutenant Colonel Chu Van De

X20 JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 01/2026/NQ-DHDCD.
(DRAFT)

Hanoi, month day year 2026

RESOLUTION
Of the 2026 Annual General Meeting of Shareholders
THE GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises dated June 17, 2020, and its guiding documents;

Pursuant to the Law on Securities dated November 26, 2019, and its guiding documents;

Pursuant to the current Charter of X20 Joint Stock Company;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of X20 Joint Stock Company, dated ……2026.

RESOLVES:

Article 1. To approve Report No. 562/BC-HDQT dated April 22, 2026 of the Board of Directors (BOD) at the 2026 Annual General Meeting of Shareholders (GMS) on corporate governance and the performance results of the BOD and each BOD member in 2025 (detailed contents are in the attached document).

Article 2. To approve Report No. 772/BC-CTCP dated May 20, 2026 of the Board of Directors on the business and production results in 2025 and the business plan for 2026, with the following main targets and contents:

1. 2025 Implementation:

1.1. Total revenue: 1,120.7 billion VND;

1.2. Profit: 44.28 billion VND;

1.3. State budget contribution: 50.5 billion VND;

1.4. Average income: 13.259 million VND/person/month;

1.5. Dividend: 10%.

2. 2026 Plan:

2.1. Total revenue: 1,233 billion VND;

2.2. Profit: 39.3 billion VND;

2.3. State budget contribution: 51.03 billion VND;

2.4. Average income: 12,500,000 VND/person/month;

2.5. Dividend (expected): 10%.

2.6. Other orientations and key tasks resolved to be implemented according to Report No. 772/BC-CTCP dated May 20, 2026 of the Board of Directors (detailed contents are in the attached document).

Article 3. To approve the 2025 financial statements, which have been audited according to Report No. 563/BC-HDQT dated April 22, 2026 of the Board of Directors (detailed contents are in the attached document).

Article 4. To approve Report No. 05/CTCP-BKS dated April 17, 2026 of the Supervisory Board (SB) of X20 Joint Stock Company on the business results of the Company and the operational results of the BOD and General Director at the 2026 Annual General Meeting of Shareholders (detailed contents are in the attached document).

Article 5. To approve Report No. 06/CTCP-BKS dated April 17, 2026 of the Supervisory Board of X20 Joint Stock Company on the operational results of the Supervisory Board (detailed contents are in the attached document).

Article 6. To approve Proposal No. 561/TTr-HDQT dated April 22, 2026 of the BOD on the 2025 profit distribution plan as follows:

1. After-tax profit available for distribution:	27,258,260,176 VND
2. Fund appropriation and profit distribution:	
- Bonus and welfare fund:	4,862,785,737 VND
- Investment and development fund:	5,000,000,000 VND
- Bonus fund for the Company's Executive Management Board:	145,474,439 VND
- 10% Dividend:	17,250,000,000 VND

Article 7. To approve the salary, remuneration, and bonus fund for 2025; and the 2026 plan for Managers and Employees. Detailed contents are according to Proposal No. 560/TTr-HDQT dated April 22, 2026 of the BOD (attached document included).

Article 8. To resolve on selecting Vietnam Auditing and Evaluation Co., Ltd. (VAE) as the independent auditing firm to perform the review and audit of the Company's 2026 financial statements.

Article 9. Approval of the Enterprise Development Strategy for the period 2026-2030 of X20 Joint Stock Company; detailed content as in the Report No. 720/BC-CTCP dated May 20, 2026 of the Board of Directors (attached documents).

Article 10. To resolve on promulgating the Charter of X20 Joint Stock Company (amended and supplemented); detailed contents are in Proposal No. 558/TTr-HDQT dated April 22, 2026 of the BOD (attached document included).

Article 11. To approve the full text of the Internal Corporate Governance Regulations of X20 Joint Stock Company; detailed contents are in Proposal No. 554/TTr-HDQT dated April 22, 2026 of the BOD (attached document included).

Article 12. To approve the full text of the Operation Regulations of the Board of Directors of X20 Joint Stock Company; detailed contents are in Proposal No. 554/TTr-HDQT dated April 22, 2026 of the BOD (attached document included).

Article 13. To approve the results of the supplementary election for Members of the BOD for the 2024-2029 term, specifically: (Mr./Ms. .....) is elected as a Member of the BOD of X20 Joint Stock Company for the 2024-2029 term.

Article 14. Implementation provisions

This Resolution is approved in full by the 2026 Annual General Meeting of Shareholders of X20 Joint Stock Company at the meeting on .....2026.

The General Meeting of Shareholders assigns the Board of Directors, the Supervisory Board, and the General Director of the Company to organize the implementation of the contents of this Resolution, on the basis of ensuring the harmonization of the Company's interests and the shareholders' interests, in accordance with the Company's Charter and current provisions of the law.

Recipients:
- State Securities Commission (SSC) (for reporting);
- Hanoi Stock Exchange (HNX) (for reporting);
- State capital representative agency (for reporting);
- BOD, SB, Board of Management (for implementation);
- Person in charge of information disclosure (for disclosing);
- GATEXCO 20 Website (in lieu of notice);
- Archived: Admin, BOD. H17.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN

CHAIRMAN OF THE BOD
Chu Van De