

**CÔNG TY CỔ PHẦN
ĐẦU TƯ VÀ XÂY DỰNG 3-2
3-2 INVESTMENT AND
CONSTRUCTION JOINT
STOCK COMPANY**

Số/ Ký/ 26/2026-CBTT



**CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

TP. Hồ Chí Minh, ngày 23 tháng 4 năm 2026
Ho Chi Minh City, month 4 day 23 year 2026

CÔNG BỐ THÔNG TIN BẤT THƯỜNG

TRAORDINARY INFORMATION DISCLOSURE

Kính gửi/ To:

- Ủy ban Chứng khoán Nhà nước/ *The State Securities Commission;*
- Sở Giao dịch Chứng khoán TP HCM/ *Hochiminh Stock Exchange.*

1. Tên tổ chức/ *Name of organization:* CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY DỰNG 3-2/ *3-2 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY*

- Mã chứng khoán/ *Stock code:* C32

- Địa chỉ/ *Address:* Số 45A, đường Nguyễn Văn Tiêt, phường Lái Thiệu, Thành phố Hồ Chí Minh/ *45A Nguyen Van Tiet Street, Lai Thieu Ward, Ho Chi Minh City.*

- Điện thoại liên hệ/ *Tel:* 0274.3759446/19005132

- Fax: 0274.3755605

- E-mail: info@c32.vn

2. Nội dung thông tin công bố/ *Contents of disclosure:*

Quy chế nội bộ về quản trị công ty sửa đổi bổ sung lần thứ VI/ *Internal Regulations on Corporate Governance Amended and Supplemented for the 6th time.*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 23/4/2026 tại đường dẫn: www.c32.vn - Quan hệ cổ đông – Điều lệ Quy chế – Quy chế quản trị công ty/ *This information was disclosed on the Company's website on April 23, 2026 at the following link: www.c32.vn → Investor Relations → Charter & Regulations → Corporate Governance Regulations.*

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/ *We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.*

Tài liệu đính kèm/ *Attached documents:*

- Quy chế nội bộ về quản trị công ty sửa đổi bổ sung lần thứ VI/ *Internal Regulations on Corporate Governance Amended and Supplemented for the 6th time.*

**Người ủy quyền công bố thông tin/
*Person authorized to disclose information***

**Lữ Minh Quân
*Lu Minh Quan***

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INVESTMENT AND CONSTRUCTION
JOINT STOCK COMPANY

INTERNAL REGULATIONS
ON CORPORATE GOVERNANCE
3-2 INVESTMENT AND CONSTRUCTION
JOINT STOCK COMPANY

((Issued together with the Resolution of the Annual General Meeting of Shareholders dated April 21, 2026 of Investment and Construction Joint Stock Company 3-2))

Ho Chi Minh City, month 4 day 21 year 2026

Appendix II

(Issued together with Circular 116/2020/TT-BTC dated 31/12/2020)

**3-2 INVESTMENT AND
CONSTRUCTION JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, month 4 day 23 year 2026

**INTERNAL REGULATIONS ON CORPORATE GOVERNANCE
OF 3-2 INVESTMENT AND CONSTRUCTION JOINT STOCK
COMPANY**

(Amended and supplemented for the 6th time)

Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly on November 26, 2019; Law No. 56/2024/QH15 amending and supplementing a number of articles of the Law on Securities and guiding documents;

Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on June 17, 2020; Law No. 03/2022/QH15, Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises and guiding documents;

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

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

Pursuant to the Charter of Investment and Construction Joint Stock Company 3-2;

Pursuant to the Resolution of the General Meeting of Shareholders No. 01/NQ-DHDHD dated April 21, 2026;

The Board of Directors promulgates the Internal Regulation on corporate governance of 3-2 Investment and Construction Joint Stock Company;

The internal regulations on corporate governance of 3-2 Investment and Construction Joint Stock Company include the following contents:

Chapter I

GENERAL REGULATIONS

Article 1. Scope of regulation and subjects of application

1. Scope of Adjustment:

The internal regulation on corporate governance stipulates the contents of the roles, rights and obligations of the General Meeting of Shareholders, the Board of Directors and the General Director; order and procedures for meetings of the General Meeting of Shareholders; nomination, candidacy, election, dismissal and dismissal of members of the Board of Directors, the Audit Committee, the General Director; activities and other activities as prescribed in the company's charter and other current provisions of law.

2. Subjects of application:

This Regulation applies to members of the Board of Directors, the General Director and related persons.

Article 2. Working Principle

1. Fully comply with the provisions of law, the Company's Charter and relevant internal regulations and regulations;

2. Ensure that the Company's operations are under the supervision of the General Meeting of Shareholders in the performance of tasks and powers as prescribed;

3. Strictly comply with the order, procedures and time limits in the process of handling and settling affairs in accordance with the provisions of law, the Company's Charter and this Regulation;

4. Ensuring the principles of democracy, openness, transparency and efficiency in the management and administration of the Company's activities.

Chapter II

GENERAL MEETING OF SHAREHOLDERS

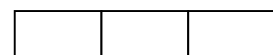
Article 3. General Meeting of Shareholders

1. Roles, rights and obligations of the General Meeting of Shareholders.

a) The General Meeting of Shareholders consists of all shareholders with voting rights, which is the highest decision-making body of the Company.

b) The General Meeting of Shareholders has the following rights and obligations:

- Through the company's development orientation;
- To decide on the types of shares and the total number of shares of each type entitled to be offered for sale; decide on the annual dividend level of each type of shares;
- Election, dismissal and dismissal of members of the Board of Directors;
- Decision on investment or sale of assets valued at thirty-five percent (35%) or more of the total value of assets recorded in the Company's latest financial statements;
- Decision on amendments and supplements to the Company's Charter;



- Approval of annual financial statements;
- Decision to redeem more than ten percent (10%) of the total sold shares of each type;
- Consider and handle violations committed by members of the Board of Directors causing damage to the Company and its shareholders;
- Decision on reorganization or dissolution of the Company;
- To decide on the budget or the total level of remuneration, bonuses and other benefits for the Board of Directors;
- Approving the Internal Governance Regulation, the Regulation on the Operation of the Board of Directors;
- Approve the list of approved auditing firms; decide on the auditing firm approved to inspect the Company's operations;
- Other rights and obligations as prescribed by law.

2. The order and procedures for meeting the General Meeting of Shareholders and approving resolutions in the form of voting at the General Meeting of Shareholders include the following main contents:

a) Competence to convene the General Meeting of Shareholders

The Board of Directors convenes an annual and extraordinary General Meeting of Shareholders. The Annual General Meeting of Shareholders shall be held once (01) time per year and within four (04) months from the end of the fiscal year. The Board of Directors shall decide to extend the Annual General Meeting of Shareholders in case of necessity, but not more than six (06) months from the end of the fiscal year. In addition to the annual meeting, the Board of Directors shall convene an extraordinary General Meeting of Shareholders in the cases specified in Clause 3, Article 14 of the company's Charter. The meeting place of the General Meeting of Shareholders is determined to be the place where the chairman attends the meeting and must be in the territory of Vietnam.

b) Make a list of shareholders entitled to attend the meeting

The convener of the General Meeting of Shareholders must prepare a list of shareholders eligible to participate and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be made no later than ten (10) days before the date of sending the notice of invitation to the General Meeting of Shareholders.

c) Announcement on the finalization of the list of shareholders entitled to attend the General Meeting of Shareholders

The company must disclose information about the list of shareholders entitled to attend the General Meeting of Shareholders at least twenty (20) days before the last registration date.

d) Notice of convening the General Meeting of Shareholders

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The notice of the General Meeting of Shareholders shall be sent to all shareholders by means of ensuring that it reaches the contact address of the shareholders, email box if any, and at the same time published on the website of the Company and the State Securities Commission. The Stock Exchange where the Company's shares are listed or registered for trading. The convener of the General Meeting of Shareholders must send a notice of invitation to the meeting to all shareholders on the List of shareholders entitled to attend the meeting at least twenty-one (21) days before the opening date of the General Meeting of Shareholders (counting from the date on which the notice is duly sent or sent, to be paid or put in a mailbox). The agenda of the General Meeting of Shareholders, documents related to the issues to be voted on at the General Meeting shall be sent to shareholders or/and posted on the Company's website. In case the documents are not enclosed with the notice of the General Meeting of Shareholders, the notice of invitation to the meeting must clearly state the link to all meeting documents for shareholders to access, including:

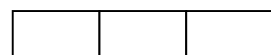
- Meeting agendas, documents used in the meeting;
- List and details of candidates in case of election of members of the Board of Directors;
- Voting slips;
- Draft resolutions for each issue on the meeting agenda.

In case the General Meeting of Shareholders is held online or in combination with online, the notice of invitation to the meeting must clearly state the method of registering for attendance, logging in to the system, the method of electronic voting and other necessary technical conditions and must clearly state the link to all meeting documents for shareholders to access. The documents of the General Meeting of Shareholders must be posted and updated with amendments and supplements (if any) until the end of the General Meeting of Shareholders.

e) Agenda and contents of the General Meeting of Shareholders (the person responsible for preparing the agenda and contents of the General Meeting of Shareholders; regulations on shareholders' petitions included in the meeting agenda): Comply with Clauses 2, 3, 4, 5, 6, Article 18 of the company's Charter.

f) The authorization of the representative to attend the General Meeting of Shareholders

- The authorization for individuals and organizations to attend the General Meeting of Shareholders as prescribed in Clause 1, Article 16 of the Company's Charter must be made in writing: The authorization document is made in accordance with the provisions of civil law and must clearly state the name of the authorized shareholder, name of the authorized individual, organization, number of authorized shares, authorization contents, scope of authorization, duration of authorization and must be signed as prescribed at Point a, Point b and Point c, Clause 2, Article 16 of the Company's Charter.



- The person authorized to attend the General Meeting of Shareholders must submit a written authorization when registering to attend the meeting. In case of re-authorization, the attendees of the meeting must additionally present the initial authorization document of the shareholder, the authorized representative of the shareholder being an organization (if not previously registered with the Company).

- The authorization to attend the meeting of the General Meeting of Shareholders online or the meeting in combination with online is carried out according to the same principles mentioned above and according to the guidance in the notice of invitation to the meeting and the regulation on organization of the meeting issued by the Company for each meeting.

- Cases where the Power of Attorney is made in writing not according to the Company's form or not in accordance with the provisions of civil law will be handled by the Shareholder Status Examination Board according to regulations.

g) How to register to attend the General Meeting of Shareholders

- When registering shareholders, the Company shall issue to each shareholder or authorized representative the right to vote for a voting card and/or ballot paper, election ballot (if any) or login information to the electronic voting system (if applicable by the Company) on which the registration number is inscribed, the full name of the shareholder, the full name of the authorized representative and the number of votes of such shareholder.

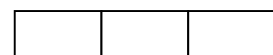
- Shareholders, authorized representatives of shareholders who are organizations or authorized persons who come after the meeting has opened have the right to register immediately and then have the right to participate and vote at the general meeting immediately after registration. The Chairman is not responsible for stopping the meeting to allow shareholders to be late for registration and the validity of the previously voted contents remains unchanged.

- For the online General Meeting of Shareholders or in combination with online, the registration to attend, authenticate the status of shareholders, grant access rights and record voting results shall be carried out through the technical system established by the Company or the service provider selected by the Company. Specific instructions will be stated in the notice of the General Meeting of Shareholders and the Regulation on the organization of the General Meeting of Shareholders.

h) Conditions for conducting the General Meeting of Shareholders

- The General Meeting of Shareholders shall be held when the number of shareholders attending the meeting represents more than fifty percent (50%) of the total votes.

- In case the first meeting (01) is not eligible to be held as prescribed in Clause 1, Article 19 of the Company's Charter, the notice of invitation to the second meeting (02) shall be sent within thirty (30) days from the date of the intended first meeting. The second General Meeting of Shareholders (02) shall be held when the number of



shareholders attending the meeting represents thirty-three percent (33%) of the total number of votes or more.

- In case the second meeting (02) is not eligible to be held as prescribed in Clause 2, Article 19 of the Company's Charter, the notice of invitation to the third meeting (03) must be sent within 20 days from the intended date of the second meeting. The third General Meeting of Shareholders is conducted regardless of the total number of votes cast by shareholders attending the meeting.

i) Form of approving the resolution of the General Meeting of Shareholders.

Attend and vote directly at the meeting

Authorize other individuals and organizations to attend and vote at meetings;

Attend and vote through online conferences, electronic voting or other electronic forms;

Send the ballot to the meeting via mail, fax, email.

Sending voting papers by other means as prescribed by the company's charter.

j) How to vote

- Shareholders vote on issues at the general meeting by holding up their voting cards, voting in the ballot box at the General Meeting of Shareholders when the Chairman of the general meeting asks shareholders to vote for or against or other opinions.

- Method of voting to elect members of the Board of Directors: The election of members of the Board of Directors must be carried out by the method of cumulative voting, whereby each shareholder has the total number of votes corresponding to the total number of shares owned multiplied by the number of elected members of the Board of Directors and shareholders have the right to accumulate all or part of the total number of votes for one or several candidates.

- In case the General Meeting of Shareholders is held online or in combination with online, the voting shall be carried out in accordance with the regulations on organizing the meeting, ensuring the principle of authenticating the right shareholders, fully recording the will to vote and storing the voting results on the system.

k) How votes are counted

- The congress approves the persons responsible for counting votes or supervising the vote counting at the request of the chairman. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders at the request of the chairman of the meeting but not less than three (03) persons.

- When voting in the form of holding up voting cards at the Congress, the number of "Approve", "Disapprove", "No opinion" cards are counted separately. The total number of opinions "Approve", "Disapprove" and "No opinions" according to

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each issue shall be notified by the Chairperson or Head of the Vote Counting Committee immediately after the vote counting results are available.

- When conducting voting in the form of voting, shareholders or authorized representatives of shareholders attending the meeting shall vote by marking the voting slips handed out at the General Meeting of Shareholders and placing them in the sealed ballot box located in the meeting room for the Vote Counting Committee to count the votes. A valid vote with the signature of the shareholder is the basis for confirming the voting opinion of the shareholder on the issue stated in the vote.

- In case of election of members of the Board of Directors: The vote counting committee shall inspect the ballot box in the presence of shareholders; Voting begins when the distribution of election ballots is completed and ends when the last shareholder casts their votes in the ballot box; The counting of votes must be conducted immediately after the vote count is over. The results of vote counting shall be made in writing and announced by the Head of the Vote Counting Committee before the Congress.

- The winner of the election of members of the Board of Directors is determined according to the number of votes counted from high to low, starting from the candidate with the highest number of votes until the number of members specified in the Company's Charter is reached. In case there are two (02) or more candidates with the same number of votes for the last member of the Board of Directors, a re-election will be conducted among the candidates with the same number of votes or selected according to the criteria specified in the election regulations or the Company's Charter.

- When shareholders vote and vote online, the number of votes of each candidate is recorded on the online General Meeting of Shareholders organization system according to the number of approval cards, the number of disapproval cards and the number of dissenting cards. In case of arising contents outside the agenda of the General Meeting sent to shareholders, shareholders may vote or vote for additional elections. If the shareholders do not vote or vote for the arising contents, the votes and elections of the shareholders are considered to have no opinion on these contents.

- In case the General Meeting of Shareholders approves the resolution in the form of a face-to-face conference combined with an online meeting, the results will be summarized from the online General Meeting of Shareholders organization system and the results from the face-to-face General Meeting.

- Shareholders can change voting and election results; voting and election to supplement the arising contents, the online system only uses the final voting and election results at the time of the end of voting and elections.

- For sensitive issues and if the shareholders so request, the general meeting will appoint one (01) or several shareholders who have no interests related to the voting and election content to supervise the vote counting.

1) Conditions for the resolution to be passed

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A resolution on the following contents shall be adopted if it is approved by sixty-five percent (65%) of the total number of votes or more of all shareholders attending and voting at the meeting or more than fifty percent (50%) of the total votes of shareholders with the right to vote in favor (in case of collecting opinions shareholders in writing), except for the cases specified in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises, the specific ratio prescribed by the company's charter:

- Type of shares and total number of shares of each type;
- Change of business lines, professions and fields;
- Changes in the organizational structure of the Company's management;
- Projects on investment or sale of assets valued at thirty-five percent (35%) or more of the total value of assets recorded in the company's latest financial statements, unless the company's charter prescribes other ratios or values;
- Reorganization and dissolution of the Company.

Resolutions shall be passed when they are approved by more than fifty percent (50%) of the total number of votes of all shareholders attending and voting at the meeting or over fifty percent (50%) of the total votes of shareholders with the right to vote for approval (in case of collecting shareholders' opinions in writing). except for the cases specified in Clauses 1, 3, 4 and 6, Article 148 of the Law on Enterprises.

Resolutions of the General Meeting of Shareholders passed by one hundred percent (100%) of the total number of voting shares are lawful and effective even if the order and procedures for convening meetings and adopting such resolutions violate the provisions of the Law on Enterprises and the company's charter.

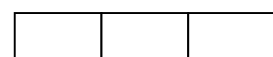
m) Announcement of vote counting results

The results of vote counting will be announced immediately at the General Meeting of Shareholders after completing the vote counting.

n) How to object to the Resolution of the General Meeting of Shareholders (according to the provisions of Article 132 of the Law on Enterprises)

- Shareholders who have voted not to approve the resolution on the reorganization of the Company or change the rights and obligations of shareholders specified in the Company's Charter have the right to request the Company to repurchase their shares. The request must be in writing, clearly stating the name and address of the shareholder, the number of shares of each type, the intended price for sale, and the reason for requesting the company to repurchase. The request must be sent to the company within ten (10) days from the date the General Meeting of Shareholders approves the resolution on the matters specified in this Clause.

- The company must repurchase shares at the request of the shareholders specified in Clause 2, Article 15 of the company's charter at the market price or the price calculated according to the principles specified in the company's charter within ninety (90) days from the date of receipt of the request. In case of failure to reach an agreement on the price, the parties may request a price appraisal organization to



assess the price. The Company introduces at least three (03) valuation organizations for shareholders to choose and that selection is the final decision.

- The request for annulment of the decision of the General Meeting of Shareholders shall comply with the provisions of Article 24 of the Company's Charter and relevant laws.

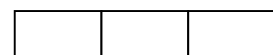
o) Making minutes of the General Meeting of Shareholders

The General Meeting of Shareholders must be recorded in minutes and may be recorded or recorded and kept in other electronic forms. The record must be made in Vietnamese, may be made in a foreign language and contain the following principal contents:

- Name, address of the head office, enterprise code;
- Time and place of the General Meeting of Shareholders;
- Agenda and contents of the meeting;
- Full name of the chairman and secretary;
- Summary of the meeting's developments and opinions expressed at the General Meeting of Shareholders on each issue in the meeting agenda;
- The number of shareholders and the total number of votes of shareholders attending the meeting, the appendix to the list of shareholders and representatives of shareholders attending the meeting with the corresponding number of shares and votes;
- The total number of votes for each voting issue, clearly stating the voting method, the total number of valid and invalid, approving, disapproving and no opinions; the proportion of the total number of votes of shareholders attending the meeting;
- The issues that were passed and the corresponding percentage of votes voted for approval;
- Full name, name and signature of the chairman and clerk. In case the chairperson or secretary refuses to sign the minutes of the meeting, this record shall take effect if it is signed by all other members of the Board of Directors attending the meeting and contains all the contents specified in this Clause. The minutes of the meeting clearly state the refusal of the chairman or secretary to sign the minutes of the meeting.

The minutes of the General Meeting of Shareholders must be made and approved before the end of the meeting. The chairperson and the secretary of the meeting or other persons who sign the minutes of the meeting must be jointly responsible for the truthfulness and accuracy of the contents of the minutes.

Minutes made in Vietnamese and foreign languages have the same legal effect. In case there is a difference in the content between the minutes in Vietnamese and in foreign languages, the contents of the minutes in Vietnamese shall apply.



p) Announcement of resolutions and minutes of the general meeting of shareholders

Resolution, Minutes of the General Meeting of Shareholders, Appendix to the list of shareholders registered to attend the meeting together with the signatures of shareholders, written authorization to attend the meeting, all documents attached to the Minutes (if any) and relevant documents enclosed with the notice of invitation to the meeting. Information must be disclosed in accordance with the law on information disclosure on the market securities and must be kept at the Company's head office.

3. The order and procedures for meeting the General Meeting of Shareholders to approve resolutions in the form of collecting written opinions include the following main contents:

a) Cases in which written opinions are and cannot be consulted;

The Board of Directors has the right to collect shareholders' opinions in writing to approve the resolution of the General Meeting of Shareholders when deeming it necessary for the interests of the company, except for the case specified in Clause 2, Article 147 of the Law on Enterprises, but not excluding two (02) contents in this Clause as amendments. supplementing the contents of the company's charter; election, dismissal or dismissal of members of the Board of Directors, except for the case specified at Point a, Clause 4, Article 160 of the Law on Enterprises.

b) Order and procedures for meeting the General Meeting of Shareholders to approve the Resolution in the form of collecting written opinions

The Board of Directors shall prepare the opinion poll, the draft resolution of the General Meeting of Shareholders, documents explaining the draft resolution and send it to all shareholders entitled to vote at least ten (10) days before the deadline for returning the opinion poll. Requirements and methods for sending opinion polls and enclosed documents shall comply with the provisions of Clause 3, Article 18 of the Company's Charter.

The opinion poll must contain the main contents as prescribed in Clause 3, Article 22 of the Company's Charter.

Shareholders may send the answered opinion poll to the Company by mail, fax or email in accordance with the provisions of Clause 4, Article 22 of the Company's Charter.

The Board of Directors counts votes and makes a record of vote counting in the presence of an independent member of the Board of Directors in the Audit Committee or of a shareholder who does not hold a management position of the Company. The vote counting record must contain the main contents as prescribed in Clause 5, Article 22 of the Company's Charter.

The minutes of vote counting and resolutions must be sent to shareholders within fifteen (15) days from the date of end of vote counting. The submission of the vote counting minutes and resolutions may be replaced by posting them on the

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Company's website within twenty-four (24) hours from the time of the end of the vote counting.

The opinion poll that has been answered, the vote counting record, the resolution that has been passed and the relevant documents sent together with the opinion poll must be kept at the head office of the Company.

A resolution shall be adopted in the form of a written shareholder opinion if it is approved by more than fifty percent (50%) of the total number of votes of all shareholders with voting rights and is as valid as the resolution passed at the General Meeting of Shareholders.

Chapter III

THE BOARD OF DIRECTORS, THE AUDIT COMMITTEE, THE PERSON IN CHARGE OF CORPORATE GOVERNANCE AND THE GENERAL DIRECTOR

Article 4. Board of Directors

1. Roles, rights and obligations of the Board of Directors, responsibilities of members of the Board of Directors (including the right to be provided with information of members of the Board of Directors).

a) The Board of Directors is the managing agency of the Company, which has the full right to decide and exercise the rights and obligations of the company in the name of the Company, except for the rights and obligations under the jurisdiction of the General Meeting of Shareholders.

b) The rights and obligations of the Board of Directors shall be prescribed by law, the company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the rights and obligations specified in Clause 2, Article 28 of the Company's Charter.

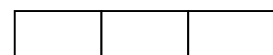
c) The Board of Directors must report to the General Meeting of Shareholders the results of the Board of Directors' activities as prescribed in Article 280 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities. Accordingly: The report of the Board of Directors on the governance and operation results of the Board of Directors and each member of the Board of Directors must ensure the contents specified in Clause 3, Article 28 of the Company's Charter.

d) Unless otherwise provided by law and the Charter, the Board of Directors may authorize subordinate employees and representative executives to handle the work on behalf of the Company.

2. Nomination, candidacy, election, dismissal and dismissal of members of the Board of Directors shall include the following principal contents:

a) Term of office and number of members of the Board of Directors

The term of office of a member of the Board of Directors shall not exceed five (05) years and may be re-elected for an unlimited number of terms. An individual



may only be elected as an independent member of the Board of Directors of a company for no more than two (02) consecutive terms. In case all members of the Board of Directors end their term of office, such members shall continue to be members of the Board of Directors until a new member is elected to replace and take over the work.

The number of members of the Board of Directors is five (05) persons.

b) Structure, criteria and conditions of members of the Board of Directors

The structure of the Board of Directors of the Company must ensure the balance of expertise and experience in the fields of corporate governance, finance, law and the field of business activities of the Company; at the same time, ensure the balance between executive members and non-executive members in accordance with the provisions of law and the Company's Charter.

- The number of non-executive members of the Board of Directors of the Company must ensure the following provisions:

+ There is at least one (01) non-executive member in case the Company has the number of members of the Board of Directors from 03 to 05 members;

+ There are at least two (02) non-executive members in case the company has the number of members of the Board of Directors from 06 to 08 members;

+ There are at least three (03) non-executive members in case the company has the number of members of the Board of Directors from 09 to 11 members.

- The total number of independent members of the Board of Directors must ensure the following provisions:

+ Having at least one (01) independent member in case the company has the number of members of the Board of Directors from 03 to 05 members;

+ There are at least two (02) independent members in case the Company has the number of members of the Board of Directors from 06 to 08 members;

+ There are at least three (03) independent members in case the Company has the number of members of the Board of Directors from 09 to 11 members.

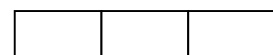
Members of the Board of Directors must meet the following criteria and conditions:

- Not being subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;

- Having professional qualifications and experience in business administration or in the fields, business lines of the company and not necessarily being a shareholder of the company, unless otherwise provided for by the company's charter;

- A member of the Board of Directors of a company may only be a member of the Board of Directors or the Board of Members at a maximum of five (05) other companies.

c) Candidacy and nomination of members of the Board of Directors



Shareholders or groups of shareholders owning five percent (5%) or more of the total ordinary shares have the right to nominate candidates for the Board of Directors in accordance with the provisions of Clause 5, Article 115 of the Law on Enterprises and Article 26 of the Company's Charter.

d) How to elect members of the Board of Directors

The voting for the election of members of the Board of Directors must be carried out by the method of cumulative voting, whereby each shareholder has the total number of votes corresponding to the total number of shares owned multiplied by the number of elected members of the Board of Directors and shareholders have the right to pool all or part of their total votes to one or several candidates. The winner of the election of members of the Board of Directors is determined according to the number of votes calculated from high to low, starting from the candidate with the highest number of votes until the number of members specified in the company's charter is sufficient. In case there are two (02) or more candidates with the same number of votes for the last member of the Board of Directors, a re-election shall be conducted among the candidates with the same number of votes or selected according to the criteria specified in the election regulations or the company's charter.

e) Cases of dismissal, dismissal and addition of members of the Board of Directors

A member of the Board of Directors shall no longer be a member of the Board of Directors in case of dismissal, dismissal or replacement by the General Meeting of Shareholders as prescribed in Article 160 of the Law on Enterprises and Clause 4, Article 27 of the Company's Charter.

f) Notification of election, dismissal and dismissal of members of the Board of Directors

The election, dismissal or dismissal of members of the Board of Directors must be disclosed in accordance with the law on information disclosure on the securities market.

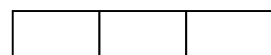
g) How to introduce candidates for members of the Board of Directors

Comply with Article 26 of the Company's Charter

h) Election, dismissal and dismissal of the Chairman of the Board of Directors.

The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within seven (07) working days from the end of the election of such Board of Directors. This meeting is convened and chaired by the member with the highest number of votes or the highest percentage of votes. In case more than one (01) member has the highest number of votes or the same percentage of votes, the members shall elect on the principle of majority to elect one (01) of them to convene a meeting of the Board of Directors.

In case the Chairman of the Board of Directors submits a letter of resignation or is dismissed or dismissed, the Board of Directors must elect a replacement within ten (10) days from the date of receipt of the letter of resignation or dismissal.



3. Remuneration and other benefits of members of the Board of Directors.

a) The company has the right to pay remuneration and reward members of the Board of Directors according to business results and efficiency.

b) Members of the Board of Directors are entitled to remuneration for their work and bonuses. The work remuneration is calculated according to the number of working days required to complete the tasks of the members of the Board of Directors and the remuneration level per day. The Board of Directors estimates the remuneration for each member on the principle of unanimity. The total remuneration and bonus of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting. This remuneration shall be divided among the members of the Board of Directors as agreed upon in the Board of Directors or divided equally in case of failure to reach an agreement.

c) A member of the Board of Directors who holds an executive position or a member of the Board of Directors who performs other tasks outside the scope of the normal duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump sum of remuneration on a case-by-case basis. salaries, commissions, profit percentages or in other forms as decided by the Board of Directors. In case the Chairman of the Board of Directors works full-time at the Company as assigned by the Board of Directors, the Chairman of the Board of Directors is entitled to receive salaries and other benefits of employees in accordance with relevant laws and internal regulations and regulations of the Company.

d) Members of the Board of Directors are entitled to be paid all travel, meals, accommodation and other reasonable expenses that they have incurred in the performance of their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders. Board of Directors.

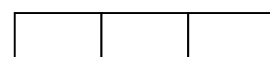
e) The remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the law on corporate income tax, expressed as a separate item in the Company's annual financial statements and must be reported to the General Meeting of Shareholders at the annual meeting.

f) Members of the Board of Directors may purchase liability insurance by the Company after the approval of the General Meeting of Shareholders. This insurance does not cover the liabilities of the Board of Directors members related to violations of the law and the company's Charter.

4. The order and procedures for organizing a meeting of the Board of Directors include the following principal contents:

a) The Board of Directors must meet at least once a quarter (01) time and may hold extraordinary meetings.

b) The Chairman of the Board of Directors must convene a meeting of the Board of Directors in the case specified in Clause 3, Article 31 of the Company's Charter;



c) Notice of Board of Directors meetings (including time, place, agenda, issues to be discussed and decided)

The Chairman of the Board of Directors or the convener of the meeting of the Board of Directors must send a notice of invitation to the meeting at least three (03) working days before the date of the meeting. The notice of invitation to the meeting must specify the time and place of the meeting, the agenda, the issues discussed and decided. The notice of invitation to the meeting must be enclosed with the documents used at the meeting and the voting slips of the members.

The notice of invitation to the meeting of the Board of Directors may be sent by invitation, telephone, fax, electronic means or other methods prescribed by the Company's Charter and ensure that it reaches the contact address of each member of the Board of Directors registered at the Company.

d) The right to attend meetings of the Board of Directors of the General Director, the person in charge of corporate governance and other individuals at the request of the Board of Directors

The General Director, the person in charge of corporate governance, other executives and relevant organizations and individuals may be invited to attend meetings of the Board of Directors to report, explain or provide information at the request of the Board of Directors, but do not have the right to vote if they are not members of the Board of Directors.

e) Conditions for organizing meetings of the Board of Directors

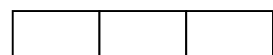
A meeting of the Board of Directors shall be held when three-quarters (3/4) or more of the total number of members attend the meeting. In case the meeting convened under the provisions of this Clause does not have enough members to attend the meeting as prescribed, it may be convened for the second time (02) within seven (07) days from the date of the intended first meeting. In this case, the second (02) convened meeting shall be held if more than half (1/2) of the members of the Board of Directors attend the meeting.

f) How to vote

Members of the Board of Directors are considered to attend and vote at the meeting in the following cases:

- Attending and voting directly at the meeting;
- Authorize other persons to attend the meeting and vote if approved by a majority of more than fifty percent (50%) of the members of the Board of Directors.
- Attend and vote through online conferences, electronic voting or other electronic forms;
- Send voting ballots to the meeting by mail, fax, email;
- Sending voting slips by other means as prescribed in the Company's Charter.

g) How to approve the resolution of the Board of Directors



Resolutions and decisions of the Board of Directors shall be adopted if they are approved by a majority of more than fifty percent (50%) of the members attending the meeting. In case the number of votes is equal, the final decision shall belong to the side with the opinion of the Chairman of the Board of Directors.

h) Authorization of other persons to attend meetings of members of the Board of Directors

Members may authorize others to attend meetings and vote if approved by a majority of members of the Board of Directors.

i) Making minutes of the Board of Directors meeting

Meetings of the Board of Directors must be recorded in minutes and may be recorded, recorded and kept in other electronic forms. The minutes must be made in Vietnamese and may be additionally made in foreign languages, including the principal contents as prescribed in Article 158 of the Law on Enterprises.

j) In case the chairman and/or secretary refuses to sign the minutes of the Board of Directors meeting

In case the chairperson or person taking the minutes refuses to sign the minutes of the meeting but if all other members of the Board of Directors attend and agree to approve the minutes of the meeting and have all the contents as prescribed at Points a, b, c, d, dd, e, etc g and h, Clause 1, Article 158 of the Law on Enterprises 2020, this record takes effect. The minutes of the meeting clearly state that the chairperson and the person taking the minutes of the minutes refuse to sign the minutes of the meeting. The signatories of the minutes of the meeting shall be jointly responsible for the accuracy and truthfulness of the contents of the minutes of the meeting of the Board of Directors. The chairperson and the person taking the minutes shall take personal responsibility for the damage caused to the enterprise due to the refusal to sign the minutes of the meeting in accordance with the provisions of this Law, the company's charter and relevant laws.

k) Notification of resolutions and decisions of the Board of Directors

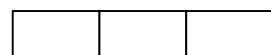
Resolutions and decisions of the Board of Directors shall be sent to members of the Board of Directors, the General Director and disclose information in accordance with regulations on information disclosure of public companies.

Article 5. Audit Committee under the Board of Directors

a) Rights and obligations of the Audit Committee

The Audit Committee has the rights and obligations specified in Article 161 of the Law on Enterprises, Article 39 of the Company's Charter and the following rights and obligations:

- Have the right to access documents related to the Company's operations, communicate with other members of the Board of Directors, General Director, Chief Accountant and other managers to collect information for the activities of the Audit Committee.



- Have the right to request representatives of approved audit organizations to attend and answer issues related to audited financial statements at meetings of the Audit Committee.

- Use legal consultancy, accounting or other external consultancy services when necessary.

- Formulate and submit to the Board of Directors policies on risk detection and management; propose to the Board of Directors solutions to handle risks arising in the Company's operations.

- Make a written report and send it to the Board of Directors when detecting that members of the Board of Directors, the General Director and other managers fail to fully perform their responsibilities as prescribed in the Law on Enterprises and the company's charter.

- Formulate the Operation Regulation of the Audit Committee and submit it to the Board of Directors for approval.

- Directly direct, administer and supervise the activities of the Internal Audit Department of the Company in accordance with the provisions of law, the Company's Charter and the Operation Regulations of the Audit Committee.

b) Nomination and nomination of members of the Audit Committee

- The Chairman of the Audit Committee and other members of the Audit Committee are nominated by the Board of Directors and are not executives of the Company.

- The appointment of the Chairman of the Audit Committee and other members of the Audit Committee must be approved by the Board of Directors at a meeting of the Board of Directors.

c) Term of office, number, criteria and structure of the Audit Committee;

- The term of office of a member of the Audit Committee is associated with the term of office of a member of the Board of Directors.

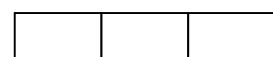
- The Audit Committee has two (02) or more members. The Chairman of the Audit Committee must be an independent member of the Board of Directors. Other members of the Audit Committee must be non-executive members of the Board of Directors.

- Members of the Audit Committee must have knowledge of accounting and auditing, have a general understanding of the law and the Company's operation and do not fall into the following cases:

- Working in the accounting and finance department of the Company;

- Being a member or employee of an auditing organization approved to audit the company's financial statements for the previous three (03) years.

- The Chairman of the Audit Committee must have a university diploma or higher in one of the majors of economics, finance, accounting, auditing, law, and business administration.



d) Activities of the Audit Committee.

The Audit Committee must meet at least two (02) times in one (01) year. The minutes of the meeting must be made in detail, clearly and must be kept in full. The recordkeeper and members of the Audit Committee attending the meeting must sign the minutes of the meeting.

The Audit Committee shall approve the decision by voting at the meeting, collecting opinions in writing or in other forms prescribed by the Company's Charter or the Audit Committee's Operation Regulations. Each member of the Audit Committee has one vote. Unless otherwise stipulated in a higher ratio, the decision of the Audit Committee shall be approved if it is approved by the majority of members attending the meeting; in case the number of votes is equal, the final decision shall belong to the side with the opinion of the Chairman of the Audit Committee.

Article 6. Selection, appointment and dismissal of the person in charge of corporate governance

a) Standards of the person in charge of corporate governance

The person in charge of corporate governance must meet the following standards:

- Have an understanding of the law;
- Do not concurrently work for an independent auditing firm that audits the company's financial statements;
- Other standards as prescribed by law, the Company's Charter and decisions of the Board of Directors.

b) Appointment of the person in charge of corporate governance

The Board of Directors of the Company must appoint at least one (01) person in charge of corporate governance to support the corporate governance at the enterprise. The person in charge of corporate governance may concurrently act as the company secretary as prescribed in Clause 5, Article 156 of the Law on Enterprises 2020.

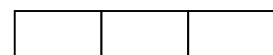
c) Cases of dismissal of the person in charge of corporate governance

The Board of Directors may dismiss the person in charge of corporate governance when necessary but not contrary to the provisions of the current law.

d) Notice of appointment and dismissal of the person in charge of corporate governance

Notification of the appointment and dismissal of the person in charge of corporate governance in accordance with the provisions of the company's charter and the provisions of the Law on Securities.

e) Rights and obligations of the person in charge of corporate governance.



- Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and related affairs between the Company and shareholders;
- Preparing meetings of the Board of Directors and the General Meeting of Shareholders at the request of the Board of Directors;
- Advising on the procedure of meetings;
- Attend meetings;
- Advising on procedures for making resolutions of the Board of Directors in accordance with the provisions of law;
- Provide financial information, copies of minutes of meetings of the Board of Directors and other information to members of the Board of Directors;
- Supervise and report to the Board of Directors on the Company's information disclosure activities;
- Acting as a point of contact with relevant stakeholders;
- Confidentiality of information in accordance with the provisions of law and the company's Charter;
- Other rights and obligations as prescribed by law and the company's charter.

Article 7. General Director

1. Roles, responsibilities, rights and obligations of the General Director

The General Director is the person who runs the day-to-day business of the Company; subject to the supervision of the Board of Directors; take responsibility before the Board of Directors and law for the performance of their assigned rights and obligations.

The General Director has the following rights and obligations:

- Deciding on matters related to the Company's day-to-day business that does not fall under the jurisdiction of the Board of Directors;
- Organize the implementation of resolutions and decisions of the Board of Directors and the General Meeting of Shareholders;
- Organize the implementation of the Company's business plan and investment plan approved by the Company's Board of Directors and the General Meeting of Shareholders;
- Proposing the organizational structure plan and internal management regulations of the Company;
- Appointment, dismissal and dismissal of managerial positions in the Company, except for those under the competence of the Board of Directors;
- Signing contracts in the name of the Company, except for cases under the jurisdiction of the Board of Directors;

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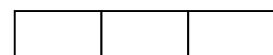
- Deciding on salaries and other benefits for employees in the Company, including managers under the appointing authority of the General Director;
- Labor recruitment;
- Propose a plan to use profits, pay dividends or handle losses in business;
- Other rights and obligations as prescribed by law, the company's charter and resolutions and decisions of the Board of Directors and labor contracts signed by the General Director with the Company under decisions of the Board of Directors;
- Annually, the General Director must submit to the Board of Directors for approval the detailed business plan for the next fiscal year;
- Propose measures to improve the operation and management of the Company;
- Perform all other activities in accordance with the provisions of this Charter and the Company's regulations, resolutions of the Board of Directors, labor contracts of the General Director and law;
- The General Director shall be responsible to the Board of Directors and the General Meeting of Shareholders for the performance of assigned tasks and powers and must report when requested.

2. Appointment, dismissal, signing and termination of contracts for the General Director and other executives

- The Board of Directors shall appoint one (01) member of the Board of Directors or hire another person to be the General Director.
- Dismissal or dismissal: The General Director of the Company shall be dismissed or dismissed in the following cases:
 - Failing to meet the criteria and conditions to be the General Director as prescribed in Clause 3 and Clause 4, Article 36 of the Company's Charter;
 - There is a letter of resignation;
 - The Board of Directors may dismiss the General Director when the majority of members of the Board of Directors have the right to vote to approve and appoint a new General Director to replace him.
 - The Chairman of the Board of Directors shall sign the labor contract of the General Director on behalf of the Board of Directors.
 - After the Board of Directors issues a Resolution on dismissal or dismissal of the General Director, the Chairman of the Board of Directors (or a person assigned/authorized by the Board of Directors) on behalf of the Company terminates the labor contract for the General Director in accordance with the labor law, The Company's Charter and relevant internal regulations.

a) Term of office, criteria and conditions of the General Director

The term of office of the General Director is 05 years and can be re-appointed for an unlimited number of terms. The appointment may expire based on the



provisions of the labor contract. The General Director must meet the standards and conditions as prescribed by law and Clause 3 and Clause 4, Article 36 of the Company's Charter.

b) Notice of appointment, dismissal, signing and termination of contracts for the General Director

Notification of the election, dismissal and dismissal of the General Director in accordance with the provisions of the law on securities and securities market.

c) Salary and other benefits of the General Director.

- The General Director is paid salary and bonuses. The salary and bonus of the General Director shall be decided by the Board of Directors.

- The executive's salary shall be included in the Company's business expenses in accordance with the law on corporate income tax, which shall be expressed as a separate item in the Company's annual financial statements and must be reported to the General Meeting of Shareholders at the annual meeting.

Chapter IV

OTHER ACTIVITIES AND IMPLEMENTATION PROVISIONS

Article 8. Other activities

1. Coordination of activities between the Board of Directors and the General Director, including the following main contents:

a) Procedures and order for convening, notifying meeting invitations, recording minutes and notifying meeting results between the Board of Directors and the General Director;

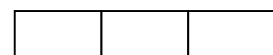
The General Director may be invited to attend a meeting of the Board of Directors to report, explain or provide information at the request of the Board of Directors, but does not have voting rights if he is not a member of the Board of Directors. In case the General Director is also a member of the Board of Directors, the contents of the meeting between the Board of Directors and the General Director shall be integrated into the meeting agenda of the Board of Directors.

Procedures and order for inviting meetings shall comply with Clause 4, Article 4 of this Regulation on the order and procedures for organizing meetings of the Board of Directors.

b) Notify the resolutions and decisions of the Board of Directors to the General Director.

Resolutions and decisions of the Board of Directors must be notified to the General Director by the Chairman of the Board of Directors or the person in charge of administration of the Company for monitoring and organizing the implementation.

c) In case the General Director requests to convene a meeting of the Board of Directors and matters that need to be consulted by the Board of Directors, the provisions of Clause 3, Article 31 of the Company's Charter shall be complied with.



d) Report of the General Director to the Board of Directors on the performance of assigned tasks and powers

The General Director shall report on the performance of assigned tasks and powers at meetings of the Board of Directors or at the request of the Board of Directors.

e) Review the implementation of resolutions and other authorization issues of the Board of Directors to the General Director

The Board of Directors regularly inspects and reviews the General Director in the implementation of resolutions and other authorization matters of the Board of Directors.

The General Director shall be responsible to the Board of Directors and the General Meeting of Shareholders for matters under their assigned competence in accordance with the provisions of law and the company's Charter.

f) Matters that the General Director must report, provide information and how to notify the Board of Directors.

The General Director must report in writing on matters falling under its decision-making competence and provide information to the Board of Directors as prescribed in Article 159 of the Law on Enterprises.

g) Coordinate control, administration and supervision activities between members of the Board of Directors and the General Director according to the specific tasks of the above-mentioned members.

2. The right to look up books, records and information provision process

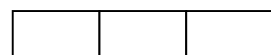
a) Shareholders' right to search

Ordinary shareholders have the right to look up the Company's books and records according to the provisions of Article 45 of the Company's Charter, specifically:

- Ordinary shareholders have the right to consider, look up and extract information about names and contact addresses in the list of shareholders with voting rights; request correction of inaccurate information; consider, lookup, extract or copy the company's charter, minutes of the General Meeting of Shareholders and resolutions of the General Meeting of Shareholders during working hours and at the Company's head office.

- Shareholders or groups of shareholders owning five percent (05%) or more of the total ordinary shares have the right to consider, look up and extract minutes and resolutions and decisions of the Board of Directors, mid-year and annual financial statements, contracts and transactions that must be approved by the Board of Directors and other documents according to the company's charter. except for documents related to trade secrets and business secrets of the Company.

b) Scope of information not provided



The Company reserves the right to refuse to provide or restrict access to documents that fall under trade secrets, trade secrets or insider information, including but not limited to:

- Bidding documents, bid dossiers and bid prices;
- Detailed contents of economic contracts, construction contracts, joint ventures and associations;
- Business plans, development strategies;
- Investment project dossiers before announcement as prescribed;
- Customer information, partners, and commercial data;
- Financial statements, accounting data and internal management reports that have not yet been published;
- Personnel records, salaries and personal information of employees;
- Documents that fall under the internal confidentiality category as prescribed by the Company.

c) Search rights of members of the Board of Directors, the Audit Committee and other executives

Members of the Board of Directors, the Audit Committee and other executives of the Company have the right to search the list of shareholders, books and other records of the Company for purposes related to their positions, administrative and executive duties, provided that they are kept confidential and used for the right purposes.

d) Separate provisions for the list of shareholders

- When providing a list of shareholders to shareholders: The company only provides information including full name (or organization name) and contact address;

- In case a member of the Board of Directors requests to provide full detailed information in the list of shareholders:

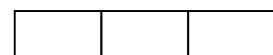
- + The provision must be considered and approved by the Board of Directors;
- + After being approved, the General Director directs relevant departments to carry out the provision as prescribed.

e) Order of implementation and time limit for providing information

- The person in charge of corporate governance is the focal point for receiving requests;

- Checking the validity, summarizing the contents and submitting them to the General Director for consideration;

- In case the contents are beyond their competence or related to sensitive information: The General Director shall report to the Board of Directors for consideration and decision;



- After being approved, the General Director directs relevant units to provide information;

- Implementation time:

- + Up to 10 working days from the date of receipt of a complete and valid dossier;

- + In case it is necessary to consult the Board of Directors or synthesize documents: up to 20 working days.

f) Request for information

The requester must send a document and provide all the following contents:

- Legal information of shareholders;

- Number of shares, time of ownership (in case the group of shareholders must state the total number and percentage of ownership);

- Contents of information and documents requested to be provided;

- Purpose of use of information (specifically, in accordance with the provisions of law and the Company's Charter);

- There is a commitment to use information for the right purpose, not to disclose;

- Must sign a written commitment to confidentiality of information and be kept at the Company before providing it;

- In case of a group of shareholders: all members or legal representatives must sign a commitment.

g) Responsibility for confidentiality and use of information

Shareholders, members of the Board of Directors, Audit Committee and executives when accessing information must:

- Use the information for the right purpose as registered;

- Not to disclose or provide to unauthorized organizations and individuals;

- Comply with the Company's information security regulations and relevant laws;

- Shareholders are solely responsible for the use, retention and security of information;

- In case of violation or damage: compensation for all damage incurred in accordance with law.

h) Company Responsibilities and Disclaimer

- The Company only provides information to the right subjects, the right competence, the right order and the approved scope;

- The Company reserves the right to refuse to provide information in the following cases:

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- + The dossier is invalid;
- + The purpose is unclear or there are signs of abuse of shareholder rights;
- + Information within the scope specified at Point b;
- + The provision may affect the legitimate interests of the Company or other shareholders.

- In case the Company has provided information in accordance with regulations, based on valid documents and confidentiality commitments:

+ All risks arising related to the use and disclosure of information are the responsibility of shareholders;

+ The Company is not responsible for disputes and complaints arising from the use of information for improper purposes as committed.

3. Regulations on annual evaluation of commendation and disciplinary activities for members of the Board of Directors, General Directors, Deputy General Directors and other executives.

Business managers are evaluated annually and classified according to three (03) levels: excellent completion of tasks, completion of tasks, and failure to complete tasks.

Managers of enterprises with achievements or dedication processes shall be commended and rewarded in accordance with the provisions of the law on emulation and commendation and the company's regulations on commendation and reward.

Article 9. Responsibilities for implementation

The Board of Directors, the Audit Committee, the Board of General Directors, the person in charge of corporate governance, relevant departments and enterprises and individuals shall disseminate and organize the strict implementation of this Regulation.

Article 10. Enforcement effect

Internal regulations on corporate governance of Investment and Construction Joint Stock Company 3-2 include (IV) Chapter, ten (10) Articles; effective from the date of approval by the Annual General Meeting of Shareholders on April 21, 2026 and replaces the Internal Regulation on corporate governance issued together with Decision No. 02/QD-HDQT dated May 12, 2025.

ON BEHALF OF THE BOARD OF DIRECTORS



Từ Vinh Trung

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