

**WATER SUPPLY SEWERAGE CONSTRUCTION AND INVESTMENT JOINT STOCK
COMPANY
- WASECO -**

OPERATION REGULATIONS OF THE BOARD OF DIRECTORS

APRIL 22, 2026

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Ho Chi Minh City, April 22, 2026

OPERATION REGULATIONS OF THE BOARD OF DIRECTORS

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

Pursuant to the Law on Enterprises dated June 17, 2020, and amending and supplementing documents;

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

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, and amending and supplementing documents;

Pursuant to the Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies 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 Water Supply Sewerage Construction and Investment Joint Stock Company;

Pursuant to the Resolution of the General Meeting of Shareholders No. 02/2026/NQ-DHDHD dated April 22, 2026;

The Board of Directors promulgates the Regulation on operation of the Board of Directors of Water Supply and Sewerage Investment and Construction Joint Stock Company.

The operation regulation of the Board of Directors of Water Supply Sewerage Construction and Investment Joint Stock Company includes the following contents:

CHAPTER I: GENERAL PROVISIONS

Article 1: Scope of regulation and subjects of application

1. Scope of regulation: The Regulation on operation of the Board of Directors stipulates the organizational structure of personnel, operating principles, powers and obligations of the Board of Directors and members of the Board of Directors in order to operate in accordance with the provisions of the Law on Enterprises, the Company's Charter and other relevant provisions of law.
2. Subjects of application: This Regulation applies to the Board of Directors, members of the Board of Directors, the General Director (in case of being authorized by the Board of Directors to exercise the rights and obligations of the Board of Directors)

Article 2: Operating principles of the Board of Directors

1. The Board of Directors works on the principle of collectivity. Members of the Board of Directors are personally responsible for their work and jointly responsible to the General Meeting of Shareholders and the law for the resolutions and decisions of the Board of Directors for the development of the Company.
2. The Board of Directors shall assign responsibilities to the General Director to organize the implementation of resolutions and decisions of the Board of Directors.

CHAPTER II: MEMBERS OF THE BOARD OF DIRECTORS

Article 3: Rights and obligations of members of the Board of Directors

1. Members of the Board of Directors have full rights in accordance with the provisions of the Law on Securities, relevant laws and the Company's Charter, including the right to be provided with information and documents on the financial situation and business activities of the Company and its units.
2. Members of the Board of Directors have the following obligations as prescribed in the Company's Charter and the following obligations:
 - a) Perform their duties honestly and carefully for the best interests of shareholders and the Company;
 - b) Fully attend meetings of the Board of Directors and give opinions on issues discussed;
 - c) Promptly and fully report to the Board of Directors the remuneration received from subsidiaries, associate companies and other organizations (if any);
 - d) Report to the Board of Directors at the nearest meeting on transactions between the Company, its subsidiaries and other companies in which the Company controls more than 50% or more of the charter capital with members of the Board of Directors and related persons of such members; transactions between companies and companies in which members of the Board of Directors are founding members or managers of enterprises in the last 03 years before the time of transaction.
 - e) Disclosure of information when trading the Company's shares in accordance with the provisions of law.
3. Each independent member of the Board of Directors of the Company must make an evaluation report on the operation of the Board of Directors.

Article 4: Right to information of members of the Board of Directors

1. Members of the Board of Directors have the right to request the General Director, Deputy General Director, and other managers in the Company to provide information and documents on the financial situation and business activities of the Company and of units in the Company.
2. Managers are required to provide timely, complete and accurate information and documents at the request of members of the Board of Directors. The order and procedures for requesting and providing information are prescribed by the Company's Charter.

Article 5: Term of office and number of members of the Board of Directors

1. The Board of Directors of the Company has from 03 to 11 members. The number of members of the Board of Directors is specified in the Company's Charter.
2. The term of office of a member of the Board of Directors shall not exceed 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 the Company for no more than 02 consecutive terms.

3. 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, unless otherwise provided for by the Company's Charter.
4. The Company's Charter specifies the number, rights, obligations, methods of organization and coordination of activities of independent members of the Board of Directors.

Article 6: Criteria and conditions for members of the Board of Directors

1. Members of the Board of Directors must meet the following criteria and conditions:
 - a) Not being subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;
 - b) 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;
 - c) A member of the Board of Directors of a company may be a member of the Board of Directors of another company but may only be a member of the Board of Directors or the Board of Members at a maximum of 05 other companies.;
 - d) Other criteria and conditions are specified in the Company's Charter (if any).
2. Independent members of the Board of Directors of the Company must meet the following criteria and conditions:
 - a) Not be a person who is working for the Company, its parent company or subsidiaries; not being a person who has worked for the Company, the parent company or its subsidiaries for at least 03 consecutive years;
 - b) Not being a person who is receiving salary or remuneration from the Company, except for allowances that members of the Board of Directors are entitled to as prescribed;
 - c) Not being a person whose spouse, natural father, adoptive father, natural mother, adoptive mother, natural child, adopted child, brother, sister or sibling is a major shareholder of the Company; being a manager of the Company or its subsidiaries;
 - d) Not being a person who directly or indirectly owns at least 01% of the total voting shares of the Company;
 - e) Not being a person who has been a member of the Board of Directors or the Supervisory Board of the Company for at least 05 consecutive years, except for the case of being appointed for 02 consecutive terms;
 - f) Other standards and conditions according to the Company's Charter (if any).
3. An independent member of the Board of Directors must notify the Board of Directors that he or she no longer fully meets the criteria and conditions specified in Clause 2 of this Article and of course ceases to be an independent member of the Board of Directors from the date on which he or she fails to fully meet the criteria and conditions. The Board of Directors must notify the case in which the independent member of the Board of Directors no longer meets all the criteria and conditions at the nearest General Meeting of Shareholders or convene a meeting of the General Meeting of Shareholders to elect additional or replacement independent members of the Board of Directors within 06 months from the date of receipt of the notice of the independent members of the relevant Board of Directors.

Article 7: Chairman of the Board of Directors

1. The Chairman of the Board of Directors shall be elected, dismissed or dismissed from office by the Board of Directors from among the members of the Board of Directors.
2. The Chairman of the Board of Directors of the Company may not concurrently be the General Director.
3. The Chairman of the Board of Directors has the following rights and obligations:
 - a) Formulate programs and plans for activities of the Board of Directors;
 - b) Prepare programs, contents and documents for the meeting; convening, presiding over and presiding over meetings of the Board of Directors;
 - c) Organize the adoption of resolutions and decisions of the Board of Directors;
 - d) Supervising the process of organizing the implementation of resolutions and decisions of the Board of Directors;
 - e) Chairman of the General Meeting of Shareholders;
 - f) Other rights and obligations as prescribed by the Law on Enterprises and the Company's Charter (if any).
4. In case the Chairman of the Board of Directors submits a letter of resignation or is dismissed from office, the Board of Directors must elect a replacement within 10 days from the date of receipt of the letter of resignation or dismissal. In case the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize in writing another member to exercise the rights and perform the obligations of the Chairman of the Board of Directors according to the principles specified in the Company's Charter. In case no authorized person or the Chairman of the Board of Directors dies, goes missing, is temporarily detained, is serving a prison sentence, is serving an administrative-handling measure at a compulsory detoxification establishment, compulsory education institution, escapes from his/her place of residence, is restricted or loses his/her civil act capacity, have difficulties in cognition or control of behavior, are banned by the Court from holding certain positions, practicing certain professions or doing certain jobs, the remaining members shall elect one of the members to hold the position of Chairman of the Board of Directors on the principle that the majority of the remaining members approve until a new decision of the Board of Directors is issued.
5. When deeming it necessary, the Board of Directors shall decide to appoint the Company Secretary. The Company Secretary has the following rights and obligations:
 - a) Supporting the organization of convening meetings of the General Meeting of Shareholders and the Board of Directors; recording meeting minutes;
 - b) Assist members of the Board of Directors in exercising their assigned rights and obligations;
 - c) Assisting the Board of Directors in applying and implementing the principles of corporate governance;
 - d) Supporting the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; compliance with the obligation to provide information, publicize information and administrative procedures;
 - e) Other rights and obligations as prescribed in the Company's Charter (if any).

Article 8: Dismissal, dismissal, replacement and addition of members of the Board of Directors

1. The General Meeting of Shareholders shall dismiss a member of the Board of Directors in the following cases:
 - a) Failing to meet the criteria and conditions specified in Article 155 of the Law on Enterprises;
 - b) Having a letter of resignation and being approved by the General Meeting of Shareholders;
 - c) Other cases specified in the Company's Charter (if any).
2. The General Meeting of Shareholders dismisses a member of the Board of Directors in the following cases:
 - a) Not participating in activities of the Board of Directors for 06 consecutive months, except for force majeure cases;
 - b) Other cases specified in the Company's Charter (if any).
3. When deeming it necessary, the General Meeting of Shareholders shall decide to replace the members of the Board of Directors; dismissal or dismissal of members of the Board of Directors other than those specified in Clauses 1 and 2 of this Article.
4. The Board of Directors must convene a meeting of the General Meeting of Shareholders to elect additional members of the Board of Directors in the following cases:
 - a) The number of members of the Board of Directors is reduced by more than one-third compared to the number specified in the company's charter. In this case, the Board of Directors must convene a meeting of the General Meeting of Shareholders within 60 days from the date on which the number of members is reduced by more than one-third;
 - b) Except for the case specified at Point a of this Clause, the General Meeting of Shareholders shall elect a new member to replace the member of the Board of Directors who has been dismissed or dismissed at the nearest meeting.

Article 9: Methods of electing, dismissing and dismissing members of the Board of Directors

1. Shareholders or groups of shareholders owning 10% or more of the total ordinary shares or another smaller percentage as prescribed in the company's charter have the right to nominate persons to the Board of Directors. In case the company's charter does not provide otherwise, the nomination of persons to the Board of Directors shall be carried out as follows:
 - a) Ordinary shareholders who form a group to nominate persons to the Board of Directors must notify the group meeting to the shareholders attending the meeting before the opening of the General Meeting of Shareholders;
 - b) Based on the number of members of the Board of Directors, shareholders or groups of shareholders specified in this Clause may nominate one or several persons under the decision of the General Meeting of Shareholders as candidates for the Board of Directors. The nomination shall comply with the provisions of the Company's Charter and the Company's Internal Regulations on corporate governance. In case the number of candidates nominated by shareholders or groups of shareholders is lower than the number of candidates they are entitled to nominate under the decision of the General Meeting of Shareholders, the remaining number of candidates shall be nominated by the Board of Directors and other shareholders.
2. In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient as prescribed in Clause 5, Article 115 of the Law on

Enterprises, the incumbent Board of Directors shall introduce more candidates or organize the nomination as prescribed in the company's charter. Internal Regulations on corporate governance and Regulations on the operation of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with law.

3. 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 a member 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 and the decision of the General Meeting of Shareholders is reached. In case there are 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 stated in the Election Regulation approved by the General Meeting of Shareholders.
4. The election, dismissal and dismissal of members of the Board of Directors shall be decided by the General Meeting of Shareholders on the principle of voting.

Article 10: Notification of election, dismissal and dismissal of members of the Board of Directors

1. In case a candidate for the Board of Directors has been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must have a written commitment to the truthfulness and accuracy of personal information disclosed and must commit to perform their duties honestly, prudently and in the best interests of the Company if elected as a member of the Board of Directors. Information related to the Board candidate announced includes:
 - a. Full name, date of birth;
 - b. Professional qualifications;
 - c. Work process;
 - d. Other managerial titles (including the title of the Board of Directors of other companies);
 - e. Interests related to the Company and its related parties;
 - f. Other information (if any) as prescribed in the Company's Charter;
 - g. The public company must be responsible for disclosing information about the companies in which the candidate is holding the position of member of the Board of Directors, other managerial positions and interests related to the company of the candidate of the Board of Directors (if any).
2. The notification of the results of election, dismissal and dismissal of members of the Board of Directors shall comply with the guiding regulations on information disclosure.

CHAPTER III: BOARD OF DIRECTORS

Article 11: Rights and obligations of the Board of Directors

1. 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 on behalf of the

Company, except for the rights and obligations under the jurisdiction of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:
 - a. Decide on the Company's strategy, medium-term development plan and annual business plan;
 - b. Proposals on the types of shares and the total number of shares entitled to be offered for sale of each type;
 - c. Decision on sale of unsold shares within the number of shares entitled to be offered for sale of each type; decide to mobilize additional capital in other forms;
 - d. Deciding on the selling price of the Company's shares and bonds;
 - e. Decision on share repurchase as prescribed in Clause 1 and Clause 2, Article 133 of the Law on Enterprises;
 - f. To decide on investment plans and investment projects within their competence and limits as prescribed by law;
 - g. Deciding on solutions for market development, marketing and technology;
 - h. Through contracts for purchase, sale, borrowing, lending and other contracts and transactions valued at 35% or more of the total value of assets recorded in the Company's latest financial statements, except for contracts and transactions under the decision-making competence of the General Meeting of Shareholders in accordance with the Law on Enterprises and the Company's Charter.
 - i. Election, dismissal and dismissal of the Chairman of the Board of Directors; appointing, dismissing, signing contracts, terminating contracts for the General Director and other important managers as prescribed by the Company's Charter; decide on the salaries, remuneration, bonuses and other benefits of such managers; appoint authorized representatives to participate in the Board of Directors, the Members' Council or the General Meeting of Shareholders in other companies, decide on the remuneration levels and other benefits of such persons;
 - j. Supervising and directing the General Director and other managers in running the daily business of the Company;
 - k. To decide on the organizational structure, internal management regulations of the Company, to decide on the establishment of subsidiaries, branches, representative offices and the capital contribution and purchase of shares of other enterprises;
 - l. Approving programs and contents of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders or collecting opinions for the General Meeting of Shareholders to approve resolutions;
 - m. Submit the audited annual financial statements to the General Meeting of Shareholders;
 - n. Proposal for dividends to be paid; decide on the time limit and procedures for paying dividends or handling losses arising in the course of business;
 - o. Proposing the reorganization and dissolution of the Company; request for bankruptcy of the Company;
 - p. Decision on promulgation of the Regulation on operation of the Board of Directors, internal regulation on corporate governance after being approved by the General Meeting of Shareholders; decide to promulgate the Regulation on operation of the Audit Committee under the Board of Directors, the Regulation on information disclosure of the Company;

- q. Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of law and the Company's Charter.
3. Within the scope of rights and obligations of the Company's Board of Directors as stipulated by law, the Company's Charter and the Board's Operation Regulations, the Board of Directors may authorize the Chairman of the Board of Directors or the General Director of the Company to perform one or several of the rights and obligations of the Board of Directors. The authorization is approved by a Resolution/Decision of the Board of Directors. The Chairman of the Board of Directors and the General Director shall be responsible to the Board of Directors and law for the implementation of the contents authorized by the Board of Directors. Members of the Board of Directors who pass the Resolution/Decision on authorization are jointly responsible for the implementation of the authorized person's authorization contents.
4. The Board of Directors approves resolutions and decisions by voting at meetings, collecting opinions in writing or other forms prescribed by the Company's Charter. Each Board member has one vote.
5. In case part or the whole of the resolution or decision adopted by the Board of Directors is contrary to the provisions of law, the resolution of the General Meeting of Shareholders or the Company's Charter, causing damage to the Company, the members shall approve part or all of the resolution. that unlawful decision must be jointly and severally responsible for such resolution or decision and must compensate the Company for damages; Members who object to the adoption of part or all of the above-mentioned resolutions or decisions are exempt from liability. In this case, the shareholders of the Company have the right to request the Court to suspend the implementation or cancel part or all of the above-mentioned unlawful resolutions and decisions.

Article 12: Duties and powers of the Board of Directors in approving and signing transaction contracts

1. The Board of Directors approves contracts and transactions with a value of less than 35% or transactions resulting in the total value of transactions arising within 12 months from the date of making the first transaction with a value of less than 35% of the total value of assets recorded in the latest financial statements or a ratio, other values smaller as prescribed in the Company's Charter between the Company and one of the following entities:
 - a) Members of the Board of Directors, members of the Control Board, General Director, other managers and related persons of these subjects;
 - b) Shareholders and authorized representatives of shareholders who own more than 10% of the total ordinary share capital of the Company and their related persons;
 - c) Enterprises related to the subjects specified in Clause 2, Article 164 of the Law on Enterprises.
2. The representative of the Company signing a contract or transaction must notify the members of the Board of Directors and members of the Control Board of the objects related to such contract or transaction and enclose the draft contract or the main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the date of receipt of the notice, unless the Company's Charter stipulates a different time limit; members of the Board of Directors who have interests related to the parties to the contract or transaction do not have voting rights.

Article 13: Responsibilities of the Board of Directors in convening an extraordinary General Meeting of Shareholders

1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:
 - a) The Board of Directors deems it necessary for the benefit of the Company;
 - b) The remaining number of members of the Board of Directors and the Control Board is less than the minimum number of members as prescribed by law;
 - c) At the request of shareholders or groups of shareholders specified in Clause 2, Article 115 of the Law on Enterprises; the request for convening the General Meeting of Shareholders must be expressed in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of relevant shareholders or a written request made in many copies and sufficiently collected signatures of relevant shareholders;
 - d) At the request of the Supervisory Board;
 - e) Other cases as prescribed by law and the Company's Charter.
2. Unless otherwise provided for in the Company's Charter, the Board of Directors must convene an extraordinary General Meeting of Shareholders within 30 days from the date on which the number of members of the Board of Directors or the remaining members of the Control Board is less than the minimum number of members as prescribed in the Company's Charter or receipt of the request specified at Point c and Point d, Clause 1 of this Article;
3. The convener of the General Meeting of Shareholders must perform the following tasks:
 - a) Make a list of shareholders entitled to attend the meeting;
 - b) Providing information and settling complaints related to the list of shareholders;
 - c) Preparation of meeting agendas and contents;
 - d) Prepare documents for the meeting;
 - e) Draft resolutions of the General Meeting of Shareholders according to the expected contents of the meeting; list and details of candidates in case of election of members of the Board of Directors or members of the Control Board;
 - f) Determine the time and place of the meeting;
 - g) Send a notice of invitation to the meeting to each shareholder who has the right to attend the meeting in accordance with the provisions of the Law on Enterprises;
 - h) Other tasks for the meeting.

Article 14: Subcommittees assisting the Board of Directors.

1. The Board of Directors may establish subordinate subcommittees to be in charge of development policies, human resources, compensation, internal audit, and risk management. The number of members of the Subcommittee shall be decided by the Board of Directors and shall have at least 03 persons, including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors should be a majority in the Sub-Committee and one of these members is appointed as the Head of the Sub-Committee at the discretion of the Board of Directors. The activities of the Subcommittee must comply with the regulations of the Board of Directors. The Resolution of the Subcommittee shall take effect only when the majority of members attend and vote for approval at the meeting of the Subcommittee.

2. The implementation of decisions of the Board of Directors or of the Subcommittees under the Board of Directors must be in accordance with current legal provisions and the provisions of the Company's Charter and Internal Regulations on corporate governance of the Company.

CHAPTER IV: BOARD MEETINGS

Article 15: Board Meetings

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within 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 there is more than one member with the highest number of votes or the same percentage of votes, the members shall vote on the principle of majority to elect 01 of them to convene a meeting of the Board of Directors.
2. The Board of Directors must meet at least once a quarter and may hold extraordinary meetings.
3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:
 - a) At the request of the Control Board or an independent member of the Board of Directors;
 - b) At the request of the General Director or at least 05 other managers;
 - c) At the request of at least 02 members of the Board of Directors;
 - d) Other cases as prescribed in the Company's Charter (if any).
4. The proposal specified in Clause 3 of this Article must be made in writing, clearly stating the purposes and issues to be discussed and decided under the competence of the Board of Directors.
5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receipt of the proposal specified in Clause 3 of this Article. In case of failure to convene a meeting of the Board of Directors at the request of the Chairman of the Board of Directors, the Chairman of the Board of Directors shall be responsible for the damage caused to the Company; the proposer has the right to replace the Chairman of the Board of Directors to convene a meeting of the Board of Directors.
6. 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 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.

In case of emergency, a Board meeting may be held as soon as it is approved by all (100%) members of the Board of Directors and attends the meeting

7. The Chairman of the Board of Directors or the convener shall send notices of invitation to meetings and enclosed documents to members of the Control Board as for members of the Board of Directors.

Members of the Control Board have the right to attend meetings of the Board of Directors; have the right to discuss but not vote.

8. A meeting of the Board of Directors shall be conducted when 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 within 07 days from the date of the intended first meeting. In this case, the meeting shall be held if more than half of the members of the Board of Directors attend the meeting.
9. Members of the Board of Directors are considered to attend and vote at the meeting in the following cases:
 - a) Attending and voting directly at the meeting;
 - b) Authorize other persons to attend the meeting and vote as prescribed in Clause 12 of this Article;
 - c) Attend and vote through online conferences, electronic voting or other electronic forms;
 - d) Send voting ballots to the meeting by mail, fax, email;
 - e) Sending the ballot by other means.
10. In case of sending voting papers to the meeting by mail, the voting papers must be contained in sealed envelopes and must be delivered to the Chairman of the Board of Directors at least 01 hour before the opening. Voting ballots are only open in the presence of all attendees.
11. A meeting of the Board of Directors may be held in the form of an online conference between members of the Board of Directors when all or several members are in different locations provided that each member participating in the meeting can:
 - a) Listening to each other member of the Board of Directors speaking in the meeting;
 - b) Address to all other attendees simultaneously. Discussions between members may be conducted directly by telephone or by other means of communication or a combination of these methods. A member of the Board of Directors who participates in such a meeting is deemed to be "present" at that meeting. The place of the meeting held under this regulation is the place where the most members of the Board of Directors are present, or the place where the Chairman of the meeting is present.
 - c) Decisions adopted during the telephone meeting are duly held and conducted, effective immediately at the end of the meeting but must be affirmed by the signatures in the minutes of all members of the Board attending this meeting.
12. Members of the Board of Directors must attend all Board meetings. Members of the Board of Directors may authorize others to attend meetings and vote if approved by a majority of members of the Board of Directors.
13. Resolutions and decisions of the Board of Directors shall be adopted if they are 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 Board of Directors.
14. The resolution in the form of collecting written opinions is adopted on the basis of the approval of the majority of members of the Board of Directors. 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. This Resolution has the same effect and validity as the resolution adopted at the meeting.

Article 16: Board Meeting Minutes

1. Board meetings must be recorded 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 following principal contents:
 - a) Name, address of the head office, enterprise code;
 - b) Time and place of the meeting;
 - c) Purpose, agenda and contents of the meeting;
 - d) Full name of each member attending the meeting or the person authorized to attend the meeting and the method of attending the meeting; full names of members who did not attend the meeting and the reasons;
 - e) Issues are discussed and voted on at the meeting;
 - f) Summarizing the opinions of each member attending the meeting in the order of the meeting;
 - g) The voting results clearly state the members who approve, disagree and have no opinions;
 - h) The issue was passed and the vote rate passed accordingly;
 - i) Full name, signature of the chairman and the person making the record, except for the case specified in Clause 2 of this Article.
2. In case the chairperson or the 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, e, f, g and h, Clause 1 of this Article, 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 the Law on Enterprises, the company's charter and relevant laws.
3. The chairperson, the person taking the minutes and the signatories of the minutes shall be responsible for the truthfulness and accuracy of the minutes of the meeting of the Board of Directors.
4. The minutes of the Board of Directors meeting and the documents used in the meeting must be kept at the Company's head office.
5. 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.

CHAPTER V: REPORTING AND DISCLOSURE OF BENEFITS

Article 17: Annual Report Submission

1. At the end of the fiscal year, the Board of Directors must submit the following report to the General Meeting of Shareholders:
 - a) Report on the Company's business results;
 - b) Financial statements;
 - c) Report on the evaluation of the management and administration of the Company;
 - d) Appraisal report of the Supervisory Board.

2. The report specified at Points a, b and c, Clause 1 of this Article must be sent to the Control Board for appraisal at least 30 days before the opening date of the Annual General Meeting of Shareholders if the Company's Charter does not provide otherwise.
3. The reports specified in Clauses 1 and 2 of this Article, the appraisal report of the Supervisory Board and the audit report must be kept at the head office of the Company at least 10 days before the opening date of the Annual General Meeting of Shareholders if the Company's Charter does not prescribe a longer time limit. Shareholders who own shares of the Company for at least 01 consecutive year have the right to directly review the report specified in this Article by themselves or together with lawyers, accountants and auditors with practicing certificates

Article 18: Remuneration, bonuses and other benefits of members of the Board of Directors

1. The company has the right to pay remuneration and reward members of the Board of Directors according to business results and efficiency.
2. Members of the Board of Directors are entitled to work remuneration 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.
3. 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.
4. A member of the Board of Directors who holds an executive position or a member of the Board of Directors who works in sub-committees of the Board of Directors or performs other tasks outside the scope of 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.
5. 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 or subcommittees of the Board of Directors.
6. 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 members of the Board of Directors related to violations of the law and the Company's Charter.

Article 19: Disclosure of related benefits

1. Members of the Board of Directors of the Company must declare to the Company their related interests, including:
 - a) Name, enterprise code, address of the head office, business lines of the enterprise in which they own contributed capital or shares; the percentage and time of ownership of such contributed capital or shares;
 - b) Name, enterprise code, address of the head office, business lines of the enterprise in which their related persons jointly own or separately own the contributed capital or shares of more than 10% of the charter capital.

2. The declaration specified in Clause 1 of this Article must be made within 07 working days from the date on which related benefits arise; the amendment and supplementation must be notified to the Company within 07 working days from the date of the corresponding amendment and supplement.
3. Members of the Board of Directors who perform work in any form within the scope of the Company's business must explain the nature and content of such work to the Board of Directors and shall only be performed when approved by the majority of the remaining members of the Board of Directors; if it is carried out without declaration or approval of the Board of Directors, all income obtained from such activity belongs to the Company.

CHAPTER VI: THE RELATIONSHIP OF THE BOARD OF DIRECTORS

Article 20. Relationship between Board Members

1. The relationship between members of the Board of Directors is a coordination relationship, the members of the Board of Directors are responsible for informing each other about relevant issues in the process of handling the assigned work.
2. In the course of handling work, the member of the Board of Directors assigned to be in charge of the main responsibility must take the initiative in coordinating in handling, if there is a problem related to the field in charge of another member of the Board of Directors. In case there are still different opinions among the members of the Board of Directors, the members shall have the main responsibility to report to the Chairman of the Board of Directors for consideration and decision according to their competence or organize meetings or collect opinions of members of the Board of Directors in accordance with law. The Company's Charter and this Regulation.
3. In case of reassignment between members of the Board of Directors, the members of the Board of Directors must hand over relevant work, dossiers and documents. This handover must be made in writing and reported to the Chairman of the Board of Directors on such handover.

Article 21. Relationship with the Board of Directors

As a manager, the Board of Directors issues resolutions and decisions for the General Director and the executive apparatus to implement. At the same time, the Board of Directors inspects and supervises the implementation of resolutions and decisions.

Article 22. Relationship with the Supervisory Board or Audit Committee

1. The relationship between the Board of Directors and the Supervisory Board or the Audit Committee is a coordinated relationship. The working relationship between the Board of Directors and the Supervisory Board or the Audit Committee is on the principle of equality and independence, and at the same time closely coordinates and supports each other in the process of performing tasks.
2. Upon receipt of inspection records or general reports of the Control Board or the Audit Committee, the Board of Directors shall study and direct relevant departments to formulate plans and implement corrections in a timely manner.

CHAPTER VII: IMPLEMENTATION PROVISIONS

Article 23: Enforcement effect

1. The Operating Regulations of the Board of Directors of the Company include 7 Chapters, 23 Articles and take effect from April 22, 2026.

2. In the course of implementation, the Board of Directors has the right to propose the General Meeting of Shareholders to consider amending and supplementing the Regulation on the basis of compliance with the provisions of law, the Company's Charter and in accordance with the actual production and business activities of the Company.

BOARD OF DIRECTORS

CHAIRMAN

NGUYEN THI QUYNH TRANG