

DRAFT:



CHARTER

BINH DUONG MINERAL AND CONSTRUCTION JOINT STOCK COMPANY

Thuan Giao, date month..... year 2026



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INTRODUCTION

This Charter was adopted pursuant to Resolution No./2026/NQ-ĐHĐCĐ dated June 19, 2026, at the 2026 Annual General Meeting of Shareholders.

1. DEFINITIONS OF TERMS IN THE CHARTER

Article 1. Definitions

1. In this Charter, the following terms shall be understood as follows:

a. "*Charter capital*" means the total par value of shares sold or registered for subscription upon the establishment of the enterprise and as specified in Article 6 of this Charter;

b. "*Voting capital*" means the share capital, by which the owner has the right to vote on matters falling under the decision-making authority of the General Meeting of Shareholders;

c. "*Law on Enterprises*" means the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 01, 2022, and Law No. 76/2025/QH15 dated June 17, 2025;

d. "*Law on Securities*" means the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;

e. "*Civil Code*" means the Civil Code No. 91/2015/QH13 passed by the National Assembly on November 24, 2015;

f. "*Decree No. 155*" means the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

g. "*Decree No. 245*" means the Government's Decree No. 245/2025/NĐ-CP dated September 11, 2025, amending and supplementing a number of articles of Decree No. 155/NĐ-CP dated December 21, 2020;

h. "*Vietnam*" means The Socialist Republic of Vietnam;

i. "*Establishment date*" means the date on which the Company is granted its initial Enterprise Registration Certificate (Business Registration Certificate and equivalent valid documents);

j. "*Company Executives*" means the General Director, Deputy General Directors, Chief Accountant, and other executives as decided by the Board of Directors based on the proposal of the General Director;

k. *"Company Managers"* means company managers, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director, and individuals holding other management titles as prescribed in the Company Charter;

l. *"Beneficial owner"* means an individual meeting the criteria specified in Article 17 of the Government's Decree No. 168/2025/NĐ-CP dated June 30, 2025, on enterprise registration, and relevant amending, supplementing, or replacing documents;

m. *"Corporate governance officer"* means the person with the responsibilities and powers specified in Article 33 of this Charter;

n. *"Related persons"* means individuals or organizations that have a relationship with each other in the following cases:

- The Company and its internal persons;
- The Company and organizations or individuals owning over 10% of the Company's voting shares;
- Organizations or individuals that, in their relationship with other organizations or individuals, directly or indirectly control or are controlled by such organizations or individuals, or are under common control with such organizations or individuals;
- An individual and his/her biological father, mother, adoptive father, mother, father-in-law, mother-in-law, spouse, biological child, adopted child, daughter-in-law, son-in-law, biological brother, sister, younger sibling, brother-in-law, sister-in-law of such individual;
- A contractual relationship in which one organization or individual acts as a representative for the other;
- Other organizations or individuals that are related persons as prescribed by the Law on Enterprises;

o. *"Internal persons"* means persons holding important positions in the governance and management apparatus of the Company, including: Chairman of the Board of Directors, members of the Board of Directors, legal representatives, General Director, Deputy General Directors, Chief Financial Officer, Chief Accountant, and equivalent management titles elected by the General Meeting of Shareholders or appointed by the Board of Directors; members of the Internal Audit Committee; company secretary, corporate governance officer, and authorized information disclosure person;

p. *"Non-executive member of the Board of Directors"* means a member of the Board of Directors who is not a Company Executive as prescribed by this Charter;

q. *"Independent member of the Board of Directors"* means a member of the Board of Directors as per Article 26 of this Charter;

r. *"Shareholder"* means an individual or organization owning at least one share of the Company;

s. *"Major shareholder"* means a shareholder as prescribed in Clause 18, Article 4 of the Law on Securities;

t. *"Operating term"* means the duration of the Company's operation as specified in Article 2 of this Charter and the extension period (if any) approved by the Company's General Meeting of Shareholders via resolution;

u. *"Stock Exchange"* means the Vietnam Stock Exchange and its subsidiaries.

v. *"Committee under the Board of Directors"* means the Committee(s) under the Board of Directors, established and organized by the Board of Directors in accordance with Article 32 of this Charter;

w. *"Audit Committee"* means a specialized body under the Board of Directors established and organized in accordance with this Charter, the law, and decisions of the Board of Directors;

x. *"Company"* means Binh Duong Mineral and Construction Joint Stock Company.

2. In this Charter, references to one or more regulations or documents include any amendments or replacement documents.

3. Headings (chapters, articles of this Charter) are used for convenience in understanding the content and do not affect the content of this Charter.

4. Words or terms defined in the Law on Enterprises (if not inconsistent with the subject or context) shall have the same meaning in this Charter.

II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, OPERATING TERM, AND LEGAL REPRESENTATIVES OF THE COMPANY

Article 2. Name, form, headquarters, branches, representative offices, business locations, and operating term of the Company

1. Company Name

- Vietnamese name: Công ty Cổ phần Khoáng sản và Xây dựng Bình Dương.
- English name: Binh Duong Mineral and Construction Joint Stock Company.
- Abbreviated name: KSB

2. The Company is a legal entity established in the form of a joint stock company in accordance with the current laws of Vietnam. In the course of its operation, the Company must comply with and observe the provisions of the law and the contents set forth in this Charter.

The Company is an independent legal entity and shall not be liable for the debts

or other liabilities of shareholders unless there is a clear agreement in accordance with the law. The Company operates on the principle of economic independence, in accordance with the current Charter, the law, and the Business Registration Certificate. Accordingly, the liability of any shareholder (if any) to a Third Party is understood as a personal transaction or agreement between the respective shareholder and does not involve the liability or processing obligations of the Company. In this case, provided that they do not violate the Law on Enterprises and current laws, shareholders may use their capital contribution in the total charter capital of the Company to address issues arising related to the aforementioned liability to a Third Party.

3. The Company's registered headquarters is:

- Address: No. 8 Nguyen Thi Minh Khai, Group 9, Hoa Lan 1 Quarter, Thuan Giao Ward, Ho Chi Minh City.

- Phone: 0274 3822602 Fax: 0274 3823922

- E-mail: info@ksb.vn Website: www.ksb.vn

4. The Company may establish branches and representative offices in business locations to achieve the Company's operational objectives in accordance with the decisions of the Board of Directors and within the scope permitted by law.

5. Unless terminated before the expiration of the term pursuant to Clause 2, Article 54, or extended pursuant to Article 55 of this Charter, the Company's operating term begins from the establishment date until a decision to terminate operations is made by the General Meeting of Shareholders or terminated in accordance with the law.

Article 3. Legal representatives of the Company

1. The Company has 02 (two) Legal representatives. The Chairman of the Board of Directors and the General Director are the legal representatives of the Company.

2. The powers and obligations of the legal representatives shall be exercised in accordance with the Civil Code, the Law on Enterprises, and relevant legal provisions.

a. The legal representative represents the Company in exercising rights and obligations arising from the Company's transactions, represents the Company as a petitioner in civil matters, plaintiff, defendant, or person with related interests and obligations before Arbitration or Courts, and other rights and obligations as prescribed by law;

b. Exercise assigned rights and obligations honestly, carefully, and in the best manner to ensure the legitimate interests of the Company;

c. Be loyal to the interests of the Company; not abuse their position, office, or use information, know-how, business opportunities, or other assets of the Company for personal gain or to serve the interests of other organizations or individuals;

d. Notify the Company in a timely, complete, and accurate manner about

enterprises in which they or their related persons own or have shares or capital contributions as prescribed by the Law on Enterprises and the Law on Securities;

e. Other rights, obligations, and responsibilities as prescribed by the Civil Code, the Law on Enterprises, and relevant legal provisions.

3. In necessary cases, the legal representative may re-authorize another individual to perform one or several tasks within their authority as a legal representative.

4. The Company's legal representative shall be personally liable in accordance with the law for damages caused to the Company due to violations of the responsibilities prescribed in Clause 2 of this Article.

III. OBJECTIVES, BUSINESS SCOPE, AND OPERATIONS OF THE COMPANY

Article 4. Operational objectives of the Company

1. The Company's business lines are:

The Company's main business line is industry 0810 – Mining of stone, sand, gravel, and clay. Details: Mineral exploration, mining, and processing.

In the course of operation, the Company may adjust its business lines according to operational needs and in compliance with the law. Adjustments to business lines (if any) will be disclosed on the Company's website in accordance with the law and will be updated in the List of business lines of the Company as specified in Appendix 1 of this Charter.

2. Operational objectives of the Company:

a. Carry out business and service activities to maximize the Company's potential profits and ensure the interests of shareholders.

b. Improve working conditions, increase income, and enhance the lives of employees in the Company.

c. Contribute to the State budget in accordance with the law.

Article 5. Business scope and operations of the Company

1. The Company is permitted to plan and conduct all business activities in accordance with the Company's business lines disclosed on the National Enterprise Registration Portal and this Charter, in compliance with current laws, and to take appropriate measures to achieve the Company's objectives. In case the Company engages in conditional business lines, the Company must meet all business conditions as prescribed by the Law on Investment and relevant specialized laws.

2. The Company may conduct business activities in other industries and trades that are not prohibited by law and are approved by the General Meeting of Shareholders.

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter capital, shares, founding shareholders

1. The Company's charter capital is the charter capital recorded on the Business Registration Certificate issued by the competent authority. Each share has a par value of 10,000 VND; the number of shares of the Company shall be equal to the Charter capital divided by the par value of one share.

2. The Company may change its charter capital when approved by the General Meeting of Shareholders and in accordance with the provisions of the law.

3. Shares of the Company as of the date of adoption of this Charter include ordinary shares and preference shares (if any). The rights and obligations of shareholders holding each type of share are prescribed in Article 13 and Article 14 of this Charter.

4. The Company may issue other types of preference shares after obtaining approval from the General Meeting of Shareholders and in accordance with the provisions of the law.

5. Ordinary shares must be offered for priority sale to existing shareholders in proportion to their ownership of ordinary shares in the Company, unless the General Meeting of Shareholders decides otherwise; the number of shares that shareholders do not register to buy will be decided by the Company's Board of Directors. The Board of Directors may distribute such shares to shareholders and other persons under conditions no less favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.

6. The Company may repurchase shares issued by the Company itself in the manners prescribed in this Charter and current laws.

7. The Company may issue other types of securities in accordance with the law.

Article 7. Share certificates

1. Except where shares are deposited at the Securities Depository Center (or an entity with equivalent functions as prescribed by law from time to time), Shareholders of the Company shall be issued share certificates corresponding to the number and type of shares owned.

2. A share certificate is a type of security confirming the legal rights and interests of the owner in a portion of the Company's share capital. Except where shares are deposited at the Securities Depository Center (or an entity with equivalent functions as prescribed by law from time to time), the share certificate must contain the following full details:

- a. Name, enterprise code, and address of the Company's headquarters;
- b. Number of shares and type of shares;
- c. Par value of each share and total par value of shares recorded on the certificate;

d. Full name, contact address, nationality, and legal document number of the individual for individual shareholders; name, enterprise code, or legal document number of the organization, and address of the headquarters for organizational shareholders;

e. Signature of the Company's legal representative;

f. Registration number in the Company's share register and date of issuance of the share certificate;

g. Other contents for preference share certificates;

h. Other contents as prescribed by law.

3. Within 02 (two) months from the date of submitting a complete application for transfer of share ownership according to the Company's regulations, or within 02 (two) months (or another period as specified in the issuance terms) from the date of full payment for the shares as prescribed in the Company's share issuance plan, the share owner shall be issued a share certificate. The share owner shall not pay the Company for the cost of printing the share certificate.

4. In case a share certificate is lost, damaged, or destroyed in other forms, the shareholder shall be re-issued a certificate by the Company upon the shareholder's request. The shareholder's request must include the following contents:

a. Information about the share certificate that has been lost, damaged, or destroyed in other forms;

b. Commitment to be responsible for any disputes arising from the re-issuance of a new share certificate.

Article 8. Other securities certificates

Bond certificates or other securities certificates of the Company shall be issued with the signature of the legal representative and the seal of the Company.

Article 9. Share transfer

1. All shares are freely transferable unless otherwise provided by this Charter and the law. Shares listed or registered for trading on a Stock Exchange shall be transferred in accordance with the regulations of the law on securities and the securities market.

2. Shares that have not been fully paid for may not be transferred or enjoy related rights such as the right to receive dividends, the right to receive shares issued to increase share capital from equity, the right to purchase newly offered shares, and other rights as prescribed by law.

Article 10. Share repurchase

1. Share repurchase at the request of shareholders shall be carried out as follows:

a. Shareholders who have voted against the resolution on company reorganization or changes to the rights and obligations of shareholders as specified in the Charter have



the right to request the Company to repurchase their shares. The request must be in writing, clearly stating the name and address of the shareholder, the number of shares of each type, the intended selling price, and the reason for requesting the Company to repurchase. The request must be sent to the Company within 10 (ten) days from the date the General Meeting of Shareholders passes the resolution on the matters specified in this clause;

b. The Company must repurchase shares at the request of the Shareholder as prescribed in Clause 1 of this Article at market price or by agreement within 90 (ninety) days from the date of receiving the request. In case no agreement on price can be reached, the parties may request a valuation organization to perform the valuation. The Company shall introduce at least 03 (three) valuation organizations for the shareholder to choose from, and that choice shall be final.

2. Share repurchase at the decision of the Company:

a. The Company has the right to repurchase no more than 30% of the total ordinary shares sold, and a portion or all of the dividend preference shares sold, in accordance with the following regulations:

- The Board of Directors has the right to decide on the repurchase of no more than 10% of the total shares of each type sold within 12 (twelve) months. In other cases, the share repurchase shall be decided by the General Meeting of Shareholders;

- The Board of Directors decides the share repurchase price. For ordinary shares, the repurchase price shall not be higher than the market price at the time of repurchase, except in the case prescribed at Point c, Clause 2 of this Article. For other types of shares, if the Charter does not provide otherwise or the Company and the related shareholder have no other agreement, the repurchase price shall not be lower than the market price;

b. Conditions for the Company to repurchase its own shares:

- There is a decision of the General Meeting of Shareholders approving the share repurchase to reduce charter capital, and a repurchase plan clearly stating the quantity, implementation time, and principles for determining the repurchase price;

- There are sufficient funds to repurchase shares from the following sources: share premium, development investment fund, undistributed profit after tax, and other funds under equity used to supplement charter capital in accordance with the law;

- There is a designated securities company to perform the transaction;

- Meet the conditions prescribed by law in case the Company operates in conditional business lines;

- Not falling into the cases prescribed at Point d, Clause 2 of this Article.

c. Share repurchase is exempt from the conditions prescribed at Points b, Clause 2

of this Article, except for the case at Point d, Clause 2 of this Article, in the following cases:

- Repurchase of shares at the request of shareholders as prescribed in Clause 1 of this Article;

- Repurchase of shares from employees according to the Company's employee share issuance regulations, repurchase of odd lots according to the share issuance plan for dividend payment, and issuance of shares from equity;

d. The Company may not repurchase its own shares in the following cases:

- Having overdue payables based on the most recent audited annual financial statements; in case the expected time of share repurchase is more than 06 (six) months from the end of the fiscal year, the determination of overdue debt shall be based on the most recent audited or reviewed 06-month financial statements;

- Being in the process of offering or issuing shares to raise additional capital;

- The Company's shares are the subject of a public tender offer, except in the case prescribed at Point c, Clause 2 of this Article;

- Having already repurchased its own shares within 06 (six) months from the date of reporting the repurchase results or having just finished an offering or share issuance to increase capital no more than 06 (six) months from the date of ending such offering or issuance, except in the case prescribed at Point c, Clause 2 of this Article.

e. Except for share repurchase corresponding to the ownership ratio in the Company or share repurchase according to an effective court judgment or decision, an arbitral award, or share repurchase through transactions performed by the matching method, the Company may not repurchase shares from the following subjects:

- Internal persons and related persons of internal persons;

- Owners of shares with transfer restrictions as prescribed by law and the Charter;

- Major shareholders.

f. The Company performing the repurchase of its own shares as prescribed at Point b, Clause 2 and share repurchase at the request of shareholders must carry out procedures to reduce charter capital corresponding to the total value calculated by the par value of the shares repurchased by the Company within 10 (ten) days from the date of completing the payment for share repurchase;

g. In case the company repurchases shares from employees according to the company's employee share issuance regulations, the following regulations shall apply:

- The total number of shares repurchased by the company from employees must be reported at the nearest Annual General Meeting of Shareholders;

- The company is not required to carry out procedures to reduce charter capital for the shares repurchased by the company.

h. The Company repurchasing its own shares may sell them immediately after repurchase in the following cases:

- The Company repurchases odd lots according to the share issuance plan for dividend payment or the share issuance plan from equity;
- The Company repurchases odd lots at the request of shareholders.

Article 11. Share forfeiture

1. In case a shareholder does not pay the full amount due for shares on time, the Board of Directors shall notify and have the right to require such shareholder to pay the remaining amount and be liable corresponding to the total par value of the shares registered for purchase for the Company's financial obligations arising from the failure to pay in full.

2. The aforementioned payment notice must clearly state the new payment deadline (at least [07 days] from the date of sending the notice) but not exceeding 45 (forty-five) days from the date of sending the notice, the place of payment, and the notice must clearly state that in case of failure to pay as required, the unpaid shares will be forfeited.

3. The Board of Directors has the right to forfeit shares that are not fully paid for on time in case the requirements in the aforementioned notice are not met.

4. Forfeited shares are considered shares authorized for offering as prescribed by the Law on Enterprises. The Board of Directors may directly or authorize the sale or redistribution under conditions and in a manner that the Board of Directors deems appropriate.

5. Shareholders holding forfeited shares must relinquish their shareholder status with respect to those shares, but must still be liable corresponding to the total par value of the shares registered for purchase for the Company's financial obligations arising at the time of forfeiture according to the decision of the Board of Directors from the date of forfeiture until the date of payment. The Board of Directors has full authority to decide on the enforcement of full payment for the shares at the time of forfeiture.

6. The forfeiture notice shall be sent to the holder of the forfeited shares before the time of forfeiture. The forfeiture remains valid even in case of errors or negligence in sending the notice.

V. ORGANIZATIONAL, GOVERNANCE, AND CONTROL STRUCTURE

Article 12. Organizational, governance, and control structure

The Company's management, governance, and control structure includes:

1. General Meeting of Shareholders.

2. Board of Directors.
3. General Director.

VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Article 13. Rights of shareholders

1. Shareholders are owners of the Company and have rights and obligations corresponding to the number and type of shares they own. Shareholders are only liable for the debts and other property obligations of the Company within the scope of the capital contributed to the Company.

2. Ordinary shareholders have the following rights:

a. To attend and speak at meetings of the General Meeting of Shareholders and exercise the right to vote directly or through an authorized representative or other forms as prescribed by the Company Charter and the law. Each ordinary share has one vote;

b. To receive dividends at the level decided by the General Meeting of Shareholders;

c. To be given priority in purchasing new shares in proportion to each shareholder's ownership of ordinary shares in the Company;

d. To freely transfer their shares to others, except in cases where this Charter provides for share transfer restrictions and other relevant legal provisions;

e. To examine, look up, and extract information about their names and contact addresses in the list of voting shareholders; to request the correction of inaccurate information about themselves;

f. To examine, look up, extract, or copy the Company Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

g. Upon the dissolution or bankruptcy of the Company, to receive a portion of the remaining assets corresponding to the share ownership ratio in the Company;

h. To request the Company to repurchase shares in the cases prescribed in Clause 1, Article 10 of this Charter;

i. To be treated equally. Each share of the same type gives the shareholder the same rights, obligations, and benefits. In case the Company has different types of preference shares, the rights and obligations attached to such preference shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;

j. To have full access to periodic and extraordinary information disclosed by the Company in accordance with the law;

k. To have their legitimate rights and interests protected; to request the suspension or cancellation of resolutions or decisions of the General Meeting of Shareholders or the Board of Directors in accordance with the Law on Enterprises;

l. Other rights as prescribed by law and this Charter.

3. Shareholders or groups of shareholders owning 05% or more of the total ordinary shares have the following rights:

a. To request the Board of Directors to convene a meeting of the General Meeting of Shareholders in cases where: the Board of Directors seriously violates the rights of shareholders, the obligations of managers, or makes decisions exceeding its assigned authority, Clause 3 and Clause 4 of Article 15 of this Charter, and other cases as prescribed by law;

b. To examine, look up, and extract minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, contracts, and transactions that must be approved by the Board of Directors, and other documents, except for documents related to the Company's trade secrets or business secrets;

c. To propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least 03 (three) working days before the opening date. The proposal must clearly state the name of the shareholder, the number of shares of each type owned by the shareholder, and the matter proposed to be included in the agenda;

d. Other rights as prescribed by law and this Charter.

4. The request to convene a meeting of the General Meeting of Shareholders as prescribed in Clause 3 of this Article must be in writing and must include the following contents: full name, contact address, nationality, and legal document number of the individual for individual shareholders; name, enterprise code, or legal document number of the organization, and address of the headquarters for organizational shareholders; the number of shares and the time of share registration of each shareholder, the total number of shares of the entire group of shareholders, and the ownership ratio in the total shares of the company, and the basis and reasons for requesting the convening of the General Meeting of Shareholders. Attached to the request to convene the meeting must be documents and evidence regarding the violations of the Board of Directors, the extent of the violations, or the decisions exceeding authority. The shareholder or group of shareholders shall be fully responsible before the law for the accuracy and truthfulness of the documents and evidence provided to the competent authority when requesting the convening of the General Meeting of Shareholders.

5. Shareholders or groups of shareholders owning 10% or more of the total ordinary shares have the right to nominate candidates for the Board of Directors. Unless the Company Charter provides otherwise, the nomination of candidates for the Board of Directors shall be carried out as follows:

Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares have the right to nominate one (01) candidate; from 20% to less than 30% have the right to nominate a maximum of two (02) candidates; from 30% to less than 40% have the right to nominate a maximum of three (03) candidates; from 40% to less than 50% have the right to nominate a maximum of four (04) candidates; from 50% to less than 60% have the right to nominate a maximum of five (05) candidates; from 60% to less than 70% have the right to nominate a maximum of six (06) candidates; from 70% to less than 80% have the right to nominate a maximum of seven (07) candidates; and from 80% to less than 90% have the right to nominate a maximum of eight (08) candidates.

6. Ordinary shareholders forming a group to nominate candidates for the Board of Directors according to Clause 4 of this Article must notify the Board of Directors about the group formation so that shareholders attending the meeting are informed 03 (three) days before the opening of the General Meeting of Shareholders.

Article 14. Obligations of shareholders

Ordinary shareholders have the following obligations:

1. To pay in full and on time for the shares committed to be purchased.
2. Not to withdraw capital contributed by ordinary shares from the Company in any form, except where shares are repurchased by the Company or others. In case a shareholder withdraws part or all of the contributed share capital contrary to the provisions of this clause, such shareholder and related persons in the Company shall be jointly and severally liable for the debts and other property obligations of the Company within the value of the withdrawn shares and the damages that occur.
3. To comply with the Company Charter and the Company's internal management regulations.
4. To abide by the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.
5. To keep confidential information provided by the Company in accordance with the Company Charter and the law; to use the provided information only to exercise and protect their legitimate rights and interests; it is strictly prohibited to distribute, copy, or send information provided by the Company to other organizations or individuals.
6. To attend meetings of the General Meeting of Shareholders and exercise the right to vote through the following forms:
 - a. Attending and voting directly at the meeting;
 - b. Authorizing other individuals or organizations to attend and vote at the meeting;
 - c. Attending and voting through online conferences, electronic voting, or other electronic forms;

d. Sending ballots to the meeting via mail, fax, or email;

7. To be personally liable when acting in the name of the Company in any form to perform one of the following acts:

a. Violating the law;

b. Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;

c. Paying off undue debts before financial risks to the Company.

8. To fulfill other obligations as prescribed by current laws.

Article 15. General Meeting of Shareholders

1. The General Meeting of Shareholders consists of all voting shareholders and is the highest decision-making body of the Company. The General Meeting of Shareholders shall hold an annual meeting once a year within four (04) months from the end of the fiscal year. The Board of Directors may decide to extend the annual General Meeting of Shareholders in necessary cases, but not exceeding 06 months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue for the General Meeting of Shareholders is determined as the place where the chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors shall convene the annual General Meeting of Shareholders and select a suitable venue. The annual General Meeting of Shareholders shall decide on matters as prescribed by law and the Company Charter, especially the approval of the audited annual financial statements. In case the audit report on the Company's annual financial statements contains material exceptions, adverse opinions, or disclaimers, the Company must invite a representative of the approved audit organization that performed the audit of the Company's financial statements to attend the annual General Meeting of Shareholders, and the aforementioned representative of the approved audit organization is responsible for attending the meeting.

3. 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 interests of the Company;

b. The remaining number of members of the Board of Directors is less than the minimum number of members as prescribed by law;

c. At the request of shareholders or groups of shareholders as prescribed in Clause 3, Article 13 of this Charter; the request to convene the General Meeting of Shareholders must be in writing, clearly stating the reason and purpose of the meeting, and must have sufficient signatures of the related shareholders or the written request must be made in multiple copies and collect sufficient signatures of the related shareholders;

d. The audited quarterly, semi-annual, or annual financial statements reflect that the equity has lost half (1/2) compared to the beginning of the period;

e. Other cases as prescribed by law and this Charter.

4. Convening an extraordinary General Meeting of Shareholders

a. The Board of Directors shall convene a General Meeting of Shareholders within 30 (thirty) days from the date the number of remaining members of the Board of Directors or independent members of the Board of Directors is as specified in Point b, Clause 3 of this Article, or upon receipt of a request as specified in Point c, Clause 3 of this Article;

b. In case the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, then within the next 30 (thirty) days, the independent member(s) of the Board of Directors shall replace the Board of Directors to convene the General Meeting of Shareholders.

c. In case the independent member(s) of the Board of Directors fail(s) to convene the General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, the shareholder or group of shareholders as prescribed in Point c, Clause 3 of this Article shall have the right to request the Company's representative to convene the General Meeting of Shareholders in accordance with the Law on Enterprises.

In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the order and procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. These costs do not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

5. The person convening the General Meeting of Shareholders must perform the following tasks:

a. Prepare a list of shareholders eligible to attend the meeting;

b. Provide information and resolve complaints related to the list of shareholders;

c. Prepare the agenda and content of the meeting;

d. Prepare documents for the meeting;

e. Draft the resolution of the General Meeting of Shareholders according to the expected content of the meeting; provide a list and detailed information of candidates in case of electing members of the Board of Directors;

f. Determine the time and location of the meeting;

g. Send the meeting invitation to each shareholder eligible to attend in accordance with this Charter;

h. Other tasks to serve the meeting.

6. Organization of the General Meeting of Shareholders:

a. The General Meeting of Shareholders shall be organized in the form of an in-person meeting, an online meeting, or a combination of both in-person and online forms as decided by the Board of Directors;

b. Shareholders attending the General Meeting of Shareholders online and voting electronically shall have the same validity as those at an in-person General Meeting of Shareholders;

c. The Company shall issue Regulations on the organization of the General Meeting of Shareholders in accordance with actual conditions and the form of organization as prescribed in this Charter and the provisions of law.

Article 16. Rights and obligations of the General Meeting of Shareholders

1. The General Meeting of Shareholders has the following rights and obligations:

a. Approve the Company's development orientation;

b. Decide on amendments and supplements to the Company's Charter;

c. Change business lines and sectors;

d. Decide on the types of shares and the total number of shares of each type authorized to be offered;

e. Decide on the annual dividend rate for each type of share;

f. Decide on the repurchase of more than 10% of the total sold shares of each type;

g. Decide on the number of members of the Board of Directors; elect, dismiss, and remove members of the Board of Directors;

h. Consider and handle violations by members of the Board of Directors that cause damage to the Company and its shareholders;

i. Decide on investment or sale of assets with a value of 50% or more of the total asset value recorded in the Company's most recent financial statements;

j. Decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and Committees under the Board of Directors;

k. Approve contracts and transactions with a value equal to or greater than 35% of the total asset value of the Company recorded in the most recent financial statements with the following subjects: Shareholders, authorized representatives of institutional shareholders owning over 10% of the total common shares of the Company and their related persons; members of the Board of Directors, the General Director, and their related persons; enterprises that members of the Board of Directors, the General Director, and other managers of the Company must declare in accordance with the Law on Enterprises;

l. Approve annual financial statements;

m. Approve the Company's annual business plan;

n. Approve the Report of the Board of Directors on corporate governance and the performance results of the Board of Directors and each member of the Board of Directors; the independent member of the Board of Directors in the Audit Committee is responsible for reporting at the annual General Meeting of Shareholders in accordance with Clause 2, Article 41 of this Charter;

o. Decide on the division, separation, consolidation, merger, or conversion of the Company;

p. Decide on the Company's management organizational structure; decide on the reorganization or dissolution of the Company;

q. Approve the Internal Regulations on corporate governance; Regulations on the organization and operation of the Board of Directors;

r. Approve the list of approved auditing firms; decide on the approved auditing firm to inspect the Company's operations, and dismiss the approved auditor when necessary;

s. Other rights and obligations as prescribed by law.

2. All resolutions and issues included in the meeting agenda must be discussed and voted upon at the General Meeting of Shareholders.

Article 17. Authorization to attend the General Meeting of Shareholders

1. Shareholders and authorized representatives of institutional shareholders may attend the meeting in person or authorize one or more other individuals or organizations to attend or attend through one of the following forms:

a. Attend and vote directly at the meeting;

b. Authorize other individuals or organizations to attend and vote at the meeting;

c. Attend and vote through an online conference, electronic voting, or other electronic forms;

d. Send ballots to the meeting via mail, fax, or email;

e. Send ballots by other means as prescribed in the Company's Charter.

2. The authorization for an individual or organization to represent a shareholder at the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The power of attorney shall be prepared in accordance with civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of authorization, the scope of authorization, the term of authorization, and the signatures of the authorizing party and the authorized party.



The authorized person attending the General Meeting of Shareholders must submit the power of attorney when registering to attend the meeting. In case of re-authorization, the attendee must also present the original power of attorney from the shareholder or the authorized representative of the institutional shareholder (if not previously registered with the Company).

3. In case a lawyer signs the appointment of a representative on behalf of the authorizing party, the appointment of the representative in this case shall only be considered valid if the appointment document is presented together with the power of attorney for the lawyer (if not previously registered with the Company).

4. Except for the case in Clause 3 of this Article, the ballot of the authorized person attending the meeting within the scope of authorization shall remain valid when one of the following cases occurs, except in the following cases:

- a. The authorizing party has died, has limited civil act capacity, or has lost civil act capacity;
- b. The authorizing party has revoked the authorization appointment;
- c. The authorizing party has revoked the authority of the person performing the authorization.

This clause does not apply in case the Company receives notice of one of the above events before the opening time of the General Meeting of Shareholders or before the meeting is reconvened.

Article 18. Variation of rights

1. The variation or cancellation of special rights attached to a class of preference shares shall be effective when approved by shareholders representing 65% or more of the total voting shares of all shareholders attending the meeting.

2. A resolution of the General Meeting of Shareholders on content that adversely changes the rights and obligations of shareholders owning preference shares shall only be passed if approved by shareholders owning 75% or more of the total preference shares of that class attending the meeting, or approved by shareholders owning 75% or more of the total preference shares of that class in case of passing the resolution by way of written opinion collection.

3. The organization of a meeting of shareholders holding a class of preference shares to approve the variation of rights mentioned above shall only be valid when there are at least 02 (two) shareholders (or their authorized representatives) holding at least 1/3 of the par value of the issued shares of that class. In case there are not enough delegates as mentioned above, the meeting shall be reconvened within the next 30 (thirty) days, and those holding shares of that class (regardless of the number of people and shares) present in person or through an authorized representative shall be considered as having sufficient delegates. At the meetings of shareholders holding the preference

shares mentioned above, those holding shares of that class present in person or through a representative may request a secret ballot. Each share of the same class has equal voting rights at the aforementioned meetings.

4. The procedures for conducting such separate meetings shall be carried out similarly to the provisions of this Charter.

5. Unless otherwise provided by the terms of share issuance, the special rights attached to classes of preference shares regarding some or all matters related to the distribution of profits or assets of the Company shall not be changed when the Company issues additional shares of the same class.

Article 19. Convening, agenda, and notice of the General Meeting of Shareholders

1. The Board of Directors shall convene the annual and extraordinary General Meeting of Shareholders. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in the cases specified in Point b or Point c, Clause 4, Article 15 of this Charter.

2. The person convening the General Meeting of Shareholders must perform the following tasks:

a. Prepare a list of shareholders eligible to participate and vote at the General Meeting of Shareholders. The list of shareholders eligible to attend the General Meeting of Shareholders shall be prepared based on the Company's register of shareholders and register of securities owners. The list of shareholders eligible to attend the General Meeting of Shareholders shall be prepared no more than 10 days before the date of sending the invitation to the General Meeting of Shareholders. The Company must disclose information about the preparation of the list of shareholders eligible to attend the General Meeting of Shareholders at least 20 (twenty) days before the record date;

b. Prepare the agenda and content of the meeting;

c. Prepare documents for the meeting;

d. Draft the resolution of the General Meeting of Shareholders according to the expected content of the meeting;

e. Determine the time and location of the meeting;

f. Notify and send the meeting invitation to all shareholders eligible to attend;

g. Other tasks to serve the meeting.

3. The invitation to the General Meeting of Shareholders shall be sent to all shareholders in a manner that ensures it reaches the shareholder's contact address, and simultaneously disclosed on the Company's website and the State Securities Commission, and the Stock Exchange where the Company's shares are listed or registered for trading. The person convening the General Meeting of Shareholders must

send the meeting invitation to all shareholders on the list of shareholders eligible to attend at least 21 (twenty-one) days before the opening date of the meeting (calculated from the date the notice is validly sent or forwarded). The agenda of the General Meeting of Shareholders and documents related to matters to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In case documents are not sent with the invitation to the General Meeting of Shareholders, the invitation must clearly state the link to all meeting documents so that shareholders can access them, including:

- a. Meeting agenda and documents used in the meeting;
- b. List and detailed information of candidates in case of electing members of the Board of Directors;
- c. Ballot;
- d. Form for appointment of authorized representative to attend the meeting;
- e. Draft resolution for each issue in the meeting agenda.

4. A shareholder or group of shareholders as prescribed in Clause 3, Article 13 of this Charter has the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least 03 (three) working days before the opening date of the meeting. The proposal must clearly state the name of the shareholder, the number of each type of shares held by the shareholder, and the issue proposed to be included in the meeting agenda.

5. The person convening the General Meeting of Shareholders has the right to refuse the proposal prescribed in Clause 4 of this Article if it falls into one of the following cases:

- a. The proposal was not sent in accordance with the provisions of Clause 4 of this Article;
- b. At the time of the proposal, the shareholder or group of shareholders does not hold at least 05% of common shares as prescribed in Clause 3, Article 13 of this Charter;
- c. The proposed issue does not fall within the decision-making authority of the General Meeting of Shareholders;
- d. Other cases as prescribed by law and this Charter.

6. The person convening the General Meeting of Shareholders must accept and include the proposal prescribed in Clause 4 of this Article into the expected agenda and content of the meeting, except for the case prescribed in Clause 5 of this Article; the proposal shall be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Article 20. Conditions for conducting the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be conducted when the number of shareholders attending represents more than 50% of the total voting shares.

2. In case the first meeting does not meet the conditions for conduct as prescribed in Clause 1 of this Article, the notice for the second meeting shall be sent within 30 (thirty) days from the intended date of the first meeting. The second General Meeting of Shareholders shall be conducted when the number of shareholders attending represents 33% or more of the total voting shares.

3. In case the second meeting does not meet the conditions for conduct as prescribed in Clause 2 of this Article, the notice for the third meeting must be sent within 20 (twenty) days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total voting shares of the shareholders attending.

Article 21. Procedures for conducting and voting at the General Meeting of Shareholders

1. Before opening the meeting, the Company must carry out shareholder registration procedures and must continue the registration until all shareholders eligible to attend have registered, according to the following order:

a. When conducting shareholder registration, the Company shall issue each shareholder or authorized representative with voting rights a voting card, on which the registration number, full name of the shareholder, full name of the authorized representative, and the number of voting shares of that shareholder are recorded. The General Meeting of Shareholders shall discuss and vote on each issue in the agenda. Voting shall be conducted by voting in favor, against, or abstaining. At the meeting, the cards for voting in favor of the resolution shall be collected first, followed by the cards for voting against the resolution, and finally, the total number of votes in favor or against shall be counted to make a decision. The vote counting results shall be announced by the Chairperson immediately before closing the meeting. The meeting shall elect persons responsible for counting votes or supervising the vote counting as proposed by the Chairperson. The number of members of the vote-counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the meeting Chairperson;

b. Shareholders, authorized representatives of institutional shareholders, or authorized persons arriving after the meeting has opened have the right to register immediately and then have the right to participate and vote at the meeting immediately after registration. The Chairperson is not responsible for stopping the meeting to allow late-arriving shareholders to register, and the validity of matters already voted on shall not change.

2. The election of the Chairperson, Secretary, and vote-counting committee is prescribed as follows:

a. The Chairperson of the Board of Directors shall act as the Chairperson or authorize another member of the Board of Directors to act as the Chairperson of the General Meeting of Shareholders convened by the Board of Directors. In case the Chairperson is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to act as the Chairperson of the meeting by majority principle. In case a Chairperson cannot be elected, the member of the Board of Directors with the highest position present shall organize the meeting to elect a Chairperson from among those present, and the person with the highest number of votes shall act as the Chairperson of the meeting;

b. Except for the case prescribed in Point a of this Clause, the person signing the notice to convene the General Meeting of Shareholders shall preside over the election of the Chairperson of the meeting, and the person with the highest number of votes shall act as the Chairperson of the meeting;

c. The Chairperson shall appoint one or more persons to act as Secretary of the meeting;

d. The General Meeting of Shareholders shall elect one or more persons to the vote-counting committee as proposed by the meeting Chairperson.

3. The agenda and content of the meeting must be approved by the General Meeting of Shareholders during the opening session. The agenda must clearly and specifically define the time for each issue in the meeting agenda.

4. The meeting Chairperson has the right to take necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda, and to reflect the wishes of the majority of attendees.

a. Arrange seating at the location of the General Meeting of Shareholders;

b. Ensure the safety of all persons present at the meeting locations;

c. Facilitate the attendance (or continued attendance) of shareholders at the meeting. The person convening the General Meeting of Shareholders has full authority to change the aforementioned measures and apply all necessary measures. The measures applied may include issuing entry passes or using other forms of selection.

5. The General Meeting of Shareholders shall discuss and vote on each issue in the agenda. Voting shall be conducted by voting in favor, against, or abstaining. The vote counting results shall be announced by the Chairperson immediately before closing the meeting.

6. Shareholders or authorized persons arriving after the meeting has opened may still register and have the right to participate and vote immediately after registration; in this case, the validity of matters already voted on shall not change.



7. The person convening or the Chairperson of the General Meeting of Shareholders has the following rights:

a. Require all attendees to undergo security checks or other legal and reasonable security measures;

b. Request competent authorities to maintain order at the meeting; expel those who do not comply with the Chairperson's right to preside, intentionally cause disorder, hinder the normal progress of the meeting, or do not comply with security check requirements from the General Meeting of Shareholders.

8. The Chairperson has the right to postpone the General Meeting of Shareholders that has reached the maximum number of registered attendees for no more than 03 (three) working days from the intended opening date, and may only postpone the meeting or change the meeting location in the following cases:

a. The meeting location does not have enough convenient seating for all attendees;

b. Communication facilities at the meeting location do not ensure that shareholders can participate, discuss, and vote;

c. There are attendees who obstruct or cause disorder, posing a risk that the meeting will not be conducted fairly and legally.

9. In case the Chairperson postpones or pauses the General Meeting of Shareholders contrary to the provisions of Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among those present to replace the Chairperson and preside over the meeting until it concludes; all resolutions passed at that meeting shall be effective.

10. In case the Company applies modern technology to organize the General Meeting of Shareholders through an online meeting, the Company is responsible for ensuring that shareholders can attend and vote by electronic voting or other electronic forms as prescribed in this Charter.

Article 22. Conditions for passing resolutions of the General Meeting of Shareholders

1. Resolutions on matters specified in Points c, d, i, p, Article 16 of this Charter shall be passed if approved by shareholders representing 65% or more of the total voting shares of all shareholders attending and voting at the meeting, except for the cases prescribed in Clause 3 of this Article, Clause 2, Article 18, and Clause 8, Article 23 of this Charter.

2. Other resolutions shall be passed when approved by shareholders owning more than 50% of the total voting shares of all shareholders attending and voting at the meeting; except for the cases prescribed in Clauses 1 and 3 of this Article, Clause 2, Article 18, and Clause 8, Article 23 of this Charter.



3. Except where the Election Regulations provide otherwise and are approved by the General Meeting of Shareholders, the voting for the election of members of the Board of Directors must be carried out as follows:

a. According to the cumulative voting method, whereby each shareholder has a total number of voting shares corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and the shareholder has the right to accumulate all or part of their total votes for one or more candidates. The person elected as a member of the Board of Directors shall be determined by the number of votes calculated from highest to lowest, starting from the candidate with the highest number of votes until the number of members specified in this Charter is reached. In case there are 02 (two) 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 a selection shall be made according to the criteria specified in the election regulations.

b. In case of electing only 01 (one) member of the Board of Directors and there is only 01 (one) candidate, that candidate shall be considered elected if they receive more than 50% of the total votes of shareholders with voting rights present in person or through an authorized representative at the General Meeting of Shareholders.

c. Independent members of the Board of Directors shall be elected separately.

4. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares are legal and effective even if the order and procedures for convening the meeting and passing the resolution violate the provisions of the Law on Enterprises and the Charter.

Article 23. Authority and procedures for collecting written opinions from shareholders to pass decisions of the General Meeting of Shareholders

The authority and procedures for collecting written opinions from shareholders to pass resolutions of the General Meeting of Shareholders shall be carried out in accordance with the following provisions:

1. The Board of Directors has the right to collect written opinions from shareholders to pass resolutions of the General Meeting of Shareholders when deemed necessary for the Company's interests, except for the cases specified in Points a, g, h, o, Article 16 of this Charter.

2. The Board of Directors must prepare the opinion collection ballot, the draft resolution of the General Meeting of Shareholders, and explanatory documents for the draft resolution, and send them to all shareholders with voting rights at least 10 (ten) days before the deadline for returning the ballot. The requirements and methods for sending the opinion collection ballot and accompanying documents shall be carried out in accordance with the provisions of Clause 3, Article 19 of this Charter. In case of sending documents and related instruments via electronic means, the Board of Directors

may include instructions for shareholders on how to access, receive, or download documents, send ballots back to the Company, and other matters related to electronic methods.

3. The opinion collection ballot must contain the following main contents:

a. Name, address of the head office, business registration number;

b. Purpose of opinion collection;

c. Full name, contact address, nationality, and legal identification document number of the individual for shareholders who are individuals; name, business registration number or legal identification document number of the organization, and address of the head office for shareholders who are organizations, or full name, contact address, nationality, and legal identification document number of the individual for the representative of the shareholder who is an organization; number of shares of each type and number of voting shares of the shareholder;

d. Issue requiring opinion collection to pass the decision;

e. Voting options including in favor, against, and abstaining for each issue requiring opinion collection;

f. Deadline for sending the completed opinion collection ballot back to the Company;

g. Full name and signature of the Chairperson of the Board of Directors.

4. Shareholders may send the completed opinion collection ballot to the Company by mail, fax, or email in accordance with the following provisions:

a. In case of sending by mail, the completed opinion collection ballot must be signed by the individual shareholder, the authorized representative, or the legal representative of the institutional shareholder. The ballot sent to the Company must be in a sealed envelope, and no one has the right to open it before the vote counting;

b. In case of sending by fax or email, the ballot sent to the Company must be kept confidential until the time of vote counting;

c. Ballots sent to the Company after the deadline specified in the opinion collection ballot, or those that have been opened in the case of mail or disclosed in the case of fax or email, shall be invalid. Ballots not sent back shall be considered as not participating in the vote.

5. The Board of Directors shall count the votes and prepare a vote-counting record under the witness of shareholders who do not hold management positions in the Company. The vote-counting record must contain the following main contents:

a. Name, address of the head office, business registration number;

b. Purpose and issues requiring opinion collection to pass the resolution;



c. Number of shareholders with the total number of voting shares participating in the vote, distinguishing between valid and invalid voting shares and the method of sending the ballot, accompanied by an appendix of the list of shareholders participating in the vote;

d. Total number of votes in favor, against, and abstaining for each issue;

e. Issues passed and the corresponding approval voting ratio;

f. Full name and signature of the Chairperson of the Board of Directors, the vote counter, and the vote-counting supervisor.

Members of the Board of Directors, the vote counter, and the vote-counting supervisor shall be jointly liable for the truthfulness and accuracy of the vote-counting record; and jointly liable for damages arising from decisions passed due to dishonest or inaccurate vote counting.

6. The vote-counting record and resolution must be sent to shareholders within 15 (fifteen) days from the date of completion of vote counting. Sending the vote-counting record and resolution may be replaced by posting them on the Company's website within 24 (twenty-four) hours from the time of completion of vote counting.

7. Completed opinion collection ballots, the vote-counting record, the passed resolution, and related documents sent with the ballot must all be kept at the Company's head office.

8. A resolution is passed by way of written opinion collection if approved by shareholders owning more than 50% of the total voting shares of all shareholders with voting rights, and it shall have the same validity as a resolution passed at the General Meeting of Shareholders.

Article 24. Resolutions and Minutes of the General Meeting of Shareholders

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

a. Name, address of the head office, business registration number;

b. Time and location of the General Meeting of Shareholders;

c. Meeting agenda and content of the meeting;

d. Full name of the Chairperson and Secretary;

e. Summary of meeting proceedings and opinions expressed at the General Meeting of Shareholders on each issue in the meeting agenda;

f. Number of shareholders and total voting shares of shareholders attending the meeting, appendix of the list of registered shareholders and shareholder representatives attending the meeting with the corresponding number of shares and votes;

g. Total voting shares for each issue voted on, clearly stating the voting method, total number of valid and invalid votes, votes in favor, against, and abstaining; and the corresponding ratio to the total voting shares of shareholders attending the meeting;

h. Issues passed and the corresponding approval voting ratio;

i. Full name and signature of the Chairperson and Secretary. In case the Chairperson or Secretary refuses to sign the meeting minutes, these minutes shall be valid if signed by all other members of the Board of Directors attending the meeting and contain full content as prescribed in this Clause. The meeting minutes shall clearly state the refusal of the Chairperson or Secretary to sign the minutes.

2. The minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The Chairperson and Secretary of the meeting or other persons signing the meeting minutes shall be jointly liable for the truthfulness and accuracy of the content of the minutes.

3. Minutes prepared in Vietnamese and a foreign language have equal legal validity. In case there is a difference in content between the minutes in Vietnamese and the minutes in a foreign language, the content in the Vietnamese minutes shall apply.

4. Resolutions, Minutes of the General Meeting of Shareholders, the appendix of the list of shareholders registered to attend the meeting with shareholders' signatures, powers of attorney to attend the meeting, all documents attached to the Minutes (if any), and related documents attached to the meeting invitation must be disclosed in accordance with the law on information disclosure in the securities market and must be kept at the Company's head office.

Article 25. Request for cancellation of decisions of the General Meeting of Shareholders

Within 90 (ninety) days from the date of receiving the resolution or the minutes of the General Meeting of Shareholders or the minutes of the vote-counting results of the General Meeting of Shareholders, shareholders or groups of shareholders as prescribed in Clause 3, Article 13 of this Charter have the right to request a Court or Arbitration to consider and cancel the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The order and procedures for convening the meeting and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the Company's Charter, except for the case prescribed in Clause 3, Article 21 of this Charter.

2. The content of the resolution violates the law or this Charter.

In case the decision of the General Meeting of Shareholders is cancelled according to the decision of the Arbitration, the person convening the cancelled General Meeting of Shareholders may consider reconvening the General Meeting of Shareholders within 30 (thirty) days in accordance with the order and procedures prescribed in the Law on Enterprises and this Charter.

VII. BOARD OF DIRECTORS

Article 26. Candidacy and nomination of members of the Board of Directors

1. In case candidates for the Board of Directors have been identified, the Company must disclose information related to the candidates at least 10 (ten) 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 the published personal information and must commit to performing their duties honestly, carefully, and for the highest interests of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors to be disclosed includes:

- a. Full name, date, month, and year of birth;
- b. Professional qualifications;
- c. Work history;
- d. Other management positions (including positions on the Board of Directors of other companies);
- e. Interests related to the Company and related parties of the Company;
- f. Other information (if any);
- g. Public companies are responsible for disclosing information about companies where the candidate is currently holding the position of member of the Board of Directors, other management positions, and interests related to the company of the candidate for the Board of Directors (if any).

2. Shareholders or groups of shareholders owning 10% or more of the total common shares have the right to nominate candidates for the Board of Directors in accordance with Clause 4, Article 13 of this Charter and the Law on Enterprises.

3. In case the number of candidates for the Board of Directors through nomination and candidacy is still not enough as required by Clause 4, Article 13 of this Charter, the incumbent Board of Directors shall introduce more candidates or organize nominations in accordance with the 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 the law.

4. Members of the Board of Directors must meet the following standards and conditions:

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

b. Not be a person who does not have the right to establish and manage enterprises under the Law on Enterprises;

c. Have professional qualifications and experience in business administration or in the Company's business field or industry, and does not necessarily have to be a shareholder of the company;

d. Other standards and conditions as prescribed by law.

5. Unless otherwise provided by securities law, an independent member of the Board of Directors:

a. Is not a person currently working for the Company, its parent company, or its subsidiaries; is not a person who has worked for the Company, its parent company, or its subsidiaries for at least the 03 (three) consecutive years immediately preceding;

b. Is not a person currently receiving salary or remuneration from the company, except for allowances that members of the Board of Directors are entitled to as prescribed;

c. Is not a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological younger sibling is a major shareholder of the Company; is a manager of the Company or its subsidiaries;

d. Is not a person directly or indirectly owning at least 01% of the total voting shares of the Company;

e. Is not a person who has served as a member of the Board of Directors of the Company for at least the 05 (five) consecutive years immediately preceding, except in the case of being appointed for 02 (two) consecutive terms.

6. An independent member of the Board of Directors must notify the Board of Directors if they no longer meet the standards and conditions prescribed in Clause 5 of this Article and shall naturally cease to be an independent member of the Board of Directors from the date they no longer meet the standards and conditions. The Board of Directors must announce the case where an independent member of the Board of Directors no longer meets the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect a replacement or additional independent member of the Board of Directors within 06 (six) months

from the date of receiving the notice from the relevant independent member of the Board of Directors.

Article 27. Composition and term of members of the Board of Directors

1. The number of members of the Board of Directors is 06 persons.
2. The term of a member of the Board of Directors shall not exceed 05 (five) 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 (two) consecutive terms. In case all members of the Board of Directors end their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work, unless otherwise provided by the Company's Charter.
3. The composition of the Board of Directors is as follows:
 - a. The composition of the Board of Directors of a public company must ensure that at least 02 members of the Board of Directors are non-executive members.
 - b. The number of independent members of the Board of Directors must be at least 20% of the number of members of the Board of Directors.
4. A member of the Board of Directors shall cease to be a member of the Board of Directors in case they are dismissed, removed, or replaced by the General Meeting of Shareholders in the following cases:
 - a. Do not have sufficient standards and conditions as prescribed in Article 26 of this Charter;
 - b. Have submitted a resignation letter and it has been accepted;
 - c. Failure to participate in the activities of the Board of Directors for 06 (six) consecutive months, except in cases of force majeure;
 - d. When the General Meeting of Shareholders deems it necessary;
 - e. Other cases as stipulated in the Internal Regulations on Corporate Governance, the Regulations on Organization and Operation of the Board of Directors, and in accordance with the provisions of the law.
5. The appointment of members of the Board of Directors shall be disclosed in accordance with the law on information disclosure in the securities market.
6. Members of the Board of Directors shall have full rights in accordance with the Law on Securities, relevant laws, and this Charter.

Article 28. Powers and obligations of the Board of Directors

1. The Board of Directors is the management body of the Company, having full authority in the name of the Company to decide and perform the rights and obligations

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

2. The powers and obligations of the Board of Directors shall be stipulated by law, this Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:

a. To decide on the strategy, medium-term development plans, and annual business plans of the Company;

b. To propose the types of shares and the total number of shares of each type authorized to be offered;

c. To decide on the sale of unsold shares within the authorized number of shares of each type; to decide on raising additional capital in other forms; to propose the issuance of convertible bonds and bonds with warrants;

d. To decide on the selling price of the Company's shares and bonds;

e. To decide on the repurchase of shares in accordance with Article 10 of this Charter.

f. To decide on investment plans and investment projects within its competence and limits as prescribed by law;

g. To decide on market development, marketing, and technology solutions; to establish branches or representative offices of the Company; to establish subsidiaries of the Company;

h. Within the scope of the Board of Directors' powers under the Law on Enterprises and this Charter, the Board of Directors shall decide on the execution, amendment, and cancellation of the Company's contracts; decide on the approval of purchase, sale, borrowing, lending contracts, and other contracts and transactions with a value of 50% or less of the total asset value recorded in the Company's most recent financial statements; and other contracts and transactions within the competence of the General Meeting of Shareholders, except for cases that must be approved/passed by the General Meeting of Shareholders as follows:

- Contracts and transactions specified in Point i, Clause 1, Article 16 of this Charter

- Contracts and transactions specified in Point k, Clause 1, Article 16 of this Charter;

- Contracts and transactions for borrowing, lending, or selling assets with a value greater than 10% of the total asset value of the enterprise recorded in the most recent financial statements between the Company and a shareholder owning 51% or more of the total voting shares or their related persons.

i. To elect, relieve, or remove the Chairman of the Board of Directors; to appoint, relieve, sign contracts with, or terminate contracts with the General Director and other key managers as stipulated by the Company's Charter; to decide on the salaries, remuneration, bonuses, and other benefits of such managers; to appoint authorized representatives to participate in the Board of Members or the General Meeting of Shareholders or as commercial representatives in other companies, and to decide on the remuneration and other benefits of such persons;

j. To supervise and direct the General Director and other managers in the daily business operations of the Company;

k. To decide on the organizational structure, internal management regulations of the Company, and to decide on the establishment of subsidiaries, branches, representative offices, and capital contributions or share purchases in other enterprises;

l. To approve the agenda and content of documents for the General Meeting of Shareholders, to convene the General Meeting of Shareholders, or to collect opinions for the General Meeting of Shareholders to pass resolutions;

m. To submit the audited annual financial statements to the General Meeting of Shareholders;

n. To propose the dividend payout level; to decide on the time limit and procedures for dividend payment or handling of losses arising during business operations;

o. To propose the reorganization or dissolution of the Company; to request the bankruptcy of the Company;

p. To decide on the issuance of the Regulations on Organization and Operation of the Board of Directors and the Internal Regulations on Corporate Governance after they are passed by the General Meeting of Shareholders; to decide on the issuance of the Regulations on Operation of the Audit Committee under the Board of Directors and the Company's Regulations on Information Disclosure;

q. Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of the law, and this Charter.

r. To implement dividend payments to shareholders in accordance with the law after being passed by the Annual General Meeting of Shareholders;

s. To organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, the General Director (Director), the person in charge of corporate governance, and other managers of the Company

3. The Board of Directors shall report to the General Meeting of Shareholders on the performance of the Board of Directors and ensure the following contents:

a. Remuneration, operating expenses, and other benefits of the Board of Directors and each member of the Board of Directors in accordance with this Charter;

b. A summary of the meetings of the Board of Directors and the decisions of the Board of Directors;

c. A report on transactions between the Company, its subsidiaries, and companies in which the Company holds 50% or more of the Charter capital with members of the Board of Directors and their related persons; transactions between the Company and a company in which a member of the Board of Directors is a founding member or a manager of the enterprise within the 03 (three) years immediately preceding the transaction;

d. Activities of independent members of the Board of Directors and the evaluation results of each independent member regarding the activities of the Board of Directors (for listed companies);

e. Activities of the Audit Committee under the Board of Directors;

f. Activities of other sub-committees under the Board of Directors;

g. Results of supervision of the General Director;

h. Results of supervision of other managers;

i. Future plans.

Article 29. Remuneration, bonuses, and other benefits of members of the Board of Directors

1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and efficiency.

2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days necessary to complete the tasks of a member of the Board of Directors and the daily remuneration rate. The Board of Directors shall estimate the remuneration for each member based on the principle of consensus. The total remuneration and bonus level 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, presented as a separate item in the Company's annual financial statements, and reported to the General Meeting of Shareholders at the annual meeting.

4. A member of the Board of Directors holding an executive position or a member of the Board of Directors working on sub-committees of the Board of Directors or performing other tasks outside the scope of normal duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump sum, salary, commission, percentage of profits, or in other forms as decided by the Board of Directors.



5. Members of the Board of Directors have the right to be reimbursed for all travel, accommodation, and other reasonable expenses that they have incurred in performing their responsibilities as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or sub-committees of the Board of Directors.

6. Members of the Board of Directors may be covered by liability insurance purchased by the Company after approval by the General Meeting of Shareholders. This insurance does not include insurance for the responsibilities of members of the Board of Directors related to violations of the law and the Company's Charter.

7. Members of the Board of Directors have the obligation to report promptly and fully to the Board of Directors the remuneration received from subsidiaries, associated companies, and other organizations.

Article 30. Chairman of the Board of Directors

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

2. The Chairman of the Board of Directors shall not concurrently serve as the General Director.

3. The Chairman of the Board of Directors has the following rights and obligations:

a. To implement the resolutions of the General Meeting of Shareholders and the Board of Directors, and the business and investment plans of the Company that have been passed by the General Meeting of Shareholders and the Board of Directors;

b. To decide on matters that do not require approval by the General Meeting of Shareholders or the Board of Directors. To decide on the signing, execution, amendment, and supplementation of contracts and agreements to which the Company is a party, except for cases that must be approved by the General Meeting of Shareholders or the Board of Directors;

c. To appoint or remove the person authorized by the Company to act as the Company's Lawyer;

d. To establish the agenda and activity plan of the Board of Directors; to prepare the agenda, content, and documents for meetings; to convene, preside over, and chair meetings of the Board of Directors; to organize the passing of resolutions and decisions of the Board of Directors; to supervise the process of organizing the implementation of resolutions and decisions of the Board of Directors;

e. To chair the General Meeting of Shareholders;

f. To ensure that the Board of Directors sends the annual financial statements, the Company's performance report, the audit report, and the Board of Directors' inspection report to shareholders at the General Meeting of Shareholders;

g. To perform other tasks outside the scope of competence of the General Meeting of Shareholders and the Board of Directors;

h. Other rights and obligations as prescribed by law, this Charter, the Internal Regulations on Governance, the Company's internal regulations, and the resolutions of the General Meeting of Shareholders and the Board of Directors.

4. In case the Chairman of the Board of Directors resigns or is relieved or removed, the Board of Directors shall elect a replacement within 10 (ten) days from the date of receiving the resignation or the decision of relief or removal.

5. In case the Chairman of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member to perform the rights and obligations of the Chairman of the Board of Directors. In case there is no authorized person or the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification center or compulsory education center, absconds from their place of residence, is restricted or loses their civil act capacity, has difficulty in cognition or behavior control, or is prohibited by the Court from holding certain positions or practicing certain professions, the remaining members shall elect one among them to hold the position of Chairman of the Board of Directors based on the principle of majority approval by the remaining members until a new decision of the Board of Directors is made.

Article 31. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 (seven) working days from the date of completion of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In case there is more than one member with the highest and equal number of votes or percentage of votes, the members shall elect one person among them by majority principle to convene the meeting of the Board of Directors.

2. The Board of Directors shall meet at least once per 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 an independent member of the Board of Directors;
- b. At the request of the General Director or at least 05 (five) other Managers;
- c. At the request of at least 02 (two) members of the Board of Directors;

4. The request specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and decisions falling under the competence of the Board of Directors.

5. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors within 07 (seven) working days from the date of receiving the request specified in Clause 3 of this Article. In case of failure to convene a meeting of the Board of Directors as requested, the Chairman of the Board of Directors shall be responsible for damages occurring to the Company; the requester has the right to replace the Chairman of the Board of Directors to convene the meeting of the Board of Directors.

6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors shall send a meeting invitation at least 03 (three) working days before the meeting date. The meeting invitation must specify the time and location of the meeting, the agenda, and the issues to be discussed and decided. The meeting invitation must be accompanied by documents used at the meeting and the member's voting ballot.

The meeting invitation for the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, or other methods as stipulated by the Company's Charter and must ensure it reaches the contact address of each member of the Board of Directors registered with the Company.

7. A meeting of the Board of Directors shall be conducted when at least 3/4 of the total number of members are present. In case the meeting convened according to this Clause does not have enough members present as prescribed, it shall be reconvened within 07 (seven) days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are present.

8. A member of the Board of Directors is considered to be present and voting at the meeting in the following cases:

- a. Attending and voting directly at the meeting;
- b. Authorizing another person to attend and vote in accordance with Clause 11 of this Article;
- c. Attending and voting via online conference, electronic voting, or other electronic forms;
- d. Sending a voting ballot to the meeting via mail, fax, or email;
- e. Sending a voting ballot by other means.

9. In case of sending a voting ballot to the meeting via mail, the voting ballot must be in a sealed envelope and must be delivered to the Chairman of the Board of Directors at least 01 (one) hour before the opening. The voting ballot shall only be opened in the presence of all attendees.

10. Members must fully attend the meetings of the Board of Directors. A member may authorize another person to attend and vote if approved by the majority of the members of the Board of Directors.

11. Resolutions and decisions of the Board of Directors are passed if approved by the majority of members present; in case of a tie, the final decision belongs to the side with the opinion of the Chairman of the Board of Directors.

12. A resolution in the form of written opinion collection is passed based on the approval of the majority of members of the Board of Directors with voting rights. This resolution has the same effect and validity as a resolution passed at a meeting.

Article 32. Sub-committees under the Board of Directors

1. The Board of Directors may establish sub-committees to be in charge of development policy, personnel, remuneration, internal audit, and risk management. The number of members of the sub-committee shall be decided by the Board of Directors. Independent members of the Board of Directors/non-executive members of the Board of Directors should constitute the majority in the Committee, and one of these members shall be appointed as the Chairman of the Committee as decided by the Board of Directors. The activities of the Committee must comply with the regulations of the Board of Directors. Resolutions of the Committee are only effective when passed by the majority of members attending and voting at the Committee meeting.

2. The implementation of decisions of the Board of Directors, or of a sub-committee under the Board of Directors, must comply with current legal provisions and the provisions of the Company's Charter and Internal Regulations on Corporate Governance.

Article 33. Person in charge of corporate governance

1. The Board of Directors of the Company must appoint at least 01 (one) person in charge of corporate governance to support corporate governance at the enterprise. The person in charge of corporate governance may concurrently serve as the Company Secretary.

2. The person in charge of corporate governance shall not concurrently work for an approved auditing organization that is auditing the Company's financial statements.

3. The person in charge of corporate governance has the following rights and obligations:

a. To advise the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and related matters between the Company and shareholders;

b. To prepare meetings of the Board of Directors and the General Meeting of Shareholders at the request of the Board of Directors;

c. To advise on meeting procedures;

d. To attend meetings;

e. To advise on procedures for drafting resolutions of the Board of Directors in accordance with the law;

f. To provide financial information, copies of minutes of Board of Directors meetings, and other information to members of the Board of Directors;

g. To supervise and report to the Board of Directors on the Company's information disclosure activities;

h. To act as the contact point with related parties;

i. To maintain confidentiality of information in accordance with the law and the Company's Charter;

j. Other rights and obligations as prescribed by law and the Company's Charter.

4. The Board of Directors may remove the person in charge of corporate governance when necessary, but not contrary to current labor laws. The Board of Directors may appoint an assistant to the person in charge of corporate governance from time to time.

5. When deemed necessary, the Board of Directors shall decide to appoint a Company Secretary. The Company Secretary has the following rights and obligations:

a. To assist in organizing the convening of the General Meeting of Shareholders and the Board of Directors; to record meeting minutes;

b. To assist members of the Board of Directors in performing their assigned rights and obligations;

c. To assist the Board of Directors in applying and implementing corporate governance principles;

d. To assist the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; in complying with obligations to provide information, disclose information, and administrative procedures;

e. Other rights and obligations as prescribed in the Charter.

VIII. GENERAL DIRECTOR AND OTHER MANAGERS

Article 34. Management organizational structure

The Company's management system must ensure that the management apparatus is responsible to the Board of Directors and is under the supervision and direction of the Board of Directors in the daily business operations of the Company. The Company has a General Director, Deputy General Directors, a Chief Accountant, and other management positions appointed by the Board of Directors. The appointment, relief, and removal of the above positions must be passed by a resolution of the Board of Directors.

Article 35. Company Managers

1. At the request of the General Director and with the approval of the Board of Directors, the Company may recruit other Managers with quantities and standards suitable to the Company's structure and management regulations as stipulated by the Board of Directors. Company Managers have the responsibility to assist the Company in achieving the goals set out in operations and organization.

2. The General Director is entitled to salary and bonuses. The salary and bonuses of the General Director shall be decided by the Board of Directors.

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

Article 36. Appointment, removal, duties, and powers of the General Director

1. The Board of Directors shall appoint 01 (one) member of the Board of Directors or hire another person to act as the General Director.

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

3. The term of the General Director shall not exceed 05 (five) years and may be reappointed for an unlimited number of terms and must meet the following conditions:

a. Not falling into the category of persons who do not have the right to establish and manage enterprises under the Law on Enterprises;

b. Not being a related person of the enterprise manager;

c. Having professional qualifications and experience in the Company's business administration and meeting the standards and conditions as prescribed by law and the Charter.

4. The General Director, as the permanent manager of the Company, has the following rights and obligations:

a. To decide on matters related to the daily business operations of the Company that do not fall under the competence of the Board of Directors or the Chairman of the Board of Directors;

b. To decide on contents and sign contracts and agreements within the scope of authorization of the Chairman of the Board of Directors and the Company's Governance Regulations;

c. To organize the implementation of resolutions and decisions of the Board of Directors and the directions of the Chairman of the Board of Directors;

d. No later than October 31 of each year, to unify with the Chairman of the Board



of Directors and submit to the Board of Directors for approval the detailed business plan for the next fiscal year on the basis of meeting the requirements of the appropriate budget as well as the 05 (five) year financial plan;

e. To prepare long-term, annual, and quarterly estimates of the Company (hereinafter referred to as estimates) serving the long-term, annual, and quarterly management activities of the Company according to the business plan. The annual estimate (including the balance sheet, income statement, and projected cash flow statement) for each fiscal year must be submitted to the Board of Directors for approval and must include information as stipulated in the Company's regulations;

f. To organize the implementation of the Company's business plans and investment projects;

g. To propose the organizational structure and internal management regulations of the Company;

h. To propose the number and Managers that the Company needs to recruit for the Board of Directors to appoint or remove according to internal regulations and to propose remuneration, salary, and other benefits for such enterprise managers for the Board of Directors to decide;

i. To appoint, relieve, and remove management positions in the Company, except for positions under the competence of the Board of Directors or the decision-making competence of the Chairman of the Board of Directors;

j. To decide on the number of employees, the appointment, removal, salary, allowances, benefits, and other terms related to their labor contracts within the scope of the personnel plan and budget plan approved by the Board of Directors;

k. To recruit labor;

l. To propose plans for dividend payment or handling of business losses;

m. To propose measures to improve the Company's operations and management;

n. To perform other tasks, from time to time, as authorized by the Chairman of the Board of Directors;

o. Other rights and obligations as prescribed by law, this Charter, the Internal Regulations on Governance, the Company's internal regulations, and the resolutions of the General Meeting of Shareholders and the Board of Directors.

5. The General Director is responsible to the Board of Directors and the General Meeting of Shareholders for the performance of assigned and authorized duties and powers and must report to these levels when requested.

6. The Board of Directors may remove the General Director when the majority of members of the Board of Directors with voting rights present at the meeting agree and appoint a new General Director as a replacement.

IX. AUDIT COMMITTEE UNDER THE BOARD OF DIRECTORS

Article 37. Candidacy and nomination of Audit Committee members

1. The Chairman of the Audit Committee and other members of the Audit Committee shall be nominated by the Board of Directors and shall not be Company Managers.

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

Article 38. Composition of the Audit Committee

1. The Audit Committee shall have 02 (two) 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.

2. Members of the Audit Committee must have knowledge of accounting and auditing, have general understanding of the law and the Company's operations, and shall not fall into the following cases:

- a. Working in the accounting or finance department of the Company;
- b. Being a member or employee of an approved auditing organization that has audited the Company's financial statements in the 03 years immediately preceding.

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

Article 39. Rights and obligations of the Audit Committee

The Audit Committee has the rights and obligations as prescribed by law, the Company's Charter, and has the following rights and obligations:

1. To have the right to access documents related to the Company's operational situation, to exchange with other members of the Board of Directors, the General Director, the Chief Accountant, and other managers to collect information serving the activities of the Audit Committee.

2. To have the right to request representatives of the approved auditing organization to attend and answer issues related to the audited financial statements at meetings of the Audit Committee; to monitor and evaluate the independence and objectivity of the auditing company and the effectiveness of the audit process, especially in cases where the company uses non-audit services from the auditor.

3. To use legal, accounting, or other external consulting services when necessary; to propose the independent auditing company, remuneration level, and related terms in the contract with the auditing company for the Board of Directors to pass before

submitting to the Annual General Meeting of Shareholders for approval.

4. To review the internal control and risk management system; to develop and submit to the Board of Directors policies for risk detection and management; to propose to the Board of Directors solutions for handling risks arising in the Company's operations.

5. To prepare a written report to the Board of Directors when discovering that a member of the Board of Directors, the General Director, or other managers do not fully perform their responsibilities as stipulated by the Law on Enterprises and the Company's Charter.

6. To develop the Regulations on Operation of the Audit Committee and submit them to the Board of Directors for approval.

7. To supervise the integrity of the Company's financial statements and official disclosures related to the Company's financial results.

8. To review transactions with related persons falling under the approval competence of the Board of Directors or the General Meeting of Shareholders and to provide recommendations on transactions requiring approval by the Board of Directors or the General Meeting of Shareholders.

9. To supervise the Company's internal audit department.

10. To supervise to ensure the Company complies with the provisions of the law, requirements of management agencies, and other internal regulations of the Company.

Article 40. Meetings of the Audit Committee

1. The Audit Committee must meet at least 02 (two) times a year. Meeting minutes shall be prepared in detail and clearly and must be fully kept. The minute-taker and members of the Audit Committee attending the meeting must sign the meeting minutes.

2. The Audit Committee passes decisions by voting at meetings, collecting written opinions, or other forms as stipulated by the Regulations on Operation of the Audit Committee. Each member of the Audit Committee has one voting ballot. Except where the Regulations on Operation of the Audit Committee stipulate a higher ratio, decisions of the Audit Committee are passed if approved by the majority of members attending; in case of a tie, the final decision belongs to the side with the opinion of the Chairman of the Audit Committee.

Article 41. Report on activities of independent members of the Board of Directors in the Audit Committee at the Annual General Meeting of Shareholders

1. Independent members of the Board of Directors in the Audit Committee are responsible for reporting on activities at the Annual General Meeting of Shareholders.

2. The report on activities of independent members of the Board of Directors in the Audit Committee at the Annual General Meeting of Shareholders must ensure the following contents:

a. Remuneration, operating expenses, and other benefits of the Audit Committee and each member of the Audit Committee in accordance with the Law on Enterprises and the Company's Charter;

b. A summary of the meetings of the Audit Committee and the conclusions and recommendations of the Audit Committee;

c. Results of supervision of the financial statements, operational situation, and financial situation of the Company;

d. A report evaluating transactions between the Company, its subsidiaries, and other companies in which the Company holds 50% or more of the Charter capital with members of the Board of Directors, the General Director, other Managers of the Company, and their related persons; transactions between the Company and a company in which a member of the Board of Directors, the General Director, or other Managers of the Company is a founding member or a manager of the enterprise within the 03 years immediately preceding the transaction;

e. Results of evaluation of the Company's internal control and risk management system;

f. Results of supervision of the Board of Directors, the General Director, and other managers of the enterprise;

g. Results of evaluation of the coordination between the Audit Committee and the Board of Directors, the General Director, and shareholders;

h. Other rights and obligations as prescribed by law and the Charter.

X. RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, THE GENERAL DIRECTOR, AND OTHER MANAGERS

Members of the Board of Directors, the General Director, and other managers have the responsibility to perform their duties, including duties as members of sub-committees of the Board of Directors, honestly and carefully for the benefit of the Company.

Article 42. Responsibility for honesty and avoidance of conflicts of interest

1. Members of the Board of Directors, the General Director, and other Managers must disclose related interests in accordance with the Law on Enterprises and relevant legal documents.

2. Members of the Board of Directors, the General Director, other managers, and their related persons shall only use information obtained through their positions to serve the interests of the Company.

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3. Members of the Board of Directors, the General Director, and other managers have the obligation to notify the Board of Directors in writing of transactions between the Company, its subsidiaries, and other companies in which the Company holds 50% or more of the Charter capital with themselves or their related persons as prescribed by law. For the above-mentioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions in accordance with the securities law on information disclosure.

4. Members of the Board of Directors shall not vote on transactions that bring benefits to themselves or their related persons as prescribed by the Law on Enterprises and the Company's Charter.

5. Members of the Board of Directors, the General Director, other managers, and their related persons shall not use or disclose internal information to others to perform related transactions.

6. Transactions between the Company and one or more members of the Board of Directors, the General Director, other Managers, and individuals or organizations related to these persons shall not be void in the following cases:

a. For transactions with a value of less than 35% of the total asset value recorded in the most recent financial statements, the important contents of the contract or transaction as well as the relationships and interests of the members of the Board of Directors, the General Director, and other managers have been reported to the Board of Directors and passed by the Board of Directors with a majority of votes of members of the Board of Directors without related interests;

b. For transactions with a value of 35% or more, or transactions leading to a transaction value arising within 12 (twelve) months from the date of the first transaction with a value of 35% or more of the total asset value recorded in the most recent financial statements, the important contents of this transaction as well as the relationships and interests of the members of the Board of Directors, the General Director, and other managers have been disclosed to shareholders and passed by the General Meeting of Shareholders by voting of shareholders without related interests.

Article 43. Responsibility for damages and compensation

1. Members of the Board of Directors, the General Director, and other managers who violate their obligations, responsibilities for honesty and care, and fail to complete their duties must be responsible for damages caused by their violations.

2. The Company shall compensate persons who have been, are, or may become a related party in claims, lawsuits, or prosecutions (including civil and administrative cases and not including lawsuits where the Company is the plaintiff) if that person has been or is a member of the Board of Directors, the General Director, another manager, an employee, or an authorized representative of the Company who has been or is performing duties under the Company's authorization, acting honestly and carefully for

the benefit of the Company on the basis of compliance with the law, and there is no evidence confirming that the person has violated their responsibilities.

3. Compensation costs include judgment costs, fines, and amounts actually incurred (including legal fees) when resolving these cases within the framework allowed by law. The Company may purchase insurance for these persons to avoid the above-mentioned compensation responsibilities.

XI. RIGHT TO INSPECT BOOKS AND RECORDS OF THE COMPANY

Article 44. Right to inspect books and records

1. Common shareholders have the right to inspect books and records, specifically as follows:

a. Common shareholders have the right to review, inspect, and extract information about names and contact addresses in the list of shareholders with voting rights; to request correction of their inaccurate information; to review, inspect, extract, or copy the Company's Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

b. Shareholders or groups of shareholders owning 05% or more of the total common shares have the right to review, inspect, and extract the minute book and resolutions and decisions of the Board of Directors, semi-annual and annual financial statements, contracts and transactions that must be passed by the Board of Directors, and other documents, except for documents related to trade secrets and business secrets of the Company.

2. In case an authorized representative of a shareholder or group of shareholders requests to inspect books and records, they must attach a power of attorney from the shareholder or group of shareholders they represent or a notarized copy of this power of attorney.

3. Members of the Board of Directors, the General Director, and other managers have the right to inspect the Company's share register, list of shareholders, and other books and records of the Company for purposes related to their positions, provided that this information must be kept confidential.

4. The Company must keep this Charter and its amendments and supplements, the Enterprise Registration Certificate, regulations, documents proving asset ownership, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Audit Committee, annual financial statements, accounting books, and other documents as prescribed by law at the head office or another place, provided that shareholders and the Business Registration Agency are notified of the storage location of these documents.

5. The Company's Charter must be published on the Company's website.



XII. EMPLOYEES AND TRADE UNION

Article 45. Employees and trade union

1. The General Director shall prepare a plan for the Board of Directors to approve matters related to recruitment, termination of employment, salaries, social insurance, benefits, rewards, and discipline for employees and Company executives.

2. The General Director shall prepare a plan for the Board of Directors to approve matters related to the Company's relationship with trade union organizations in accordance with the best management standards, practices, and policies, the practices and policies stipulated in this Charter, the Company's regulations, and current laws.

XIII. PROFIT DISTRIBUTION

Article 46. Profit distribution

1. The General Meeting of Shareholders shall decide the annual dividend payout level and form of dividend payment from the Company's retained earnings.

2. The Company shall not pay interest on dividend payments or payments related to any class of shares.

3. The Board of Directors may propose that the General Meeting of Shareholders approve the payment of all or part of dividends in shares, and the Board of Directors shall be the body executing this decision.

4. In case dividends or other payments related to a class of shares are paid in cash, the Company shall pay in VND. Payment may be made directly or through banks based on bank account details provided by the shareholder. In case the Company has transferred funds according to the bank details provided by the shareholder but that shareholder does not receive the money, the Company shall not be liable for the amount the Company has transferred to this shareholder. Dividend payments for shares listed/registered for trading on the Stock Exchange may be conducted through a securities company or the Vietnam Securities Depository and Clearing Corporation (or an entity with equivalent functions as prescribed by law from time to time).

5. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall pass a resolution or decision to determine a specific date to close the list of shareholders. Based on that date, those registered as shareholders or owners of other securities shall be entitled to receive dividends in cash or shares, and receive notices or other documents.

6. Other matters related to profit distribution shall be implemented in accordance with the provisions of law.

XIV. BANK ACCOUNTS, RESERVE FUNDS, FISCAL YEAR, AND ACCOUNTING SYSTEM

Article 47. Bank accounts

1. The Company shall open accounts at Vietnamese banks or foreign banks permitted to operate in Vietnam.

2. Subject to prior approval from competent authorities, in case of necessity, the Company may open bank accounts abroad in accordance with the provisions of law.

3. The Company shall conduct all payments and accounting transactions through VND or foreign currency accounts at the banks where the Company has opened accounts.

Article 48. Fiscal year

The Company's fiscal year begins on January 01 of each year and ends on December 31 of each year.

Article 49. Accounting system

1. The accounting system used by the Company is the enterprise accounting system or a specific accounting system issued or approved by competent authorities.

2. The Company shall prepare accounting books in Vietnamese and maintain accounting records in accordance with the law on accounting and relevant laws. These records must be accurate, up-to-date, systematic, and sufficient to prove and explain the Company's transactions.

3. The Company shall use VND as the accounting currency. In case the Company has economic operations arising mainly in a foreign currency, it may choose that foreign currency as the accounting currency, be responsible for such choice before the law, and notify the direct tax management agency.

XV. ANNUAL REPORT, FINANCIAL STATEMENTS, AND DISCLOSURE RESPONSIBILITIES

Article 50. Annual, semi-annual, and quarterly financial statements

1. The Company shall prepare annual financial statements, and annual financial statements must be audited in accordance with the law. The Company shall disclose audited annual financial statements in accordance with the law on information disclosure in the securities market and submit them to competent state agencies.

2. Annual financial statements must include full reports, appendices, and notes in accordance with the law on enterprise accounting. Annual financial statements must reflect the Company's operational situation in a truthful and objective manner.

3. The Company shall prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with the law on information disclosure in the securities market and submit them to competent state agencies.

Article 51. Annual report

The Company shall prepare and disclose an Annual Report in accordance with the regulations of the law on securities and the securities market.

XVI. COMPANY AUDIT

Article 52. Audit

1. The General Meeting of Shareholders shall appoint an independent audit firm or approve a list of independent audit firms and authorize the Board of Directors to decide on the selection of one of these entities to audit the Company's financial statements for the following fiscal year based on terms and conditions agreed upon with the Board of Directors.

2. The audit report shall be attached to the Company's annual financial statements.

3. The independent auditor performing the audit of the Company's financial statements shall be entitled to attend General Meetings of Shareholders and be entitled to receive notices and other information related to the General Meeting of Shareholders and to express opinions at the meeting on issues related to the audit of the Company's financial statements.

XVII. ENTERPRISE SEAL

Article 53. Enterprise seal

1. The seal includes a seal made at a seal engraving facility or a seal in the form of a digital signature in accordance with the law on electronic transactions.

2. The Board of Directors shall decide on the type, quantity, form, and content of the seal of the Company, its branches, and representative offices (if any).

3. The Board of Directors and the General Director shall use and manage the seal in accordance with current laws.

XVIII. DISSOLUTION OF THE COMPANY

Article 54. Dissolution of the Company

1. The Company may be dissolved in the following cases:

a. Expiration of the operating duration stated in the Company's Charter without a decision on extension;

b. Pursuant to a resolution or decision of the General Meeting of Shareholders;

c. Revocation of the Enterprise Registration Certificate, except in cases where the Law on Tax Administration provides otherwise;

d. Other cases as prescribed by law.

2. The dissolution of the Company before the expiration of the duration (including the extended duration) shall be decided by the General Meeting of Shareholders and

implemented by the Board of Directors. This dissolution decision must be notified to or approved by competent authorities (if mandatory) in accordance with regulations.

Article 55. Extension of operation

1. The Board of Directors shall convene a General Meeting of Shareholders at least 7 (seven) months before the end of the operating duration so that shareholders can vote on the extension of the Company's operation at the proposal of the Board of Directors.

2. The operating duration shall be extended when shareholders representing 65% or more of the total voting shares of all shareholders attending the General Meeting of Shareholders vote in favor.

Article 56. Liquidation

1. At least six (06) months before the end of the Company's operating duration or after a decision to dissolve the Company, the Board of Directors must establish a Liquidation Committee consisting of three (03) members. Two (02) members shall be appointed by the General Meeting of Shareholders and one (01) member shall be appointed by the Board of Directors from an independent audit firm. The Liquidation Committee shall prepare its own operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs related to liquidation shall be prioritized by the Company for payment before other debts of the Company.

2. The Liquidation Committee is responsible for reporting to the Business Registration Authority on the date of establishment and the date of commencement of operation. From that moment, the Liquidation Committee shall represent the Company in all matters related to the liquidation of the Company before Courts and administrative agencies.

3. Proceeds from the liquidation shall be paid in the following order:

- a. Liquidation costs;
- b. Debts for salaries, severance pay, social insurance, and other benefits of employees under the signed collective labor agreement and labor contracts;
- c. Tax debts;
- d. Other debts of the Company;
- e. The remainder after paying all debts from items (a) to (d) above shall be distributed to shareholders. Preferred shares shall be paid first.

XIX. INTERNAL DISPUTE RESOLUTION

Article 57. Internal dispute resolution

1. In case of disputes or complaints related to the Company's operations, and the rights and obligations of shareholders as prescribed by the Law on Enterprises, the Company's Charter, other legal provisions, or agreements between:

a. Shareholders and the Company;

b. Shareholders and the Board of Directors, the General Director, or other executives;

The involved parties shall attempt to resolve such disputes through negotiation and conciliation. Except for disputes related to the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and require each party to present information related to the dispute within 30 (thirty) working days from the date the dispute arises. In case the dispute is related to the Board of Directors or the Chairman of the Board of Directors, any party may request or appoint an independent expert to act as a mediator for the dispute resolution process.

2. In case a conciliation decision is not reached within 06 (six) weeks from the start of the conciliation process, or if the mediator's decision is not accepted by the parties, a party may refer the dispute to Arbitration or a Court.

3. The parties shall bear their own costs related to the negotiation and conciliation procedures. The payment of Court costs shall be carried out according to the Court's judgment.

XX. AMENDMENT AND SUPPLEMENTATION OF THE CHARTER

Article 58. Company Charter

1. Any amendment or supplementation to this Charter must be considered and decided by the General Meeting of Shareholders.

2. In case the law has provisions related to the Company's operations that have not been mentioned in this Charter, or in case there are new legal provisions different from the provisions in this Charter, such legal provisions shall apply to regulate the Company's operations.

XXI. EFFECTIVE DATE

Article 59. Effective date

1. This Charter, consisting of 21 sections and 59 articles, was unanimously approved by the General Meeting of Shareholders of Binh Duong Mineral and Construction Joint Stock Company on June 19, 2026, at the 2026 Annual General Meeting of Shareholders, and the full text of this Charter was approved.

2. The Charter is made in 05 copies, having equal validity, and must be kept at the Company's headquarters.

3. This Charter is the sole and official Charter of the Company.

4. Copies or extracts of the Company Charter are valid when signed by the Chairman of the Board of Directors or at least 1/2 of the total members of the Board of Directors./.

**LEGAL REPRESENTATIVE
CHAIRMAN OF THE BOARD OF
DIRECTORS**

Phan Tan Dat



APPENDIX 1

LIST OF BUSINESS LINES

(Attached to the Charter of Binh Duong Mineral and Construction Joint Stock Company
approved by the 2026 Annual General Meeting of Shareholders on June 19, 2026)

No.	Industry code	Industry name
1.	0810(Main)	Mining of stone, sand, gravel, clay <i>Details: Mineral exploration, mining, and processing.</i>
2.	0990	Other mining support service activities <i>Details: Exploration, test drilling, sampling, dewatering, and mining technical support services in accordance with the law.</i>
3.	4329	Installation of other construction systems <i>(Electrical, mining machinery)</i>
4.	2392	Manufacture of clay building materials <i>Details: Manufacture of various types of building materials</i>
5.	4673	Wholesale of other construction materials and installation equipment <i>Details:</i> - Wholesale of construction bricks, tiles, stone, sand, gravel - Wholesale of other construction materials and installation equipment
6.	1105	Manufacture of non-alcoholic beverages, mineral water <i>Details: Groundwater extraction; manufacture of purified drinking water</i>
7.	4933	Road freight transport <i>Details: Road transport business</i>
8.	5022	Inland waterway freight transport <i>Details: Waterway transport business</i>
9.	5222	Service activities incidental to waterway transportation



		<i>Details: Inland waterway port business</i> <i>Do not perform any business activities related to: services for establishing, operating, maintaining, and servicing maritime signals, water areas, water zones, public maritime channels, and maritime routes; survey services for water areas, water zones, public maritime channels, and maritime routes serving the publication of Maritime Notices; survey, construction, and publication services for nautical charts of water areas, seaports, maritime channels, and maritime routes; construction and publication of maritime safety documents and publications; maritime safety regulation services in water areas, water zones, and public maritime channels; electronic maritime information services; maritime pilotage services.</i>
10.	5224	Cargo handling <i>(excluding airport cargo handling)</i>
11.	3900	Pollution treatment and other waste management activities <i>Details: Environmental treatment</i>
12.	6810	Real estate business, land use rights owned, used, or leased. <i>Details: Real estate business; investment in construction of industrial zone technical infrastructure; tourism zone investment business</i> <i>Do not perform any business activities related to:</i> <i>- Investment in construction of infrastructure, cemeteries, and graveyards to transfer land use rights associated with infrastructure."</i>
13.	7499	Other professional, scientific, and technical activities not elsewhere classified <i>Details: Environmental consulting</i>
14.	5520	Short-term accommodation services <i>Details: Rental of boarding houses, rooms</i>
15.	3312	Repair of machinery and equipment
16.	1079	Manufacture of other food products not elsewhere classified

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		<i>Details: Farming and production of agricultural food products (except carrying out activities in sectors not yet accessible to foreign investors)</i>
17.	0210	Silviculture, forest care, and forestry seedling nursery <i>Details: Forestry tree planting</i>
18.	4212	Construction of road works <i>Details: Construction of traffic works</i>
19.	4229	Construction of other public utility works <i>Details: Drilling well construction</i>
20.	4101	Construction of residential houses <i>Details: Construction of civil works</i>
21.	0119	Growing of other annual crops <i>Details: Agricultural crop planting</i>
22.	3700	Sewerage and wastewater treatment <i>Details: Wastewater treatment (only to be treated after completing all procedures regarding land, construction, fire prevention and fighting, and environmental protection)</i>
23.	6821	Intermediary services for real estate activities <i>Exclusion: Real estate auction activities, real estate land use right auction, asset auction, and asset valuation.</i>
24.	6829	Other real estate activities on a fee or contract basis <i>Exclude: Real estate auction activities, auction of real estate use rights, auction and valuation of assets.</i>
25.	4102	Construction of non-residential buildings <i>Details: Construction of workshops, warehouses, offices, commercial service works, rental houses, parking lots, storage warehouses</i>
26.	4221	Construction of power works

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		<i>Details: Construction of electrical systems, power works in industrial zones (The enterprise shall not construct or operate power plants, including multi-purpose hydropower and nuclear power plants; shall not construct power transmission and distribution lines; shall not provide goods or services under State monopoly, shall not engage in commercial activities according to Decree 94/2017/NĐ-CP on State monopoly goods and services)</i>
27.	4222	Construction of water supply and drainage works <i>Details: Construction of water supply, drainage, and wastewater treatment systems in industrial zones</i>
28.	4299	Construction of other civil engineering works <i>Details: Construction of technical infrastructure for industrial zones and other civil engineering works</i>
29.	3600	Water collection, treatment, and supply <i>Details: Extraction, treatment, and supply of clean water/industrial water for industrial zones in accordance with the law</i>
30.	5210	Warehousing and storage of goods <i>Details: Warehouse business, storage of goods, warehouse rental in industrial zones</i>
31.	2399	Manufacture of other non-metallic mineral products not elsewhere classified <i>Details: Crushing, screening, classifying, washing, and processing stone, sand, gravel, and minerals as common construction materials.</i>
32.	0729	Mining of other non-ferrous metal ores
33.	0891	Mining of chemical and fertilizer minerals
34.	0892	Peat mining and collection
35.	0899	Other mining not elsewhere classified

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