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**CHARTER
MASAN MEATLIFE CORPORATION**

30 June 2020

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INTRODUCTION

This Charter (the “**Charter**”) of Masan MEATLife Corporation (hereinafter referred to as the “**Company**”) replaces the charters and the amendments to charter previously issued. This Charter was approved in accordance with the decision of the General Meeting of Shareholders held on 30 June 2020.

CHAPTER I. DEFINITIONS OF TERMS IN THE CHARTER

Article 1. Definition

1. In this Charter, the following terms shall have the following meanings:
 - a. “Charter Capital” means the capital contributed by all Shareholders and prescribed in Article 5 of this Charter.
 - b. “Law on Enterprises” means the Law on Enterprises No. 68/2014/QH13 approved by the National Assembly on 26 November 2014 and the legal document guiding the implementation of the Law on Enterprises and the amendments, supplements thereto (if any).
 - c. “Law on Securities” means the Law on Securities No. 70/2006/QH11 passed by the National Assembly on June 29, 2006 and its implementing regulations and amendments and supplements (if any).
 - d. “Establishment Date” means the date when the Company is granted the initial enterprise registration certificate – i.e., 07 October 2011.
 - e. “Managers” means a member of the Board of Directors, the Chief Executive Officer, the Deputy Chief Executive Officer, Chief Financial Officer, Chief Accountant or other managerial officers of the Company appointed by the Board of Directors.
 - f. “Related Person” means any individual or organisation prescribed in Article 4.17 of the Law on Enterprises and Article 6.34 of the Law on Securities.
 - g. “Operation Duration” means the operation duration of the Company as provided in Article 2 of this Charter.
 - h. “Vietnam” means the Socialist Republic of Vietnam.
 - i. “Law” means all legal documents stipulated in the Law on Promulgation of Legal Documents No. 80/2015/QH13 passed by the National Assembly on 22 June 2015, and its amendments and supplements (if any).
 - j. “Shareholder” means any individual or organisation holding at least one share of the Company.
 - k. “Authorised Representative” means a person authorised by an institutional Shareholder to exercise its rights in accordance with the Law.

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- l. “Delegate” means a person who is authorised by a Shareholder (being an institution or individual) or an Authorised Representative of an institutional Shareholder to attend and vote at a meeting of the General Meeting of Shareholders.
 - m. “Independent Board Member” means any member of the Board of Directors satisfying the conditions provided by Law.
 - n. “Non-executive Board Member” means any member of the Board of Directors not being the Chief Executive Officer, the Deputy Chief Executive Officer, Chief Financial Officer, Chief Accountant and other Managers in accordance with the Charter.
2. In this Charter, any reference to a provision or a document shall include its amendments, supplements or replacements.
 3. The headings (chapters and articles of this Charter) are used for convenience only and do not affect the meaning of this Charter.

**CHAPTER II. NAME, FORM, HEAD OFFICE, LEGAL REPRESENTATIVE,
BRANCHES, REPRESENTATIVE OFFICES AND
OPERATION DURATION OF THE COMPANY**

Article 2. Name, form, head office, legal representative, branches, representative offices and operation duration of the Company

1. Name of the Company:
 - Vietnamese name: ***CÔNG TY CỔ PHẦN MASAN MEATLIFE***
 - English name: ***MASAN MEATLIFE CORPORATION***
 - Abbreviated name: ***MASAN MEATLIFE CORP.***
2. The Company is a joint-stock company having the legal entity status in accordance with the Law of Vietnam. Shareholders are only responsible for debts and other asset-related liabilities of the Company within the limits of the capital sum contributed to the Company.
3. Registered head office of the Company is:
 - Address: Floor 10, Central Plaza Building, No. 17 Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam
 - Telephone: (+84 28) 6256 3862
 - Facsimile: (+84 28) 3827 4115
 - Website: <https://masanmeatlife.com.vn/>
4. The legal representative of the Company:
 - a. The Chairman of the Board of Directors and the Chief Executive Officer are the legal representatives of the Company.

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- b. Each legal representative represents the Company to exercise the rights and obligations arising out of the transactions of the Company, representing the Company to act as plaintiff, defendant, person with related interests and obligations in arbitration proceedings or courts and to exercise other rights and obligations in accordance with the Law and this Charter.
 - c. In case where the Company changes any of the legal representatives, the Board of Directors is responsible for implementing necessary procedures to change the legal representatives of the Company in accordance with Law, including obtaining approval by the General Meeting of Shareholders or competent authority (if any).
5. The Company can open branches and representative offices onshore or offshore to implement the Company's operation objectives in accordance with the resolutions of the Board of Directors and to the extent not prohibited by the Law.
 6. Unless the Company terminates its operation in accordance with Article 49 of this Charter, the Company's operation duration is indefinite from its Establishment Date.

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

Article 3. Objectives of the Company

1. Businesses activities of the Company:

No.	Name of business activities	Code
1.	Production of feed for cattle, poultry and aquatic animals (not operating at the head office)	1080
2.	Retail of food, beverages, tobacco, pipe tobacco being moveable or at the markets Details: Retail of food being moveable or at the markets (except for rice, cane sugar, beet sugar) (not operating at the head office) (CPC: 631)	4781
3.	Management consultancy - Details: Investment consultancy (except for consultancy of finance, accounting and legal). (CPC: 86509)	7020
4.	Wholesale of agricultural and forestry raw materials (except for wood, bamboo and cork) and live animals Details: - Wholesale of feed and feed ingredients for cattle, poultry and aquatic animals. (not operating at the head office) (CPC: 622)	4620

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5.	Wholesale of food Details: - Wholesale of meat and meat products; - Wholesale of aquatic products; - Wholesale of raw materials and food additives. (not operating at the head office) (CPC: 622)	4632
6.	Retail of other new commodities in specialised stores Details: Retail of feed and feed ingredients for cattle, poultry and aquatic animals. (not operating at the head office) (CPC: 632)	4773
7.	Retail of food, beverages, tobacco, pipe tobacco accounting for a large proportion in general business stores Details: Retail of food (except for rice, cane sugar, beet sugar) (not operating at the head office) (CPC: 631)	4711
8.	Retail of food in specialised stores Details: - Retail of meat and meat products from cattle, poultry being fresh, frozen and processed; - Retail of fresh, frozen and processed aquatic products (not operating at the head office) (CPC: 631)	4722

In addition to the business activities above, the Company may carry out other business activities that are not prohibited by Law.

2. The objectives of the Company: the Company is established to carry out the scope of businesses provided in clause 1 of this Article.

Article 4. Business scope and operations

1. The Company is allowed to draw up plans and implement all business activities which are mentioned in the enterprise registration certificate of the Company and this Charter, in accordance with the Law, as well as carry out all suitable measures to obtain the objectives of the Company.
2. The Company is able to pursue any other businesses which are not prohibited by the Law and deemed the most profitable for the Company by the Board of Directors.

CHAPTER IV. CHARTER CAPITAL, SHARES AND FOUNDING SHAREHOLDERS

Article 5. Charter Capital, shares, other types of securities

1. The Charter Capital of the Company is VND3,243,274,470,000 (in words: *three thousand two hundred forty three billion, two hundred seventy four million, four hundred and seventy thousand Vietnam Dong*). The Company's Charter Capital is divided into 324,327,447 (in words: *three hundred twenty four million, three hundred twenty seven thousand, four hundred and forty seven*) ordinary shares with the par value of VND10,000/share (*ten thousand Vietnam Dong per one share*).

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2. The Company can increase its Charter Capital as approved by the General Meeting of Shareholders and in accordance with the Law.
3. All the shares issued by the Company on the date hereof are ordinary shares. The rights and obligations attached to ordinary shares are prescribed in Article 11 hereof.
4. The Company may issue preference shares upon approval by the General Meeting of Shareholders and in accordance with the provisions of the Law.
5. The ordinary shares shall first be offered to the existing Shareholders in proportion to the numbers of ordinary shares they hold in the Company, unless otherwise prescribed by the General Meeting of Shareholders.
6. The issuing new ordinary shares and offering them to all existing Shareholders in proportion to the shareholding percentage of each Shareholder shall be implemented in accordance with Law on Securities and regulations of the relevant Law.
7. The Board of Directors shall decide the price of offered shares amongst the shares which may be offered for sale. The price at which shares are offered to be sold shall not be lower than the market price at the time of offering or the value recorded in the most recent accounting books, except for the following cases:
 - a. primary shares initially offered to persons other than the founding Shareholders;
 - b. shares offered to all Shareholders in proportion to the respective numbers of shares they currently hold in the Company;
 - c. shares offered to brokers or underwriters. In this case, the specific amount of discount or rate of discount must be approved by the Shareholders representing at least 65% of the total number of shares with voting rights, unless otherwise provided by the Law or approved by the competent authority;
 - d. shares offered to (i) convert convertible loans, convertible bonds or other securities issued by the Company that can be converted into shares of the Company, (ii) to exercise call options, put options or warrants as committed by the Company, (iii) to implement other undertakings of the Company;
 - e. other cases as approved by the General Meeting of Shareholders or provided by the Law or permitted by the competent authority.
8. The Company can buy back shares issued by the Company in the manners provided by this Charter and the Law.
9. The Company can issue secured and unsecured bonds. Subject to approval of the General Meeting of Shareholders, the Company can issue convertible bonds and bonds plus warrants. Subject to approval of the Board of Directors, the Company can issue other types of bonds.
10. The Company can also issue other types of securities as approved by the General Meeting of Shareholders.

Article 6. Share certificate

1. Shareholders of the Company are entitled to be granted a share certificate or certificate on ownership of shares (hereinafter referred to as “share certificate”) corresponding to their number of shares and types of shares.
2. Share certificates shall be affixed by the Company’s seal and signed by the Company’s legal representative in accordance with the Law on Enterprises. The share certificate shall clearly describe the number and types of shares held by the Shareholder, the holder’s full name and other information stipulated by the Law on Enterprises.
3. If the Company issues new shares, within two months (or longer as prescribed by the provisions on issuance of shares) from the date of full payment for purchase of shares as stipulated in the Company’s share issuance plan, share certificates shall be issued to the owners of shares. The share owners do not have to pay any fee for printing out the share certificate.
4. If a share certificate is lost, torn, damaged or cannot be used in other forms, the Shareholder may be re-issued by the Company the share certificate upon the request of such Shareholder in accordance with the Law on Enterprises and the regulations of the Company.

Article 7. Other securities certificate

Bond certificates/certificates on ownership of bonds or other securities certificates/certificates on ownership of other securities of the Company (except for a letter of offer for sale, temporary certificate or similar documents) shall be issued with the signature of the legal representative of the Company and the seal of the Company.

Article 8. Transfer of shares

1. All shares can be freely transferable, unless otherwise provided by this Charter and the Law. Shares registered for transactions or listed at the Stock Exchange shall be transferred under the Law on securities and the securities market, and the regulations of the Stock Exchange.
2. Shares that have not been fully paid shall not be transferable and shall not be entitled to attached interests such as the right to receive dividends, right to receive shares issued to increase the share capital from equity, right to subscribe to new shares.

Article 9. Share reclamation

1. Where a Shareholder does not fully and punctually pay the amount for subscription of shares, the Board of Directors shall send a notice to the Shareholder to require full payment of the purchase price, along with any interest accrued on the remaining amount at the then highest prevailing interest rate and fees arising from insufficient untimely payment to the Company. The interest rate shall be calculated from the date of delivery of the notice to the date of actual payment of the amount stated in the

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notice.

2. The payment notice mentioned above must state clearly the new time-limit of payment (at least seven days from the date of delivery of notice), and places and methods of payment. The notice must expressly indicate that in the event that payment is not made as requested, the shares which have not been paid shall be reclaimed and the related rights of shareholders shall not take effect until the full payment for the shares has been made.
3. Where requests of notice mentioned above have not been made fully and punctually, the Board of Directors has rights to reclaim the related shares.
4. Reclaimed shares shall be considered shares that may be offered to sell. The Board of Directors may directly or authorise to sell, re-distribute or deal with holders of reclaimed shares or other subjects in conditions and methods which the Board of Directors deems appropriate.
5. The Shareholders holding reclaimed shares have to refuse their capacity of Shareholders with respect to such shares (but have to pay all relevant amount plus interests calculated at the highest prevailing interest rate at that time) at the time of reclamation under the Board of Directors' decision from reclamation date to payment date. The Board of Directors has complete rights to coerce payment for whole shares value at the reclamation time or may forgive or reduce partially or fully such payment.
6. The reclamation notice shall be sent to the holders of reclaimed shares prior to reclamation time. The reclamation also affects even though errors or mistakes in delivery of notice are found.

CHAPTER V. ORGANISATION AND MANAGEMENT STRUCTURE AND SUPERVISION

Article 10. Structure of organisation and management

The Company's organisation and management structure includes:

1. General Meeting of Shareholders;
2. Board of Directors;
3. Chief Executive Officer; and
4. Supervisory Board.

CHAPTER VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 11. Rights of Shareholders

1. Shareholders are the owners of the Company, have rights and obligations in

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proportion to the number of shares and types of shares they own. Shareholders are only responsible for debts and other asset-related liabilities of the Company within the limits of the capital sum contributed to the Company.

2. Holders of ordinary shares have the following rights:
 - a. To attend meetings of the General Meeting of Shareholders and exercise the right of voting in person or through a Delegate, or to exercise the votes when the Company collects Shareholders' opinions by circulars;
 - b. To receive dividends;
 - c. To freely transfer the paid-up shares in accordance with the provisions of this Charter and the provisions of the Law;
 - d. To be first offered to purchase new shares offered for sale in proportion to the number of ordinary shares they own, unless otherwise approved by the General Meeting of Shareholders;
 - e. To inspect, search or extract information related to Shareholders in the list of Shareholders who are fully qualified to participate in the meeting of the General Meeting of Shareholders and request the correction of inaccurate information of such Shareholder;
 - f. To examine, search, extract or copy the Charter of the Company, the book of minutes of meetings of the General Meeting of Shareholders and resolutions of the General Meeting of Shareholders;
 - g. In case of dissolution or bankruptcy of the Company, to be entitled to receive the Company's remaining assets in proportion to the number of shares they own, but only after the Company has settled debts and paid to Shareholders holding other types of shares in accordance with the Law;
 - h. To request the Company to redeem their shares in cases prescribed in the Law on Enterprises; and
 - i. Other rights prescribed by this Charter and the Law.
3. A Shareholder or a group of Shareholders holding from 10% or more of the total ordinary shares for a consecutive period of at least six months shall have the following rights:
 - a. To nominate members of the Board of Directors or the Supervisory Board in accordance with Articles 24.2 and 36.2 of this Charter, respectively;
 - b. To request the convening of a meeting of the General Meeting of Shareholders in the following circumstances:
 - The Board of Directors makes a serious breach of Shareholders' rights or obligations of Managers, or makes a decision which is beyond its delegated

authority; or

- The term of the Board of Directors has been exceeded by six months and a new Board of Directors has not been elected to replace it.

The request for the convening of the General Meeting of Shareholders must be in writing and must contain full name, permanent address, number of identity card, passport or other legal personal identification of an individual Shareholder; name, permanent address, nationality, number of the incorporation decision or number of business registration of an institutional Shareholder; number of shares and time of owning shares of each Shareholder, total number of shares of the group of Shareholders and the percentage of ownership in the total number of shares of the Company; and grounds and reasons for the request to convene the General Meeting of Shareholders. The request must be accompanied by materials and evidence of the breaches of the Board of Directors, the seriousness of such breaches, or the decision which is beyond its authority;

- c. To examine and extract the book of minutes of meetings and resolutions of the Board of Directors, half-year financial statements and annual financial statements in form of Vietnamese accounting system and reports of the Supervisory Board;
- d. To request the Supervisory Board to inspect each particular issue relating to the management and administration of the operations of the Company when it is considered necessary. The request must be in writing and must contain full name, permanent address, nationality, number of identity card, passport or other legal personal identification of an individual shareholder; name, permanent address, nationality, number of the incorporation decision or number of business registration of an institutional shareholder; number of shares and time of owning shares of each Shareholder, total number of shares of the group of Shareholders and the percentage of ownership in the total number of shares of the Company; issues to be inspected and purposes of the inspection; and
- e. Other rights provided in this Charter.

Article 12. Obligations of Shareholders

Shareholders have the following obligations:

1. To comply with the Company's Charter and regulations, and the decisions of the General Meeting of Shareholders and the Board of Directors;
2. To pay for the subscribed shares;
3. To provide an accurate address when subscribing for shares;
4. To fulfil other obligations prescribed by the applicable Law;
5. To bear personal responsibility for one of the following acts in any form in the name of the Company:

- a. To breach the law;
 - b. To conduct business and other transactions for the personal benefit of himself/herself or other organisations or individuals; and
 - c. To pay premature debts where the Company is likely to be in financial risks.
6. To attend meetings of the General Meeting of Shareholders and exercise the right of voting through the following forms:
- a. Attend and directly vote in the meeting;
 - b. Authorise a Delegate or a member of the Board of Directors to attend and vote in the meeting;
 - c. Attend and vote via an online meeting, e-election or other e-form;
 - d. Send his/her voting paper to the meeting by mail service, fax or e-mail.

Article 13. The General Meeting of Shareholders

1. The General Meeting of Shareholders is the supreme authoritative body of the Company including all Shareholders with voting rights. The annual General Meeting of Shareholders shall be organised once a year. The venue of the General Meeting of Shareholders must be in Vietnam. The annual General Meeting of Shareholders shall be convened within four months from the end of the financial year, or as may be extended, but not beyond 6 months as from the end of the fiscal year, to the extent permitted by the business registration authority and at the request of the Board of Directors.
2. The Board of Directors shall organise to convene the annual General Meeting of Shareholders and decide an appropriate venue. The annual General Meeting of Shareholders shall decide on matters prescribed by Law and the Company's Charter. Independent auditors may be invited to attend the General Meeting of Shareholders so as to give advice on the approval of the annual financial statements.
3. The Board of Directors shall convene an extraordinary General Meeting of Shareholders in one of the following cases:
 - a. The Board of Directors deems necessary for benefits of the Company;
 - b. The members of Board of Directors have been reduced by one third against provisions in this Charter;
 - c. The members of Board of Directors, Supervisory Board are less than the members prescribed by Law;
 - d. A Shareholder or a group of Shareholders prescribed in Article 11.3 of this Charter requests the convening of the General Meeting of Shareholders in a written petition. The written petition must clearly state the reasons for and

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purposes of such meeting and be signed by the related Shareholders (the written petition can be made in many counterparts so as to acquire a sufficient number of signatures);

- e. At the request of the Supervisory Board; and
 - f. Other cases as stipulated in the Law and this Charter.
4. Convention of an extraordinary General Meeting of Shareholders:
- a. The Board of Directors shall convene a General Meeting of Shareholders within 60 days from the date the remaining members of Board of Directors have been reduced by one third against members prescribed in this Charter.
 - b. The Board of Directors shall convene a meeting of the General Meeting of Shareholders within thirty days from the date that the remaining members of the Board of Directors, Supervisory Board as described in Article 13.3(c) hereof, or from the date of receiving the requests stated at Article 13.3(d) or Article 13.3(e) hereof.
 - c. Where the Board of Directors fails to convene the General Meeting of Shareholders as provided in Article 13.4(a), Article 13.4(b) above, the Supervisory Board, within subsequent 30 days, in replacing the Board of Directors, shall convene the General Meeting of Shareholders in accordance with the regulations of the Law on Enterprises.
 - d. Where the Supervisory Board fails to convene the General Meeting of Shareholders as mentioned in Article 13.4(c) above, within subsequent 30 days, a Shareholder or a group of Shareholders with requests stated in Article 11.3 hereof, in replacing the Board of Directors and the Supervisory Board, shall convene the General Meeting of Shareholders in accordance with the Law on Enterprises.

In this case, a Shareholder or a group of Shareholders convening the General Meeting of Shareholders may request the business registration authority to supervise the convening, the meeting and the decision making of the General Meeting of Shareholders, if necessary.

- e. All expenses for convening and organising the General Meeting of Shareholders shall be paid by the Company. These expenses do not cover each Shareholder's spending for attending the General Meeting of Shareholders such as expenses for accommodations and traveling.
- f. The convener must prepare a list of Shareholders entitled to attend the General Meeting of Shareholders; provide information and deal with petitions in relation to the list of Shareholders; prepare the program, agenda and documents for the meeting; confirm the time and venue of the meeting; and send a written invitation to all Shareholders entitled to attend the meeting.

Article 14. Rights and duties of the General Meeting of Shareholders

1. The General Meeting of Shareholders has the following rights and duties:
 - a. To approve audited annual financial statements of the Company;
 - b. To decide the dividends to be paid annually for each type of shares in conformity with the Law on Enterprises and the rights associated with such type of shares. This dividend level shall not be higher than the level proposed by the Board of Directors honestly and after consulting with the Shareholders at the General Meeting of Shareholders;
 - c. To decide the number of members of the Board of Directors and the Supervisory Board;
 - d. To select the auditing firm;
 - e. To elect, dismiss, relieve from duty and replace members of the Board of Directors or the Supervisory Board;
 - f. To decide the total amount of remuneration of members of the Board of Directors and the Supervisory Board;
 - g. To decide the supplement of and amendment to the Company's Charter;
 - h. To decide the types of shares and number of new shares to be issued for each type of shares, and the transfer of shares of the founding Shareholders within the first three years as from the Establishment Date;
 - i. To decide the division, separation, consolidation, merger or conversion of the Company;
 - j. To decide the re-organisation and dissolution (liquidation) of the Company and the designation of the liquidator;
 - k. To examine and handle violations committed by the Board of Directors or the Supervisory Board, which have caused damage to the Company and its Shareholders;
 - l. To decide investment or transactions of purchasing or selling assets of the Company with the value of 35% or more of the total asset value of the Company recorded in the latest audited consolidated financial statements;
 - m. To decide the Company's redemption of 10% or more of each type of issued shares;
 - n. If allowed by the Law, to decide the Chief Executive Officer concurrently being the Chairman of the Board of Directors;
 - o. To decide the execution of contracts and transactions with the parties prescribed

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in Article 34.4 of this Charter with a value equal to 35% or more of the total asset value of the Company recorded in the latest audited consolidated financial statements;

- p. To decide the issuance by the Company of convertible bonds or bonds plus warrants;
 - q. To decide other matters provided for by the Law, this Charter and other regulations of the Company.
2. Shareholders shall not vote in the following cases:
- a. The contracts prescribed in Article 14.1 of this Charter if such Shareholder or their Related Persons is a party thereto; and
 - b. The redemption of shares from such Shareholders or their Related Person, except for the redemption that is conducted in proportion to the shareholding percentage of all Shareholders or the redemption is conducted through matching or tender offer on the Stock Exchange.
3. All resolutions and matters included in the agenda of the meeting must be discussed and voted at the meeting of the General Meeting of Shareholders.

Article 15. Authorised Representative, Delegate

1. A Shareholders being an organisation shall have the right to appoint one or more Authorised Representative(s) to exercise their rights of shareholders in accordance with the Law and this Charter; in a case where more than one Authorised Representative are appointed, then the specific number of shares and the specific number of votes of each Authorised Representative must be specified. The appointment, termination or change of an Authorised Representative must be notified in writing to the Company at the earliest possible time. The notice must primarily contain the following:
- a. Name, permanent address, nationality, number and date of establishment decision or business registration of the Shareholder;
 - b. Number of shares, type of shares and date of registration as a Shareholder with the Company;
 - c. Full name, permanent address, nationality, number of identity card, passport or other lawful personal identification of an Authorised Representative;
 - d. Number of shares for which an Authorised Representative has been appointed to represent;
 - e. Term of representation; and
 - f. Full name, signature of the Authorised Representative and of the legal representative of the Shareholder.

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2. A Shareholder who has the right to participate in meetings of the General Meeting of Shareholders can participate in person or through a Delegate. In the event there are more than one Delegate, the number of shares and votes allocated for each Delegate must be specified. A Delegate does not need to be a Shareholder of the Company.
3. The appointment of a Delegate to attend the General Meeting of Shareholders must be made in writing in form issued by the Company and signed in accordance with the provisions as follows:
 - a. In case of a Shareholder being individual, the authorisation document must be signed by such Shareholder and the Delegate;
 - b. In case of an Authorised Representatives of a Shareholder being organisation, the authorisation document must bear the signatures of the Authorised Representative, of the legal representative of the Shareholder and of the Delegate; and
 - c. In other cases, the authorisation document must bear the signatures of the legal representative of the Shareholder and of the Delegate.

When attending meeting of the General Meeting of Shareholders, a Delegate must submit his/her authorisation documents prior to entering the meeting room.

4. Votes of the Delegate within the limits of authorisation shall be valid in the following cases:
 - a. The proxy grantor dies, has been limited or has lost his capacity for civil acts;
 - b. The proxy grantor annuls the authorisation; or
 - c. The proxy grantor has the proxy's rights of the Delegate annulled.

This provision shall not apply if the Company receives a notice in writing of one of the issues mentioned above at least twenty four (24) hours prior to the General Meeting of Shareholders' meeting or before the meeting is reconvened.

Article 16. Changes of rights

1. The changing or annulling special rights attached to a type of preference shares shall only be effective if Shareholders holding at least 65% of the total ordinary shares of the Company present at the meeting approve, and concurrently approved by Shareholders holding at least 75% of the number of issued preference shares of such type.
2. The organisation of a meeting of the Shareholders holding a type of preference shares to approve the change of rights specified above shall only be valid if there are at least two Shareholders (or their Delegates) holding at least one-third of the par value of issued shares in that type present. If the quorum is not satisfied as mentioned above, the meeting shall be re-organised within 30 days after that and Shareholders holding

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shares in that type (regardless of the number of Shareholders and the number of shares) who attends in person or through a Delegate shall be considered the quorum of the meeting. At the meetings of the Shareholders holding preference shares above, each Shareholder holding shares in that type present at the meeting in person or through a Delegate has the right to request a secret ballot. Each share of the same type shall have the same voting right at the meetings above.

3. The procedures of the separate meetings are implemented similarly to the regulations in Articles 18 and 20 of this Charter.
4. Unless otherwise provided by the terms of share issue, special rights attached to types of shares with preferential rights with respect to certain or all issues in relation to the division of profits or assets of the Company shall not be changed if the Company issues additional shares of the same type.

Article 17. Convention of the General Meeting of Shareholders, agenda and notice of the meeting of the General Meeting of Shareholders

1. The Board of Directors shall convene a meeting of the General Meeting of Shareholders. A meeting of the General Meeting of Shareholders may also be convened in the cases provided in Article 13.4(c) or Article 13.4(d) hereof.
2. The convener of a meeting of the General Meeting of Shareholders is required to complete the following duties:
 - a. To prepare a list of Shareholders eligible to participate and vote at the General Meeting of Shareholders within twenty days prior to the date of sending invitation letter to the General Meeting of Shareholders; to prepare an agenda for the meeting, and documents in conformity with the Law and the Company's regulations;
 - b. To confirm the time and venue of the General Meeting of Shareholders; and
 - c. To notify all Shareholders, who have the right to attend the meeting, of the meeting and send them a meeting notice.
3. The notice of the General Meeting of Shareholders shall be sent to all Shareholders by secured methods, and at the same time shall be disclosed on the mass media of the State of Securities Commission of Vietnam, Stock Exchange and on the Company's website. The notice of the General Meeting of Shareholders must be sent at least ten days, or a longer period in accordance with the Law, prior to the date of the General Meeting of Shareholders (counted from the date when the notice is duly sent or transferred, postage is paid, or it is put into the mailbox). The meeting agenda, meeting documents in relation to the issues to be voted at the meeting shall be posted on the website of the Company. The meeting notice must specify the address of the Company's website so that the Shareholders can access to those meeting documents.
4. A Shareholder or a group of Shareholders as stipulated by Article 11.3 of this Charter has the right to propose matters for the agenda of the General Meeting of Shareholders. The proposals must be made in writing and sent to the Company at

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least five working days prior to the date of the General Meeting of Shareholders. The proposal must include full name of the Shareholders, the contents as stipulated in relation to the Shareholders, the number and types of shares held, and the matters proposed for the agenda of the meeting.

5. The convener of the General Meeting of Shareholders shall have the right to refuse a proposal made pursuant to Article 17.4 hereof in one of the following cases:
 - a. The proposal is not sent punctually, or contains insufficient or inaccurate information;
 - b. At the time of the proposal, a Shareholder or a group of Shareholders has not held from 10% or more of the total ordinary shares for a consecutive period of at least six months; or
 - c. Proposed matters are not within the authority of the General Meeting of Shareholders to discuss and pass.
6. For each matter included in the meeting agenda, the Board of Directors must prepare a draft resolution.
7. The decisions passed at a meeting of the General Meeting of Shareholders with the number of Shareholders present in person or through a Delegate representing 100% total shares with voting rights of the Company shall be legal and valid even when the processes and procedures to convene the meeting, the meeting agenda and meeting processes are not in compliance with the regulations.

Article 18. Conditions for conducting the General Meeting of Shareholders

1. A meeting of the General Meeting of Shareholders shall be valid when the number of the Shareholders and the Delegates representing at least 51% of the total voting shares of the Company.
2. Where the necessary number of delegates as provided in Article 18.1 above is insufficient within sixty minutes from the time set for opening the meeting, the convener must cancel the meeting. The meeting of the General Meeting of Shareholders must be reconvened within thirty days from the date planned to organise the first meeting of the General Meeting of Shareholders. The reconvened meeting of the General Meeting of Shareholders shall only be valid in case of the number of the meeting's attendants being the Shareholder(s) and the Delegates representing at least 33% of the total voting shares of the Company.
3. When the second meeting of the General Meeting of Shareholders fails to conduct as the quorum provided in Article 18.2 above is not satisfied within sixty minutes from the time set for opening the meeting, the third meeting of the General Meeting of Shareholders can be convened within twenty days from the date planned to organise the second meeting of the General Meeting of Shareholders, and in this case, the meeting of the General Meeting of Shareholders shall be conducted regardless of the number of Shareholders or Delegates and shall be considered as valid and shall be entitled to decide on all matters expected to be approved by the first meeting of the

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General Meeting of Shareholders.

4. Upon the request of the chairperson of the meeting, the General Meeting of Shareholders has the right to change the agenda enclosed to the meeting notices in accordance with Article 17.3 hereof.

Article 19. Methods for meeting and voting at the General Meeting of Shareholders

1. On the date of organisation of the meeting of the General Meeting of Shareholders, the Company must carry out the Shareholder registration procedures and must conduct until the registration of all Shareholder(s) eligible to attend the meeting.
2. When carrying out the Shareholder registration, the Company shall grant each Shareholder or the Delegate having the voting right one or more voting cards, on which the number of voting shares of such Shareholder or Delegate shall be recorded. When voting at the meeting of the General Meeting of Shareholders, the Shareholder or the Delegate shall tick “approval”, “disapproval” or “no opinion” with respect to each voting issue, or record the number of shares voted for each candidate for the Board of Directors or the Supervisory Board in such voting card. The voting result shall be announced by the votes counting committee right at the meeting of the General Meeting of Shareholders after the votes counting is completed. The General Meeting of Shareholders shall elect the votes counting committee as proposed by the chairperson of the meeting. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders but shall not more than three members.
3. The Shareholder who attends late in the meeting of the General Meeting of Shareholders shall have the right to register immediately, then to attend and vote at the meeting of the General Meeting of Shareholders. The chairperson shall not be responsible for stopping the meeting of the General Meeting of Shareholders so that such Shareholder registers and the effect of the already conducted voting shall not be affected.
4. The Chairman of the Board of Directors shall chair the annual meeting of the General Meeting of Shareholders and other meetings of the General Meeting of Shareholders convened by the Board of Directors. If the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect a person among them to be the chairperson of the meeting. In the event there is no person of the Board of Directors can be the chairperson, the member of the Board of Directors with the highest position shall chair the meeting so that the General Meeting of Shareholders shall elect the chairperson of the meeting among the persons present at the meeting and the person with the highest votes shall be the chairperson of the meeting. In other cases, the convener of the meeting of the General Meeting of Shareholders shall chair the meeting to elect the chairperson and the person with the highest votes shall be the chairperson. In cases of election of the chairperson as the foregoing, the name of the elected chairperson and the number of votes for him/her shall be announced. The chairperson shall appoint a secretary to take notes the minutes of the meeting of the General Meeting of Shareholders.
5. The chairperson has the right to decide the order, procedures or events arising

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beyond the agenda of the meeting of the General Meeting of Shareholders.

6. Without seeking opinions of the General Meeting of Shareholders, the chairperson of the General Meeting of Shareholders may adjourn a meeting of the General Meeting of Shareholders, even when the quorum of the meeting is satisfied, to another time or venue if he/she deems that (a) the attendants cannot have comfortable seats at the location where the General Meeting of Shareholders is organised, or (b) acts of the attendants obstruct or threaten to obstruct the orderly proceedings of the meeting, or (c) means of communication at the meeting venue does not ensure the attendance, discussion and voting for the Shareholders, or (d) other circumstances which the chairperson deems necessary. The delaying time shall not more than three days from the proposed meeting date.
7. Where the chairperson has adjourned or delayed the meeting of the General Meeting of Shareholders in contrast with Article 19.6 hereof, the General Meeting of Shareholders shall elect another person among the attendants to replace the chairperson to continue to chair the meeting until the end and the validity of the previous voting at that meeting is not affected.
8. The chairperson of the General Meeting of Shareholders or the secretary may carry out activities that he/she deems necessary to control the General Meeting of Shareholders in a properly and orderly manner; or for the General Meeting of Shareholders to reflect the aspiration of the majority of the attendants.
9. The Board of Directors may require the Shareholders or their Delegates attending the General Meeting of Shareholders to be subject to the inspection or other security measures that it deems appropriate. In case Shareholders or the Delegates do not comply with the provisions on the aforesaid inspection or other security measures, after scrutiny, the Board of Directors may refuse the attendance of or expel such Shareholders or the Delegates from the General Meeting of Shareholders.
10. The Board of Directors may take measures, which it deems appropriate after prudent consideration,:
 - a. To organise the seats at the main venue for the General Meeting of Shareholders;
 - b. To ensure the safety of all people presenting at meeting locations; and
 - c. To create conditions for the Shareholders to attend (or to continue to attend) the General Meeting of Shareholders.

The Board of Directors shall have the full authority to change and apply the aforesaid measures if the Board of Directors deems necessary. The applied measures may be the issuance of entrance papers or the use of other options.

11. In cases where the General Meeting of Shareholders applies these measures, when determining the venue of the meeting, the Board of Directors may:
 - a. Announce that the General Meeting of Shareholders shall be held at the venue recorded in the notices and the General Meeting of Shareholders' chairperson

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shall present there (the “Main Venue of the General Meeting of Shareholders”);

- b. Arrange and organise so that the Shareholders or the Delegates, who are unable to attend or the persons who wish to attend at other places other than the Main Venue of the General Meeting of Shareholders, can simultaneously attend the General Meeting of Shareholders.

The notices of organisation of the General Meeting of Shareholders may not state the details of the organisational measures provided in this clause.

12. In this Charter (unless otherwise required by the context), all Shareholders shall be considered as having attended the General Meeting of Shareholders at the Main Venue of the General Meeting of Shareholders.
13. Annually the Company shall organise a meeting of the General Meeting of Shareholders at least once a year. The annual General Meeting of Shareholders shall not be organised in form of collecting Shareholders’ opinions in writing.

Article 20. Adoption of decisions of the General Meeting of Shareholders

1. The General Meeting of Shareholders shall pass decisions within its authority by voting at a meeting of the General Meeting of Shareholders or by collecting Shareholders’ opinions in writing.
2. The decisions of the General Meeting of Shareholders on the following issues must be adopted by the form of voting at the meeting of the General Meeting of Shareholders:
 - a. To approve the audited annual financial statements;
 - b. To approve the Company’s short-term and long-term development plans; and
 - c. To elect, dismiss, relieve from duty and replace members of the Board of Directors and the Supervisory Board.

Except for three matters above, the General Meeting of Shareholders may pass decisions by collecting Shareholders’ opinions in writing on all other matters within its authority.

3. Decisions of the General Meeting of Shareholders shall be passed at a meeting of the General Meeting of Shareholders in one of the following circumstances:
 - a. If approved by the Shareholders representing at least 51% of the total voting shares of all Shareholders present at the meeting, except for the circumstances in paragraphs b and c below;
 - b. Decisions on the following matters shall be passed if approved by the Shareholders representing at least 65% of the total voting shares of all Shareholders present at the meeting:

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- (i) Share type and total number of shares of each type;
 - (ii) Change of scope of business;
 - (iii) Change of structural organisation of the Company;
 - (iv) Decision of investment or transactions of purchasing or selling assets of the Company with the value from 35% or more of the total asset value of the Company recorded in the latest audited consolidated financial statements; and
 - (v) Re-organisation or dissolution of the Company.
- c. Voting to elect members of the Board of Directors and of the Supervisory Board must be implemented by the method of cumulative voting, whereby each Shareholder shall have his/her total number of votes in accordance with the total number of shares owned by him/her multiplied by the number of members to be elected to the Board of Directors or the Supervisory Board, and each Shareholder shall have the right to accumulate in whole or in part of his/her votes for one or more candidates. The persons elected to the Board of Directors or the Supervisory Board shall be determined by the votes from the top downwards, counting from the candidate with the highest votes until the last candidate to be elected. In the event there are two or more candidates for the last position having equal votes, the General Meeting of Shareholders shall continue to vote among the candidates with equal votes or decide to select in accordance with the election regulations or this Charter.
4. Decisions of the General Meeting of Shareholders by way of collecting Shareholders' opinions in writing shall be approved if the conditions provided in Article 20.2 and 21.8 hereof are met.

Article 21. Authority and methods for collecting written opinions of the Shareholders to adopt decisions of the General Meeting of Shareholders

The authority and methods for collecting written opinions of the Shareholders to adopt the decisions of the General Meeting of Shareholders shall be implemented in accordance with the following provisions:

- 1. The Board of Directors has the right to collect written opinions of the Shareholders to adopt the General Meeting of Shareholders' decision at any time if it deems necessary for the Company's interests.
- 2. The Board of Directors must prepare the opinion collection forms, the draft decisions of the General Meeting of Shareholders and their statements. The opinion collection form enclosed to the draft decisions and their statements must be sent by registered delivery to the registered address of each Shareholder. The Board of Directors must ensure to send and announce the documents to Shareholders within a reasonable period of time so that Shareholders can consider to vote, and must send at least ten days before the deadline to collect the written opinions or a longer period in accordance with regulations of the Law.
- 3. The opinion collection form shall have the following principal contents:
 - a. Name, address of the head office, number and date of issuance of the enterprise

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registration certificate, and place of business registration of the Company;

- b. Purpose for collecting opinions;
 - c. Full name, permanent address, nationality, number of identity card, passport or other lawful personal identification of each Shareholder being an individual; name, permanent address, nationality, number of the incorporation decision or number of business registration of the Shareholder or its Authorised Representative being an organisation; the number of shares of each type and the number of the Shareholders' votes;
 - d. Issues on which it is necessary to obtain opinions in order to pass a decision;
 - e. Measures to vote including affirmative vote, negative vote, or blank vote with respect to each voting issue;
 - f. The time-limit in which the completed opinion collection forms must be sent to the Company; and
 - g. Full name, signature of the Company's legal representative.
4. The Shareholder may send the completed opinion collection form to the Company by any of the following methods:
- a. By mail. The completed written opinion form must bear the signature of the Shareholder being an individual, or of the Authorised Representative or of the legal representative of the Shareholder being an organisation. The written opinion form which is returned to the Company must be enclosed in a sealed envelope and must not be opened by any person prior to vote-counting;
 - b. By fax. The written opinion form which is sent to the Company by fax must be kept confidential until the time of counting of votes.

Any completed written form which is returned to the Company after the expiry of the time-limit stated in the written opinion form or any form which has been opened in the case of sending by mail shall be invalid. Written opinion forms which are not returned shall be deemed to be forms not participating in the vote.

5. The Board of Directors counts the votes and takes down the minutes under monitor of the Supervisory Board or of the Shareholder who does not hold managerial positions in the Company. The minutes of counting of votes shall have the following principal contents:
- a. Full name, head office address, number and date of issuance of enterprise registration certificate, place of business registration;
 - b. Purpose and issues on which it is necessary to obtain opinions in order to pass a decision;
 - c. The number of Shareholders with total number of votes who have participated in

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voting, whereby classifying the valid votes and invalid votes;

- d. Total number of affirmative votes, negative votes, or blank votes for each issue;
- e. Decisions that have been approved; and
- f. Full name, signature of the Chairman of the Board of Directors or the Company's legal representative and the vote-counting supervisor.

Members of the Board of Directors and the vote-counting supervisor must be jointly and severally responsible for the honesty and accuracy of the minute of vote counting; jointly and severally responsible for damage arising from decisions that have been passed by counting votes dishonestly or inaccurately.

- 6. The minutes of vote-counting must be announced on the website of the Company within the period as stipulated by the Law from the end of the vote counting.
- 7. The completed opinion collection forms, the vote-counting minutes, decisions passed and related documents enclosed to the opinion collection forms shall be kept at the head office of the Company.
- 8. Decisions of the General Meeting of Shareholders by the form of collecting written opinion shall be adopted if approved by the Shareholders representing at least 51% of the total voting shares of the Company. The decisions of the General Meeting of Shareholders adopted in form of collecting the written opinion of Shareholders are as valid as those adopted at a meeting of the General Meeting of Shareholders.

Article 22. Minutes of the General Meeting of Shareholders

The chairperson of the meeting of the General Meeting of Shareholders shall be responsible for organising and keeping all the minutes thereof. The minutes of a meeting of the General Meeting of Shareholders must be published on the website of the Company within the period as stipulated by the Law from the date of the meeting of the General Meeting of Shareholders finishes. These minutes are considered true evidence of works which have been conducted at the meeting of the General Meeting of Shareholders. The minutes shall be made in Vietnamese, signed for certification by the General Meeting of Shareholders' chairperson and secretary, and made according to the Law on Enterprises and this Charter. All the records, minutes, books of the attending Shareholder's signatures and the authorisation documents to attend the meeting shall be kept at the Company's head office.

Article 23. Request to revoke decisions of the General Meeting of Shareholders

Within the period of ninety days from the date of receipt of the General Meeting of Shareholders' meeting minutes or the ballot result minutes of collecting written opinions of Shareholders or from the date the Company announces these documents, the Shareholders or group of Shareholders prescribed in Article 11.3 hereof, the members of the Board of Directors, Chief Executive Officer and the members of the Supervisory Board are entitled to request a court or an arbitrator to consider and revoke decisions of the General Meeting of Shareholders in the following cases:

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1. The procedure and the order for convening the General Meeting of Shareholders do not comply with the regulations of the Law on Enterprise and this Charter; and
2. The procedure and the order for making the decisions and its contents violate the Law or this Charter.

In the event a decision of the General Meeting of Shareholders is revoked pursuant to a decision of the court or arbitration, the convener of the meeting or the person organising the collection of Shareholders' opinions in writing may re-organise the meeting or re-organise the collection of Shareholders' opinions in writing in accordance with the order, procedures provided in the Law on Enterprises and this Charter within 30 days from the date of the decision of the court or arbitration is effective.

CHAPTER VII. THE BOARD OF DIRECTORS

Article 24. The number and office term of members of the Board of Directors

1. The Board of Directors must comprise from 03 to 11 members. The specific number of members of the Company's Board of Directors for each term shall be decided by the General Meeting of Shareholders. The term of the Board of Directors shall be five (05) years. The term of members of the Board of Directors shall not exceed five (05) years; the members of the Board of Directors may be re-elected for an unlimited number of terms. The Board of Directors may have independent Board Members in accordance with the Law. The members of the Board of Directors are not required to have the nationality of Vietnamese and/or resident in Vietnam.
2. A Shareholder or a group of Shareholders holding from 10% or more of the total ordinary shares for a consecutive period of at least six months has the right to nominate candidates to the Board of Directors in accordance with this Article. A Shareholder or a group of the Shareholder holding from 10% to below 20% of the total voting shares shall have the right to nominate one (01) member; from 20% to below 30% shall have the right to nominate up to two (02) members; from 30% to below 50% shall have the right to nominate up to three (03) members; from 50% to below 65% shall have the right to nominate up to four (04) members; and from 65% or more shall have the right to nominate a full number of members.
3. In cases where the number of nominated and self-nominated candidates to the Board of Directors is not satisfied the necessary number, the current Board of Directors can nominate more candidates.
4. A member of the Board of Directors must have the following criteria and conditions:
 - a. To have full capacity for civil acts, and not belong to the category of persons prohibited from managing an enterprise in accordance with the Law on Enterprises;
 - b. To have professional expertise and experience in business management or in the line of business which is the main business of the Company.
5. A member of the Board of Directors shall not retain his/her membership status of the

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Board of Directors in the following cases:

- a. The member has not satisfied the criteria for being a member of the Board of Directors in accordance with to the Law on Enterprises, this Charter or is prohibited from becoming the member of the Board of Directors by the Law;
 - b. The member sends a written resignation letter to the Company;
 - c. The member loses his/her civil capability;
 - d. The member is absent at the meetings of the Board of Directors within six consecutive months without approval of the Board of Directors and the Board of Directors decides that the position of such member is vacant; and
 - e. That member is dismissed or relieved from duty as decided by the General Meeting of Shareholders.
6. The appointment of members of the Board of Directors shall be announced pursuant to the Law on securities and securities markets.
 7. A member of the Board of Directors is not necessarily a Shareholder.

Article 25. Rights and duties of the Board of Directors

1. The Board of Directors manages and directs the Company's business activities and its affairs. The Board of Directors is the body vested with the power to exercise all rights in the name of the Company, excluding issues dealt with within the authority of the General Meeting of Shareholders.
2. The Board of Directors has the responsibility to supervise the Chief Executive Officer and other Managers.
3. The rights and obligations of the Board of Directors shall be prescribed by the Law, this Charter, internal regulations of the Company and decisions of the General Meeting of Shareholders. Particularly, it shall have the following rights and duties:
 - a. To make decisions on annual business development plans and budgets;
 - b. To determine operational and strategic objectives on the basis of the strategic targets adopted by the General Meeting of Shareholders;
 - c. To appoint, relieve from duty, sign and terminate contracts towards the Chief Executive Officer, other Managers at the proposal of the Chief Executive Officer; to decide salary and other benefits of the Chief Executive Officer and other Managers;
 - d. To make decisions on the organisational structure of the Company;
 - e. To lodge the Company's complaints about the Manager, as well as decide to select the representative of the Company for dealing with legal procedures

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against such Manager;

- f. To propose new share issues, share types, which can be issued, and the total number of shares issued according to each type;
 - g. To recommend the issuance of convertible bonds or bonds plus warrants to be submitted to the General Meeting of Shareholders for approval;
 - h. To decide the issue of other types of bonds or other forms to raise capital;
 - i. To decide on the offer prices of bonds, shares, and other securities;
 - j. To propose the annual dividend rate, to determine the dividend advance; to organise the dividend distribution;
 - k. To propose the re-organisation or dissolution or bankruptcy request of the Company;
 - l. To appoint, relieve from duty or dismiss the authorised representative implementing the Company's rights of ownership of capital contribution or shares in other companies, to decide the compensation and other benefits of those persons; to nominate candidates for the managerial positions in such companies; to appoint, relieve from duty or dismiss the managerial positions in companies in which the Company holds 100% of the charter capital;
 - m. Other rights and duties as stipulated by the Law and this Charter.
4. The following matters must be approved by the Board of Directors:
- a. The establishment of branches or representative offices of the Company;
 - b. The establishment of subsidiary of the Company;
 - c. The decision of investment or transactions of purchasing or selling assets of the Company with the value less than 35% of the total asset value of the Company recorded in the latest audited consolidated financial statements;
 - d. Contracts for purchase, sale, borrowing, lending and other contracts valued at 35% or more of the total value of assets recorded in the latest audited consolidated financial statements of the Company. This provision shall not apply to contracts and transactions stipulated in Article 14.1(1), (o) and Article 34.4(c) of this Charter;
 - e. The Company's issuance of bonds or other debt instruments; the performance of pledge, mortgage, guarantee or other security arrangements in order to ensure the obligations of the Company or of other organisations and individuals; the performance of remedies of the Company;
 - f. The purchase or sale of shares, capital contribution portions of other companies set up in Vietnam or foreign countries;

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- g. The evaluation of non-cash assets contributed to the Company in exchange for the issuance of shares or bonds of the Company, including gold, land use rights, intellectual property rights, technology, and know-how;
 - h. The Company's repurchase of not exceeding 10% of the total shares of each type that have been offered for sale within every twelve months; to decide the price for repurchase of shares of the Company;
 - i. Any other business or transactional matters that shall be approved by the Board of Directors within the scope of its powers and responsibility;
 - j. The drafting of the internal regulations on corporate governance of the Company and submitting the General Meeting of Shareholders for approval.
5. The Board of Directors must report to the General Meeting of Shareholders on its activities, specifically on its supervision over the Chief Executive Officer and other Managers in the fiscal year.
6. Unless otherwise provided in the Law and this Charter, the Board of Directors may authorise employees at lower levels and the Managers to represent and act on behalf of the Company.
7. The Board of Directors members (excluding alternative authorised representatives) may receive remuneration for their work as members of the Board of Directors. The total remuneration amount for the Board of Directors shall be decided by the General Meeting of Shareholders. This amount shall be divided into the Board of Directors members under the agreement among members of the Board of Directors or equally if no agreement has been reached.
8. The total amount of remuneration paid to members of the Board of Directors, including compensation and other benefits from the Company, must be disclosed in accordance with the Law.
9. Any member of the Board of Directors who holds any executive position (including the Chairman or Vice Chairman), or members of the Board of Directors performing tasks at sub-committees of the Board of Directors, or other tasks which upon the Board of Directors' opinion, they are outside the routine tasks of the Board of Directors members, may be paid with additional remuneration or in other forms at decided by the Board of Directors.
10. The member of the Board of Directors shall be entitled to settle all expenses for communications, accommodation and other reasonable expenses they had to pay when performing their membership of the Board of Directors, including all expenses arising from attending meetings of the Board of Directors, sub-committees of the Board of Directors or meetings of the General Meeting of Shareholders.

Article 26. Chairman and Vice Chairman of the Board of Directors

1. The Board of Directors must elect the Chairman among members of the Board of

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Directors. If necessary, at the proposal of the Chairman, the Board of Directors may elect one or more Vice Chairmen among the members of the Board of Directors. Unless otherwise decided by the General Meeting of Shareholders, the Chairman of the Board of Directors shall not concurrently be the Chief Executive Officer of the Company.

2. The Chairman of the Board of Directors shall have to convene and preside over the General Meeting of Shareholders and meetings of the Board of Directors, and at the same time shall have other rights and duties prescribed in this Charter and the Law on Enterprises. The Vice Chairman shall have the same rights and duties as those of the Chairman in case where the Vice Chairman is authorised by the Chairman, provided that the Chairman has already informed the Board of Directors that he/she is absent or has to be absent due to force majeure or loss of the capacity to conduct his/her rights and duties. In the cases specified above, if the Chairman does not authorise the Vice Chairman to do so, the remaining members of the Board of Directors shall appoint the Vice Chairman to perform the rights and duties. In case where both Chairman and Vice Chairman are temporarily unable to perform their tasks for any reason, the Board of Directors shall appoint another member of the Board of Directors to conduct the duties of the Chairman by a simple majority vote.
3. The Chairman of the Board of Directors shall be responsible for ensuring that the Board of Directors sends the audited annual financial statements and the operational reports of the Company to Shareholders at the annual General Meeting of Shareholders.
4. When both the Chairman and a Vice Chairman of the Board of Directors resign or to be dismissed or relieved from duty, the Board of Directors shall elect persons to replace them within ten days.

Article 27. Authorisation to attend the Board of Directors' meeting

1. Members of the Board of Directors can authorise another member of Board of Directors, or another person approved by the Board of Directors, to attend meetings of the Board of Directors and must be responsible for such authorisation.
2. A delegate shall be entitled to attend and vote at meetings where the proxy grantor is absent, but such delegate is not paid any remuneration for his/her authorised work from the Company.
3. The authorisation shall automatically be terminated in the event the authorising person no longer has the Board of Directors membership.
4. The authorisation or cancellation thereof (except for the automatic termination of authorisation pursuant to Article 27.3 above) must be notified the Board of Directors by the proxy grantor in writing.

Article 28. Meetings of the Board of Directors

1. Election of the Chairman: In case where the Board of Directors is to elect the Chairman, then the initial meeting of the term of the Board of Directors in order to

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elect the chairman and to pass other resolutions within its authority must be conducted within seven working days from the date of completion of the election of the Board of Directors for that term. This meeting shall be convened by the member holding the highest number of votes. If there is more than one member holding the same highest number of votes, the elected members shall elect a person amongst them, by a majority vote, to convene the meeting of the Board of Directors.

2. Regular meeting: The Chairman of the Board of Directors must convene meetings of the Board of Directors, and set up the meeting agenda, time and venue at least three working days prior to the planned date of the meeting. The Chairman can convene a meeting at any time necessary, but there must be at least one meeting every quarter.
3. Extraordinary meetings: The Chairman shall convene extraordinary meetings when necessary for the interests of the Company. In addition, the Chairman must convene a meeting of the Board of Directors, and must not delay the convening without suitable reason, if one of the following subjects proposes the meeting in a written document which mentions the purpose and issues which need to be discussed:
 - a. The Chief Executive Officer or at least five (5) Managers;
 - b. At least two (2) members of the Board of Directors; or
 - c. The Supervisory Board.
4. The Board of Directors' meeting stated in Article 28.3 above shall be held within 7 working days from the date of receipt of the request. If the Chairman refuses to convene the meeting as requested, the Chairman shall be responsible for damage with respect to the Company; and in such circumstances, the persons requesting for the meeting as provided in Article 28.3 above may convene the meeting of the Board of Directors by themselves.
5. At the requests of independent auditors, the Chairman of the Board of Directors shall convene the Board of Directors' meetings to discuss the audit reports and the situation of the Company.
6. Meeting venue: The Board of Directors' meetings shall be held at the registered address of the Company or other locations in Vietnam or foreign countries under decisions of the Board of Directors' Chairman.
7. Meeting notices and agenda: All notices of the Board of Directors' meeting must be sent to members of the Board of Directors at least 3 working days prior to the meetings are organised. The notices on the Board of Directors meetings shall be made in writing, contain the meeting agenda, time and location, and shall be enclosed with necessary documents on matters to be discussed and voted on at the Board of Directors' meetings.
 - a. The meeting notices shall be sent by post, fax, electronic mail or other method guaranteed to reach the contact address as mentioned of each member of the Board of Directors as registered with the Company.

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- b. The Chairman of the Board of Directors or the convenor shall send the meeting notices together with the enclosed documents to all members of the Supervisory Board in the same manner as to the members of the Board of Directors. The members of the Supervisory Board have right to attend the meetings of the Board of Directors; to discuss but not to vote.
8. Quorum: A meeting of the Board of Directors shall be valid if at least three-fourths (3/4) of total number of the Board of Directors' members are present in person. In the event the quorum provided in this Article is not met, the meeting shall be reconvened within seven days from the proposed date of the meeting for the first time. The reconvened meeting shall be valid if more than a half (1/2) of the total members of the Board of Directors attend.

A member of the Board of Directors shall be deemed to attend and vote at the meeting in the following cases:

- a. Such member attends and votes at the meeting in person;
- b. Such member authorises another person to attend the meeting in accordance with this Charter;
- c. Such member attends and votes via an online conference or other similar forms;
- d. Such member sends his or her written vote to the meeting by mail, fax or email.

Where a written vote is sent to the meeting by mail, it must be enclosed in a sealed envelope and delivered to the Chairman of the Board of Directors at least one hour prior to the opening of the meeting. Written votes shall be opened only in the presence of all persons attending the meeting.

9. Voting:
- a. Except as prescribed in Article 28.9(b) of this Charter, every member of the Board of Directors or authorised person present at the Board of Directors' meeting shall have one vote;
 - b. A member of Board of Directors shall not vote on the contracts, transactions or proposals in which such member or any of his/her Related Persons has interests and such interests contradict or may contradict the interests of the Company. An interested member shall not be counted in the quorum of a meeting regarding matters that such member is not entitled to vote on;
 - c. Under Article 28.9(d) of this Charter, where an issue arising at the meeting of the Board of Directors regarding the interest level of members of the Board of Directors or relating to the voting right of one member is not solved by the voluntary waiver, such arising issues shall be delivered to the meeting chairperson to decide. The decision of the chairperson relating to this matter shall be final, except for characters or level of interest the relevant Board of Directors'

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members have not been fully declared;

- d. The member of the Board of Directors who enjoys interests from a contract as provided in Article 34.4(b) and Article 34.4(c) of this Charter shall be considered as having significant benefits in the contract.
- 10. Interest declaration: A member of the Board of Directors who, directly or indirectly enjoys benefits from a contract or transaction already signed or planned to be signed with the Company and is aware of his/her interest therein, shall declare the nature and contents of such benefits at the meeting when the Board of Directors considers the contract or transaction for the first time. In the event a member of the Board of Directors does not know himself/herself and his/her related persons have interests at the time the contracts, transactions are signed with the Company, such member must declare related interests at the first meeting of the Board of Directors after such member is aware of his/her interest or benefit in the relevant transaction or contract.
 - 11. Voting by majority: Resolutions or decisions of the Board of Directors shall be adopted at a meeting of the Board of Directors if approved by the majority of the attending members of the Board of Directors (more than 50%). If the number of affirmative votes and the negative votes are equal, the Chairman shall have the casting vote.
 - 12. Meeting via telephone or in other forms: The meeting of the Board of Directors may be organised in the form of a discussion among members of the Board of Directors, of whom all or some are in different places provided that each member participating in the meeting can:
 - a. Hear any other participating member of the Board of Directors speak at the meeting; and
 - b. If such person wishes, he/she can speak to all other participating members simultaneously.

The discussions among members can be implemented directly through telephones or other means of communications or through the combination of all those modes. According to this Charter, each Board of Directors member participating in such a meeting shall be considered as being “present” at the meeting. A meeting organised according to this provision shall be considered as having occurred at the place where the largest group of Board of Directors members resides or, if there is no such group, the place where the chairperson of the meeting is present.

- 13. Written decisions: The Board of Directors may pass a resolution by collecting written opinions of members of the Board of Directors.

The collection of written opinions shall be implemented as follows:

- a. The Chairman of the Board of Directors shall have the right to collect written opinions in order to pass a resolution of the Board of Directors at any time if considered necessary in the interests of the Company.

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- b. The Chairman of the Board of Directors must prepare letters to collect written opinions of members of the Board of Directors. The letter to collect written opinions must include at least the following contents: (i) issues on which they are necessary to obtain opinions in order to pass resolutions, (ii) voting options including approve, disapprove and no opinion, (iii) time-limit within which the completed letter to collect written opinions must be returned to the Company and (iv) full name and signature of the Chairman of the Board of Directors and of the member of the Board of Directors required to give the opinions.
 - c. The Chairman of the Board of Directors shall conduct counting of the votes and shall prepare minutes of the counting of the votes in the presence of a representative of the Supervisory Board. The minutes of counting of votes shall contain the following basic particulars: (i) issues on which they are necessary to obtain opinions in order to pass resolutions, (ii) total of members of the Board of Directors participated in the voting, classifying the votes into valid and invalid, (iii) total number of votes for, against and abstentions on each issue voted upon, (iv) resolutions which have been passed and (v) full name and signature of the Chairman of the Board of Directors, of the representative of the Supervisory Board and the secretary of the Company.
 - d. Written resolutions are passed by when they are approved by the majority of members of the Board of Directors (above 50%) who have right to vote each issue on which it is necessary to obtain opinions. In the case of a tied vote, the final decision shall be made in favour of the vote of the Chairman of the Board of Directors.
 - e. Resolutions which are passed by the form of collecting written opinions of members of the Board of Directors shall have the same validity as resolutions passed in a meeting convened and held duly.
14. Minutes of meetings of the Board of Directors: The meetings of the Board of Directors must be minuted and may be sound recorded, recorded and archived in other electronic forms. The meeting minutes must include the principal contents in accordance with the Law. The Chairman of the Board of Directors shall have the responsibility to deliver the minutes of meetings of the Board of Directors to all members and these minutes shall be considered the true evidence of the activities carried out at such meetings, except when there are objections to the contents of the minutes within ten days from the time of delivery. The meeting minutes of the Board of Directors shall be made in Vietnamese and signed by all Board of Directors members attending the meeting or the minutes shall be made in many counterparts and each counterpart shall have the signature of at least one Board of Directors member attending the meeting.
15. Persons invited to attend meetings as observers: The Chief Executive Officer, other Managers, and experts of a third party can attend a meeting of the Board of Directors at the Chairman of the Board of Directors' invitation but cannot vote unless they are a member of the Board of Directors or a person authorised by a member of the Board of Directors.
16. The sub-committees of the Board of Directors: The Board of Directors may establish

and authorise its actions to its sub-committees. The members of a sub-committee may include one or several members of the Board of Directors and one or several outside members at the Board of Directors' decisions. During acting of the authorised power, the sub-committees must comply with the provisions provided by the Board of Directors. These provisions may adjust or allow admission of other non-Board of Directors members to such sub-committees and allow such members to vote as members of the sub-committee, but (a) must ensure that the number of outside members is less than half of the total number of sub-committees members and (b) the decision of the sub-committees shall only take effect when the majority (more than 50%) of those attending and voting at the meeting are the Board of Directors' members.

CHAPTER VIII. CHIEF EXECUTIVE OFFICER, OTHER MANAGERS AND PERSON IN CHARGE OF CORPORATE GOVERNANCE

Article 29. Organisation of the management system

The Company shall promulgate a managerial system whereby the managerial arrangements shall be accountable to and placed under the leadership of the Board of Directors. Subject to Article 30.1, the Company has one Chief Executive Officer, one or a number of Deputy Chief Executive Officers, one Chief Financial Officer, and one Chief Accountant, who are appointed by the Board of Directors. The Chief Executive Officer and Deputy Chief Executive Officers may be concurrently members of the Board of Directors and shall be appointed, relieved from duty or dismissed by the Board of Directors.

Article 30. Managers

1. At the request of the Chief Executive Officer and with the approval of the Board of Directors, the Company shall be staffed with a certain number of Managers of various kinds that are necessary to and appropriate with the structure and practices of management of the Company as proposed by the Board of Directors from time to time. The Managers shall be necessarily diligent in order to attain the objectives of the operation and organisation of the Company.
2. The levels of wage, remuneration and other benefits of the Chief Executive Officer shall be decided by the Board of Directors
3. The levels of wage, remuneration and other benefits of other Managers shall be decided by the Board of Directors as proposed by the Chief Executive Officer.

Article 31. Appointment, relief from duty, duties and powers of the Chief Executive Officer

1. Appointment: The Board of Directors shall appoint one of its members or another person to be the Chief Executive Officer.
2. Term of office: The term of office of the Chief Executive Officer shall be five years, unless otherwise provided by the Board of Directors and may be re-appointed. The appointment may be invalid based on the terms of a relevant labour contract. The Chief Executive Officer shall not be a person that is banned by the Law from holding

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this position.

3. Powers and duties: The Chief Executive Officer shall have the following powers and responsibilities:
 - a. To execute the decisions of the Board of Directors and of the General Meeting of Shareholders, business plans and investment plans of the Company, which have been adopted by the Board of Directors and the General Meeting of Shareholders;
 - b. To decide all other matters that do not require the decisions of the Board of Directors, including representing the Company in the execution of contracts that the Company is a party, organisation and administration of daily production and business activities of the Company according to the best managerial practices;
 - c. To propose the quantity and types of Managers to be hired by the Company so that the Board of Directors can appoint, relieve from duty or dismiss them; to propose the Board of Directors on deciding the wage levels, remuneration and other benefits of such Managers;
 - d. To decide the contracts for purchase, sale, borrowing, lending and other contracts with the value less than 35% of the total value of assets recorded in the latest audited consolidated financial statements of the Company. This provision does not apply to the contracts and transactions under the authority of the Board of Directors and the General Meeting of Shareholders;
 - e. To consult with the Board of Directors in order to decide on the number of employees, appointment, relief from duty, wage and remuneration levels, interests, and other terms related to their labour contracts;
 - f. Annually on October 31st or other period decided by the Board of Directors, the Chief Executive Officer shall have to submit to the Board of Directors for approval of the detailed business plan for the following fiscal year on the basis of meeting requirements of the corresponding budget as well as the five-year financial plans;
 - g. To propose measures to enhance activities and management of the Company; and
 - h. To carry out all other activities under this Charter and the regulations of the Company, decisions of the Board of Directors and provisions of the Law.
4. Reporting to the Board of Directors and Shareholders: The Chief Executive Officer shall be responsible to the Board of Directors and the General Meeting of Shareholders for the implementation of his/her assigned tasks and powers and have to report thereon to these bodies when requested.
5. Dismissal: The Board of Directors may dismiss or relieve from duty the Chief Executive Officer upon affirmative voting of the majority members of the Board of Directors having voting rights and appoint another new Chief Executive Officer for replacement.

Article 32. Person in charge of Corporate Governance

Where required by the Law, the Board of Directors shall appoint one person to be the Person in charge of Corporate Governance and decide on his/her term of office and other terms. The Person in charge of Corporate Governance must be a person with legal knowledge and not concurrently work for an independent auditing firm that is auditing the financial statements of the Company. The Board of Directors may dismiss the Person in charge of Corporate Governance if necessary. The rights and obligations of the Person in charge of Corporate Governance shall include:

- a. To advise the Board of Directors in organising the meetings of the General Meeting of Shareholders under the provisions and relevant work between the Company and the Shareholders;
- b. To prepare the meetings of the Board of Directors, the Supervisory Board and the General Meeting of Shareholders at the request of the Board of Directors or the Supervisory Board;
- c. To advise on the meetings' procedures;
- d. To attend the meetings;
- e. To advise the procedures for making the resolutions of the Board of Directors in compliance with the Law;
- f. To provide the financial information, the copy of the meeting minutes of the Board of Directors and other information to the members of the Board of Directors and the Supervisory Board;
- g. To monitor and report to the Board of Directors on the information disclosure of the Company;
- h. To keep confidential information under the provisions of the Law;
- i. Other rights and obligations under the provisions of the Law.

CHAPTER IX. OBLIGATIONS OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE SUPERVISORY BOARD, THE CHIEF EXECUTIVE OFFICER AND THE MANAGERS

Article 33. Fiduciary duties

Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer and other Managers shall be entrusted with the responsibility to perform their tasks, including tasks performed in their capacity as members of sub-committees of the Board of Directors in an honest manner in the best interests of the Company, and to the extent of caution, which any careful person needs to have when assuming the equivalent position and under similar circumstances.

Article 34. The duty of honesty and avoidance of conflicts of interests

1. Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officers and other Managers shall not use business opportunities for their personal gain, which may bring about benefits for the Company; and at the same time shall not use the information acquired through their positions for their personal interests or for the interest of any other organisation or individual.
2. Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer and other Managers are obliged to notify the Board of Directors of all possible conflict of the Company's interest that they may enjoy through various economic and legal entities, transactions or other individuals. These subjects may use such opportunities only when members of the Board of Directors, who are uninterested, have approved. The information to be notified shall include:
 - a. Name, address of the head office, field of business operation, number and date of the issuance of the enterprise registration certificate, place of business registration of the enterprises where those owning contributed capital or shares; ratio and time of such ownership of contributed capital or shares;
 - b. Name, address of the head office, field of business operation, number and date of the issuance of enterprise registration certificate, place of business registration of the enterprise where their Related Persons jointly own or separately own shares or contributed capital of more than 10% of the charter capital.

The enumeration stipulated in this clause shall be conducted within 7 working days from the day of arising of relevant interest; the amendment and addition shall be reported to the Company within 7 working days, from the date of corresponding amendment and addition.

The enumeration stipulated in this clause shall be listed and kept in the head office of the Company. Shareholders, Authorised Representatives of Shareholders, members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer and other Managers shall have rights to examine the content enumerated at any time necessary.

Members of the Board of Directors, members of the Supervisory Board, and the Chief Executive Officer on behalf of themselves or on behalf of other people to perform business in all forms within the scope of business operations of the Company shall report the nature and content of that business to the Board of Directors and the Supervisory Board, and shall only be permitted to perform this business if the majority of the remaining members of the Board of Directors agree; if they perform the business without reporting or without the approval of the Board of Directors, all the profit originated from those activities shall belong to the Company.

3. The grant of loans or guarantees by the Company to members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, the Managers, and their Related Persons is considered and performed under the provisions of the Law.

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4. The transactions with the Related Persons:
- a. A contract or transaction between the Company and the following parties must be approved by the General Meeting of Shareholders or the Board of Directors:
 - Shareholders, Authorised Representative of Shareholders holding more than 10% of the total ordinary shares of the Company and their Related Persons;
 - Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, other Managers and their Related Persons;
 - Enterprises where members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer and other Managers owning contributed capital or shares;
 - Enterprise where Related Persons of members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer and other Managers jointly own or separately own shares or contributed capital of more than 10% of the charter capital.
 - b. The Board of Directors approves the contracts or transactions with the value less than 35% of the Company's total value of assets recorded in the latest audited consolidated financial statements. In this case, the representative of the Company to sign the contracts must notify the Board of Directors the principal contents of contract or transaction as well as relationships and interests of the Managers or members of the Board of Directors, members of the Supervisory Board. The Board of Directors decides the approval of such contracts or transactions within 15 days as from the receiving date of the notice; the member of the Board of Directors with related interests shall not have the voting right.
 - c. The General Meeting of Shareholders approves the contracts or transactions with the value equal to or more than 35% of the Company's total value of assets recorded in the latest audited consolidated financial statements. In this case, the principal contents of contract or transaction as well as relationships and interests of the Managers or members of the Board of Directors, members of the Supervisory Board must be disclosed by the Board of Directors to the Shareholders at the meeting of the General Meeting of Shareholders or when collecting the Shareholders' written opinions. The Shareholder with related interests shall not have the voting right; the contracts or transactions are approved if the Shareholders representing at least 65% of the total remaining shares with voting right agree.
 - d. The contracts or transactions as stipulated in Article 34.4(a) above which have been signed or performed without the approval of the General Meeting of Shareholders or the Board of Directors and causing loss to the Company shall be invalid and dealt with in accordance with the Law. The person signing the contract, Shareholders, members of the Board of Directors or the Chief Executive Officer concerned must jointly compensate for the loss caused and return to the Company any benefits gained from the performance of such contracts or transactions.

Article 35. Liability and indemnity

1. Liability: Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer and the Managers, who breach their obligation and responsibility to act honestly and carefully, fail to fulfil their obligations with industriousness and professional capability shall be held responsible for the damage caused by their breaches.
2. Compensation: The Company shall pay compensation to persons who were, are being and shall possibly be in danger of becoming an involved party in cases of complaint, lawsuit or prosecution (including civil or administrative cases and other than the lawsuits initiated by the Company), if such persons were or are being Board of Directors members, Managers, employees or authorised representatives of the Company or such persons acted or are acting at the request of the Company in the capacity of members of the Board of Directors, Managers, employees or authorised representatives of the Company, provided that such persons act faithfully, prudently in the best interests or not against the best interests of the Company, upon the compliance with the Law and there is no evidence that indicates that such person has breached his/her duties.
3. The indemnified amounts shall include arising expenses (including lawyer's fees), fines or payments actually incurred when resolving these matters as permitted by the Law. The Company is entitled to buy insurance for such persons in order to avoid the above-mentioned compensation liabilities.

CHAPTER X. SUPERVISORY BOARD

Article 36. Members of the Supervisory Board

1. The Supervisory Board shall have from three (03) to five (05) members. The member of the Supervisory Board appoint a member to be the Head of the Supervisory Board on majority basis. The Head of the Supervisory Board has the following rights and responsibilities:
 - a. To convene meetings of the Supervisory Board;
 - b. To request the Board of Directors, the Chief Executive Officer and other Managers to provide relevant information to report to members of the Supervisory Board; and
 - c. To make and sign reports of the Supervisory Board after consulting with the Board of Directors for submission to the General Meeting of Shareholders.
2. A Shareholder or a group of Shareholders holding from 10% or more of the total ordinary shares for a consecutive period of at least six months has the right to nominate candidates to the Supervisory Board in accordance with this Article. A Shareholder or a group of the Shareholder holding from 10% to below 20% of the total voting shares shall have the right to nominate one (01) member; from 20% to below 30% shall have the right to nominate up to two (02) members; from 30% to

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below 50% shall have the right to nominate up to three (03) members; from 50% to below 65% shall have the right to nominate up to four (04) members; and from 65% or more shall have the right to nominate a full number of members.

In cases where the number of nominated and self-nominated candidates to the Supervisory Board is not satisfied the necessary number, the current Supervisory Board can nominate more candidates.

3. The Supervisory Board members shall be appointed by the General Meeting of Shareholders, have the term of office of not over five (05) years and can be re-elected without any term limitation. It is not necessary that a member of the Supervisory Board has Vietnamese nationality. More than half of the members of the Supervisory Board must permanently reside in Vietnam.

Members of the Supervisory Board must have the following criteria and conditions:

- a. To have full capacity of civil acts and not falling within the scope of subjects not permitted to establish and manage companies in accordance with the Law on Enterprises;
 - b. Not to be wife or husband, father, adoptive father, mother, adoptive mother, children, adopted children, siblings of any member of the Board of Directors, the Chief Executive Officer and other Managers;
 - c. Not holding managerial position in the Company; not required to be a Shareholder or an employee of the Company;
 - d. Not working within the Company's department of accounting, finance and not being the employees or members of independent auditing firm whom audited the Company's financial statements for 3 preceding years;
 - e. Must be auditors or accountants in case where provided by the Law;
 - f. The Head of the Supervisory Board must be professional accountant or auditor and must work full-time in the Company; and
 - g. Other required criteria and conditions under the provisions of the Law.
4. A member of the Supervisory Board shall not retain his/her membership in the following cases:
 - a. Such member is forbidden to become a member of the Supervisory Board by the Law;
 - b. Such member sends a resignation letter in writing to the Company;
 - c. Such member has lost his/her capacity for civil acts;
 - d. Such member has been absent in the meeting of the Supervisory Board for six (6) consecutive months without approval of the Supervisory Board and the

Supervisory Board decides that the position of such member is vacant; and

- e. Such member is relieved from duty or dismissed under the provisions of the Law or under the decisions of the General Meeting of Shareholders.

Article 37. Supervisory Board

1. The Supervisory Board shall have the rights and responsibilities in accordance with the Law on Enterprises, regulations of relevant Law and this Charter, mostly including the following rights and responsibilities:
 - a. To propose the selection of the independent auditing company, the auditing fee level and all related matters;
 - b. To discuss the nature and scope of auditing with independent auditors before the start of the audit;
 - c. To seek independent professional or legal consultation and ensure the participation of experts outside of the Company who have appropriate professional experience and qualifications in the Company's affairs;
 - d. To examine the annual, half-year and quarterly financial statements of the Company;
 - e. To discuss difficult and existing issues detected from mid-term or term-end auditing results and all matters that the independent auditors wish to discuss;
 - f. To examine the letter of management of independent auditors and the feedback of the management of the Company;
 - g. To examine the Company's report on internal control systems before it is approved by the Board of Directors; and
 - h. To examine the internal investigation results and the feedback of the management.
2. Members of the Board of Directors, the Chief Executive Officer and the Managers shall provide all information and documents related to the activities of the Company at the request of the Supervisory Board. The Person in charge of Corporate Governance shall ensure that all copies of the resolutions, meeting minutes of the General Meeting of Shareholders and of the Board of Directors, the financial information, other information and documents provided to the Shareholders and members of the Board of Directors shall be provided to members of the Supervisory Board at the same time and in the same manner as for the Shareholders and members of the Board of Directors.
3. The Supervisory Board may promulgate regulations on meetings and the mode of operation of the Supervisory Board. The Supervisory Board shall meet at least twice a year and the minimum number of members who shall be present at a meeting is two-thirds (2/3) of the members of the Supervisory Board.

4. The total remuneration for members of the Supervisory Board shall be decided by the General Meeting of Shareholders. The Supervisory Board shall also be compensated for communications, accommodations and other reasonable expenses arising from meetings of the Supervisory Board or related to other activities of the Supervisory Board.

CHAPTER XI. RIGHT TO INSPECT BOOKS AND RECORDS OF THE COMPANY

Article 38. Right to inspect books and records

1. Every Shareholder or group of Shareholders mentioned in Articles 11.3 of this Charter shall have the right to send, directly or via authorised persons, a written request to inspect during the working hours and at the principal business location of the Company, the list of Shareholders, minutes of the General Meeting of Shareholders and to copy, duplicate or extract those dossiers. The inspection request sent via an authorised representative of a Shareholder shall be enclosed with the authorisation letter of the Shareholder whom such person represents or a certified copy of this authorisation paper together with the documents evidencing the ownership of shares of the Company of such Shareholder.
2. The members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer and the Managers are entitled to examine the Company's register of Shareholders, the list of Shareholders and other books as well as dossiers of the Company for the purposes within the scope of their positions provided that such information shall be kept confidential.
3. The Company shall have to keep this Charter, the written amendments and supplements thereto, the enterprise registration certificate, regulations, documents proving ownership rights over assets, minutes and resolutions of the meetings of the General Meeting of Shareholders and the Board of Directors, the reports of the Supervisory Board, the annual financial statements, accounting books and any other papers prescribed by law at the head-office or another place, provided that the Shareholders and business registration body are informed of the places where those papers are archived.
4. The Company's Charter shall be posted on the Company's website.

CHAPTER XII. EMPLOYEES AND TRADE UNION

Article 39. Employees and Trade Union

1. Chief Executive Officer shall have to work out plans for the adoption by the Board of Directors on matters related to the recruitment, labour, work dismissal, wage, social insurance, welfare, commendation and discipline of Managers and employees.
2. Chief Executive Officer shall have to work out plans for the adoption by the Board of Directors on the Company's relations with trade union organisations according to criteria, practice and the best management policies, the practices and policies

prescribed in this Charter, the Company's regulations and the provisions of the current Law.

CHAPTER XIII. DIVISION OF PROFITS

Article 40. Dividends

1. The General Meeting of Shareholders decides annual dividend rate and form of paying dividends from the retained earnings of the Company. Dividends may be paid in cash, by shares of the Company or by other assets as decided by the General Meeting of Shareholders. The Company may pay dividends to the Shareholders only when the Company has fulfilled its tax obligations and other financial obligations in accordance with the Law; has deducted for all funds of the Company and has made up fully for previous losses in accordance with the Law and this Charter. After payment of all intended dividends, the Company shall be able to satisfy its debts and other property obligations which become due.
2. In accordance with the Law on Enterprises, the Board of Directors may decide on the dividend advance if it deems that such payment conforms to the Company's profit-generating capability.
3. Where dividends are paid in cash, the Company shall pay in Vietnam Dong. The payment can be made directly or through bank transfer to the bank accounts provided by Shareholders. If the Company has already effected the account transfer strictly according to the detailed information on the bank accounts provided by the Shareholder, the Company shall not bear any responsibility for money amounts transferred by the Company to Shareholders that have not been received by the latter. The payment of dividends for shares listed on the Stock Exchange may be effected through securities companies or the Vietnam Securities Depository.

Article 41. Other matters related to profit distribution

Other matters related to profit distribution are in compliance with the Law.

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

Article 42. Bank Accounts

1. The Company shall open accounts at Vietnamese banks or at foreign banks licensed to operate in Vietnam.
2. If necessary, the Company may open bank accounts overseas under the Law.
3. The Company shall make all payments and accounting transactions via Vietnamese-currency accounts or foreign-currency accounts at the banks where the Company opens accounts.

Article 43. Fiscal Year

The fiscal year of the Company shall begin on the first day of January of every calendar year and end on the 31st day of December of the same year.

Article 44. Accounting System

1. The accounting system employed by the Company is the Vietnam Accounting System (VAS) or any other system approved by the Ministry of Finance.
2. The Company shall establish the accounting books in Vietnamese. The Company shall keep the accounting dossiers according to the form of its business activities. These dossiers shall be accurate, updated, systematic and adequate to prove and explain the Company's transactions.
3. The Company shall use Vietnam Dong (or a freely convertible foreign currency if approved by the competent state authority) as its currency unit used for accounting.

CHAPTER XV. ANNUAL REPORT, RESPONSIBILITY FOR INFORMATION DISCLOSURE, NOTICE TO THE PUBLIC

Article 45. Annual, half-year and quarterly reports and annual report

1. The Company shall prepare annual financial statements according to the provisions of the Law as well as the provisions of the State Securities Commission, which shall be audited according to Article 47 of this Charter. The Company shall disclose the annual financial statements in accordance with Law.
2. The annual financial statements shall include a report on the results of production and business activities reflecting in an honest and objective manner the situation on the Company's losses and profits of the fiscal year, and an accounting balance sheet showing honestly and objectively the situation of activities of the Company until the time the report is made, the cash flow report and the explanatory notes of the financial statements.
3. The Company shall prepare half-year and quarterly reports according to the regulations of the State Securities Commission and submit them to the State Securities Commission, the Stock Exchange, the competent tax authority and the business registration authority in accordance with the Law.
4. The audited annual financial statements (including the auditor's opinion), half-year and quarterly financial statements of the Company shall be posted on the Company's website.
5. The Company shall prepare and disclose the annual report in accordance with the Law on securities and securities market.

Article 46. Information disclosure

The annual financial statements and other supporting documents shall be announced to the

public according to the regulations of the State Securities Commission.

CHAPTER XVI. AUDITING THE COMPANY

Article 47. Auditing

1. At the annual General Meeting of Shareholders, the Company shall appoint an independent auditing company that lawfully operates in Vietnam and is accepted by the State Securities Commission for auditing the listed companies, or approve a list of independent auditing firms and authorise the Board of Directors to select one of these firms, to audit the Company for the subsequent fiscal year, based on the terms and conditions agreed upon with the Board of Directors.
2. The independent auditing company shall examine, certify and report on the annual financial statements reflecting the revenues and expenditures of the Company, prepare the audit report and submit it to the Board of Directors within 90 days as from the end of the fiscal year.
3. At the decision of the Board of Directors, the auditors who audit the Company shall be allowed to attend all meetings of the General Meeting of Shareholders and entitled to receive notices and other information related to the General Meeting of Shareholders, which every Shareholder is entitled to receive, and to speak out at the meeting about matters related to the auditing.

CHAPTER XVII. SEAL

Article 48. Seal

1. The form, number and contents of seal of the Company, of branch or representative office of the Company shall be decided by the Board of Directors.
2. The Company, branch or representative office of the Company may have many seals with the same form and contents.
3. The seal of the Company is kept at the head office of the Company. The management and use of the seal shall be decided by the Chief Executive Officer.
4. The seal of branch or representative office of the Company is kept at the head office of branch or representative office. The management and use of the seal shall be decided by the branch director or the head of representative office.

CHAPTER XVIII. TERMINATION OF OPERATION AND LIQUIDATION

Article 49. Termination of Operation

1. The Company may dissolve or terminate its operation in one of the following cases:
 - a. The Company is declared bankrupt by a court according to the Law;
 - b. It dissolves as prescribed by the General Meeting of Shareholders;

- c. Other cases prescribed by the Law.
2. The dissolution of the Company shall be decided by the General Meeting of Shareholders and carried out by the Board of Directors. Such dissolution decision shall be notified to the competent body for announcement or approval in accordance with the Law.

Article 50. Liquidation

1. After the issuance of a decision on the dissolution of the Company, the Board of Directors shall have to set up the Liquidation Board comprising of three members, two of whom shall be appointed by the General Meeting of Shareholders and one shall be appointed by the Board of Directors from an independent auditing company. The Liquidation Board shall prepare regulations on its operation. The Liquidation Board's members may be selected from among the employees of the Company or independent specialists. All expenses related to the liquidation shall be prioritized by the Company with the payment thereof made before the payment of debts of the Company.
2. The Liquidation Board shall report to the business registration bodies on the date of its founding and the date of commencing its operation. From that time, the Liquidation Board shall act on behalf of the Company in all affairs related to the liquidation of the Company before court and competent state agencies.
3. The proceeds from the liquidation shall be used for payments in the following order:
 - a. Liquidation expenses;
 - b. Wages, severance allowances and insurance premiums for employees of the Company;
 - c. Taxes and payments to be paid to the State;
 - d. Debts of the Company;
 - e. The remainder, after effecting the payments from items (a) through (d) above, shall be distributed to Shareholders. Shareholders holding preference shares shall be paid first with priority.

CHAPTER XIX. SETTLEMENT OF INTERNAL DISPUTES

Article 51. Settlement of Internal Disputes

1. Upon disputes or complaints related to the operation of the Company or to the Shareholders' rights and obligations under this Charter, the Law on Enterprises or other Laws, between:
 - a. A Shareholder(s) and the Company; or

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- b. A Shareholder(s) and the Board of Directors, the Supervisory Board, the Chief Executive Officer or the Managers.

The involved parties shall endeavour to settle those disputes through negotiations and conciliation. Except for disputes related to the Board of Directors or its Chairman, the Chairman of the Board of Directors shall preside over the settlement of disputes and request that each party present the matters related to the disputes within 5 working days as from the date the disputes arises. If the dispute is related to the Board of Directors or its Chairman, any party may request the Head of the Supervisory Board to appoint an independent specialist to act as the arbitrator for the process of settling the dispute.

2. If no conciliation decision is made within 60 days from the time of starting the conciliation process or if the decision of the conciliation mediator is not accepted by the parties, any party may bring the disputes to an arbitration centre or a competent court.
3. Each party shall have to bear expenses related to the negotiation and conciliation procedures. The expenses in relation to the dispute resolution at court or arbitration shall be paid in accordance with the court or arbitration's decision.

CHAPTER XX. SUPPLEMENT AND AMENDMENT OF CHARTER

Article 52. Supplement of and Amendment to the Charter

1. The amendment and supplementation of this Charter shall be considered and decided by the General Meeting of Shareholders.
2. In cases where the Law provisions related to the operation of the Company have not yet been mentioned in this Charter or where the new Law provisions are different from the provisions in this Charter, such Law provisions shall naturally apply and regulate the operation of the Company.

CHAPTER XXI. EFFECTIVE DATE

Article 53. Effective Date

1. This Charter includes 21 Chapters, 53 Articles and takes effect as from the signing date.
2. This Charter is made in many copies with the same value, of which at least a copy is kept at the head office of the Company.
3. This Charter is only and official of the Company and replaces the previous charters and amendments to charter.

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(Signed and sealed)

DANNY LE
Chairman of the Board of Directors
Legal Representative of the Company

(Signed and sealed)

PHAM TRUNG LAM
Chief Executive Officer
Legal Representative of the Company