

PROPOSAL

Re: Approval of Internal Governance Regulations and Board of Directors' Operational Regulations of Binh Duong Producing and Trading Corporation

To: 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

BINH DUONG PRODUCING AND TRADING CORPORATION

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

- Pursuant to the Charter on the organization and operation of Binh Duong Producing and Trading Corporation ("Corporation") approved by the General Meeting of Shareholders on October 26, 2018, and amended for the second time on April 29, 2024;

- Pursuant to Resolution No. 15/NQ-HDQT dated 05/06/2026 of the Board of Directors of the Corporation.;

- Pursuant to the practical needs of the Corporation in standardizing management processes, risk control, and enhancing operational efficiency.

Based on the Corporation's Charter as amended for the second time on April 29, 2024, and relevant legal regulations, the Board of Management of Binh Duong Producing and Trading Corporation ("**Corporation**") as reviewed, amended, and supplemented the internal governance regulations and the Board of Directors' Operational Regulations to ensure appropriateness and enhance governance efficiency.

According to point 1, clause 2, Article 138 of the Enterprise Law 2020, the authority to issue the aforementioned regulations belongs to the General Meeting of Shareholders. Based on this, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the following:

- Internal Governance Regulations of the Corporation;
- Operational Regulations of the Board of Directors of the Corporation.

The accompanying regulations, once approved by the General Meeting of Shareholders, will serve as the unified legal basis for organizing, managing, and supervising the Corporation's activities, contributing to enhanced governance efficiency and ensuring sustainable development.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely: ✓

Recipients:

- Board of Directors;
- Supervisory Board;
- Archive: Office, Secretariat.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON OF THE BOARD** ✓



NGUYEN AN DINH

**INTERNAL REGULATIONS ON GOVERNANCE OF
BINH DUONG PRODUCING AND TRADING CORPORATION**

(Issued in conjunction with Decision No. .../QD-DHD CD dated ... of the General Meeting of Shareholders of Binh Duong Producing and Trading Corporation)

CHAPTER I
GENERAL PROVISIONS

Article 1. Scope of Regulation and Subjects of Application

1. The internal regulations on governance of Binh Duong Producing and Trading Corporation (“**Corporation**”) stipulate the principles of operation, responsibility regime, rights, working methods, procedures for resolving work, and working relationships of the General Meeting of Shareholders, Board of Directors, Board of Management, enterprise operators, subcommittees, governance officers of the Corporation, and other activities as prescribed in the Company Charter and law.

2. Members of the Board of Directors, General Director, Deputy General Directors, Chief Accountant, operators at other enterprises, subcommittees, governance officers of the Corporation, Heads of departments, and related persons in the Corporation as prescribed by the Enterprise Law and Securities Law are subject to these Regulations.

Article 2. Governance Principles

1. The governance activities of the Corporation shall adhere to the legal provisions and the Corporation's regulations;

2. Ensure supervision by the General Meeting of Shareholders and the Supervisory Board in the execution of duties and powers as prescribed;

3. Ensure compliance with procedures, processes, and timelines for resolving work as prescribed by law, the Company Charter, and these Regulations;

4. Ensure democracy, clarity, transparency, and efficiency in all activities of the Corporation;

5. Ensure the rights of shareholders and related parties;

CHAPTER II

PROCEDURES FOR CONVENING AND VOTING AT THE GENERAL MEETING OF SHAREHOLDERS

Article 3. Notice of Finalizing the Shareholder List Entitled to Attend the General Meeting of Shareholders

The notice of finalizing the shareholder list entitled to attend the General Meeting of Shareholders shall be conducted in accordance with the Company Charter and specialized legal provisions.

Article 4. Notice of Convening the General Meeting of Shareholders

Implemented in accordance with Clause 3, Article 18 of the Company Charter.

Article 5. Registration Method for Attending the General Meeting of Shareholders

Prior to the commencement of the meeting, the Corporation's Board of Directors must carry out shareholder registration procedures and continue registration until all shareholders entitled to attend have registered.

Article 6. Voting Method

1. During shareholder registration, the Corporation issues each shareholder or authorized representative with voting rights a voting card, which includes the registration number, full name of the shareholder, full name of the authorized representative, and the number of votes of that shareholder. The General Meeting of Shareholders discusses and votes on each issue in the agenda. Voting is conducted by means of approval, disapproval, and abstention. At the Meeting, the number of cards approving the resolution is recorded first, followed by the number of cards disapproving the resolution, and finally, the total number of votes in favor or against is counted to decide. The vote counting results are announced by the Chairperson immediately before the closing of the meeting. The General Meeting of Shareholders elects individuals responsible for vote counting or supervising the vote counting upon the Chairperson's proposal. The number of members of the Vote Counting Committee is determined by the General Meeting of Shareholders based on the Chairperson's proposal.

2. Shareholders, authorized representatives of shareholders who are organizations or individuals authorized to arrive after the meeting has commenced, have the right to register immediately and thereafter have the right to participate and vote at the General Meeting immediately after registration. The Chairperson is not obliged to pause the General Meeting for late-arriving shareholders to register, and the validity of the matters already voted upon remains unchanged.

Article 7. Vote Counting Method

1. Except as provided in Clause 2, Clause 3 of Article 21 of the Corporation's Charter, decisions of the General Meeting of Shareholders on the following matters shall be approved when 51% or more of the total votes of shareholders with voting rights present directly or through authorized representatives present at the General Meeting of Shareholders:

- a) Approval of the annual financial statements;
- b) Short and long-term development plans of the Corporation;

c) Election, dismissal, removal, or replacement of members of the Board of Directors, Supervisory Board;

d) Other matters within the decision-making authority of the General Meeting of Shareholders.

2. The election of members of the Board of Directors, Supervisory Board must be conducted in accordance with Clause 3, Article 148 of the Enterprise Law.

3. Decisions of the General Meeting of Shareholders related to: a) amendments and supplements to the Charter; b) types of shares and the number of shares offered; c) changes in the organizational structure of the Corporation's management; d) reorganization or dissolution of the enterprise; e) decisions on investment or sale of the Corporation's assets valued at 35% or more of the total asset value of the Corporation according to the most recent audited financial statements shall be approved when 65% or more of the total votes of shareholders with voting rights present directly or through authorized representatives present at the General Meeting of Shareholders are in favor.

4. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares in favor are legal and effective even if the procedures for convening the meeting and passing the resolution violate the provisions of the Enterprise Law and the Corporation's Charter.

Article 8. Announcement of Vote Counting Results

After conducting the vote count, the Vote Counting Committee shall announce the vote counting results directly at the General Meeting of Shareholders. The announcement of vote counting results must specify the number of votes in favor, the number of votes against, and the number of abstentions for each issue.

Article 9. Share Repurchase at the Request of Shareholders

1. Shareholders who voted against the resolutionA resolution regarding the reorganization of the company or changes to the rights and obligations of shareholders as stipulated in the Company Charter grants shareholders the right to request the Company to repurchase their shares. The request must be in writing, clearly stating the name and address of the shareholder, the quantity of each type of shares, the proposed selling price, and the reason for requesting the Company to repurchase. The request must be sent to the Company within 10 days from the date the General Meeting of Shareholders approves the resolution on the matters specified in this Clause.

2. The Company must repurchase shares at the request of shareholders as stipulated in Clause 1 of this Article at market price or at a price calculated according to the principles set forth in the Company Charter within 90 days from the date of receiving the request. If there is no agreement on the price, the parties may request a professional valuation organization to determine the price. The Company shall introduce at least three valuation organizations for the shareholder to choose from, and that choice shall be final.

Article 10. Preparation of Meeting Minutes of the General Meeting of Shareholders

To be conducted in accordance with Article 23 of the Company Charter.

Article 11. Information Disclosure of the Resolution of the General Meeting of Shareholders

The resolution of the General Meeting of Shareholders must be disclosed in accordance with the Company Charter and legal regulations in the field of securities.

Article 12. Approval of the Resolution by the General Meeting of Shareholders through Written Opinions

To be conducted in accordance with Article 22 of the Company Charter.

CHAPTER III

NOMINATION, CANDIDACY, ELECTION, DISMISSAL, AND REMOVAL OF MEMBERS OF THE BOARD OF DIRECTORS

Article 13. Qualifications of Members of the Board of Directors

Members of the Board of Directors must meet the standards and conditions stipulated in Article 155 of the Enterprise Law, legal regulations in the field of securities, the Company Charter, and other relevant legal regulations.

Article 14. Method for Shareholders and Shareholder Groups to Nominate and Elect Members to the Board of Directors

Shareholders and shareholder groups nominate and elect individuals to the Board of Directors in accordance with legal regulations and Clause 2, Article 12 of the Company Charter.

Article 15. Method of Electing Members to the Board of Directors

The election of members to the Board of Directors shall be conducted by cumulative voting, whereby each shareholder has a total number of votes equal to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and shareholders may allocate all or part of their total votes to one or several candidates. Successful candidates for the Board of Directors are determined by the number of votes from highest to lowest, starting with the candidate with the highest number of votes until the required number of members as stipulated in the Company Charter is reached. In the event that two or more candidates receive the same number of votes for the final position on the Board of Directors, a re-election shall be conducted among the candidates with equal votes, or selection shall be made based on specific criteria according to the election regulations or the Company Charter.

Article 16. Cases of Dismissal and Removal of Members of the Board of Directors

To be conducted in accordance with Article 160 of the Enterprise Law and the Regulations on the Operation of the Board of Directors.

Article 17. Notification of Election, Dismissal, and Removal of Members of the Board of Directors

Notice on the Election, Dismissal, and Removal of Members of the Board of Directors pursuant to the legal provisions on information disclosure and the Company Charter, as well as the Regulations on the Operation of the Board of Directors.

Article 18. Method of Introducing Candidates for the Board of Directors

In cases where candidates for the Board of Directors have been identified, the Corporation must disclose information related to the candidates at least ten (10) days before the opening of the General Meeting of Shareholders on the Corporation's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the honesty, accuracy, and reasonableness of the disclosed personal information and must commit to performing their duties honestly, diligently, and in the best interests of the Corporation if elected as members of the Board of Directors. The information related to candidates for the Board of Directors to be disclosed includes:

1. Full name, date, month, year of birth;
2. Professional qualifications;
3. Work experience;
4. Other managerial positions (including Board of Directors positions in other companies);
5. Interests related to the Corporation and its related parties;
6. Information about companies where the candidate holds other managerial positions and interests related to the Corporation of the candidate for the Board of Directors (if any);
7. Other information (if any).

CHAPTER IV

PROCEDURES AND PROTOCOLS FOR ORGANIZING BOARD OF DIRECTORS MEETINGS

Article 19. Notice of Board of Directors Meetings

Implemented in accordance with Clauses 6 and 7, Article 30 of the Company Charter and the Regulations on the Operation of the Board of Directors.

Article 20. Conditions for Organizing Board of Directors Meetings

Implemented in accordance with Clause 8, Article 30 of the Company Charter and the Regulations on the Operation of the Board of Directors.

Article 21. Voting Method

Implemented in accordance with Clause 11, Article 30 of the Company Charter and the Regulations on the Operation of the Board of Directors.

Article 22. Method of Passing Resolutions of the Board of Directors

Implemented in accordance with Clauses 13 and 14, Article 30 of the Company Charter and the Regulations on the Operation of the Board of Directors.

Article 23. Recording of Board of Directors Meeting Minutes

The minutes of the Board of Directors meetings must be recorded fully and truthfully. The Board of Directors may request a member of the Board of Directors or another person to act as secretary to record the meeting minutes. The minutes of the Board of Directors meetings must be conducted in accordance with Clause 17, Article

30 of the Company Charter, including the contents stipulated in Article 158 of the Enterprise Law.

Article 24. Notification of Board of Directors Resolutions

Resolutions of the Board of Directors must be notified to the relevant parties as stipulated in the Company Charter.

CHAPTER V

NOMINATION, CANDIDACY, ELECTION, DISMISSAL, AND REMOVAL OF SUPERVISORS

Article 25. Standards and Conditions for Supervisors.

Supervisors must meet the standards and conditions as stipulated in Clause 1, Article 169 of the Enterprise Law and Clause 2, Article 38 of the Company Charter.

Article 26. Method for Shareholders or Groups of Shareholders to Nominate Candidates for the Position of Supervisor

The nomination and self-nomination of Supervisors shall be conducted in accordance with the provisions of Clauses 1 and 2, Article 25 of the Company's Charter.

Article 27. Method of Electing Supervisors

The voting for the Supervisory Board shall be conducted through cumulative voting, whereby each shareholder has a total number of votes equivalent to the total number of shares owned multiplied by the number of members to be elected to the Supervisory Board. Shareholders may allocate all or part of their total votes to one or several candidates. The successful candidates for the position of Supervisor shall be determined based on the number of votes from highest to lowest, starting with the candidate receiving the highest number of votes until the required number of members as stipulated in the Company's Charter is met. In the event that two or more candidates receive the same number of votes for the final position on the Supervisory Board, a re-vote shall be conducted among the candidates with equal votes, or selection shall be made based on the criteria set forth in the election regulations or the Company's Charter.

Article 28. Cases of Dismissal and Removal of Supervisors

Implemented in accordance with Article 174 of the Enterprise Law.

Article 29. Notification of Election, Dismissal, and Removal of Supervisors

Notification of the election, dismissal, and removal of Supervisors shall be in accordance with the Company's Charter and legal regulations in the field of securities.

CHAPTER VI

Article 30. Committees and the Establishment of Committees

1. The Board of Directors may establish subordinate committees to support the activities of the Board of Directors in the execution of its duties and powers.

2. The committees include: the Strategy and Capital Management Committee; the Human Resources and Remuneration Committee; the Internal Audit Committee, and other committees as decided from time to time by the Board of Directors.

Article 31. Structure of the Committees

The number of members of a committee shall be determined by the Board of Directors, with a minimum of three (3) persons, including members of the Board of Directors and external members.

Article 32. Qualifications of Committee Members and Committee Chairpersons

Members of the committees shall include one or more members of the Board of Directors and one or more external members with professional expertise appropriate to the duties of each committee they are responsible for.

Article 33. Responsibilities of the Committees and Individual Members

1. The activities of the committees must comply with the regulations of the Board of Directors. Resolutions of the committees shall only be effective when a majority of members attend and vote in favor at the committee meeting.

2. The implementation of decisions by committees under the Board of Directors must comply with current legal regulations, the Company's Charter, the internal governance regulations of this Company, and the operational regulations of the Board of Directors.

3. Each subcommittee must have a Head of the Subcommittee, who is a member of the Board of Directors. The subcommittees are responsible for proactively planning their work according to assigned tasks on a quarterly and annual basis, and must submit reports to the Board of Directors on the subcommittee's performance on a quarterly and annual basis.

4. Subcommittees under the Board of Directors:

a) Strategy and Capital Management Subcommittee of the Corporation:

The Strategy and Capital Management Subcommittee assists the Board of Directors in formulating the Corporation's long-term development strategy; reviewing investment efficiency, assessing the ability to preserve and develop capital, controlling capital flows, and evaluating the effectiveness of capital utilization at subsidiaries and affiliated companies, and providing assessments and reports on the implementation of the strategy in each phase.

b) Internal Audit Subcommittee:

The Internal Audit Subcommittee assists the Board of Directors in evaluating the compliance of business activities with the Corporation's internal policies and procedures, legal regulations, assessing the control of asset protection measures and business risk management, conducting internal audits of subsidiaries, and advising on the establishment of internal policies and procedures.

c) Human Resources, Salary, and Bonus Subcommittee:

The Human Resources, Salary, and Bonus Subcommittee is responsible for recruiting senior personnel for the Corporation's executive management, including the Board of Management and other necessary positions for the Corporation's operations as determined by the Board of Directors. The Human Resources Subcommittee is responsible for appraising and approving recruitment, utilization, and development proposals submitted by the Board of Management and assisting the Board of Directors

in developing the Corporation's human resources strategies and policies, while also providing evaluation reports on implementation results.

CHAPTER VII

ESTABLISHMENT AND OPERATION OF THE INTERNAL AUDIT SUBCOMMITTEE

Article 34. Standards for Members of the Internal Audit Subcommittee

The Internal Audit Subcommittee assists the Board of Directors in controlling the Corporation's activities within the Board's authority, including controlling the quality of goods, products, and production and business activities, material consumption standards, fixed asset procurement, and project investments.

Internal auditing is an independent assurance and consulting activity designed to add value and improve the Corporation's business operations. Internal auditing helps the Corporation achieve its objectives through a systematic and disciplined approach to evaluating and enhancing the effectiveness of risk management, control systems, and governance processes.

Personnel involved in internal auditing within the Internal Audit Subcommittee must meet the conditions and standards as stipulated in Article 11 of Decree No. 05/2019/ND-CP and relevant legal regulations.

Article 35. Structure and Composition of the Internal Audit Subcommittee

The number of members of the Internal Audit Subcommittee is determined by the Board of Directors, but there must be at least three (3) members, including members of the Board of Directors and non-Board members. Independent members of the Board of Directors/non-executive Board members constitute the majority of the subcommittee, and one of these members is appointed as the Head of the Subcommittee by the decision of the Board of Directors.

Article 36. Rights and Responsibilities of the Internal Audit Subcommittee

1. Internal audit serves as a guardian of value for the Binh Duong Producing and Trading Corporation and is authorized to oversee the Corporation's compliance with legal regulations, business ethics, and internal regulations of the Corporation.

2. It is responsible for identifying errors in the Corporation's business operations, providing advisory roles and guidance to the Board of Management and the Board of Directors regarding risk control.

3. It assists the Board of Directors in improving and rectifying weaknesses in the Corporation's management and governance system. Through analysis, inspection, and supervision of the operational processes of various departments within the business structure, the Internal Audit Subcommittee offers advice to enhance the Corporation's productivity and efficiency.

4. The Internal Audit Subcommittee proactively plans its work according to assigned tasks on a quarterly and annual basis and must report to the Board of Directors on the Subcommittee's performance results on a quarterly and annual basis.

Article 37. Meetings of the Internal Audit Subcommittee

1. The Internal Audit Subcommittee must operate in accordance with the regulations of the Board of Directors. Resolutions of the Subcommittee are only effective when a majority of members present and voting at the Subcommittee meeting are members of the Board of Directors.

2. In exercising its authority, the Subcommittee must comply with the regulations of the Board of Directors. The Internal Audit Subcommittee does not issue normative documents; when opinions are needed, the Subcommittee prepares a proposal, submits it to the Board of Directors for decision, and issues a resolution for implementation.

CHAPTER VIII

SELECTION, APPOINTMENT, AND DISMISSAL OF ENTERPRISE EXECUTIVES

Article 38. Standards for Enterprise Executives

The standards for enterprise executives (Executives of the Corporation as per the Company Charter) must include a university degree or higher, expertise relevant to the field of appointment, and compliance with the Corporation's regulations, rules, Charter, and the Enterprise Law.

Enterprise executives are responsible for performing their assigned duties with honesty, diligence, and the best efficiency to ensure support for the Corporation in achieving its set objectives in operations and organization.

Article 39. Appointment of Enterprise Executives

The Board of Directors appoints, dismisses, and removes the General Director based on the proposal of the Board of Directors. The Board of Directors appoints, dismisses, and removes Deputy General Directors and the Chief Accountant based on the proposal of the General Director. The appointment, dismissal, and removal of the General Director, Deputy General Directors, and Chief Accountant must be approved by a resolution of the Board of Directors. The General Director appoints, dismisses, and removes other management and executive positions according to the authority prescribed. The number and standards of management and executive positions must be consistent with the structure and management regulations of the Corporation as stipulated by the Board of Directors.

Article 40. Signing of Labor Contracts with Enterprise Executives

Remuneration, salary, benefits, and other terms in the labor contracts for the General Director, Deputy General Directors, and Chief Accountant are decided by the Board of Directors. Contracts with other executives are decided by the General Director.

Article 41. Cases of Dismissal and Removal of Enterprise Executives

The dismissal of enterprise executives is in accordance with the Corporation's regulations and the provisions of the Enterprise Law and labor law.

Article 42. Notification of Appointment, Dismissal, and Removal of the Company's Executive

1. The Board of Directors shall appoint one (1) member of the Board of Directors or another individual as the General Director; the Board of Directors shall decide on the

contract, including provisions regarding salary, remuneration, and other benefits. The remuneration, salary, and other benefits of the General Director must be reported at the 2025 Annual General Meeting of Shareholders, presented as a separate item in the annual Financial Statements, and stated in the Annual Report of the Corporation.

2. The term of the General Director shall not exceed five (5) years and may be reappointed for an unlimited number of terms. The appointment may cease to be effective based on the provisions of the employment contract. The General Director must not be prohibited by law from holding this position and must meet the standards and conditions as prescribed by law and the Company Charter.

3. The General Director shall have the following rights and obligations:

a) To implement the resolutions and decisions of the General Meeting of Shareholders, the Board of Directors, and the business and investment plans of the Corporation as approved by the Board of Directors;

b) To decide on matters not within the authority of the Board of Directors, including representing the Corporation in signing contracts within the authority prescribed, organizing, and managing the daily business operations of the Corporation according to best management practices and legal regulations;

c) To propose to the Board of Directors the organizational structure plan and internal management regulations of the Corporation;

d) To propose the number and executives for the Board of Directors to appoint or dismiss according to Articles 39 and 40 of this Regulation;

e) To decide the number of employees, salaries, allowances, benefits, appointments, dismissals, and other terms related to the employment contracts of employees, managers, and other executives within the authority;

f) To submit to the Board of Directors for approval the detailed business plan for the next fiscal year by January 31 of the following fiscal year, based on meeting the budget requirements and the five (5) year financial plan;

g) To propose measures to enhance the operations and management of the Corporation;

h) To propose plans for dividend distribution or handling business losses;

i) To prepare long-term, annual, and quarterly budgets of the Corporation (“**Budget**”) to serve the long-term, annual, and quarterly management activities of the Corporation according to the business plan. The annual budget (including the balance sheet, business operation report, and projected cash flow statement) for each fiscal year and the information prescribed in the Corporation's regulations must be submitted for the Board of Directors' approval;

j) Other rights and obligations as prescribed by law, the Company Charter, internal regulations of the Corporation, resolutions, and decisions of the Board of Directors.

4. The General Director shall be accountable to the Board of Directors for the performance of the assigned duties and powers and must report to the Board of Directors when requested.

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

CHAPTER IX

COORDINATION OF ACTIVITIES BETWEEN THE BOARD OF DIRECTORS, SUPERVISORY BOARD, AND GENERAL DIRECTOR

Article 43. Procedures and Sequence for Convening, Notice of Meeting, Recording Minutes, and Notification of Meeting Results between the Board of Directors and the Supervisory Board

1. Responsibilities of the Board of Directors in Coordination with the Supervisory Board:

a) The Notice of Meeting and accompanying documents shall be sent to the members of the Supervisory Board at the same time as they are sent to the members of the Board of Directors;

b) Resolutions of the Board of Directors shall be sent to the Supervisory Board (simultaneously with the General Director) within the timeframe stipulated in these Regulations and the Company Charter;

c) When the Supervisory Board proposes the selection of an Independent Auditor, the Board of Directors must convene and respond in accordance with these Regulations and the Company Charter;

d) Other matters requiring the opinion of the Supervisory Board must be sent within the stipulated timeframe, and the Supervisory Board is responsible for responding in accordance with these Regulations and the Company Charter.

2. Responsibilities of the Supervisory Board in Coordination with the Board of Directors:

a) Regularly inform the Board of Directors about operational results, consult the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders;

b) During meetings of the Supervisory Board, the Supervisory Board has the right to request members of the Board of Directors (or may request the General Director, internal audit members (if any), and independent auditors) to attend and address issues of concern to the Supervisory Board members;

c) Periodic and ad-hoc inspections by the Supervisory Board must have written conclusions (no later than 15 working days from the end date) sent to the Board of Directors to inform the Board of Directors in the management of the Corporation. Depending on the level and results of the inspection, the Supervisory Board shall discuss and agree with the Board of Directors and the General Director before reporting to the General Meeting of Shareholders. In case of disagreement, the opinion may be reserved in the minutes, and the Head of the Supervisory Board is responsible for reporting to the nearest General Meeting of Shareholders;

d) In case the Supervisory Board detects any legal violations or violations of the Company Charter by members of the Board of Directors, the Supervisory Board shall

notify the Board of Directors in writing within 48 hours, request the violator to cease the violation and take remedial measures, and simultaneously the Supervisory Board is responsible for reporting to the General Meeting of Shareholders and reporting and disclosing information in accordance with current legal regulations;

e) For recommendations related to the operational and financial situation of the Corporation, the Supervisory Board must send documents and related materials at least 15 working days prior to the expected date of receiving feedback;

f) Other matters requiring the opinion of the Board of Directors must be sent at least seven (07) working days in advance, and the Board of Directors shall respond within seven (07) working days.

Article 44. Coordination between the Board of Directors and the General Director

1. For the organization of the Annual General Meeting of Shareholders, the Board of Directors must notify the General Director regarding coordination and resource utilization within a reasonable timeframe as stipulated in the Company Charter.

2. In urgent cases, the Board of Directors has the right to request the General Director and other executive officers within the Corporation to provide information about the Corporation's activities. The Board of Directors shall not use undisclosed information of the Corporation or disclose it to others or allow others to conduct related transactions.

3. Matters within the authority of the Board of Directors for approval pursuant to the law and the Company Charter, as proposed by the General Director, must be responded to by the Board of Directors within the timeframe stipulated by the Company Charter.

4. The Board of Directors shall decide on rewards or disciplinary actions concerning the fulfillment or non-fulfillment of resolutions and other delegated matters of the Board of Directors to the General Director.

Article 45. Access to Information

1. Access to information and documents of the Corporation, as recorded by the Supervisory Board, must clearly state the basis for accessing information in the written request for provision and must absolutely maintain the confidentiality of the information collected during the supervision of the Corporation's activities. Disclosure of such information shall only be made upon request from a competent authority in accordance with the law, but must be immediately notified in writing to the Board of Directors before provision or in other cases as prescribed by law.

2. The stipulated information and documents include:

a) Notice of Meeting along with related documents, opinion solicitation ballots for members of the Board of Directors;

b) Minutes, Resolutions, Decisions of the Board of Directors;

c) Reports submitted by the General Director;

d) Information, documents on management, financial statements;

e) Evaluation reports on the management activities of the Board of Directors;

f) Other related documents.

Article 46. Coordination of Activities between the Supervisory Board and the General Director

The Supervisory Board has the function of inspection and supervision.

1. In meetings of the Supervisory Board, the Supervisory Board has the right to request the General Director or may request members of the Board of Directors and internal audit members (if any) and independent auditors to attend and address issues raised by the members of the Supervisory Board;

2. Periodic or ad-hoc inspections by the Supervisory Board must have a written conclusion (no later than fifteen (15) working days from the end date) sent to the General Director to inform the General Director in the management of the Corporation. Depending on the level and results of the inspection, the Supervisory Board shall reach an agreement with the General Director before reporting to the General Meeting of Shareholders. In case of disagreement, the Supervisory Board has the right to record its opinion in the minutes, and the Head of the Supervisory Board is responsible for reporting to the nearest General Meeting of Shareholders;

3. In case the Supervisory Board detects any violation of the law or the Company Charter by the General Director, the Supervisory Board shall notify the General Director in writing within 48 hours, requesting the General Director to cease the violation and take remedial measures, while the Supervisory Board is responsible for reporting to the General Meeting of Shareholders and disclosing information in accordance with current legal regulations;

4. Members of the Supervisory Board have the right to request the General Director to facilitate access to records and documents related to the Corporation's business activities at the headquarters or the place where records are stored;

5. For information and documents on management, business operations, and business performance reports, financial statements, the Supervisory Board's written request must be sent to the Corporation at least 48 hours in advance. The Supervisory Board shall not use undisclosed information of the company or disclose it to others or allow others to engage in related transactions.

6. Other matters requiring the General Director's opinion must be submitted at least seven (7) working days in advance, and the General Director shall respond within seven (7) working days.

Article 47. Coordination between the General Director and the Board of Directors

1. The General Director represents and manages the operations of the Corporation, ensuring continuous and effective operation.

2. The General Director is accountable to the General Meeting of Shareholders and the Board of Directors for the execution of duties and powers and must report to these bodies upon request.

3. When proposing measures to enhance the Corporation's operations and management, the General Director shall submit them to the Board of Directors as soon as possible, but no less than seven days before the decision is required.

4. The General Director must prepare plans for the Board of Directors to approve matters related to recruitment, dismissal, termination, salary, benefits, rewards, and discipline for managerial positions within the Corporation;

5. Other matters requiring the Board of Directors' opinion must be submitted at least seven (7) working days in advance, and the Board of Directors shall respond within seven (7) working days.

Article 48. Standards for the Corporate Governance Officer and the Corporation Secretary cum Information Disclosure Officer

The standards for the Corporate Governance Officer and the Corporation Secretary cum Information Disclosure Officer are stipulated in Article 32 of the Corporation's Charter and the decision of the Board of Directors.

Article 49. Rights and Obligations of the Corporate Governance Officer and the Corporation Secretary cum Information Disclosure Officer

To be implemented in accordance with Clause 3, Article 32, and Article 36 of the Corporation's Charter and related regulations of the Corporation.

Article 50. Appointment of the Corporate Governance Officer and the Corporation Secretary cum Information Disclosure Officer

The Board of Directors shall appoint at least one (1) person as the Corporate Governance Officer and one (1) Corporation Secretary cum Information Disclosure Officer to support effective corporate governance operations.

The term of the Corporate Governance Officer, Corporation Secretary cum Information Disclosure Officer is determined by the Board of Directors, with a maximum of five (5) years and may be reappointed.

The Board of Directors has the authority to decide on the concurrent holding of the above positions.

The term of the Corporate Governance Officer cum Corporation Secretary cum Information Disclosure Officer is determined by the Board of Directors, with a maximum of five (5) years and may be reappointed.

Article 51. Cases of Dismissal and Removal of the Corporate Governance Officer and the Corporation Secretary cum Information Disclosure Officer

The Board of Directors may dismiss or remove the Corporate Governance Officer and the Corporation Secretary cum Information Disclosure Officer in compliance with current legal regulations and the Corporation's Charter.

Article 52. Notification of Appointment and Dismissal of the Corporate Governance Officer and the Corporation Secretary cum Information Disclosure Officer

Notification of the appointment and dismissal of the Corporate Governance Officer and the Corporation Secretary cum Information Disclosure Officer shall be in accordance with the Corporation's Charter and legal regulations in the securities sector.

CHAPTER X
REGULATIONS ON ANNUAL ASSESSMENT OF REWARDS AND
DISCIPLINARY ACTIONS FOR MEMBERS OF THE BOARD OF
DIRECTORS, SUPERVISORS, GENERAL DIRECTOR, AND OTHER
ENTERPRISE EXECUTIVES

Article 53. Performance Evaluation for Members of the Board of Directors, Supervisory Board Members, General Director, and Management Personnel

1. Annually, based on the assigned functions and duties, the Board of Directors organizes the evaluation of the performance of each member of the Board of Directors and the General Director.

2. The Head of the Supervisory Board organizes the evaluation of the performance of each member of the Supervisory Board.

3. The General Director presides over the evaluation of management personnel within the Corporation based on the Corporation's operational regulations and the annual performance results of each department/unit of the Corporation to assess the level of task completion as follows:

- a) Outstanding completion of tasks.
- b) Good completion of tasks.
- c) Completion of tasks.
- d) Incomplete tasks.

Article 54. Rewards

1. Annually, based on the evaluations of the Board of Directors, Supervisory Board, and Board of Management; the General Director submits to the Board of Directors a proposal for reward levels for individuals according to the level of task completion as specified in Clause 3, Article 53 of this Regulation.

2. Forms of Reward:

- a) Monetary rewards.
- b) Shares under the employee stock option program (if applicable).

3. The reward fund is sourced from the Reward Fund and shareholder bonus fund when profits exceed expectations.

4. Reward levels: Specific reward levels are established based on the actual situation of each year.

5. Rewards will comply with other relevant Regulations of the Corporation.

Article 55. Handling Violations and Disciplinary Actions

1. Annually, based on the evaluation of business operations to determine the level and form of discipline according to the law and the Corporation's regulations, members of the Board of Directors, the General Director, and management personnel who do not complete tasks and are evaluated for prudence, efficiency, and professional competence will be held accountable for any damages caused by them (if any).

2. Members of the Board of Directors, the General Director, and management personnel, as well as other individuals who commit legal violations and violations of the Corporation's regulations while performing their duties, will be subject to disciplinary action, administrative penalties, or criminal prosecution according to the law, depending on the severity of the violation. In cases where damage is caused to the interests of the Corporation, shareholders, or others, compensation will be made according to the law.

CHAPTER XI

PREVENTION OF CONFLICTS OF INTEREST

Article 56. Duty of Care

Regulations stipulated in Chapter X of the Corporation's Charter.

Article 57. Duty of Honesty and Transactions between the Corporation and Related Parties

Transactions between the Corporation and related parties are conducted in accordance with Article 43 of the Corporation's Charter, Article 167 of the Enterprise Law, and securities law.

In cases where contracts or transactions between the Corporation and one or more members of the Board of Directors, Supervisors, General Director, other executives, and individuals or organizations related to them, or companies, partners, associations, or organizations in which members of the Board of Directors, Supervisors, General Director, other executives, or those related to them are members or have financial interests, must comply with the regulations in the following cases:

a) For contracts or transactions valued at less than or equal to thirty-five percent (35%) of the total asset value recorded in the most recent financial statements with related parties being members of the Board of Directors, Supervisors, General Director, managers, and other related parties, the Board of Directors, Supervisors must be notified and provided with the draft contract or main content of the transaction. Simultaneously, the Board of Directors shall decide on the approval of the contract or transaction within 15 days from the date of notification, and members of the Board of Directors with related interests in the parties to the contract or transaction shall not have voting rights.

b) For contracts or transactions valued at more than thirty-five percent (35%) or the total value of contracts or transactions arising within 12 months from the date of the first contract or transaction valued at 35% or more of the total asset value recorded in the most recent financial statements with related parties being members of the Board of Directors, Supervisors, General Director, managers, and other related parties, approval by the General Meeting of Shareholders is required. The company representative signing the contract or transaction must notify the Board of Directors and Supervisors about the related parties to the contract or transaction and provide the draft contract or notification of the main content of the transaction. The Board of Directors shall present the draft contract, transaction, or explanation of the main content of the contract, transaction at the General Meeting of Shareholders or seek shareholder opinions in writing.

Article 58. Liability for Damage and Compensation

As stipulated in Article 44 of the Company Charter.

CHAPTER XI

IMPLEMENTATION PROVISIONS

Article 59. Responsibility for Implementation

The Board of Directors, Supervisory Board, Board of Management, departments, and subcommittees are responsible for disseminating this Regulation to relevant units for implementation.

Article 60. Effective Date

1. This Regulation shall take effect in accordance with the promulgation decision;

2. During implementation, if any articles or clauses are found to be inconsistent with reality or unreasonable, the Board of Management and those implementing shall report to the Corporation's governance officer for the Board of Directors to consider amendments and supplements as appropriate.

3. This Regulation is applied at Binh Duong Producing and Trading Corporation. Matters not specified in this Regulation shall be governed by the Corporation Charter and relevant legal provisions.

REGULATIONS ON THE OPERATION OF THE BOARD OF DIRECTORS

Binh Duong Producing and Trading Corporation

*(Issued together with Decision No. /QD-HDQT day month year of
the Board of Directors of Binh Duong Producing and Trading Corporation)*

CHAPTER I

GENERAL PROVISIONS

Article 1. Scope of Regulation and Subjects of Application

1. Scope of Regulation: The regulations on the operation of the Board of Directors (“**BOD**”) stipulate the organizational structure, principles of operation, rights, and obligations of the Board of Directors and its members to operate in accordance with the Enterprise Law, the Charter of Binh Duong Producing and Trading Corporation (“**Corporation**”), and other relevant legal provisions.

2. Subjects of Application: These regulations apply to the Board of Directors and its members.

Article 2. Principles of Operation of the Board of Directors

1. The Board of Directors operates on the principle of collectivity. Each member of the Board of Directors is individually responsible for their assigned tasks and collectively responsible to the General Meeting of Shareholders and the law for the resolutions and decisions of the Board of Directors concerning the development of the Corporation.

2. The Board of Directors assigns the responsibility to the General Director to organize and implement the resolutions and decisions of the Board of Directors.

Article 3. Organizational Structure and Term of the Board of Directors

1. Organizational Structure: The number of members of the Board of Directors ranges from 03 to 11 members. The General Meeting of Shareholders decides the specific number for each term.

2. The assignment and transfer of tasks among members are decided by the Board of Directors based on the business situation of the Corporation at each period. The Chairman of the Board of Directors will be responsible for overall supervision. The Board of Directors will assign tasks to its members to participate in subcommittees under the Board of Directors.

3. The term of a member of the Board of Directors shall not exceed 05 years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of the Corporation for no more than 02 consecutive terms. In the event that all members of the Board of Directors conclude their term simultaneously, those members shall continue to serve until new members are elected and assume their duties.

4. Structure of the Board of Directors is as follows:

The structure of the Board of Directors of the Corporation must ensure that at least one-third of the total number of members are non-executive members. The number of members concurrently holding executive positions shall not exceed one-third of the total number of members at any given time, to ensure the independence of the Board of Directors.

The Corporation shall have one or several independent members of the Board of Directors. When the Corporation is listed on the Ho Chi Minh City Stock Exchange (HOSE), the total number of independent members of the Board of Directors must comply with the following regulations:

- a) There must be at least 01 independent member if the Corporation has 03 to 05 members on the Board of Directors;
- b) There must be at least 02 independent members if the Corporation has 06 to 08 members on the Board of Directors;
- c) There must be at least 03 independent members if the Corporation has 09 to 11 Board of Directors members.

5. A member of the Board of Directors shall cease to be a member in the event of dismissal, removal, or replacement by the General Meeting of Shareholders as stipulated in Article 160 of the Enterprise Law.

6. The appointment of a member of the Board of Directors must be disclosed in accordance with the legal provisions on information disclosure in the securities market.

7. Members of the Board of Directors are not required to be shareholders of the Corporation.

Article 4. Standards for Members of the Board of Directors, Dismissal, and Removal of Board Members

1. Board members must satisfy the criteria and conditions prescribed in Clauses 1 and 2, Article 155 of the Enterprise Law, Clause 78, Article 1 of Decree No. 245/2025/ND-CP amending and supplementing a number of articles of Government Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of certain articles of the Securities Law, the Charter of the Corporation, and other relevant laws, including the Enterprise Law, the Securities Law, the Law on Management and Use of State Capital, and their implementing regulations.

2. Standards for independent members of the Board of Directors:

- a. Must not be a person currently working for the Corporation or its subsidiaries; must not have worked for the Corporation or its subsidiaries for at least three consecutive years prior;
- b. Must not be a person receiving salary or remuneration from the Corporation, except for allowances that Board members are entitled to as prescribed;
- c. Must not be a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling is a major shareholder of the Corporation; is a manager of the Corporation or its subsidiaries;

d. Must not be a person directly or indirectly owning at least one percent of the total voting shares of the Corporation;

e. Must not have been a member of the Board of Directors or the Supervisory Board of the Corporation for at least five consecutive years prior, except in cases of continuous appointment for two terms.

3. An independent member of the Board of Directors must notify the Board of Directors if they no longer meet the conditions as prescribed in Clause 2 of this Article and shall automatically cease to be an independent member of the Board of Directors from the date they no longer meet the conditions. The Board of Directors must notify the General Meeting of Shareholders of the case where an independent member no longer meets the conditions at the nearest General Meeting of Shareholders or convene an Extraordinary General Meeting of Shareholders to elect or replace the independent member of the Board of Directors within 06 (six) months from the date of receiving the notification from the relevant independent member.

4. Independent members of the Board of Directors have the rights and obligations as assigned by the Board of Directors and in accordance with the law.

5. The General Meeting of Shareholders shall dismiss a member of the Board of Directors in the following cases:

a. Failure to meet the standards and conditions as prescribed in Article 155 of the Enterprise Law 2020;

b. Submission of a resignation letter that is accepted;

c. Other cases as stipulated in the Corporation's Charter.

6. The General Meeting of Shareholders shall remove a member of the Board of Directors if they do not participate in the activities of the Board of Directors for 06 consecutive months, except in cases of force majeure and other cases as stipulated in the Corporation's Charter and by law.

Article 5. Standing Committee of the Board of Directors

1. The Board of Directors unanimously appoints 03 (three) members, including the Chairman of the Board, the General Director who is also a member of the Board, and 01 (one) other member of the Board, to establish the Standing Committee of the Board of Directors.

2. The Standing Committee of the Board of Directors has the following functions and duties:

a) Policies must be unanimously approved by the majority of the members of the Standing Committee of the Board of Directors for contracts of purchase, sale, and other transactions valued from VND 03 billion to less than 35% of the total asset value recorded in the latest financial statements of the Corporation, except for contracts and transactions (i) under the decision-making authority of the Board of Directors as stipulated in the Corporation's Charter or the General Meeting of Shareholders as provided in (i) the Corporation's Charter, (ii) point d, clause 2, Article 138, and (iii) clauses 1 and 3, Article 167 of the Enterprise Law. If two-thirds of the total members of the Standing Committee of the Board of Directors agree, including the unanimous opinion of the Chairman of the Board, the content is considered approved.

Within 03 working days from the date of receipt of the complete dossier and documents related to the contract or transaction, the Standing Committee of the Board of Directors must provide an opinion. If no feedback is given within the aforementioned period, it is considered that the content of the contract or transaction has been unanimously approved.

b) Manage and supervise the activities of the Board of Management and other managers to ensure the Corporation's operations comply with the law; promptly detect and warn of potential risks during the Corporation's operations and immediately report to the Corporation's Board of Directors.

c) Within the authority of the Board of Directors, monitor the Corporation's financial activities to ensure compliance with legal regulations, the Corporation's Charter, internal governance regulations, financial regulations, and other internal documents, and immediately report to the Corporation's Board of Directors if risks are detected.

3. The Standing Committee of the Board of Directors is responsible for developing a working regulation to clearly define the scope of duties, powers, and responsibilities of each member, while specifically stipulating the accountability mechanism for Board members who are not concurrently the legal representative when participating in reviewing, providing opinions, and deciding on matters within the authority of the Standing Committee of the Board of Directors.

Article 6. Subcommittees under the Board of Directors

1. The Board of Directors may, when necessary, establish subordinate subcommittees to be responsible for strategy and capital management, human resources, remuneration, internal audit, and risk management. The number of members of each subcommittee shall be decided by the Board of Directors, with a minimum of 03 members, including members of the Board of Directors and external members.

The head of the subcommittee must be a member of the Board of Directors. The activities of the subcommittee must comply with the regulations of the Board of Directors. Resolutions and decisions of the subcommittee are passed when a majority of the members present and voting in favor at the subcommittee meeting.

For matters requiring approval at the Board of Directors meeting, the Board of Directors shall still convene a meeting to consider the opinions in the Subcommittee's Resolutions and proceed to approve the Board of Directors' Resolution in accordance with regulations. The subcommittee's resolution does not replace the Board of Directors' Resolution.

2. The implementation of decisions by the Board of Directors or subcommittees under the Board of Directors must comply with current legal regulations and the provisions of the Corporation's Charter and internal governance regulations of the Corporation.

Monthly, the subcommittee under the Board of Directors must submit a written report to the Board of Directors regarding the tasks performed during the month and is accountable for the tasks executed before the Board of Directors and the Corporation.

3. During each phase of project implementation, the Board of Directors may establish or dissolve subcommittees to assist the Board of Directors. The subcommittees under the Board of Directors include the following:

3.1. Strategy and Capital Management Subcommittee of the Corporation:

a) The Strategy and Capital Management Subcommittee of the Corporation shall consist of three (03) to five (05) members, including one Head of the Subcommittee, one Deputy Head of the Subcommittee, and one (01) to three (03) members of the Subcommittee.

b) Duties of the Strategy and Capital Management Subcommittee of the Corporation:

- Formulating medium and long-term development policies and strategies of the Corporation;
- Evaluating strategic projects and matters relating to the management of the Corporation's capital sources;
- Performing other duties as assigned by the Board of Directors.

3.2. Internal Audit Subcommittee:

a) The Internal Audit Subcommittee of the Corporation consists of 3 to 5 members: 1 head of the subcommittee, 1 deputy head, and 1 to 3 members of the subcommittee.

b) Duties of the Internal Audit Subcommittee of the Corporation:

- Evaluating compliance of business activities with the Corporation's internal policies and procedures;
- Advising in the establishment of internal policies and procedures;
- Evaluating the control measures to safeguard asset safety;
- Evaluating compliance with legal regulations;
- Evaluating internal control through financial information and business processes;
- Evaluating the process of identifying, assessing, and managing business risks;
- Evaluating the effectiveness of operations;
- Conducting internal audits of subsidiaries;
- Performing other tasks as assigned by the Board of Directors.

3.3. Personnel, Remuneration, and Bonus Subcommittee:

a) The Personnel, Remuneration, and Bonus Subcommittee of the Corporation consists of 3 to 5 members: 1 head of the subcommittee, 1 deputy head, and 1 to 3 members of the subcommittee.

b) Duties of the Personnel, Remuneration, and Bonus Subcommittee of the Corporation:

- Proposing personnel development strategies, training policies, and talent attraction for the Corporation;
- Proposing the planning of management and executive personnel of the Corporation;
- Proposing policies on salaries and bonuses for the Board of Management and employees of the Corporation.
- Performing other tasks as assigned by the Board of Directors.

CHAPTER II

POWERS AND DUTIES OF THE BOARD OF DIRECTORS

Article 7. Powers and Duties of the Board of Directors

1. The Board of Directors is the governing body of the Corporation, possessing full authority to decide and execute the rights and duties of the Corporation, except for the rights and duties under the authority of the General Meeting of Shareholders.

2. The rights and duties of the Board of Directors are prescribed by law, the Corporation's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties:

- a) Decision on strategic direction, medium-term development plan, and annual business plan of the Corporation;
- b) Recommendation on the type of shares and the total number of shares authorized for offering of each type;
- c) Decision on the sale of unsold shares within the scope of shares authorized for offering of each type; decision on raising additional capital through other forms;
- d) Decision on the selling price of shares and bonds of the Corporation;
- e) Decision on the repurchase of shares as stipulated in Clauses 1 and 2, Article 133 of the Enterprise Law;
- f) Decision on investment plans and investment projects for assets valued at less than 35% of the total asset value recorded in the Corporation's most recent financial statements;
- g) Decision on the sale of assets valued at VND 3 billion or more but less than 35% of the total asset value recorded in the Corporation's most recent financial statements;
- h) Decision on market development, marketing, and technology solutions;
- i) Approval of purchase, sale contracts, and other transactions valued at 35% or more of the total asset value recorded in the Corporation's most recent financial statements, except for contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in Point d, Clause 2, Article 138, Clauses 1 and 3, Article 167 of the Enterprise Law;
- j) Approval of loan and lending contracts of the Corporation, except for contracts and transactions under the authority of the General Meeting of Shareholders at Point d,

Clause 2, Article 138, Clauses 1 and 3, Article 167 of this Law and other restricted cases as prescribed by law in the field of securities;

k) Election, dismissal, and removal of the Chairman of the Board of Directors; Appointment, dismissal, and removal of the General Director based on the proposal of the Board of Directors; Appointment, dismissal, and removal of Deputy General Directors, Chief Accountant based on the proposal of the General Director; Decision on salary, remuneration, bonuses, and other benefits for these managers; Appointment of authorized representatives to participate in the Members' Council or General Meeting of Shareholders in other companies, decision on remuneration and other benefits for these individuals;

l) Supervision and direction of the General Director and other managers in the daily business operations of the Corporation;

m) Decision on organizational structure, internal management regulations of the Corporation, decision on the establishment of subsidiaries, branches, representative offices, and investment in or purchase of shares of other enterprises;

n) Approval of the agenda, content, and documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders or soliciting opinions for the General Meeting of Shareholders to approve resolutions;

o) Submission of the audited annual financial statements to the General Meeting of Shareholders;

p) Recommendation on the dividend rate to be paid; decision on the timing and procedures for dividend payment or handling of losses incurred during business operations;

q) Recommendation on the reorganization, dissolution of the Corporation; request for bankruptcy of the Corporation;

r) Decision on the issuance of the Board of Directors' Operational Regulations, Internal Regulations on Corporate Governance of the Corporation after approval by the General Meeting of Shareholders; decision on the issuance of the Operational Regulations of the Audit Committee under the Board of Directors, Regulations on Information Disclosure of the Corporation;

Other rights and obligations as prescribed by the Enterprise Law, Securities Law, other legal regulations, and the Charter of the Corporation.

3. The Board of Directors must report to the General Meeting of Shareholders on the activities of the Board of Directors in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government, detailing the implementation of certain articles of the Securities Law as amended by Clause 82, Article 1 of Decree 245/2025/ND-CP.

4. The Board of Directors submits the following matters to the General Meeting of Shareholders for decision:

a. Draft amendments and supplements to the Charter of the Corporation.

b. Reorganization of the Corporation, dissolution of the Corporation; request for bankruptcy of the Corporation.

c. Develop strategies for capital mobilization, medium and long-term charter capital scale, propose types of shares and the total number of shares to be offered for each type.

d. Propose the dividend rate to be paid; decide on the timing and procedures for dividend payment or handle losses incurred during business operations;

e. Submit the audited annual financial statements to the General Meeting of Shareholders.

f. Approve contracts for purchase, sale, borrowing, lending, and other transactions valued at 35% or more of the total asset value recorded in the most recent financial statements of the Corporation, except for contracts and transactions under the decision-making authority of the General Meeting of Shareholders as stipulated in Point d, Clause 2, Article 138, Clauses 1 and 3, Article 167 of the Enterprise Law and the Charter of the Corporation.

g. Other rights and obligations as prescribed by the Enterprise Law and the Charter of the Corporation.

Article 8. Decision on the development strategy of the Corporation, plan for business production development

1. Decide on investment projects, except for those under the authority of the General Meeting of Shareholders; approve or submit to the competent authority for approval of investment and construction procedures according to current regulations; approve investments not included in the business plan and exceeding 10% of the annual business plan and budget of the Corporation, except for those under the authority of the General Meeting of Shareholders.

2. Decide on solutions for market development, marketing, and technology.

Article 9. Consolidation of the Corporation's organization

1. Decide on the organizational structure, internal management regulations of the Corporation, decide on the establishment of subsidiaries, branches, representative offices, and the contribution of capital, purchase of shares in other enterprises;

2. Decide on overseas investments in accordance with Vietnamese law, the law of the country where the investment is planned, and international law;

3. Decide on the issuance of the Board of Directors' Operating Regulations, Internal Regulations on the management of the Corporation after approval by the General Meeting of Shareholders; decide on the issuance of the Operating Regulations of the Audit Committee under the Board of Directors, Regulations on information disclosure of the Corporation;

4. Appoint, dismiss, remove, reward, discipline, and decide on the salaries of key management personnel of the Corporation:

a) Elect, dismiss, remove the Chairman of the Board of Directors;

b) Appoint, dismiss, or remove the General Director based on the proposal of the Chairman of the Board of Directors;

c) Appoint, dismiss, or remove the Deputy General Directors, Chief Accountant based on the proposal of the General Director;

d) Decisions regarding salaries, remuneration, bonuses, and other benefits for those managers;

e) Appointment of authorized representatives to participate in the Members' Council or General Meeting of Shareholders in other companies, and decisions on the remuneration and other benefits for those representatives.

f) Decisions on the annual planned salary fund for: General Director; Deputy General Directors; Chief Accountant and other executives;

g) Consideration, decision, or submission to competent authorities for decisions on the appointment or replacement of representatives of the Corporation's capital in subsidiaries, joint ventures, and affiliates in accordance with the law, the Corporation's Charter, and the regulations of the owner representative body. The General Director is responsible for proposing personnel, preparing dossiers, and organizing the implementation of related procedures as assigned by the Board of Directors;

h) The right to suspend or unconditionally annul decisions of the General Director if such decisions are deemed contrary to the interests of the Corporation, violate the law, or the Corporation's Charter.

Article 10. Financial and Budgetary Matters

1. Decisions on the issuance of new shares within the authorized share offering limit, and decisions on the repurchase of shares as stipulated in Clauses 1 and 2, Article 133 of the Enterprise Law;

2. Decisions on capital mobilization through other forms:

- Issuance of bonds.
- Borrowing from shareholders.
- Borrowing from domestic and foreign credit institutions.

The decision-making authority of the Board of Directors complies with the Corporation's Financial Management Regulations and relevant legal provisions.

3. Approval of the Corporation's financial mechanism in accordance with the law and annual production conditions.

4. Decisions on the annual allocation to the development investment fund are submitted to the General Meeting of Shareholders for approval.

5. Decisions on the allocation to the job loss allowance reserve fund, submitted to the General Meeting of Shareholders for approval.

6. Decisions on the allocation to the reward and welfare fund, submitted to the General Meeting of Shareholders for approval.

7. Decisions on the allocation to the reward fund for the Corporation's Board of Management (General Director, Deputy General Directors, Chief Accountant, and other management personnel), submitted to the General Meeting of Shareholders for approval.

8. Decisions on the selling price of the Corporation's shares and bonds.

9. Decisions on the sale of shares on the stock market.

10. Decisions on the valuation of the Corporation's contributed assets that are not in the form of cash, gold, or foreign currency.

Article 11. Approval Authority of the Board of Directors

The Board of Directors approves or issues Resolutions, decisions on various types of contracts:

1. Contracts for purchase, sale, borrowing, lending, and other transactions with a value of 35% or more of the total asset value recorded in the most recent financial statements of the Corporation, except where the Corporation's Charter stipulates a different ratio or value, and contracts or transactions fall under the decision-making authority of the General Meeting of Shareholders as stipulated in Point d, Clause 2, Article 138, Clauses 1 and 3, Article 167 of the Enterprise Law, and other related internal management regulations.

2. Approval in writing of economic and civil contracts of the Corporation signed with: members of the Board of Directors, the General Director, members of the Supervisory Board, shareholders holding over 10% of the voting shares, and contracts of the Corporation signed with their related persons as stipulated in Article 167 of the Enterprise Law.

3. Supervision of contract signing to prevent contracts from being invalidated, causing damage to the Corporation.

4. Approval of plans for the organization and implementation of business production contracts submitted by the General Director.

5. Approval of the Corporation's management regulations, including: Financial Management Regulations; Labor Recruitment Regulations; Asset Management and Utilization Regulations; Information Disclosure Regulations; Regulations on the Representative of the Corporation's Capital in Enterprises.

6. Approval of the Corporation's annual business plan.

7. Approval of the plan and consent to the policy of signing contracts for credit loans with organizations and individuals.

8. Purchase and sale of shares, stocks, financial investments, capital contributions, holding, increasing, or decreasing capital of enterprises invested in other enterprises; establishment, reorganization, dissolution of branches, representative offices, and other dependent accounting units; acceptance of enterprises voluntarily participating as subsidiaries, affiliated companies.

Article 12. Organization of the General Meeting of Shareholders

1. Approval of the agenda and content of documents for the General Meeting of Shareholders.

2. Convening the General Meeting of Shareholders or collecting written opinions for the General Meeting of Shareholders to approve resolutions in accordance with the law.

3. Reporting to the General Meeting of Shareholders on the activities of the Board of Directors, the supervisory results of the Board of Directors over the General Director and Deputy General Directors during the fiscal year.

Article 13. Other Duties

1. Handling internal complaints within the Corporation in accordance with the authority and current regulations.
2. Organizing the mediation of disputes between the Corporation and partners, customers.

CHAPTER III

CHAIRMAN OF THE BOARD OF DIRECTORS AND MEMBERS OF THE BOARD OF DIRECTORS

Article 14. Chairman of the Board of Directors

1. The Chairman of the Board of Directors is elected, dismissed, or removed from office by the Board of Directors from among its members.
2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director.
3. The Chairman of the Board of Directors has the following rights and obligations:
 - a) Formulate the program and activity plan of the Board of Directors;
 - b) Prepare the agenda, content, and documents for meetings; convene, preside over, and chair meetings of the Board of Directors;
 - c) Organize the adoption of resolutions and decisions of the Board of Directors;
 - d) Supervise the implementation of resolutions and decisions of the Board of Directors;
 - e) Chair the General Meeting of Shareholders;
 - f) In necessary cases, the dedicated Chairman of the Board of Directors may directly inspect and direct the operational activities of the General Director.
 - g) Other rights and obligations as prescribed by the Enterprise Law and the Corporation's Charter.

The Chairman of the Board of Directors must manage the operations of the Corporation in accordance with the law, the Corporation's Charter, and the resolutions and decisions of the Board of Directors.

4. In the event that the Chairman of the Board of Directors resigns or is dismissed, the Board of Directors must elect a replacement within 10 days from the date of resignation or dismissal.

5. If the Chairman of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member to exercise the rights and obligations of the Chairman of the Board of Directors in accordance with the principles stipulated in the Corporation's Charter. In the absence of an authorized person or if the Chairman of the Board of Directors is deceased, missing, detained, serving a prison sentence, undergoing administrative measures at a compulsory rehabilitation center, compulsory education center, absconding, restricted or incapacitated in civil act

capacity, has difficulty in cognition or behavior control, or is prohibited by the Court from holding a position, practicing a profession, or performing certain work, the remaining members shall elect one among themselves to hold the position of Chairman of the Board of Directors by majority vote until a new decision is made by the Board of Directors.

Article 15. Members of the Board of Directors

1. Replacement Members of the Board of Directors

a) When deemed necessary, the General Meeting of Shareholders shall decide to replace members of the Board of Directors; dismiss or remove members of the Board of Directors outside the cases stipulated in Clauses 1 and 2, Article 160 of the Enterprise Law.

b) Except as provided in Points a and b, Clause 4, Article 160 of the Enterprise Law, the General Meeting of Shareholders shall elect new members to replace dismissed or removed members of the Board of Directors at the nearest meeting.

2. Right to Information of Members of the Board of Directors

1. Members of the Board of Directors have the right to request the General Director, Deputy General Director, and other managers in the Corporation to provide information and documents regarding the financial situation and business operations of the Corporation and its units.

2. The requested managers must provide timely, complete, and accurate information and documents as requested by the members of the Board of Directors. The procedures for requesting and providing information are stipulated in the Corporation's Charter.

3. Supplementing Members of the Board of Directors

When the number of members of the Board of Directors is reduced by more than one-third compared to the number stipulated in the Corporation's Charter, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third.

Except as provided in Points a and b, Clause 4, Article 160 of the Enterprise Law, the General Meeting of Shareholders shall elect new members to replace dismissed or removed members of the Board of Directors at the nearest meeting.

4. Concurrent Positions of Members of the Board of Directors: Members of the Board of Directors may concurrently hold management positions in the Corporation (except for members of the Supervisory Board) or in other organizations, provided they do not violate Article 155 of the Enterprise Law and other legal regulations.

5. Full-time Members of the Board of Directors: Where conditions permit, the Board of Directors must have at least one full-time member to monitor, supervise, and direct the activities of the Corporation, and propose development strategies for the Corporation.

CHAPTER IV

MEETINGS OF THE BOARD OF DIRECTORS

Article 16. Meetings of the Board of Directors

1. Regular Meetings

a) The Board of Directors shall convene regular meetings once every quarter on a date deemed appropriate by the Chairman of the Board of Directors, but no later than the last day of the quarter.

b) In addition to convening regular meetings, the Board of Directors may hold extraordinary meetings.

2. Extraordinary Meetings

The Chairman of the Board of Directors must convene extraordinary meetings of the Board of Directors in the following cases:

a) Upon the request of the Supervisory Board or an independent member of the Board of Directors;

b) Upon the request of the General Director or at least five other managers;

c) Upon the request of at least two members of the Board of Directors;

d) Other cases as stipulated by the Corporation's Charter.

The requests specified in Clause 2 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and decisions within the authority of the Board of Directors.

3. Time for Convening Board of Directors Meetings

a) Regular Meetings: The Chairman of the Board of Directors or the person convening the meeting must send the notice of the meeting at least five working days before the meeting date.

b) Extraordinary Meetings: The Chairman of the Board of Directors must convene the meeting within seven working days from the date of receiving the request specified in Clause 2 of this Article.

c) The Chairman of the Board of Directors or the person convening the meeting must send the notice of the meeting at least five working days before the meeting date. The notice must specify the time and place of the meeting, agenda, issues for discussion, and decisions.

The notice of meeting of the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, or other methods as stipulated by the Corporation's Charter, ensuring it reaches the registered contact address of each member of the Board of Directors.

4. Person Convening the Board of Directors Meeting

The person convening the Board of Directors meeting is the Chairman of the Board of Directors; in the absence of the Chairman, the person authorized in writing by the Chairman shall convene the meeting. In the event the Chairman does not convene

the meeting, those requesting under Clause 2 of this Article have the right to convene the meeting themselves.

5. Venue for Board of Directors Meetings

Meetings of the Board of Directors shall be held at the registered office of the Corporation or another location in Vietnam as decided by the person convening the meeting.

Meetings of the Board of Directors may be conducted in the form of an online conference among members of the Board of Directors when all or some members are in different locations, provided that each participating member can:

- a) Hear each member of the Board of Directors participating in the meeting.
- b) Statements shall be made to all other attending members simultaneously. Discussions among members may be conducted directly via telephone, through internet-based means, or by other communication methods, or a combination thereof. Members of the Board of Directors participating in the meeting through the aforementioned methods shall be deemed present at the meeting. The meeting location organized under this provision shall be the place with the most members of the Board of Directors present, or the location where the Chairman of the meeting is present. Decisions voted on during the meeting by telephone or other appropriate means shall be organized and conducted validly, taking effect immediately upon the conclusion of the meeting, but must be signed in the minutes by all members of the Board of Directors attending the meeting.

Article 17. Meeting of the Board of Directors

1. A meeting of the Board of Directors shall be conducted when at least three-fourths of the total members are present. In the event that the meeting convened under this provision does not have the required number of members present, it shall be reconvened within seven days from the date of the first scheduled meeting. In this case, the meeting shall proceed if more than half of the members of the Board of Directors are present.

2. The Chairman of the Board of Directors meeting shall be the Chairman of the Board of Directors or a person authorized in writing by the Chairman. In the absence of the Chairman and without authorization, the attending members of the Board of Directors shall elect one person to chair the meeting.

3. Voting at the Board of Directors Meeting

a) Except as provided in point b, clause 11, Article 30 of the Corporation's Charter, each member of the Board of Directors or an authorized representative as stipulated in clause 9, Article 30 of the Corporation's Charter present in person at the Board of Directors meeting shall have one (01) voting ballot;

b) Members of the Board of Directors shall not vote on contracts, transactions, or proposals in which they or their related persons have an interest that conflicts or may conflict with the interests of the Corporation. Such members shall not be counted in the minimum quorum required to hold a Board of Directors meeting for decisions on which they have no voting rights;

c) Pursuant to point d, clause 11, Article 30 of the Corporation's Charter, when an issue arises at the meeting concerning the interests or voting rights of a member of the Board of Directors who does not voluntarily relinquish their voting rights, the decision of the Chairman and the remaining voting members of the Board of Directors shall be final, except where the nature or scope of the member's interest has not been fully disclosed;

d) A member of the Board of Directors benefiting from a contract as stipulated in point b, clause 6, Article 43 of the Corporation's Charter shall be considered to have a significant interest in that contract;

e) Members of the Supervisory Board have the right to attend the Board of Directors meetings, have the right to discuss, but not to vote.

4. Minutes of the Board of Directors Meeting

Meetings of the Board of Directors must be recorded in minutes and may be audio recorded, recorded, and stored in other electronic forms. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language, including the following essential contents:

- a) Name, address of the head office, enterprise code;
- b) Time and location of the meeting;
- c) Purpose, agenda, and content of the meeting;
- d) Names of each attending member or authorized representative and the method of attendance; names of members not attending and the reasons for their absence;
- e) Matters discussed and voted on at the meeting;
- f) Summary of the opinions expressed by each attending member in the order of the meeting's proceedings;
- g) Voting results, specifying members who agreed, disagreed, and abstained;
- h) Matters approved and the corresponding voting ratios;
- i) Names and signatures of the chairman and the minute taker, except in the following case:

- In the event that the chairman and the minute taker refuse to sign the meeting minutes, but if all other attending members of the Board of Directors agree and sign the minutes, and the content complies with the provisions of items a, b, c, d, e, f, g, h and i above, the minutes shall be effective. The minutes shall clearly state the refusal of the chairman and the minute taker to sign. The signatories of the minutes shall bear joint responsibility for the accuracy and truthfulness of the content of the Board of Directors meeting minutes. The chairman and the minute taker shall bear personal liability for any damage caused to the Corporation due to their refusal to sign the minutes in accordance with the Enterprise Law, the Corporation's Charter, and relevant laws.

Meetings of the Board of Directors must be recorded in minutes and may be audio recorded, recorded, and stored in other electronic forms. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language, including the contents stipulated in Article 158 of the Enterprise Law. The Chairman of the Board of Directors is responsible for sending the meeting minutes to the members, and such minutes serve

as conclusive evidence of the proceedings conducted at the meeting unless there is an objection to the content of the minutes within ten (10) days from the date of dispatch. The meeting minutes of the Board of Directors are prepared in Vietnamese and may be prepared in a foreign language. The minutes must bear the signatures of the chairman and the minute taker.

Article 18. Authority and Procedure for Collecting Written Opinions of the Board of Directors Members

1. The Chairman of the Board of Directors is authorized to collect written opinions from the Board of Directors members to approve resolutions when deemed necessary for the benefit of the Corporation.

2. The Chairman of the Board of Directors or an authorized representative shall prepare the opinion collection forms, draft resolutions, and explanatory documents; these shall be sent to all Board of Directors members no later than five (5) working days before the deadline for returning the forms.

3. Main contents of the opinion collection form:

- a) Name, head office address, enterprise code;
- b) Purpose of collecting opinions;
- c) Content of the issue for which opinions are sought for approval;
- d) Voting options: agree, disagree, abstain;
- e) Deadline for returning the forms;
- f) Names and signatures of the Chairman of the Board of Directors and voting members.

4. Members of the Board of Directors may send their forms by registered mail, fax, email, or other electronic means as prescribed by law. Forms sent late, disclosed before the vote counting, or not sent are considered invalid.

5. The Chairman of the Board of Directors organizes the vote counting and prepares the Vote Counting Record with the following contents:

- a) Name, enterprise code, head office address;
- b) Purpose and matters for consultation;
- c) Number of participating members, valid and invalid votes;
- d) Voting results;
- e) Resolution adopted and corresponding approval rate;
- f) Full name and signature of the Chairman of the Board of Directors and the vote counter.

Members of the Board of Directors and the vote counter shall be jointly responsible for the accuracy and integrity of the minutes and voting results.

6. Resolutions of the Board of Directors adopted by written consultation shall have the same legal validity as resolutions adopted at Board meetings.

7. Consultation ballots, vote counting records, resolutions, and related documents must be retained at the headquarters of the Corporation.

CHAPTER V

WORKING CONDITIONS OF THE BOARD OF DIRECTORS

Article 19. Material Assurance

1. The Board of Directors shall utilize the apparatus, technical facilities, and seal of the Corporation to perform its management functions.

2. The Corporation's office is responsible for receiving and forwarding documents of the Board of Directors, and documents from superior authorities that fall under the responsibility of the Board of Directors shall be sent to the Chairman of the Board of Directors. Documents of an executive nature under the jurisdiction of the General Director shall be copied to the Chairman of the Board of Directors for monitoring.

- Members of the Board of Directors may directly work, question, and exchange with members of the Board of Management, subsidiaries, joint ventures, and affiliated units of the Corporation to understand the implementation of assigned tasks.

Article 20. Operating Budget of the Board of Directors

1. The Board of Directors is allocated a budget by the General Meeting of Shareholders to ensure its operations, which is settled annually in the financial statements.

2. Principles of expenditure:

a. Ensure management work includes:

- Travel, accommodation, and other reasonable expenses incurred in fulfilling their responsibilities as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or its committees.

- Market research expenses: Board members traveling domestically and internationally must be approved by the Chairman of the Board of Directors.

- Consultancy expenses for the activities of the Board of Directors.

b. Practical, efficient, and economical.

c. Ensure remuneration commensurate with positions within the Board of Directors.

3. The Chairman of the Board of Directors decides on the approval of expenditures serving the activities of the Board of Directors.

4. Remuneration, bonuses, and other benefits for members of the Board of Directors:

a) The Corporation is entitled to pay remuneration and bonuses to members of the Board of Directors based on business results and efficiency.

b) Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days necessary to complete the tasks of the Board member. The Board of Directors estimates the remuneration for each member based on the principle of unanimity. The total remuneration and bonuses of the Board of Directors are decided by the General Meeting of Shareholders at the annual meeting.

c) The remuneration of each member of the Board of Directors shall be accounted for as a business expense of the Corporation in accordance with the laws on corporate income tax, presented as a separate item in the Corporation's annual financial statements, and reported to the General Meeting of Shareholders at the annual meeting.

d) Members of the Board of Directors holding executive positions, full-time members, or those working in committees of the Board, or performing other tasks deemed by the Board to be outside the usual scope of a Board member's duties, may receive additional remuneration in the form of a lump sum, salary, commission, profit percentage, or other forms as decided by the Board.

e) Members of the Board of Directors are entitled to reimbursement for all travel, accommodation, and other reasonable expenses incurred in the performance of their duties as Board members, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or its committees.

f) Members of the Board of Directors may be provided with liability insurance by the Corporation upon approval by the General Meeting of Shareholders. This insurance does not cover liabilities related to violations of the law and the Corporation's Charter.

Article 21, the content of such work must be declared to the Board of Directors and can only be executed with the approval of the majority of the remaining Board members; if executed without declaration or approval, all income derived from such activities shall belong to the Corporation and be subject to legal regulations.

Chapter VI

RELATIONSHIP OF THE BOARD OF DIRECTORS

Article 22. Relationship among Board Members

1. The relationship among Board members is one of coordination, with each member responsible for informing others of relevant issues during the execution of assigned tasks.

2. During task execution, the member of the Board assigned primary responsibility must proactively coordinate if issues arise related to areas overseen by other Board members. In cases of differing opinions among Board members, the responsible member shall report to the Chairman of the Board for a decision within their authority or organize a meeting or solicit opinions from Board members in accordance with the law, the Corporation's Charter, and these Regulations.

3. In the event of reassignment among Board members, they must hand over related tasks, files, and documents. This handover must be documented in writing and reported to the Chairman of the Board.

Article 23. Relationship with the Supervisory Board or Audit Committee

1. The relationship between the Board of Directors and the Supervisory Board or Audit Committee is one of coordination. The working relationship between the Board and the Supervisory Board or Audit Committee is based on principles of equality and independence, while closely coordinating and supporting each other in the execution of duties.

2. Upon receiving inspection reports or summary reports from the Supervisory Board or Audit Committee, the Board of Directors is responsible for reviewing and directing relevant departments to develop plans and implement timely corrections.

CHAPTER VII

IMPLEMENTATION PROVISIONS

Article 24. Amendments and Supplements to the Regulations

1. During the implementation process, any proposals for amendments or supplements must be submitted in writing to the Secretariat of the Corporation for presentation to the Board of Directors for consideration and decision.

2. The amendment or supplementation of this Regulation must be decided by the Board of Directors.

Article 25. Effective Date

1. This Regulation, consisting of 6 chapters and 24 articles, is issued and takes effect on the date of issuance. Members of the Board of Directors, the Board of Management, and management personnel of the Corporation are responsible for implementing the Regulation. The Supervisory Board shall inspect and supervise the implementation of the Regulation within the Corporation.

2. This Regulation is an integral part of the Corporation's Charter and is applied at Binh Duong Producing and Trading Corporation. Matters not specified in this Regulation shall be governed by the Corporation's Charter and relevant legal provisions.