



**REGULATIONS ON THE OPERATION
OF THE BOARD OF MEMBER
THONG NHAT HA NOI JOINT STOCK COMPANY**

Ha Noi, March 18, 2026

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- *Based on the Securities Law dated November 26, 2019;*
- *Based on the Enterprise Law dated June 17, 2020;*
- *Based on Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of provisions of the Securities Law;*
- *Based on Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding certain provisions on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law;*
- *Based on the Charter of Thong Nhat Ha Noi Joint Stock Company;*
- *Based on Resolution No. 01/2026/NQ-ĐHĐCĐ of the General Meeting of Shareholders dated February 26, 2026.*

The Board of Member issues the Regulations on the Operation of the Board of Member of Thong Nhat Ha Noi Joint Stock Company.

The operating regulations of the Board of Member of Thong Nhat Ha Noi Joint Stock Company include the following contents:

CHAPTER I. GENERAL PROVISIONS

Article 1. Scope of Regulation and Applicable Subjects

1. Scope of application: The Board of Member' operating regulations stipulate the organizational structure, operating principles, powers, and obligations of the Board of Member and its members, in order to operate in accordance with the Enterprise Law, the company's charter, and other relevant legal provisions.

2. Scope of Application: This regulation applies to the Board of Member and its members.

Article 2. Principles of operation of the Board of Member

1. The Board of Member operates on the principle of collective decision-making. Members of the Board of Member are individually responsible for their assigned tasks and are jointly accountable to the General Meeting of Shareholders and to the law for the resolutions and decisions of the Board of Member concerning the Company's development.

2. The Board of Member assigns responsibility to the General Director or the Legal Representative to organize and implement the resolutions and decisions of the Board of Member.

CHAPTER II. MEMBERS OF THE BOARD OF MEMBER

Article 3. Rights and obligations of members of the Board of Member

1. Members of the Board of Member have all the rights stipulated in the Securities Law, relevant laws, and the company's charter, including the right to be provided with information and documents on the financial situation and business operations of the Company and its subsidiaries.

2. Members of the Board of Member have the obligations stipulated in the company's charter and the following obligations:

- a) To perform my duties honestly and diligently for the best interests of the shareholders and the Company;
 - b) Attend all meetings of the Board of Member and provide input on the issues discussed;
 - c) To promptly and fully report to the Board of Member all remuneration received from subsidiaries, affiliated companies, and other organizations;
 - d) Report to the Board of Member at the nearest meeting on transactions between the Company, its subsidiaries, and other companies in which the Company holds a controlling stake of 50% or more of the charter capital, and members of the Board of Member and their related parties; and transactions between the Company and companies in which a member of the Board of Member is a founding member or a business manager during the three years immediately preceding the transaction.
 - e) Disclose information when conducting transactions involving the Company's shares in accordance with the law.
3. Independent members of the Board of Member of a listed company must prepare a report evaluating the performance of the Board of Member.

Article 4. Right of Board of Member members to access information

1. Members of the Board of Member have the right to request the General Director, Deputy General Director, and other managers in the Company to provide information and documents on the financial situation and business operations of the Company and its units.
2. Managers are required to provide timely, complete, and accurate information and documents as requested by members of the Board of Member. The procedures for requesting and providing information are stipulated in the company's charter.

Article 5. Term of office and number of members of the Board of Member

1. The Board of Member has five (05) people, including one (01) Chairman and four (04) members.
2. The term of office of a Board of Member member shall not exceed five (05) years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent Board of Member member of a company for no more than 02 consecutive terms.
3. If all members of the Board of Member complete their terms at the same time, those members shall continue to be members of the Board of Member until new members are elected to replace them and take over the work, unless otherwise stipulated in the company's charter.
4. The company's charter specifies the number, rights, obligations, organization, and coordination of activities of the independent members of the Board of Member.

Article 6. Standards and conditions for membership of the Board of Member

1. Members of the Board of Member must meet the following standards and conditions:
 - a) Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law ;
 - b) Possess professional qualifications and experience in business administration or in the field, industry, or profession of business of the Company, and are not necessarily shareholders of the Company, unless the Company's Articles of Association stipulate otherwise;
 - c) A member of the Company's Board of Member may also be a member of the Board of Member of another company;
2. Independent members of the Board of Member as stipulated in point b, clause 1, Article 137 of the Enterprise Law must meet the following standards and conditions:
 - a) Not currently employed by the Company, its parent company, or its subsidiary; not previously employed by the Company, its parent company, or its subsidiary for at least the three preceding years;
 - b) Not a person currently receiving a salary or remuneration from the company, except for allowances that members of the Board of Member are entitled to according to regulations;

c) Not being 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 Company; or is a manager of the Company or its subsidiary;

d) Not being a person who directly or indirectly owns at least 1% of the total voting shares of the Company;

e) Not a person who has served as a member of the Board of Member or Supervisory Board of the Company for at least 05 consecutive years prior to the appointment, except in the case of being appointed for two consecutive terms;

3. An independent member of the Board of Member must notify the Board of Member that they no longer meet the standards and conditions stipulated in Clause 2 of this Article and will automatically cease to be an independent member of the Board of Member from the date they no longer meet the standards and conditions. The Board of Member must notify the Board of Member of the case where an independent member of the Board of Member no longer meets the standards and conditions at the next General Meeting of Shareholders or convene a General Meeting of Shareholders to elect a replacement or additional independent member of the Board of Member within 6 months from the date of receiving the notification from the relevant independent member of the Board of Member.

Article 7. Chairman of the Board of Member

1. The Chairman of the Board of Member is elected, dismissed, or removed from office by the Board of Member from among its members.

2. The Chairman of the Board of Member of the Company may not also hold the position of General Director.

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

a) Develop the program and plan of activities for the Board of Member;

b) Prepare the agenda, content, and documents for the meeting; convene, preside over, and chair the Board of Member meeting;

c) Organizing the adoption of resolutions and decisions by the Board of Member;

d) Monitoring the implementation of resolutions and decisions of the Board of Member;

e) Presiding over the General Meeting of Shareholders;

f) Other rights and obligations as stipulated in the Enterprise Law and the company's charter.

4. In the event that the Chairman of the Board of Member submits a resignation or is dismissed, the Board of Member must elect a replacement within 10 days of receiving the resignation or dismissal. If the Chairman of the Board of Member is absent or unable to perform his/her duties, he/she must authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Member in accordance with the principles stipulated in the company's charter. In the event that there is no authorized representative or the Chairman of the Board of Member dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative measures at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is restricted or incapacitated, has difficulties in understanding or controlling his/her behavior, or is prohibited by the Court from holding office, practicing a profession, or performing a certain job, the remaining members shall elect one of them to hold the position of Chairman of the Board of Member by a majority vote until a new decision is made by the Board of Member.

5. When deemed necessary, the Board of Member shall appoint a company secretary. The company secretary shall have the following rights and obligations:

a) Assisting in organizing and convening General Meetings of Shareholders and Board of Member; recording meeting minutes;

b) To assist members of the Board of Member in exercising their assigned rights and obligations;

c) Assisting the Board of Member in applying and implementing corporate governance principles;

- d) Assisting the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; ensuring compliance with information provision obligations, information disclosure, and administrative procedures;
- e) Other rights and obligations as stipulated in the company's charter.

Article 8. Dismissal, removal, replacement, and appointment of members of the Board of Member

1. The General Meeting of Shareholders may dismiss a member of the Board of Member in the following cases:

- a) Does not meet the standards and conditions stipulated in Article 155 of the Enterprise Law ;
- b) A resignation letter has been submitted and accepted;
- c) Other cases as stipulated in the company's charter.

2. The General Meeting of Shareholders may dismiss a member of the Board of Member in the following cases:

- a) Not participating in the activities of the Board of Member for 06 consecutive months, except in cases of force majeure;
- b) Other cases as stipulated in the company's charter.

3. When deemed necessary, the General Meeting of Shareholders shall decide to replace members of the Board of Member; dismiss or remove members of the Board of Member except in the cases stipulated in Clauses 1 and 2 of this Article.

4. The Board of Member must convene a General Meeting of Shareholders to elect additional members to the Board of Member in the following cases:

- a) The number of Board of Member members is reduced by more than one-third compared to the number stipulated in the company's charter. In this case, the Board of Member must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third;
- b) The number of independent members of the Board of Member has decreased, failing to meet the ratio stipulated in point b, clause 1, Article 137 of the Enterprise Law ;
- c) Except as provided in points a and b of this clause, the General Meeting of Shareholders shall elect new members to replace members of the Board of Member who have been dismissed or removed from office at the most recent meeting.

Article 9. Procedures for nominating candidates for the Board of Member and methods for electing members of the Board of Member.

1. The procedure for nominating individuals to the Board of Member:

1.1 Nomination rights:

Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate individuals to the Board of Member.

1.2 Number of nominees:

Shareholders or groups of shareholders specified in point 1.1, clause 1 of this Article have the right to nominate one or more candidates to the Board of Member in proportion to their shareholding, as stipulated in clause 2, Article 25 of the company's charter.

1.3 Nomination profile:

The nomination dossier for candidates to the Board of Member includes:

- Nomination document for a candidate by a shareholder or group of shareholders (nomination form);
- Candidate's resume;
- A copy or photocopy of the individual's legal documents;
- Other documents as required by the company (if any).

1.4 Receiving and reviewing nomination documents.

The Board of Member or its authorized body is responsible for receiving and verifying the validity of nomination dossiers, and assessing whether the candidates meet the standards and conditions for membership on the Board of Member as stipulated in Article 155 of the 2020 Enterprise Law and the company's charter.

1.5 Announcing the list of candidates for the Board of Member.

The list and information of candidates for the Board of Member are disclosed to shareholders before the General Meeting of Shareholders is held, in accordance with the law and the company's charter.

2. If the number of candidates for the Board of Member, through nomination and candidacy, is still insufficient as stipulated in Clause 5, Article 115 of the Enterprise Law , the incumbent Board of Member shall nominate additional candidates or organize nominations in accordance with the company's charter, internal regulations on corporate governance, and the operating regulations of the Board of Member. The incumbent Board of Member' nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Member in accordance with the law.

3. The voting for Board of Member members must be conducted using cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of Board members to be elected. Shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected Board members are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the company's charter is reached. In the event that two or more candidates receive the same number of votes for the last Board member, a re-election will be held among those candidates or a selection will be made according to the election regulations or the company's charter.

4. The election, dismissal, and removal of members of the Board of Member shall be decided by the General Meeting of Shareholders according to the principle of voting.

Article 10. Notification of election, dismissal, and removal of members of the Board of Member

1. Once candidates for the Board of Member have been identified, the Company must publish information related to these candidates at least 10 days before the opening of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Member must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently, and in the best interests of the Company if elected as a member of the Board of Member. Information related to candidates for the Board of Member that must be published includes:

- a) Full name, date of birth (day, month, year);
- b) Professional qualifications;
- c) Work experience;
- d) Other managerial positions (including board positions in other companies);
- e) Interests related to the Company and its related parties;
- f) Other information (if any) as stipulated in the company's charter;
- g) The company is responsible for disclosing information about the companies in which the candidate holds positions as a member of the Board of Member, other management positions, and any related interests of the candidate in the Board of Member (if any).

2. The announcement of the results of the election, dismissal, and removal of members of the Board of Member shall be carried out in accordance with the regulations and guidelines on information disclosure.

CHAPTER III. BOARD OF MEMBER

Article 11. Rights and obligations of the Board of Member

1. The Board of Member is the governing body of the Company, having full authority to act on behalf of the Company to decide and exercise the rights and obligations of the Company, except for those rights and obligations that fall under the authority of the General Meeting of Shareholders.
2. The rights and obligations of the Board of Member are stipulated by law, the company's charter, and the General Meeting of Shareholders. Specifically, the Board of Member has the following rights and obligations:
 - a) Deciding on the Company's strategic plan, medium-term development plan, and annual business plan;
 - b) Propose the types of shares and the total number of shares authorized for sale for each type;
 - c) Decisions to sell unsold shares within the permitted number of shares for each class; decisions to raise additional capital through other means;
 - d) Deciding on the selling price of the Company's shares and bonds;
 - e) Decision to repurchase shares as stipulated in Clauses 1 and 2 of Article 133 of the Enterprise Law ;
 - f) Deciding on investment options and investment projects within the authority and limits prescribed by law;
 - g) Deciding on solutions for market development, marketing, and technology;
 - h) Through purchase, sale, loan, lending contracts and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement, except for contracts and transactions falling 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 ;
 - i) Electing, dismissing, and removing the Chairman of the Board of Member; appointing, dismissing, signing contracts with, and terminating contracts with the Director or General Director and other key managers as stipulated in the company's charter; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives to participate in the Board of Members or General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of those representatives;
 - k) Supervising and directing the Director or General Director and other managers in the daily operation of the Company's business;
 - l) Deciding on the organizational structure and internal management regulations of the Company, deciding on the establishment of subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises;
 - m) Reviewing the agenda and content of documents for the general meeting of shareholders, convening the general meeting of shareholders, or soliciting opinions for the general meeting of shareholders to pass resolutions;
 - n) Submit the audited annual financial statements to the General Meeting of Shareholders;
 - o) Propose the dividend rate to be paid; decide on the timeframe and procedures for paying dividends or handling losses incurred during business operations;
 - p) Propose the reorganization or dissolution of the Company; request the Company's bankruptcy;
 - q) Decisions on the promulgation of the Board of Member' operating regulations and internal regulations on corporate governance after approval by the General Meeting of Shareholders; decisions on the promulgation of the Audit Committee's operating regulations under the Board of Member and the Company's information disclosure regulations;
 - r) Other rights and obligations as prescribed by the Enterprise Law, the Securities Law, other legal regulations, and the company's charter.

3. The Board of Member adopts resolutions and decisions by voting at meetings, obtaining opinions in writing, or through other forms as stipulated in the company's charter. Each member of the Board of Member has one vote.

4. In cases where a resolution or decision passed by the Board of Member is contrary to the law, a resolution of the General Meeting of Shareholders, or the Company's Charter, and causes damage to the Company, the members who approved the resolution or decision shall be jointly and severally liable for the individual consequences and shall compensate the Company for the damages; members who opposed the resolution or decision shall be exempt from liability. In this case, the Company's shareholders have the right to request the Court to suspend or annul the aforementioned resolution or decision.

Article 12. Duties and powers of the Board of Member in approving and signing transaction contracts.

1. The Board of Member approves contracts and transactions with a value less than 35% or transactions resulting in a total transaction value within 12 months from the date of the first transaction being less than 35% of the total asset value recorded in the most recent financial statement, or a smaller percentage or value as stipulated in the company's charter, between the Company and one of the following parties:

- Members of the Board of Member, members of the Supervisory Board, the General Director, other managers, and related parties of these individuals;
- Shareholders, authorized representatives of shareholders owning more than 10% of the total common stock of the Company, and their related parties;
- Businesses that are related to the entities specified in Clause 2, Article 164 of the Enterprise Law .

2. The company's representative signing the contract or transaction must notify the members of the Board of Member and the members of the Supervisory Board about the parties involved in that contract or transaction and send a draft contract or the main contents of the transaction. The Board of Member shall decide on the approval of the contract or transaction within 15 days from the date of receiving the notification, unless the company's charter stipulates a different period; members of the Board of Member with an interest related to the parties in the contract or transaction do not have the right to vote.

Article 13. Responsibilities of the Board of Member in convening extraordinary general meetings of shareholders.

1. The Board of Member must convene an extraordinary general meeting of shareholders in the following cases:

- a) The Board of Member deems it necessary for the benefit of the Company;
- b) The remaining number of members of the Board of Member and the Supervisory Board is less than the minimum number of members required by law;
- c) At the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law ; the request to convene a General Meeting of Shareholders must be in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders, or the request must be made in multiple copies and include sufficient signatures of the relevant shareholders;
- d) At the request of the Supervisory Board;
- e. Other cases as prescribed by law and the company's charter.

2. Convening an extraordinary general meeting of shareholders.

The Board of Member must convene a General Meeting of Shareholders within 30 days from the date the number of remaining members of the Board of Member, independent members of the Board of Member, or members of the Supervisory Board is less than the minimum number of members stipulated in the company's charter, or upon receiving a request as stipulated in points c and d of Clause 1 of this Article;

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

- a) Prepare a list of shareholders entitled to attend the meeting;
- b) Providing information and resolving complaints related to the shareholder list;
- c) Develop the agenda and content for the meeting;
- d) Prepare documents for the meeting;
- e) Draft resolution of the General Meeting of Shareholders according to the planned agenda of the meeting; list and detailed information of candidates in case of election of members of the Board of Member, members of the Supervisory Board;
- f) Determine the time and place of the meeting;
- g) Send meeting notices to each shareholder entitled to attend the meeting as stipulated in the Enterprise Law;
- h) Other tasks related to the meeting.

Article 14. Subcommittees assisting the Board of Member

1. The Board of Member may establish subcommittees to oversee development policy, human resources, compensation, internal audit, and risk management. The number of members in each subcommittee is determined by the Board of Member and must be at least three, including members of the Board of Member and external members. Independent members of the Board of Member/non-executive members of the Board of Member should constitute a majority in the subcommittee, and one of these members shall be appointed as the Subcommittee Chairman by decision of the Board of Member. The subcommittee's activities must comply with the regulations of the Board of Member. Resolutions of the subcommittee are only valid when a majority of members attend and vote in favor of the subcommittee meeting.
2. The implementation of decisions of the Board of Member, or of subcommittees under the Board of Member, must comply with applicable laws and regulations and the provisions of the company's charter and internal regulations on corporate governance.

CHAPTER IV. BOARD MEETING

Article 15. Board Meetings

1. The Chairman of the Board of Member shall be elected at the first meeting of the Board of Member within seven (07) working days from the date of the end of the election of that Board of Member. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one member has the highest number of votes or the same percentage of votes, the members shall elect by majority to choose one of them to convene the meeting of the Board of Member.
2. The Board of Member must meet at least once every quarter (01) and may hold extraordinary meetings.
3. The Chairman of the Board of Member shall convene a meeting of the Board of Member in the following cases:
 - a) Upon the recommendation of the Supervisory Board or an independent member of the Board of Member;
 - b) Based on a proposal from the General Director or at least 05 other managers;
 - c) A proposal must be submitted by at least two members of the Board of Member;
 - d) Other cases as stipulated in the company's charter.
4. Proposals stipulated in Clause 3 of this Article must be in writing, clearly stating the purpose, the issues to be discussed, and the authority of the Board of Member in making decisions.
5. The Chairman of the Board of Member must convene a meeting of the Board of Member within 7 working days from the date of receiving the request as stipulated in Clause 3 of this Article. If the Chairman of the Board of Member fails to convene a meeting as requested, he/she shall be liable for

any damages incurred by the Company; the person making the request has the right to replace the Chairman of the Board of Member in convening the meeting.

6. The Chairman of the Board of Member or the person convening the Board meeting must send a notice of meeting at least 3 working days before the meeting date. The notice of meeting must specify the time and place of the meeting, the agenda, the issues to be discussed and decided. The notice of meeting must be accompanied by the documents to be used at the meeting and the voting ballots of the members.

Notices inviting members to the Board of Member meeting may be sent by invitation, telephone, fax, electronic means, or other methods as stipulated in the company's charter, and must be ensured to reach the contact address of each member of the Board of Member registered with the Company.

7. The Chairman of the Board of Member or the person convening the meeting shall send the notice of meeting and accompanying documents to the members of the Supervisory Board in the same manner as to the members of the Board of Member.

Members of the Supervisory Board have the right to attend Board of Member meetings; they have the right to participate in discussions but do not have the right to vote.

8. A Board of Member meeting shall be held when at least three-quarters of the total number of members are present. If the meeting convened in accordance with this clause does not have the required number of members present, a second meeting shall be convened within seven days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half of the Board of Member members are present.

9. A member of the Board of Member shall be deemed to have attended and voted at the meeting in the following circumstances:

- a) Attend and vote directly at the meeting;
- b) Authorize another person to attend the meeting and vote as prescribed in Clause 11 of this Article;
- c) Attend and vote via online conference, electronic voting, or other electronic means;
- d) Send the ballot to the meeting via mail, fax, or email;
- e) Submitting voting ballots by other means as prescribed in the company's charter.

10. In the case of sending ballots to the meeting by mail, the ballots must be enclosed in a sealed envelope and delivered to the Chairman of the Board of Member no later than one hour before the meeting begins. The ballots may only be opened in the presence of all attendees.

11. Members must attend all Board of Member meetings. Members may authorize another person to attend meetings and vote on their behalf if approved by a majority of the Board of Member members.

12. Resolutions and decisions of the Board of Member are adopted if approved by a majority of the members present; in case of a tie, the final decision rests with the side whose opinion is supported by the Chairman of the Board of Member.

Article 17. Minutes of the Board of Member Meeting

1. Board of Member meetings must be recorded in minutes and may also be audio-recorded, recorded, and stored electronically. Minutes must be in Vietnamese and may also be in a foreign language, including the following main contents:

- a) Name, address of head office, business registration number;
- b) Time and place of the meeting;
- c) Purpose, agenda, and content of the meeting;
- d) The full names of each member attending the meeting or their authorized representatives, and the manner of attendance; the full names of members absent from the meeting and the reasons for absence;
- e) The issue was discussed and voted on at the meeting;
- f) Summarize the statements of each meeting participant in chronological order of the meeting's proceedings;
- g) The voting results clearly indicate which members approved, disapproved, and abstained;

- h) The issue that was approved and the corresponding percentage of votes in favor;
 - i) Full name and signature of the presiding officer and the person recording the minutes, except as provided in Clause 2 of this Article.
2. In cases where the chairperson or the person recording the minutes refuses to sign the meeting minutes, but if all other members of the Board of Member present at the meeting sign and the minutes contain all the information as stipulated in points a, b, c, d, e, f, g, and h of Clause 1 of this Article, then these minutes shall be valid.
 3. The chairperson, the person recording the minutes, and those signing the minutes are responsible for the truthfulness and accuracy of the content of the Board of Member meeting minutes.
 4. Minutes of Board of Member meetings and documents used in the meetings must be kept at the Company's head office.
 5. Minutes drawn up in Vietnamese and in a foreign language have equal legal validity. In case of discrepancies in content between the Vietnamese and foreign language minutes, the content in the Vietnamese minutes shall prevail.

CHAPTER V. REPORTING AND DISCLOSING BENEFITS

Article 18. Submission of Annual Reports

1. At the end of the fiscal year, the Board of Member must submit the following report to the General Meeting of Shareholders:
 - a) Report on the company's business results;
 - b) Financial statements;
 - c) Report evaluating the company's management and operations;
 - d) The Supervisory Board's assessment report.
2. The reports stipulated in points a, b, and c of Clause 1 of this Article must be submitted to the Supervisory Board for review no later than 30 days before the opening of the Annual General Meeting of Shareholders, unless the company's charter stipulates otherwise.
3. The reports stipulated in Clauses 1 and 2 of this Article, the Supervisory Board's appraisal report, and the audit report must be kept at the Company's head office no later than 10 days before the opening of the Annual General Meeting of Shareholders, unless the Company's Charter stipulates a longer period. Shareholders who have continuously held shares of the Company for at least one year have the right to personally or together with a lawyer, accountant, or auditor holding a professional certificate directly review the reports stipulated in this Article.

Article 19. Remuneration, bonuses and other benefits of members of the Board of Member

1. The company has the right to pay remuneration and bonuses to members of the Board of Member based on business results and performance.
2. Members of the Board of Member are entitled to remuneration and bonuses. Remuneration is calculated based on the number of working days required to complete the tasks of the Board member and the daily rate. The Board of Member determines the remuneration for each member by mutual agreement. The total amount of remuneration and bonuses for the Board of Member is decided by the General Meeting of Shareholders at its annual meeting.
3. The remuneration of each member of the Board of Member is included in the Company's business expenses in accordance with the law on corporate income tax, is presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.
4. Members of the Board of Member holding executive positions, or members of the Board of Member working in subcommittees of the Board of Member, or performing other duties outside the normal

scope of a member's duties, may receive additional compensation in the form of a lump-sum payment, salary, commission, percentage of profits, or other forms as decided by the Board of Member.

5. Members of the Board of Member are entitled to reimbursement for all travel, accommodation, meals, and other reasonable expenses incurred in performing their duties as members of the Board of Member, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Member, or subcommittees of the Board of Member.

6. Members of the Board of Member may be insured by the Company for liability insurance after approval by the General Meeting of Shareholders. This insurance does not cover the liability of Board members related to violations of the law and the Company's Articles of Association.

Article 20. Disclosure of related interests

Unless otherwise stipulated in the company's charter, the disclosure of the company's interests and related parties shall be carried out in accordance with the following regulations:

1. Members of the Company's Board of Member must declare to the Company their related interests, including:

a) Name, business registration number, head office address, business sector and activities of the enterprise in which they own capital contributions or shares; percentage and time of ownership of those capital contributions or shares;

b) The name, business registration number, head office address, and business lines of the enterprise in which the related parties jointly or individually own more than 10% of the charter capital.

2. The declarations stipulated in Clause 1 of this Article must be made within 7 working days from the date the relevant benefit arises; any amendments or additions must be notified to the Company within 7 working days from the date of the corresponding amendments or additions.

3. Members of the Board of Member who, in their own name or on behalf of others, perform any work in any form within the scope of the Company's business activities must explain the nature and content of such work to the Board of Member and may only perform it with the approval of a majority of the remaining members of the Board of Member; if they perform such work without reporting it or without the approval of the Board of Member, all income derived from such activity shall belong to the Company.

CHAPTER VI. RELATIONSHIP OF THE BOARD OF MEMBER

Article 21. Relationship between members of the Board of Member

1. The relationship between the members of the Board of Member is one of collaboration; the members of the Board of Member are responsible for informing each other on relevant issues in the process of handling their assigned tasks.

2. During the course of work, the Board member assigned primary responsibility must proactively coordinate and handle any issues that relate to the area of responsibility of another Board member. In cases where there are differing opinions among Board members, the member primarily responsible shall report to the Chairman of the Board for consideration and decision within his/her authority, or organize a meeting or seek the opinions of the Board members in accordance with the law, the company's charter, and these Regulations.

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

Article 22. Relationship with the Executive Board

In its governance role, the Board of Member issues resolutions for the CEO and the executive team to implement. At the same time, the Board of Member monitors and supervises the implementation of these resolutions.

Article 23. Relationship with the Supervision Board

1. The relationship between the Board of Member and the Supervision Board is one of collaboration. The working relationship between the Board of Member and the Supervision Board is based on the principles of equality and independence, while also ensuring close coordination and mutual support in the performance of their duties.

2. Upon receiving inspection reports or summary reports from the Supervision Board, the Board of Member is responsible for studying them and directing relevant departments to develop plans and implement timely corrective actions.

CHAPTER VII. IMPLEMENTATION PROVISIONS

Article 24. Effective Date

The operating regulations of the Board of Member of Thong Nhat Hanoi Joint Stock Company consist of 7 Chapters and 24 Articles and will come into effect from February 26, 2026.

BOARD OF MEMBER

CHAIRMAN *3/1*



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