

INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

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CHAPTER 1: GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of application

1.1 Scope of regulation: Internal regulations on corporate governance stipulate the roles, rights and obligations of the General Meeting of Shareholders, the Board of Directors, General Director; order and procedures for the General Meeting of Shareholders; nominate, stand for election, elect, dismiss and remove members of the Board of Directors, Audit Committee, General Director and other activities in accordance with the company's charter and other current regulations of law

1.2 Subjects of application: This Regulation applies to members of the Board of Directors, Audit Committee, General Director and related persons.

Article 2. Code of business ethics

2.1 The Company's Code of Business Ethics (also known as the "Code of Conduct") of the Company is the basic direction of conduct, expressing the responsibilities and duties of all members of the company for interactions during operations on the basis of the fundamental core values of the Company.

2.2 Establishing and implementing the Code of Conduct at the Company

The Code of Conduct is developed, approved and implemented by the Company's Board of Directors. The Code of Conduct is summarized based on core values from Digiworld's people, and is disseminated to all employees to understand and act on the prescribed principles.

CHAPTER II: GENERAL MEETING OF SHAREHOLDERS

Article 3. Roles, rights and obligations of the General Meeting of Shareholders.

- The General Meeting of Shareholders includes all Shareholders with voting rights and is the highest authority of the Company.

The Annual General Meeting of Shareholders is held once a year. The venue of the General Meeting of Shareholders must be in the territory of Vietnam. The General Meeting of Shareholders must be held annually within four (4) months from the end of the fiscal year. The Board of Directors decides to extend the Annual General Meeting of Shareholders when necessary, but not more than 6 months from the end of the fiscal year.

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

- a) To approve the development orientation of the Company;
- b) Decide the types of shares and the total number of shares of each class to be offered; decide the annual dividend rate of each type of shares;
- c) Election, dismissal, removal from office of members of the Board of Directors, members of the Audit Committee;
- d) Decide to invest or sell assets with a value of 35% or more of the total asset value recorded in the most recent financial statements of the Company;

- d) The decision to amend and supplement the company's charter;
- e) Approval of annual financial statements;
- g) Decide to repurchase more than 10% of the total sold shares of each class;
- h) Examining and handling violations of members of the Board of Directors, members of the Inspection Committee for damage to the Company and shareholders of the Company;
- i) Decide the reorganization and dissolution of the Company;
- k) To decide on the budget or total remuneration, bonus and other benefits for the Board of Directors, Audit Committee;
- l) Approve the Internal Management Regulations; Operation Regulation of the Board of Directors, Audit Committee;
- m) Approve the list of approved auditing firms; decide that the auditing company is approved to inspect the company's operations, dismiss the approved auditor when considering the necessary teacher;
- n) Other rights and obligations in accordance with the law.

Article 4. Order and procedures of the General Meeting of Shareholders to pass resolutions by voting at the General Meeting of Shareholders

4.1 Authority to convene the General Meeting of Shareholders:

The Board of Directors convenes the annual General Meeting of Shareholders and selects the appropriate venue. The Annual General Meeting of Shareholders decides the issues in accordance with the Law and the Charter of the Company. Independent auditors may be invited to attend the General Meeting of Shareholders to advise the approval of the annual financial statements.

4.2 Prepare the list of shareholders with rights to attend the meeting:

The person who convenes the General Meeting of Shareholders must prepare a list of shareholders eligible to participate and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the meeting of the General Meeting of Shareholders shall be made no more than ten (10) days before the date of sending the notice of invitation to the General Meeting of Shareholders; The company must disclose information on the making of a list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days prior to the final registration date;

4.3 Notice of closing the list of shareholders with rights to attend the meeting of the General Meeting of Shareholders;

4.4 Notice to convene the General Meeting of Shareholders:

Notice of meeting of the General Meeting of Shareholders is sent to all Shareholders by a secured method and simultaneously published on the media of the State Securities Commission, the Stock Exchange, on the website of the Company. Notice of meeting of the General Meeting of

Shareholders must be sent at least twenty one (21) days before the date of meeting of the General Meeting of Shareholders, from the date when the notice is sent or transferred properly, is paid the fee or is put in the mailbox.

4.5 Agenda and contents of the General meeting of shareholders (the person who is responsible for preparing the program, contents of the General meeting of shareholders; provisions on the recommendations of shareholders to include in the agenda):

- Agenda of the General Meeting of Shareholders, documents related to the issues to be voted at the meeting are sent to the Shareholders or / and posted on the website of the Company. In the event that the document is not attached to the meeting notice of the General Meeting of Shareholders, the meeting invitation must clearly state the path to all meeting documents for the Shareholders to access, including:

- Meeting agenda documents used in the meeting;
- List and details of candidates in case of election of a member of the Board of Directors;
- Voting cards;
- Form appointing an authorized representative to attend the meeting;
- Draft resolution on each issue in the agenda.

- A Shareholder or group of Shareholders in accordance with this provisions has the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be made in writing and must be sent to the Company at least three (03) working days before the opening date of the General Meeting of Shareholders. The proposal must include the full name of the Shareholder, the number and type of shares he / she holds, and the content proposed to be included in the agenda.

4.6 The authorization for a representative to attend the General Meeting of Shareholders:

- Institutional Shareholders have the right to appoint one or more Authorized Representatives to exercise their shareholder rights in accordance with the Law and the Charter; in a case where more than one Authorized Representative is appointed, the specific number of shares and number of votes of each Authorized Representative must be specified. The appointment, termination or change of an Authorized Representative must be notified in writing to Company at the earliest possible time. The notice must contain the following main contents:

- Name, permanent address, nationality, number and date of the Shareholder 's decision on establishment or business registration;
- Number of shares, types of shares and date of Shareholder registration in the Company;
- Full name, permanent address, nationality, ID number, Passport number or other legal personal identification number of the Authorized Representative;
- Number of shares authorized to represent;
- Term of representation; and

- Full name and signature of the Authorized Representative and the legal representative of the Shareholder.

- Shareholders with the right to attend the meeting of the General Meeting of Shareholders can directly attend or authorize an Proxy to attend the Meeting. If more than one Proxy is appointed, the number of shares and the number of votes authorized for each Proxy must be specified. The Proxy is not necessarily a Shareholder of the Company.

- The authorization for the Representative to Attend the General Meeting of Shareholders must be made in writing and signed. The authorization document must comply with civil law regulations and clearly state the name of the authorizing shareholder, the name of the authorized individual/organization, the number of shares authorized, the scope and duration of authorization, and signatures of both the authorizer and the authorized party. The Authorized Representative must submit the authorization document of the shareholder of the legal representative of the organizational shareholder (if not previously registered with the Company) :

When attending a meeting of the General Meeting of Shareholders, the Proxy to attend the meeting must submit the written authorization prior to entering the meeting room.

- Voting of the Proxy of the Proxy to attend the Meeting within the scope of authorization is still valid in one of the following cases:

- The principal is dead, has limited civil act capacity or has lost his / her civil act capacity;
- The principal has rescinded the authorization designation; or
- The attorney has rescinded the Authorized Person's authority to attend the Meeting.

- In case the attorney signs the appointment of representative on behalf of the attorney, the appointment of representative in this case is considered valid only if the appointment of representative is presented together with the power of attorney for attorney or a valid copy of the power of attorney (if not previously registered with the Company)

This clause will not apply in the event that the Company receives written notice of one of the above events. at least twenty four (24) hours before the opening of the General Meeting of Shareholders or before the meeting is re-convened.

4.8 Conditions for holding:

- The General Meeting of Shareholders is considered valid when the number of Shareholders and Proxies attending the Meeting represents at least fifty one percent (51%) of the total voting shares of the Company. attend.

- In case the number of participants required under Article 19.1 above is insufficient within sixty (60) minutes from the scheduled opening of the meeting, the convener must cancel the meeting. The meeting of the General Meeting of Shareholders must be re-convened within thirty (30) days from the intended date of the first meeting of the General Meeting of Shareholders. The re-convened General Meeting of Shareholders is considered valid only when the attending members are Shareholders and the Proxies represent at least thirty-three percent (33%) of the total. number of shares with voting rights of the Company.

- In case the second General Meeting of Shareholders is not held due to the insufficient number of delegates required in accordance with the Charter within sixty (60) minutes from the scheduled opening of the meeting. , the third General Meeting of Shareholders may be convened within twenty (20) days from the intended date of the second General Meeting of Shareholders, and in this case the meeting of the General Meeting of Shareholders. Shareholders may be conducted irrespective of the number of Shareholders or Proxies attending the Meeting and are considered valid and have the right to decide on all matters expected to be approved at the General Meeting of Shareholders. Shareholders for the first time.

- At the request of the Chairman of the meeting, the General Meeting of Shareholders has the right to change the agenda attached to the meeting invitation in accordance with the Charter.

4.9 Passing resolutions of the General Meeting of Shareholders:

- The General Meeting of Shareholders approves the decisions under its authority by voting at the General Meeting of Shareholders or by collecting written opinions of Shareholders.

- Decisions of the General Meeting of Shareholders on the following matters must be approved by voting at the General Meeting of Shareholders:

- Approving the annual financial statements audited;
- Approve the annual report
- Approve the report of the Board of Directors on the corporate governance situation and the performance of the Board of Directors
- Approve the short and long-term development plans of the Company; and
- Election, dismissal, dismissal, or replacement of members of the Board of Directors.

4.10 How to vote:

The General Meeting of Shareholders approves the decisions by way of direct voting at the meeting or collecting written opinions.

- Direct voting at the meeting:

The Company will issue to each shareholder a vote with the registration number and name of the shareholder (or the name of the proxy), along with the number of voting shares of that shareholder. The votes that pass the decision will be counted first, the votes that do not pass will be counted later.

Voting and counting of votes can be done using computer software. The voting committee elected by the General Meeting of Shareholders will be responsible for conducting the counting of votes and announcing the results of counting votes at the meeting of the General Meeting of Shareholders

- Approving decisions by way of collecting written opinions.

In case the General Meeting of Shareholders approves a decision in the form of collecting written opinions, the Board of Directors must perform the following tasks:

- Decide on issues that need opinions, form and content of the opinion form. The opinion form must include the following contents:

- Name, address of the head office, number and date of the business registration certificate of the company
- Purpose of consultation
- Full name, permanent address, nationality, identity card number / passport / other legal personal identification of shareholder as an individual; name, permanent address, nationality, number of establishment decision or business registration number of shareholder or authorized representative of shareholder as organization; number of shares of each class and number of votes of the shareholder.
- Matters needing comments and accompanying documents
- Deadline to send comments to the company
- Approved, disapproved and no-comment votes
- Full name and signature of the Chairman of the Board of Directors and the legal representative of Company

- Send opinion form along with other relevant documents to all shareholders with voting rights
- The answered opinion form must be signed by individual shareholder, of the representative. Authorized representative or legal representative of organizational shareholder
- The opinion form sent back to the company must be in a sealed envelope and no one is allowed to open before counting votes. Opinion forms sent to the company after the deadline specified in the opinion form or opened are not valid.

4.11 Counting votes

The Board of Directors counts votes and makes minutes of counting votes in the presence of the Audit Committee or shareholders who do not hold managerial positions in the company; Members of the Board of Directors and the supervisor of the vote counting must be jointly responsible for the truthfulness and accuracy of the vote counting minutes, and are jointly responsible for damages arising from decisions passed due to vote counting. dishonest, inaccurate.

4.12 Conditions for passing the resolution:

- A decision of the General Meeting of Shareholders is passed at a meeting of the General Meeting of Shareholders in one of the following cases:

- Being represented by at least fifty one (51%) of the total number of shares voting rights of all Shareholders attending the meeting approve, except for the cases mentioned in point (b) and point (c) below.
- Decisions on the following issues are approved when approved by the number of Shareholders representing at least sixty five percent (65%) of the total voting shares of all Shareholders attending the meeting:
 - a) Type of shares and total number of shares of each class;
 - b) Change in industries, occupations and areas of business;

- c) Changing the organizational structure of the Company;
 - d) Investment project, asset sale or purchase transaction performed by the Company with a value of 35% or more of the Company's total asset value recorded in the audited consolidated financial statements nearest; and
 - e) Company reorganization and dissolution.
- Voting to elect members of the Board of Directors must be conducted by the method of cumulative voting, whereby each Shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members elected. The Board of Directors, and Shareholders have the right to accumulate all or part of their total votes for one or several candidates. The elected members of the Board of Directors are determined by the number of votes from high to low, starting from the candidate with the highest number of votes until a sufficient number of members need to be elected. In case there are two or more candidates achieving the same number of votes for the last member to be elected, the General Meeting of Shareholders will proceed to vote among the candidates with the same number of votes or decide selected according to the criteria specified in the Election Regulations.

Conditions for passing resolutions of the General Meeting of Shareholders are stipulated in detail in Article 21 and Article 22 of the Charter of the Company.

4.13 Announcing the results of counting votes

- Minutes of vote counting results must be published on the website of the company within 24 hours from the date of issuance.
- The form of answered opinions, vote counting minutes, the full text of the adopted resolution and relevant documents attached to the opinion form must be kept at the head office of the company.

4.14 Method of protesting against the resolution of the General Meeting of Shareholders (in accordance with Article 132 of the Law on Enterprises)

- During the meeting, shareholders can publicly disagree and use votes to disagree or may not participate in voting.

However, after the General Meeting of Shareholders has voted, they must comply with the voting results of the General Meeting of Shareholders

- Within 90 days from the date of receipt of the minutes of the General Meeting of Shareholders or the minutes of the vote counting results of the General Meeting of Shareholders, shareholders / groups. Shareholders owning 5% or more of the total number of common shares for at least 6 consecutive months, members of the Board of Directors, General Director, members of the Economic Committee have the right to request the court or arbitration to consider and cancel. a decision of the General Meeting of Shareholders in the following cases:

- + The order and procedures for convening a meeting of the General Meeting of Shareholders do not comply with the provisions of law and the company's Charter;

+ The order and procedures for making the decision and the content of the decision violate the law or the company's charter.

4.15 Take minutes of the General Meeting of Shareholders

The Company Secretary is in charged of preparing the minutes of the General Meeting of Shareholders in accordance with the Company's Charter. The chairperson and secretary making minutes of the General Meeting of Shareholders must be jointly responsible for the truthfulness and accuracy of the content of the minutes. In addition, the minutes of the General Meeting of Shareholders must also comply with the following requirements:

- The meeting of the General Meeting of Shareholders must be recorded in minutes and can be recorded or recorded and stored in other electronic forms. The minutes must be made in Vietnamese, may be additionally in foreign languages and contain the following main details:

- Name, address of head office, enterprise identification number;
- Time and location of the General Meeting of Shareholders;
- Agenda and content of the meeting;
- Full name of the chairperson and secretary;
- Summarize the meeting progress and comments made at the General Meeting of Shareholders on each issue in the agenda;
- Number of shareholders and total votes of the attending shareholders, the list of shareholders registration appendix, shareholder representatives attending the meeting with the corresponding number of shares and number of votes;
- Total number of votes for each voting issue, which clearly states the voting method, total number of valid, invalid, agree, disagree and no opinion votes; corresponding rate on the total number of votes of the attending shareholders;
- The issues that have been passed and the corresponding percentage of votes through;
- Full names and signatures of the chairperson and secretary. If the chair or secretary refuses to sign the meeting minutes, this minutes shall be effective if signed by all other members of the Board of Directors attending the meeting and fully contain the contents as prescribed in this Clause. Minutes of the meeting clearly state that the chair and secretary refused to sign the meeting minutes.

- Minutes of the General Meeting of Shareholders must be completed and approved before the meeting ends. The chair and secretary of the meeting or another person who signs in the minutes of the meeting must be jointly responsible for the truthfulness and accuracy of the content of the minutes.

- The minutes are made in both Vietnamese and foreign languages with the same legal effect. In case there is any discrepancy between the record in Vietnamese and in a foreign language, the Vietnamese version of the record shall prevail.

- Minutes of the General Meeting of Shareholders must be published on the website of the Company within twenty-four (24) hours from the end of the General Meeting of Shareholders.
- Minutes of the General Meeting of Shareholders are considered as authentic evidence of the work carried out at the General Meeting of Shareholders unless there is an objection to the content of the minutes given in accordance with the correct procedure. regulation within ten (10) days of sending the minutes.

4.16 Disclosure of the Resolution of the General Meeting of Shareholders.

- Resolutions of the General Meeting of Shareholders must be published on the website of the Company within twenty-four (24) hours from the end of the General Meeting of Shareholders;
- The information disclosure is sent to the Ho Chi Minh City Stock Exchange by email and by post and must be disclosed on the company's website. The disclosure of information must be accurate, complete, and timely and must be made by the legal representative of the company or an authorized person to disclose information of the company. The legal representative of the company is responsible for the content of the information disclosed by the authorized person. Published information must be preserved and kept at the company's head office.

Article 5. Order and procedures for the General Meeting of Shareholders to pass a resolution by collecting written opinions

5.1 The cases are and are not consulted by collecting written opinions

- Except for five issues that must be passed by voting at the General Meeting of Shareholders, the General Meeting of Shareholders can pass a decision by way of collecting written opinions of all Shareholders. Other issues under the authority of the General Meeting of Shareholders.
- A decision passed by way of collecting written opinions of shareholders has the same value as a decision passed at the meeting of the General Meeting of Shareholders.
- Decision of the General Meeting of Shareholders in the form of collecting written opinions from Shareholders is passed when it meets the conditions specified in the Charter.

5.2 Order and procedures for the General Meeting of Shareholders to pass a Resolution by collecting written opinions.

Authority and method of collecting shareholders' written opinions to pass decisions of the General Meeting of Shareholders are implemented in accordance with the following regulations:

- The Board of Directors has the right to collect shareholders' written opinions to inform through a decision of the General Meeting of Shareholders at any time if it is deemed necessary for the benefit of the Company.
- The Board of Directors must prepare opinion cards, draft resolutions of the General Meeting of Shareholders and explanatory documents for the draft decisions. The opinion form attached to the draft decision and explanatory documents must be sent by a secured method to the registered address of each Shareholder. The Board of Directors must ensure to send and publish documents

to Shareholders within a reasonable time for Shareholders to consider and vote and must send them at least ten (10) days before the deadline for receiving opinion forms.

- The opinion form must contain the following main contents:

(a) Name, head office address, number and date of issuance of the Business Registration Certificate, place of business registration of the Company;

(b) Purpose of collecting opinions;

(c) Full name, permanent address, nationality, ID number, Passport number or other legal personal identification of the Shareholder being an individual; name, permanent address, nationality, number of establishment decision or business registration number of the Shareholder or Authorized Representative of an institutional Shareholder; number of shares of each class and number of votes of the Shareholder;

(d) Issues that need to be consulted to pass the decision;

(đ) Voting options include agree, disagree and no opinion on each issue for which opinions are gathered;

(e) Deadline to return the completed opinion form to the Company; and

(g) Full name and signature of the legal representative of the Company.

- The answered opinion form must be signed by an individual Shareholder, the Authorized Representative or the legal representative of an institutional Shareholder.

The opinion form sent to the Company must be contained in a sealed envelope and no one is allowed to open it before counting votes. Opinion forms received by the Company after the time specified in the content of opinion form or opened are not valid.

- The Board of Directors counts votes and makes minutes of counting votes in the presence of a Person in charge of corporate governance or a Shareholder who does not hold a managerial position in the Company. The minutes of counting of votes must contain the following principal details:

(a) Name, address of the head office, number and date of the business registration certificate, place of business registration;

(b) Purpose and issues that need to be consulted to pass the decision;

(c) Number of Shareholders with the total number of votes that have participated in the vote, distinguishing between the number of valid votes and the number of invalid votes;

(d) Total number of votes for, against and abstentions on each issue voted on;

(đ) Decisions adopted; and

(e) Full name and signature of the Chairman of the Board of Directors or of the legal representative of the Company and of the person counting votes.

Members of the Board of Directors and supervisor of vote counting must be jointly responsible for the truthfulness and accuracy of the vote counting minutes; To be jointly liable for damages arising from decisions passed due to untruthful or inaccurate vote counting.

- The vote counting minutes must be published on the website of the Company within twenty-four (24) working hours from the end of the vote counting.
- The answered opinion form, vote counting minutes, the full text of the adopted resolution and related documents attached with the opinion form must be kept at the head office of the Company.
- Decisions of the General Meeting of Shareholders in the form of written opinions of Shareholders are passed when Shareholders represent at least fifty one percent (51%) of the total number of shares with voting rights. Approved by Company. Decisions of the General Meeting of Shareholders passed in the form of collecting written opinions of Shareholders have the same validity as decisions passed at the General Meeting of Shareholders.

Article 6. Procedure for convening the General Meeting of Shareholders and approving resolutions through online conference

In addition to organizing a direct meeting and collecting written opinions of shareholders, the Annual General Meeting of Shareholders or an extraordinary meeting can be held by way of an online conference or another equivalent form in case. occurrence of force majeure events such as natural disasters, wars, epidemics, riots, terrorism, etc.

In case the Board of Directors decides to convene the General Meeting of Shareholders by means of an online conference or or another equivalent form, the Board of Directors is responsible for issuing and announcing the Regulation on organization of the meeting at least 10 days before the opening date of the meeting including the following contents:

- Specific order, and procedures for organizing and conducting the Annual General Meeting of Shareholders in the form of online conference or other equivalent form.
- Regulate how electronic voting (e-voting), sending voting via mail / fax / email and other similar forms of voting so that shareholders can exercise their voting rights.
- Other contents related to the organization of the General Meeting of Shareholders in the form of online conferences or other similar forms.

CHAPTER III: BOARD OF DIRECTORS

Article 7. Roles, rights and obligations of the Board of Directors, responsibilities of members of the Board of Directors (including the right of members of the Board of Directors to be provided with information).

7.1 Nomination, candidacy, election, dismissal and removal of members of the Board of Directors

a) Office term, structure and number of members of the Board of Directors

The number of members of the Board of Directors shall be five (5) people. The term of the Board of Directors is five (5) years. The term of office of a member of the Board of Directors shall not exceed five (5) years; Members of the Board of Directors may be re-elected for an unlimited number of terms. The total number of independent members of the Board of Directors must account for at least one-third (1/3) of the total members of the Board of Directors. Members of the Board of Directors may not be Vietnamese nationals and / or reside in Vietnam.

b) Criteria and conditions of members of the Board of Directors:

- Members of the Board of Directors must satisfy the following criteria and conditions:

- Not falling into the subjects specified in Clause 2, Article 17 of the Law on Enterprises;
- Have qualifications and experience in business administration or in the Company's business fields, lines and lines and are not necessarily a shareholder of the Company, unless otherwise prescribed by the company's charter. ;
- A member of the Board of Directors of the Company can concurrently be a member of the Board of Directors of another company;
- A member of the Board of Directors must not be a family relationship of the General Director and other managers of the company; of the manager, the person authorized to appoint the manager of the parent company;
- Other standards and conditions according to the company's charter.

- An independent member of the Board of Directors as prescribed at Point b, Clause 1, Article 137 of the Law on Enterprises must meet the following criteria and conditions:

- Not being a person working for the Company, parent company or subsidiary of the Company; not be a person who has worked for the Company, its parent company or its subsidiary for at least 03 consecutive years;
- Not being the person receiving salary or remuneration from the company, except for the allowances that members of the Board of Directors are entitled to as prescribed;
- Not being a person whose spouse, natural father, adoptive father, natural mother, adoptive mother, natural child, adoptive child, biological brother, sister, or brother are a major shareholder of the Company; is a manager of the Company or a subsidiary of the Company;
- Not be a person directly or indirectly owning at least 01% of the total number of voting shares of the Company;
- Not a person who used to be a member of the Board of Directors, Auditing Committee of the Company for at least 05 consecutive years, except for the case of being appointed continuously for 02 consecutive terms;
- Other standards and conditions according to the company's charter.

c) Nomination for members of the Board of Directors

- A Shareholder or group of Shareholders holding ten percent (10%) of the total number of voting shares or more can gather together votes to nominate candidates to the Board of Directors. A Shareholder or group of Shareholders holds from ten percent (10%) to less than twenty percent (20%) of the total voting shares of the Company for a consecutive period of at least six (6) months. right to nominate one (1) candidate for the Board of Directors; from twenty percent (20%) to less than thirty percent (30%) to nominate two (2) candidates; from thirty percent (30%) to less than fifty percent (50%) to nominate three (3) candidates; from fifty percent (50%) to less than sixty five percent (65%) to nominate four (4) candidates; and from sixty five percent (65%) or more to nominate the full number of candidates.

- In case the number of candidates for the Board of Directors through nomination and candidacy is not enough, the incumbent Board of Directors may nominate more candidates or organize a nomination according to the mechanism approved by the Company. regulations in the Internal Corporate Governance Policy. The introduction of candidates to the Board of Directors by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with law.

d) Methods of election, dismissal and removal of members of the Board of Directors

- The vote on the election of members of the Board of Directors must be conducted by the method of accumulated votes, according to which each shareholder has a total number of votes corresponding to the total number of shares owned by the number of elected members of the Board of Directors and shareholders have the right to accumulate or part of their total votes for one or several candidates. The winner of the Board of Directors shall be determined by the number of votes counted from high to low, starting from the candidate with the highest number of votes until the full number of members specified in the company's charter. In case 02 or more candidates reach the same number of votes for the last member of the Board of Directors, they shall re-elect among candidates with equal number of votes or choose according to the criteria of election regulations or company charters.

- The election, dismissal or dismissal of members of the Board of Directors shall be decided by the Shareholders' Meeting on the principle of voting.

e) Notice of election, dismissal and removal of members of the Board of Directors

- If the candidate for the Board of Directors has been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the website of the Company. In order for shareholders to learn about these candidates before voting, candidates for the Board of Directors must make a written commitment to the truthfulness and accuracy of the published personal information and must commit to perform the duties honestly, carefully and in the best interests of the Company if elected as a member of the Board of Directors. Information regarding candidates to the Board of Directors to be announced includes:

- Full name, date of birth;
- Qualification;

- Working history;
- Other managerial positions (including titles of the Board of Directors of other companies);
- Benefits related to the Company and related parties of the Company;
- Other information as provided in the company's charter;

• The public company is responsible for disclosing information about the companies in which the candidate holds the position of member of the Board of Directors, other managerial positions and the interests related to the company of the candidate to the Board of Directors (if any).

- The announcement of the results of the election, dismissal, and removal of members of the Board of Directors shall comply with the regulations guiding the information disclosure.

g) Election, dismissal and removal of the Chairman of the Board of Directors

- The Board of Directors must choose from among the members of the Board of Directors to elect the Chairman of the Board of Directors. If deemed necessary, upon the recommendation of the Chairman of the Board of Directors, the Board of Directors may elect one (1) or several Vice Presidents from the members of the Board of Directors. Unless otherwise decided by the General Meeting of Shareholders, the Chairman of the Board of Directors will not concurrently hold the position of General Director of the Company.

- In case both the Chairman and Vice Chairman of the Board resign or are removed or dismissed, the Board of Directors must elect a replacement within ten days.

- In case the Chairman of the Board of Directors submits a resignation or is dismissed or dismissed, the Board of Directors must elect a replacement within 10 days from the date of receipt of the resignation or dismissal or removal application.

7.2 Remuneration and other benefits of members of the Board of Directors.

- The company has the right to pay remuneration and bonuses to members of the Board of Directors according to business results and efficiency.

- Members of the Board of Directors are entitled to work remuneration and bonuses. Remuneration for work is calculated according to the number of working days necessary to complete the duties of the members of the Board of Directors and the rate of remuneration per day. The Board of Directors estimates the remuneration for each member on the principle of consensus. The total remuneration and bonus of the Board of Directors is decided by the General Meeting of Shareholders at the annual meeting.

- The remuneration of each member of the Board of Directors is included in the business expenses of the Company in accordance with the provisions of the law on corporate income tax, which is presented as a separate item in the annual financial statements of the Company. and must report to the General Meeting of Shareholders at the annual meeting.

- Members of the Board of Directors have the right to be reimbursed for all travel, meals, accommodation and other reasonable expenses they have to pay when performing their

responsibilities as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors or sub-committees of the Board of Directors.

- Members of the Board of Directors can be purchased liability insurance by the Company after obtaining approval from the General Meeting of Shareholders. This insurance does not include insurance for the responsibilities of the members of the Board of Directors related to the violation of the law and the company's Charter.

7.3 Order and procedures for organizing meetings of the Board of Directors

a) The Board of Directors must have meeting at least once a quarter and may hold an extraordinary meeting.

b) Cases that must convene extraordinary meetings of the Board of Directors

Extraordinary meetings: The Chairman of the Board of Directors convenes extraordinary meetings when deemed necessary for the benefit of the Company. In addition, the Chairman of the Board of Directors must convene a meeting of the Board of Directors, not to delay without a good reason, when one of the following subjects has made a written request stating the purpose of the meeting, meetings and issues to discuss:

- General Director or at least five (05) Other Business Operators;
- An independent member of the Board of Directors;
- At least two (02) members of the Board of Directors;

c) Notice of Board of Directors meeting

- The Chairman of the Board of Directors or the person who convenes the meeting of the Board of Directors must send the meeting invitation at least 03 working days before the meeting date. The meeting invitation must specify the time and location of the meeting, agenda, issues to be discussed and decided. The meeting invitation must include the documents used at the meeting and the votes of the members.

The invitation to the meeting of the Board of Directors can be sent by invitation, phone, fax, electronic means or other method prescribed by the company's charter and guaranteed to reach the contact address of each member of the Board of Directors. Admin is registered at the Company.

d) The right to attend the meeting of the Board of Directors of the members of Audit Committee

- The Chairman of the Board of Directors or the convener shall send meeting invitations and accompanying documents to members of the Audit Committee like the members of the Board of Directors.
- Audit Committee members have the right to attend the Board of Directors meetings; has the right to discuss but not to vote.

d) Conditions for holding meetings of the Board of Directors

A meeting of the Board of Directors is conducted when there are 3/4 of the total number of members attending the meeting. In case the meeting convened as prescribed in this Clause does not have enough members attending the meeting as prescribed, the meeting shall be convened for a second time within 7 days from the intended date of the first meeting. In this case, the meeting may be held if more than half of the members of the Board of Directors attend the meeting.

e) Method of voting

- Members of the Board of Directors are considered attending and voting at the meeting in the following cases:

- Attending and voting directly at the meeting;
- Authorizing another person to attend the meeting and vote as prescribed in Clause 11 of this Article;
- Attend and vote via online conference, electronic voting or other electronic means;
- Send votes to the meeting by mail, fax, or email;
- Send votes by other means as prescribed in the company's charter.

- In case the votes are sent to the meeting by mail, the votes must be contained in a sealed envelope and sent to the Chairman of the Board of Directors at least 01 hour before the opening. Votes can only be opened in the presence of all attendees.

g) Method of passing resolutions of the Board of Directors

- Resolutions and decisions of the Board of Directors are passed if they are approved by a majority of the attending members; In the case of equal votes, the final decision belongs to the side with the opinion of the Chairman of the Board of Directors.

- A resolution in the form of collecting written opinions is passed on the basis of the consent of the majority of members of the Board of Directors who have voting rights. This resolution is as effective and valid as the resolution passed at the meeting.

h) Authorization for other people to attend meetings of members of the Board of Directors

Members must attend all meetings of the Board of Directors. A member may authorize another person to attend the meeting and vote if it is approved by a majority of the members of the Board of Directors.

i) Take the minutes of the Board meeting

- Meetings of the Board of Directors must be recorded in minutes and may be recorded, recorded and stored in other electronic forms. The minutes must be made in Vietnamese and may be made in foreign languages, including the following main contents:

- Name, address of head office, enterprise identification number;

- Time and location of the meeting;
- Purpose, agenda and content of the meeting;
- Full name of each member attending the meeting or person authorized to attend the meeting and how to attend the meeting; Full names of members who did not attend the meeting and reasons;
- Issues discussed and voted on at the meeting;
- Summarize opinions of each member in the meeting according to the order of the meeting progress;
- Voting results in which members clearly agree, disagree and have no opinion;
- The issue was passed and the corresponding rate of approval;
- Full name, signature of the chairperson and the minutes maker

k) The chairman and / or secretary refuses to sign the meeting minutes of the Board of Directors

If the chairman or the minutes maker refuses to sign the meeting minutes but if signed by all other members of the Board of Directors attending the meeting and has all the contents as prescribed in Clause i of this Article, the minutes will be effective.

l) Notice of resolutions and decisions of the Board of Directors

- Based on the contents and decisions passed by the meeting of the Board of Directors, the Chairman of the Board of Directors will sign and issue the resolutions of the Board on behalf of the Board.
- These resolutions will be communicated to all members of the Board of Directors.
- Resolutions within the scope of information must be disclosed in accordance with law.

7.4 Subcommittees under the Board of Directors

- The Board of Directors may establish a subcommittee to be in charge of development policy, personnel, salary and bonus, internal audit, and risk management. The number of members of the subcommittee decided by the Board of Directors is at least 03, including members of the Board of Directors and outside members. The independent members of the Board of Directors / non-executive members of the Board of Directors should make up the majority of the subcommittee and one of these members is appointed to be the Head of the subcommittee according to the decision of the Board of Directors. The operation of the subcommittee must comply with the regulations of the Board of Directors. The resolution of the subcommittee is effective only when the majority of members attend and vote for approval at the meeting of the subcommittee.
- The implementation of the decisions of the Board of Directors, or of the sub-committees under the Board of Directors must comply with the current law provisions and provisions of the company's charter, Internal regulations on public governance. ty.

7.5 Select, appoint and dismissal of the person in charge of corporate governance

- The Board of Directors appoints at least one (01) person in charge of corporate governance to support effective corporate governance. The term of office of the Person in charge of corporate governance is decided by the Board of Directors. The Board of Directors can dismiss the Person in Charge of Corporate Governance at any time but not contrary to the current regulations of law on labor.

- The Board of Directors can also appoint one or more Assistant Person in charge of corporate governance. The role and duties of the Person in charge of corporate governance include:

(a) Advising the Board of Directors in organizing the General Meeting of Shareholders according to the regulations and related affairs between the Company and shareholders.

(b) Prepare meetings of the Board of Directors and the General Meeting of Shareholders as requested by the Board of Directors;

(c) Advice on the procedures of meetings;

(d) Attend meetings;

(e) Consulting on procedures for making resolutions of the Board of Directors in accordance with the provisions of law;

(f) Providing financial information, copies of the minutes of the Board of Directors meeting and other information to the members of the Board of Directors;

(g) Supervise and report to the Board of Directors on the company's information disclosure.

(h) Confidential information in accordance with the provisions of law and the company's Charter;

(i) Other rights and obligations as provided for by law and the company's Charter.

- The Company Secretary is responsible for keeping information confidential in accordance with the Law and this Charter.

- The person in charge of corporate governance cannot concurrently work for an approved auditing organization that is auditing the financial statements of the Company.

Article 8. Audit Committee

8.1 Roles, rights and obligations of Audit Committee members, responsibilities of members of the Audit Committee.

- Monitoring the integrity of the Company's financial statements and official disclosure related to the financial results of the Company;

- Reviewing the internal control and risk management system;

- Review transactions with related persons under the approval authority of the Board of Directors or the General Meeting of Shareholders and make recommendations on transactions requiring approval by the Board of Directors or the General Meeting of Shareholders. ;

- Supervising the internal audit department of the Company;

- To propose the independent audit company, remuneration and related terms in the contract with the audit company for approval by the Board of Directors before submitting to the Annual General Meeting for approval;
- Monitoring and evaluating the independence and objectivity of the auditing company and the effectiveness of the audit process, especially in the case that the Company uses non-audit services of the auditors;
- Monitoring to ensure that the Company complies with the provisions of law, requirements of management agencies and other internal regulations of the Company;
- Have access to documents related to the Company's operations, exchange information with other members of the Board of Directors, General Director, Chief Accountant and other management staff to collect information. operation department of the audit committee;
- Having the right to request the representative of the approved auditing organization to attend and answer matters related to the audit financial statements at the meeting of the audit committee;
- Use legal, accounting or other consulting services outside when necessary;
- Develop and submit to the Board of Directors risk detection and management policies, propose to the Board of Directors solutions to handle risks arising in the operations of the Company;
- Make a written report to the Board of Directors when detecting that members of the Board of Directors, General Director and other managers fail to fulfill their responsibilities as prescribed in the Law on Enterprises and the company's charter. ;
- Develop the Operation Regulation of the Audit Committee and submit it to the Board of Directors for approval;
- Other rights and obligations under the company's charter.

8.2 Term, number, composition and membership structure of the Audit Committee (in case a public company operates under the model specified at Point a, Clause 1, Article 137 of the Law on Enterprises) includes the following main contents: :

a) Term, number, composition, structure of Audit Committee

Audit Committee has at least 02 members. The Head of the Audit Committee must be an independent member of the Board of Directors. The number of members of the Auditing Committee is decided by the Board of Directors to have at least 02 people including members of the Board of Directors and outside members.

b) Standards and conditions of members of the Audit Committee

Members of the Audit Committee must have knowledge of accounting and auditing, have a general understanding of the law and operations of the Company and do not fall under the following circumstances. Following:

- Working in the accounting and finance department of the Company;

- Being a member or employee of an auditing organization approved to audit the financial statements of the Company in the previous 03 consecutive years.
- c) The President of the Audit Committee must have a university or higher degree in one of the majors in economics, finance, accounting, auditing, law, and business administration.
- d) The appointment of the Chairman of the Audit Committee and other members of the Audit Committee must be approved by the Board of Directors at the meeting of the Board of Directors.
- đ) Salaries and operating costs of the Auditing Committee, members of the Audit Committee are determined by the General Meeting of Shareholders and must be reported at the Annual General Meeting of Shareholders, announced in the Annual Report. year of the Company.
- e) Auditing Committee must meet at least 02 times a year. The minutes of the meeting are detailed, clear and must be kept fully. The minutes maker and members of the Audit Committee attending the meeting must sign the minutes of the meeting.

Article 9. General Director

9.1 Roles, responsibilities, rights and obligations of the General Director

- Implement the resolutions of the Board of Directors and the General Meeting of Shareholders, the business plan and investment plan of the Company approved by the Board of Directors and the General Meeting of Shareholders;
- Decide all matters that do not require resolutions of the Board of Directors, including on behalf of the Company to sign contracts in which the Company is a party, organizing and operating production activities. conduct the day-to-day business of the Company in accordance with best management practices;
- Propose the number and types of Managers that the Company needs to hire for appointment, dismissal or dismissal by the Board of Directors; propose to the Board to determine the salaries, remuneration and other benefits of those Managers;
- Consult with the Board of Directors to decide the number of employees, salary, benefits, benefits, appointment, dismissal and other terms related to their labor contract;
- On October 31 each year or another period decided by the Board of Directors, General Director must submit to the Board of Directors for approval the detailed business plan for the next fiscal year on a responsive basis. appropriate budget requirements as well as five-year financial plans;
- Proposing measures to improve operations and management of the Company; and
- Carry out all other activities in accordance with this Charter and the regulations of the Company, resolutions of the Board of Directors and the provisions of Laws.

9.2 Appoint, dismiss, sign contract, terminate contract with the General Director

a) Term, criteria and conditions of the General Director

- The term of the General Director is not more than 05 years and can be reappointed for an unlimited number of terms. The appointment may expire based on the provisions of the labor contract. The General Director is not allowed to be the people prohibited by Law from this position.

- Standards and conditions:

- Graduated from university or higher
- Have professional qualifications related to the business field of the Company, have leadership ability and perform well assigned tasks
- Qualified civil acts and not subject to corporate management prohibitions.

b) Appoint, sign labor contract with General Director

The Board of Directors will appoint a member of the Board of Directors or another person to be the General Director. The Board of Directors will sign a contract that sets out the salary, remuneration, benefits, benefits and other terms related to the recruitment. Information on salary, remuneration, benefits and benefits of the General Director must be reported in the Annual General Meeting of Shareholders and presented as a separate section in the Financial Statements and Annual Report of the Company. .

c) Dismiss, terminate labor contract with General Director

The Board of Directors can dismiss or remove the General Director when a majority of the Board members have the right to vote for and appoint a new General Director to replace.

d) Salary and other benefits of General Director

The remuneration, salary, benefits and other terms in the labor contract for the General Director are decided by the Board of Directors.

Article 10. Coordination

10.1 Coordination of activities between the Board of Directors, the Audit Committee and the General Director, with the following main contents:

a) Procedures and order for convening, announcing meeting invitations, recording minutes and announcing meeting results between the Board of Directors, the Auditing Committee and the General Director

- General Director is a member of the Board of Directors; Procedures and order of meeting were mentioned in the meeting of the Board of Directors.

- The content of the meeting between the Board of Directors and the General Director is integrated in the meeting agenda of the Board of Directors.

b) Notification of resolutions and decisions of the Board of Directors to the Audit Committee

- Agenda and contents of the meetings of the Board of Directors must be sent to the members of the Technical Committee (if invited) at the same time to the members of the Board of Directors.

- Resolutions of the Board of Directors are sent to the Technical Committee (concurrently with the time of sending to the General Director) within 7 days from the date of establishment.
- Regarding the proposal of the Technical Committee on the number of members of the Economic Committee, the Board of Directors must respond in writing within 7 days.
- For the proposal to choose an Independent Auditor, the Board of Directors must respond in writing within 7 days.

c) Notification of resolutions and decisions of the Board of Directors to the General Director

- For the organization of the Annual General Meeting of Shareholders, the Board of Directors must notify the General Director of the coordination and use of resources at least 45 days in advance.
- For the Board of Directors authorizing a manager in the Charter, (i) this content must be shown through the Resolution or authorization document with the majority of the signatures of the members of the Board of Directors; (ii) to send the original to the General Director and information to the Company Secretary and (iii) to satisfy other legal requirements on authorization.
- Issues that the Board of Directors must approve according to the proposal of the General Director in the Charter, the Board of Directors must respond within 7 days or another time agreed upon by the parties.

d) General Director and the Auditing Committee propose to convene meetings of the Board of Directors and matters that need to be consulted by the Board of Directors

- Conflict of rights and obligations between the Board of Directors and the General Director
- Contents beyond the authority of the Board of Directors to the General Director
- Material arising in the implementation of resolutions of the Board of Directors

d) Report of the General Director to the Board of Directors on the performance of assigned tasks and powers

- The General Director has the right to decide the measures beyond his authority in an emergency such as natural disaster, enemy sabotage, fire, unexpected incident or a case within the scope of regulation of the Terrible Management Policy. panic ... but must report in writing to the Board of Directors as soon as possible and be accountable to the Board of Directors and the nearest General Meeting of Shareholders for such decisions.
- General Director has the right to refuse to execute and reserve his opinion on the decisions of the Board of Directors if he decides that this decision is illegal or harms the interests of shareholders. In this case, the General Director must immediately report to the Board of Directors and the Technical Committee in writing.
- Before performing the tasks that require the approval of the Board of Directors as stipulated in the Charter, the General Director sends the report to the Board of Directors 7 days in advance (it is recommended to send to the Technical Committee).

- For the other contents specified in the Charter, the General Director must send to the Board of Directors as soon as possible but not less than 7 days before the date such content must be decided.

- For commenting on the salary and other benefits of the Manager, the General Director will send it in advance at least within 7 days.

e) Review the implementation of resolutions and other issues authorized by the Board of Directors to the General Director

The contents of reviewing the implementation of resolutions and other authorized issues of the Board of Directors to the General Director are always mentioned in the agenda of the Board of Directors' meetings.

g) Issues that the General Director must report, provide information and how to notify the Board of Directors, the Audit Committee

- Members of the Board of Directors request to provide information and documents on the financial situation, business operations of the company and the company's units in accordance with the law.

- Head of the subcommittees under the Board of Directors request in writing, the General Director's email must provide to the content approved by the Committee. In this case, the General Director shall report in writing.

h) Coordinating the control, administration and supervision between members of the Board of Directors, members of the Audit Committee and the General Director according to the specific duties of the above members.

Between members of the Board of Directors and the General Director:

- Members of the Board of Directors coordinate control, administration and supervision of the General Director according to the operation regulations of the Board of Directors.

- The Board of Directors is not allowed to set up a separate apparatus. When necessary, the Board of Directors will use the Company's personnel and equipment to serve the work of the Board of Directors, after notifying the General Director of the Company. Notice must be in writing and sent to the General Manager at least 48 hours in advance.

- In urgent cases, for purposes related to their duties, members of the Board of Directors have the right to request the General Director, other Managers in the Company to provide information about the Company's activities but must be approved by the Chairman of the Board of Directors. Requests must be made in writing and sent to the General Manager at least 24 hours in advance.

- The Board of Directors is responsible for responding to the following contents: recommendations on the Charter; Corporate governance regulations; organizational structure and number of Managers within 15 days.

- For the content of approving transactions with Related Persons or Material Transactions, the Board of Directors must respond in writing within 7 days.

- For reports on the evaluation of the General Director and members of the Management Board, the Board of Directors must send the draft to the subjects prior to a reasonable time.
- In case the meeting of the Board of Directors has invited a member of the Technical Committee, a member of the Management Board or any management level, the Board of Directors is responsible for sending the meeting invitation, prepared contents (if any) at least 7. date (through the Secretary of the Board of Directors).
- The content sent to get the opinion of the General Director: the salary and other benefits of the Manager, the personnel contents ... must be sent at least 48 hours in advance.
- For expenses and expenses of the Board of Directors, the Board of Directors must have written explanations about the reasonableness of sending dossiers and documents to the Company.

Between members of the Technical

Committee and the General Director: - Members of the Technical Committee have the right to request the General Director and other Managers to facilitate access to records and documents related to the Company's business activities at the Head Office or where to store records.

- For the activities of the General Director and the Executive Board, based on the regular operation reports and the request for specific information of the Technical Committee, the Technical Committee has the right to request the Board to review the decisions. of the General Director. In case there are signs of violation of the law, the Company Charter and possibly causing great material damage and prestige to the Company, the Technical Committee has the right to send a notice to the General Director for the purpose of immediately stopping work. make those decisions. Within one (01) hour from the date of sending the request, the Technical Committee must notify the Board of Directors' opinions of the Board of Directors. The Chairman of the Board of Directors will issue a notice on the suspension of implementing decisions of the General Director.

- For information and documents on business management and administration and reports on business performance, financial statements, the written request of the Technical Committee must be sent to the Company at least 48 hours in advance.

- For the use of an independent external consultant, the TA Committee must inform the scope, value and other material contents within 48 hours from the time of establishment of that service.

10.2 Regulations on annual assessment of rewarding and disciplining activities for members of the Board of Directors, members of the Audit Committee, General Director and other business executives

a) Performance evaluation

- Board of Directors:

+ The Board of Directors evaluates the Board of Directors in combination with evaluating the activities of the subcommittees and evaluating each member of the Board of Directors. The assessment is done once a year.

+ The evaluation is done through holding a special meeting of the Board of Directors to evaluate the performance of the Board of Directors or taking time in a regular meeting to conduct the evaluation. Evaluation records will be stored at the Company under confidential information storage mode.

+ The evaluation of members of the Board of Directors is done through:

- Self-assessment by the members of the Board of Directors, and
- Private evaluation among the members of the Board of Directors with the coordination of a third party (possibly legal advice).

+ Based on the results of the periodic assessment of the Board of Directors and members of the Board of Directors specified in this Article, training programs will be organized or provided to develop knowledge and skills of the city. Board members.

+ Members of the Board of Directors will endeavor to participate in corporate governance training courses at training facilities recognized by the State Securities Commission and other prestigious organizations.

- General Director:

+ The Human Resources Sub-Committee and Remuneration Sub-Committee develop standards and performance evaluation for the General Director under the assignment of the Board of Directors.

+ The General Director evaluation is done in 2 phases: self-assessment by individuals and evaluation by the Board of Directors.

b) Reward

- The Board of Directors assigns the Subcommittee on Salary and Bonus to build the reward system. Bonuses are paid on the basis of the performance evaluation of these Regulations.

- Form of reward:

+ By cash;

+ By other non-material forms.

- For those who are members of the Board of Directors: the remuneration must be approved by the General Meeting of Shareholders.

- For the subject is the General Director, the bonus budget is deducted from the Bonus and Welfare Fund of the Company and other legal sources, or will be included in the pre-tax expense in accordance with relevant laws. Reward level: based on the actual situation of each year.

c) Discipline:

- The Board of Directors is responsible for developing a discipline system based on the nature and severity of the violations. Discipline must take the highest form of removal from office and dismissal.

- Members of the Board of Directors, General Director who do not fulfill their duties as required with honesty, diligence, care and fulfillment will be personally responsible for the damage caused by them.

- Members of the Board of Directors, General Director and other business executives, when performing their duties, commit violations of the law or the Company's regulations, depending on the severity of the violation, they will be disciplined. for administrative violations or criminal prosecution in accordance with the disciplinary system and the provisions of the law. In case of causing damage to the interests of the Company, shareholders or others will have to compensate according to the provisions of law.

Article 11. Effect of implementation

Internal regulations on corporate governance of Digiworld Corporation includes 11 articles and takes effect from April 25, 2025.

**ON BEHALF OF. BOARD OF DIRECTORS
CHAIRMAN**



DOAN HONG VIET