

Hanoi, January 12, 2026

INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

Pursuant to the Law on Securities dated November 26, 2019, and its amending and supplementing documents;

Pursuant to the Law on Enterprises dated June 17, 2020, and its amending and supplementing documents;

Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities;

Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025, amending Decree No. 155/2020/NĐ-CP guiding the Law on Securities;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance guiding several articles on corporate governance applicable to public companies in Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of several articles of the Law on Securities;

Pursuant to the Charter on Organization and Operation of Viet Nam Electronics and Informatics Joint Stock Corporation;

Pursuant to the Resolution of the General Meeting of Shareholders No. 01-2026/NQ/ĐT-ĐHĐCĐ dated January 08, 2026;

The Board of Directors promulgates the Internal Regulations on Corporate Governance of Viet Nam Electronics and Informatics Joint Stock Corporation;

The Internal Regulations on Corporate Governance of Viet Nam Electronics and Informatics Joint Stock Corporation include the following contents:

Article 1. Scope of regulation and subjects of application

1. Scope of regulation

The Internal Regulations on Corporate Governance stipulate contents regarding the roles, rights, and obligations of the General Meeting of Shareholders, the Board of Directors, and the General Director; the order and procedures for meetings of the General Meeting of Shareholders; the nomination, candidacy, election, dismissal, and removal of members of the Board of Directors, the Board of Controllers, the General Director, and other activities in accordance with the Charter of the Corporation and current legal provisions.

2. Subjects of application

These Regulations apply to members of the Board of Directors, the Board of Controllers, the General Director, and related persons of Viet Nam Electronics and Informatics Joint Stock Corporation.

Article 2. General Meeting of Shareholders

1. Roles, rights, and obligations of the General Meeting of Shareholders

1.1. The General Meeting of Shareholders includes all shareholders with voting rights and is the highest decision-making body of Viet Nam Electronics and Informatics Joint Stock Corporation.

1.2. The rights and obligations of the General Meeting of Shareholders are performed in accordance with Article 138 of the Law on Enterprises and Article 14 of the Charter of the Corporation.

2. Order and procedures for the General Meeting of Shareholders to approve resolutions in the form of voting at meetings of the General Meeting of Shareholders

2.1. Authority to convene the General Meeting of Shareholders

The Board of Directors convenes the annual or extraordinary meeting of the General Meeting of Shareholders in accordance with the cases prescribed in Article 17 of the Charter of the Corporation.

2.2. Establishing the List of shareholders entitled to attend the meeting

The establishment of the list of shareholders entitled to attend the General Meeting of Shareholders is performed in accordance with the provisions of the law on securities applicable to public companies.

2.3. Notice on the closing of the list of shareholders entitled to attend the General Meeting of Shareholders

The Corporation must disclose information regarding the establishment of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days prior to the final registration date; the meeting agenda and documents in accordance with the law and regulations of the Corporation.

2.4. Notice of invitation to the General Meeting of Shareholders

The convener of the General Meeting of Shareholders must send an invitation notice to all shareholders in the List of shareholders entitled to attend the meeting no later than 21 days before the opening date of the meeting. The invitation notice must include the name, head office address, enterprise code; name and permanent address of the shareholder, time, location of the meeting, and other requirements for the attendees. The notice is sent by a method that ensures it reaches the contact address of the shareholder; simultaneously posted on the website of the Corporation and the State Securities Commission, the Stock Exchange where the Corporation's shares are registered for trading. The invitation notice must be sent accompanied by the following documents for shareholders to access, including:

- a. The meeting agenda and documents used in the meeting and draft resolutions for each issue in the meeting agenda;
- b. The list and detailed information of candidates in the event of electing members of the Board of Directors and members of the Board of Controllers;
- c. Voting ballots.

2.5. Agenda and content of the General Meeting of Shareholders

a. The convener of the General Meeting of Shareholders must prepare the agenda and content of the meeting.

b. A shareholder or a group of shareholders owning 05% or more of the total number of ordinary shares 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 Corporation at least three (03) working days before the opening date of the General Meeting of Shareholders. The proposal must clearly state the name of the shareholder, the number of each type of share owned by the shareholder, and the issue proposed for inclusion in the agenda.

c. The convener of the General Meeting of Shareholders has the right to refuse a proposal prescribed in Point b, Clause 2.5 of this Article if it falls into one of the following cases:

- The proposal is sent past the deadline or is insufficient or has incorrect content;
- At the time of making the proposal, the shareholder or group of shareholders does not own at least 05% of the ordinary shares as prescribed in the Charter of the Corporation;
- The proposed issue does not fall within the decision-making authority of the General

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Meeting of Shareholders;

- Other cases as prescribed by law.

d. The convener of the General Meeting of Shareholders must accept and include the proposal prescribed in Point b, Clause 2.5 of this Article in the draft agenda and meeting content, except for the cases prescribed in Point c, Clause 2.5 of this Article; the proposal shall be officially added to the agenda and meeting content if approved by the General Meeting of Shareholders.

2.6. Authorization for representatives to attend the General Meeting of Shareholders

a. Shareholders who are individuals or representatives authorized by shareholders that are organizations may directly attend the meeting or authorize one or several other individuals or organizations to attend the meeting or attend through one of the forms prescribed in Clause 3, Article 144 of the Law on Enterprises.

b. The authorization for individuals or organizations to represent attendance at the General Meeting of Shareholders as prescribed in Point a, Clause 2.6 of this Article must be made in writing. Authorization documents shall be established in accordance with the civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of authorization, the scope of authorization, the duration of authorization, and the signatures of the authorizing party and the authorized party.

c. A person authorized to attend the General Meeting of Shareholders must submit the written authorization upon meeting registration. In the event of re-authorization, the attendee must additionally present the original authorization document from the shareholder or the representative authorized by a shareholder that is an organization (if not previously registered with the Corporation).

d. Voting ballots of an authorized person within the scope of authorization shall still be effective in one of the following cases, except where:

- The authorizing person has died, or has their civil act capacity limited or lost;
- The authorizing person has canceled the designation of authorization;
- The authorizing person has canceled the authority of the person performing the authorization.

This Clause shall not apply in the event that the Corporation receives notice of one of the above events before the opening hour of the General Meeting of Shareholders or before the meeting is reconvened.

2.7. Method of registration for attending the General Meeting of Shareholders

Before the opening of the meeting, the Corporation must carry out procedures for shareholder registration and shall continue the registration until all shareholders entitled to attend and present have completed the registration.

2.8. Conditions for proceeding

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

b. In the event that the first meeting does not meet the conditions for proceeding as prescribed in Point a, Clause 2.8 of this Article, the notice for the second meeting must be sent within 30 days from the scheduled date of the first meeting. The second General Meeting of Shareholders shall be conducted when the number of attending shareholders represents at least 33% of the total voting shares.

c. In the event that the second meeting does not meet the conditions for proceeding as prescribed in Point b, Clause 2.8 of this Article, the notice for the third meeting must be sent within 20 days from the scheduled date of the second meeting. In this case, the General Meeting of Shareholders shall be conducted regardless of the total number of voting shares

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of the attending shareholders.

d. Only the General Meeting of Shareholders has the right to decide on changes to the meeting agenda already sent accompanied by the invitation notice.

2.9. Forms of approving Resolutions of the General Meeting of Shareholders

The General Meeting of Shareholders approves resolutions within its authority by form of voting at the meeting or collecting written opinions.

2.10. Voting methods

a. Upon shareholder registration, the Corporation shall issue each shareholder or authorized representative with a voting card, which specifies the registration number, the name of the shareholder, and the name of the representative (if any) and the number of voting shares of that shareholder. The General Meeting of Shareholders discusses and votes on each issue in the meeting agenda. Voting is conducted by selecting "Agree," "Disagree," or "Abstain".

b. Voting method for electing members of the Board of Directors and the Board of Controllers: Voting to elect members of the Board of Directors and the Board of Controllers must be conducted by 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 to be elected to the Board of Directors or the Board of Controllers, and shareholders have the right to accumulate all or part of their total votes for one or several candidates. Elected members of the Board of Directors or Controllers are determined by the number of votes counted from high to low, starting from the candidate with the highest number of votes until the sufficient number of members as prescribed in the Charter of the Corporation is reached. In the event that 02 or more candidates for the final position reach the same number of votes, the General Meeting of Shareholders shall re-elect among the candidates with an equal number of votes.

2.11. Method of vote counting

a. The General Meeting of Shareholders shall elect one or several people into the Vote Counting Committee based on the proposal of the Chairperson of the meeting. The number of members of the Vote Counting Committee is decided by the General Meeting of Shareholders based on current legal provisions, but shall not exceed the number proposed by the Chairperson.

b. Upon conducting the voting at the meeting, the "Agree" cards are collected first, followed by the "Disagree" cards, and finally the "Abstain" or "No opinion" cards to determine the voting results. The vote counting results shall be announced by the Chairperson immediately before the closing of the meeting.

c. The method of vote counting for electing members of the Board of Directors and the Board of Controllers is performed in accordance with the Election Regulations approved by the General Meeting of Shareholders.

2.12. Conditions for Resolutions to be approved

a. Resolutions on the following contents shall be approved if they receive at least 65% of the total votes of all attending shareholders, except for the cases prescribed in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:

- Types of shares and total number of shares of each type;
- Changes in business sectors, professions, and fields;
- Changes in the organizational and management structure of the Corporation;
- Investment projects or sale of assets with a value equal to or greater than 50% of the total asset value recorded in the most recent financial statement of the Corporation;
- Reorganization or dissolution of the Corporation.

b. Other Resolutions of the General Meeting of Shareholders shall be approved if they receive more than 50% of the total votes of all attending shareholders, except for the cases prescribed in Point a, Clause 2.12 of this Article and Clauses 3, 4, and 6, Article 148 of the Law on Enterprises.

c. In the event of approving a Resolution by collecting written opinions, the Resolution of the General Meeting of Shareholders shall be approved if it receives more than 50% of the total voting shares.

d. Resolutions of the General Meeting of Shareholders approved by 100% of the total voting shares are lawful and effective even if the order, procedures for convening the meeting, and notice of the meeting violated the Law on Enterprises and the Charter of the Corporation.

e. For the election of members of the Board of Directors and the Board of Controllers, the implementation shall follow the provisions in Clause 2.10, Article 2 of these Regulations.

2.13. Announcement of vote counting results

The vote counting results shall be announced by the Chairperson immediately before the closing of the meeting.

2.14. Method of challenging Resolutions of the General Meeting of Shareholders

Within ninety (90) days from the date of receiving the minutes of the General Meeting of Shareholders or the minutes of vote counting results for written opinions, a shareholder or a group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises has the right to request the Court or Arbitration to consider and cancel a Resolution or a part of the content of a Resolution of the General Meeting of Shareholders in the following cases:

a. The order and procedures for convening the meeting and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the Charter of the Corporation, except for the case prescribed in Clause 5, Article 20 of the Charter of the Corporation.

b. The content of the Resolution violates the law.

2.15. Preparing minutes of the General Meeting of Shareholders

a. Meetings of the General Meeting of Shareholders must be recorded in minutes and may be sound-recorded or recorded and stored in other electronic forms. Minutes must be prepared in Vietnamese, and may additionally be prepared in a foreign language, and must include the following main contents:

- Name, head office address, enterprise code;
- Time and location of the General Meeting of Shareholders;
- Agenda and content of the meeting;
- Full names of the Chairperson and the Secretary;
- Summary of the meeting proceedings and opinions expressed at the General Meeting of Shareholders on each issue in the meeting agenda;
- Number of shareholders and total number of voting shares of attending shareholders, appendix of the list of registered shareholders, representatives of attending shareholders with the corresponding number of shares and number of voting shares;
- Total number of voting shares for each issue to be voted on, which clearly specifies the voting method, total number of valid ballots, invalid ballots, "Agree," "Disagree," and "Abstain"; the corresponding ratio to the total number of voting shares of attending shareholders;
- Issues that have been approved and the corresponding ratio of approving votes;

- Full names and signatures of the Chairperson and the Secretary. In the event that the Chairperson or the Secretary refuses to sign the meeting minutes, such minutes shall be effective if signed by all other members of the Board of Directors attending the meeting and containing all the contents as prescribed in this Clause. The meeting minutes must clearly state that the Chairperson and the Secretary refused to sign the minutes.

b. The Chairperson and the Secretary of the meeting or other persons who sign the meeting minutes must be jointly responsible for the truthfulness and accuracy of the contents of the minutes.

c. The minutes of the General Meeting of Shareholders must be completed and approved before the closing of the meeting. The Chairperson and the Secretary of the meeting must be jointly responsible for the truthfulness and accuracy of the contents of the minutes.

d. Minutes prepared in Vietnamese and a foreign language shall have equal legal validity. In the event of any discrepancy between the Vietnamese and the foreign language versions, the Vietnamese version shall prevail.

e. Resolutions, minutes of the General Meeting of Shareholders, the appendix of the list of registered shareholders attending the meeting with signatures of shareholders, written authorizations to attend the meeting, all documents attached to the Minutes (if any), and documents related to the invitation notice must be disclosed in accordance with the law on information disclosure on the stock market and must be stored at the head office of the Corporation.

2.16. Disclosure of Resolutions of the General Meeting of Shareholders

Resolutions of the General Meeting of Shareholders must be disclosed in accordance with the provisions of the law on securities.

3. Order and procedures for the General Meeting of Shareholders to approve resolutions by form of collecting written opinions

a. The Board of Directors has the right to collect written opinions from shareholders to approve a Resolution of the General Meeting of Shareholders when deemed necessary for the interests of the Corporation.

b. The order and procedures for the General Meeting of Shareholders to approve a Resolution by form of collecting written opinions shall be performed in accordance with Article 21 of the Charter of the Corporation.

4. Order and procedures for the General Meeting of Shareholders to approve resolutions through online meetings or meetings combining direct and online forms.

In the event that the General Meeting of Shareholders approves a Resolution through these forms, the Board of Directors is responsible for promulgating the Regulations to implement them. These Regulations must ensure compliance with the provisions of the Law on Enterprises, the Law on Securities, the Charter of the Corporation, and other relevant legal provisions, and must clearly define the following contents:

- a. Notice of convening the General Meeting of Shareholders;
- b. Method of registration for attending the General Meeting of Shareholders;
- c. Authorization for representatives to attend the General Meeting of Shareholders;
- d. Conditions for proceeding;
- e. Forms of approving Resolutions of the General Meeting of Shareholders;
- f. Voting methods;
- g. Method of vote counting;
- h. Announcement of vote counting results;
- i. Preparing minutes of the General Meeting of Shareholders;

j. Disclosure of Resolutions of the General Meeting of Shareholders.

Article 3. Board of Directors

1. Roles, rights, and obligations of the Board of Directors; responsibilities of members of the Board of Directors

1.1. The Board of Directors is the management body of the Corporation, having full authority on behalf of the Corporation to decide on and perform the rights and obligations of the Corporation, except for those falling under the authority of the General Meeting of Shareholders.

1.2. The rights and obligations of the Board of Directors and the responsibilities of members of the Board of Directors are performed in accordance with the Law on Enterprises and the Charter of the Corporation.

2. Nomination, candidacy, election, dismissal, and removal of members of the Board of Directors shall be performed as follows:

2.1. Term of office and number of members of the Board of Directors

The number of members of the Board of Directors is at least three (03) persons and at most eleven (11) persons.

The term of office for members of the Board of Directors shall not exceed five (05) years and they may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors for no more than two (02) consecutive terms. In the event that all members of the Board of Directors end their term at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

2.2. Composition, standards, and conditions for members of the Board of Directors

a. The composition of the Board of Directors must ensure a balance between members with expertise in law, finance, and the business sectors of the Corporation, and should consider gender factors.

b. The composition of the Board of Directors of the Corporation must ensure at least 01 member of the Board of Directors is an independent member.

The total number of independent members of the Board of Directors must comply with the following regulations:

- At least 01 independent member if the Board of Directors has from 03 to 05 members;
- At least 02 independent members if the Board of Directors has from 06 to 08 members;
- At least 03 independent members if the Board of Directors has from 09 to 11 members.

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

- Not being among the subjects prescribed in Clause 2, Article 17 of the Law on Enterprises;

- Having professional expertise in business management or in the sectors, professions, and business fields of the Corporation, and not necessarily being a shareholder of the Corporation;

- A member of the Board of Directors of the Corporation may simultaneously be a member of the Board of Directors of up to 05 other public companies;

d. Independent members of the Board of Directors as prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises must meet the following standards and conditions:

- Not being a person currently working for the Corporation, the mother company, or a subsidiary of the Corporation; not being a person who used to work for the Corporation, the mother company, or a subsidiary of the Corporation for at least 03 previous consecutive years;

- Not being a person currently receiving salary or remuneration from the Corporation, except for allowances that members of the Board of Directors are entitled to in accordance

with regulations;

- Not being a person whose spouse, natural parent, adoptive parent, child, adopted child, or sibling is a major shareholder of the Corporation; is a manager of the Corporation or its subsidiary;
- Not being a person who directly or indirectly owns at least 01% of the total voting shares of the Corporation;
- Not being a person who used to be a member of the Board of Directors or the Board of Controllers of the Corporation for at least 05 previous consecutive years, except in the case of being appointed for 02 consecutive terms.

3. An independent member of the Board of Directors must notify the Board of Directors of no longer meeting the standards and conditions prescribed in Clause 2 of this Article and shall naturally no longer be an independent member of the Board of Directors from the date of not meeting the standards and conditions. The Board of Directors must notify the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect additional members or replace that independent member of the Board of Directors within 06 months from the date of receiving the notice from the related independent member of the Board of Directors.

3.1. Nomination and candidacy for members of the Board of Directors

Shareholders or groups of shareholders owning 10% or more of the total ordinary shares have the right to nominate candidates to the Board of Directors in accordance with Article 24 of the Charter of the Corporation..

Shareholders holding ordinary shares have the right to aggregate the number of voting rights of each person to nominate candidates to the Board of Directors. A shareholder or group of shareholders owning from 10% to less than 20% has the right to nominate at most one (01) candidate; from 20% to less than 30% has the right to nominate at most two (02) candidates; from 30% to less than 40% has the right to nominate at most three (03) candidates; from 40% to less than 50% has the right to nominate at most four (04) candidates; from 50% to less than 60% has the right to nominate at most five (05) candidates; from 60% to less than 70% has the right to nominate at most six (06) candidates; from 70% to less than 80% has the right to nominate at most seven (07) candidates; and from 80% to less than 90% has the right to nominate at most eight (08) candidates.

In the event that the number of candidates for the Board of Directors through nomination and candidacy is still insufficient as required in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors may nominate additional candidates or organize the nomination according to the mechanism prescribed in the Charter of the Corporation, the Internal Regulations on Corporate Governance, and the Operational Regulations of the Board of Directors. The incumbent Board of Directors' mechanism for nominating additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

3.2. Method of electing members of the Board of Directors

The voting to elect members of the Board of Directors must be conducted by 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 to be elected to the Board of Directors, and shareholders have the right to accumulate all or part of their total votes for one or several candidates. Elected members of the Board of Directors are determined by the number of votes counted from high to low, starting from the candidate with the highest number of votes until the sufficient number of members as prescribed in the Charter of the Corporation is reached. In the event that 02 or more candidates for the final position reach the same number of votes, the General Meeting of Shareholders shall re-elect among the candidates with an equal number of votes or select according to the criteria of the Election Regulations or the Charter of the Corporation.

3.3. Cases of dismissal, removal, and addition of members of the Board of Directors

A member of the Board of Directors shall no longer have the status of a member of the

Board of Directors in cases of dismissal, removal, or replacement in accordance with Article 160 of the Law on Enterprises.

3.4. Notice of election, dismissal, and removal of members of the Board of Directors

The election, dismissal, and removal of members of the Board of Directors must be disclosed in accordance with the provisions of the law on securities and the stock market.

3.5. Method of introducing candidates for members of the Board of Directors

In the event that candidates have been identified in advance, information related to candidates for the Board of Directors must be disclosed by the Corporation at least 10 days before the opening date of the General Meeting of Shareholders on the Corporation's website so that shareholders can find out about these candidates before voting. Candidates for the Board of Directors must have a written commitment to the truthfulness and accuracy of their personal information disclosed and must commit to performing their duties honestly, prudently, and for the highest interest of the Corporation if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors to be disclosed includes at least the following contents:

- Full name, date of birth;
- Professional qualifications;
- Working history;
- Other management positions (including Board of Directors positions at other companies);
- Interests related to the Corporation and related parties of the Corporation;
- The Corporation is responsible for disclosing information about the companies in which the candidate is holding the position of member of the Board of Directors and other management positions, and the interests related to the Corporation of the candidate for the Board of Directors (if any).

3.6. Election, removal, and dismissal of the Chairperson of the Board of Directors

a. The Chairperson of the Board of Directors shall be elected, removed, or dismissed by the Board of Directors from among the members of the Board of Directors. The Chairperson of the Board of Directors shall not concurrently hold the position of Director General of the Corporation.

b. In the event that the Chairperson of the Board of Directors submits a resignation letter or is dismissed or removed, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation letter or the date of dismissal or removal.

c. In the event that the Chairperson of the Board of Directors is absent or unable to perform their duties, they must authorize another member in writing to perform the rights and obligations of the Chairperson of the Board of Directors. In the event that no person is authorized or the Chairperson of the Board of Directors is deceased, missing, temporarily detained, serving an imprisonment sentence, serving administrative handling measures at a compulsory detoxification center or compulsory educational institution, absconding from their place of residence, has restricted or lost civil act capacity, has difficulties in cognition or behavior control, or is prohibited by the Court from holding certain positions or practicing certain professions or doing certain jobs, the remaining members shall elect one person among the remaining members to hold the position of Chairperson of the Board of Directors according to the principle of a majority of the remaining members' approval until there is a new decision from the Board of Directors.

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

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

4.2. Members of the Board of Directors are entitled to work remuneration and bonuses. The estimated remuneration for each member is based on the principle of consensus. The total remuneration and bonuses for the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.

4.3. The remuneration of each member of the Board of Directors shall be included in the business expenses of the Corporation in accordance with the law on corporate income tax, presented as a separate item in the annual financial statements of the Corporation, and must be reported to the General Meeting of Shareholders at the annual meeting.

4.4. Members of the Board of Directors who hold executive positions or members of the Board of Directors who work in sub-committees of the Board of Directors or perform other tasks that the Board of Directors deems to be outside the scope of the normal duties of a member of the Board of Directors, may be paid additional remuneration in the form of a lump sum, salary, bonus, percentage of profit, or in other forms as decided by the Board of Directors.

4.5. Members of the Board of Directors are entitled to be reimbursed for all travel, accommodation, and other reasonable expenses that they have had to pay when performing their duties as members of the Board of Directors, including expenses arising from attending meetings of the General Meeting of Shareholders, the Board of Directors, or sub-committees of the Board of Directors.

4.6. Members of the Board of Directors may have liability insurance purchased by the Corporation following approval by the General Meeting of Shareholders. This insurance does not include insurance for the responsibilities of members of the Board of Directors related to violations of the law and the Charter of the Corporation.

5. Order and procedures for organizing meetings of the Board of Directors: To be performed in accordance with Article 29 of the Charter of the Corporation.

6. Sub-committees under the Board of Directors

6.1. The Board of Directors may establish sub-committees to be in charge of policies on development, personnel, remuneration, internal audit, and risk management. The number of members of each sub-committee is decided by the Board of Directors with at least 03 people, including members of the Board of Directors and outside members. The activities of the sub-committees must comply with the regulations of the Board of Directors. A Resolution of a sub-committee is only effective when a majority of the members attending and voting approve it at a meeting of the sub-committee.

6.2. The implementation of decisions of the Board of Directors, or of sub-committees under the Board of Directors, or of persons with the status of sub-committee members of the Board of Directors must comply with current legal provisions.

7. Person in charge of corporate governance

7.1. The Board of Directors of the Corporation must appoint at least 01 person to be in charge of corporate governance to support the corporate governance activities at the enterprise. The person in charge of corporate governance may concurrently hold the position of Secretary of the Corporation in accordance with Clause 5, Article 156 of the Law on Enterprises.

7.2. The person in charge of corporate governance must not concurrently work for the approved auditing organization that is currently auditing the financial statements of the Corporation.

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

a. Advising the Board of Directors on the organization of the General Meeting of Shareholders in accordance with regulations and related tasks between the Corporation and shareholders;

b. Preparing for meetings of the Board of Directors, the Board of Controllers, and the

General Meeting of Shareholders at the request of the Board of Directors or the Board of Controllers;

- c. Advising on the procedures for meetings;
- d. Attending meetings;
- e. Advising on the procedures for drafting Resolutions of the Board of Directors in accordance with the provisions of the law;
- f. Providing financial information, copies of minutes of the Board of Directors' meetings, and other information to members of the Board of Directors and Controllers;
- g. Supervising and reporting on the disclosure of information about the Corporation's operations;
- h. Acting as a focal point for communication with parties with related interests;
- i. Maintaining confidentiality of information in accordance with the provisions of the law;
- j. Other rights and obligations as prescribed by law.

Article 4. Board of Controllers

1. Roles, rights, and obligations of the Board of Controllers; responsibilities of Controllers

1.1. The Board of Controllers is the body that supervises the Board of Directors and the General Director in the management and administration of the Corporation.

1.2. The rights, obligations, and responsibilities of the Board of Controllers and Controllers are performed in accordance with the provisions of the Law on Enterprises and the Charter of the Corporation.

2. Term of office, number, composition, and structure of the Board of Controllers

2.1. The number of members of the Board of Controllers of the Corporation is three (03) people. The term of office of a member of the Board of Controllers shall not exceed five (05) years and they may be re-elected for an unlimited number of terms.

2.2. Standards and conditions for members of the Board of Controllers

The standards and conditions for members of the Board of Controllers are prescribed in Clause 2, Article 36 of the Charter of the Corporation.

2.3. Nomination and candidacy for members of the Board of Controllers

a. Shareholders have the right to aggregate their ordinary shares to nominate candidates to the Board of Controllers. A shareholder or group of shareholders owning from 10% to less than 30% of the total ordinary shares has the right to nominate at most one (01) candidate; from 30% to less than 50% has the right to nominate at most two (02) candidates; from 50% or more has the right to nominate at most three (03) candidates up to five (05) candidates.

b. In the event that the number of candidates for the Board of Controllers through nomination and candidacy is still insufficient as required, the incumbent Board of Controllers may nominate additional candidates or organize the nomination according to the mechanism prescribed in the Internal Regulations on Corporate Governance of the Corporation. The incumbent Board of Controllers' mechanism for nominating additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Controllers in accordance with the law.

2.4. Method of electing members of the Board of Controllers

The voting to elect members of the Board of Controllers must be conducted by 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 to be elected to the Board of Controllers, and shareholders have the right to accumulate all or part of their total votes for one or several candidates. Elected members of the Board of Controllers are determined by the number of votes counted from high to low, starting from the candidate with the highest number of votes until the sufficient number of members as prescribed in the Charter of the

Corporation is reached. In the event that 02 or more candidates for the final position reach the same number of votes, a re-election shall be conducted among the candidates with an equal number of votes or a selection shall be made according to the criteria prescribed in the Election Regulations.

2.5. Cases of dismissal and removal of Controllers

The dismissal and removal of Controllers shall be performed in accordance with Article 174 of the Law on Enterprises and the Charter of the Corporation.

2.6. Notice of election, dismissal, and removal of Controllers

The election, dismissal, removal, and replacement of Controllers must be disclosed in accordance with the provisions of the law on securities and the stock market.

2.7. Salary and other benefits of Controllers

a. Controllers shall be paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall decide on the total amount of salary, remuneration, bonuses, other benefits, and the annual operating budget of the Board of Controllers.

b. Controllers shall be reimbursed for expenses for meals, accommodation, travel, and the costs of using independent consultancy services at reasonable rates. The total amount of such remuneration and expenses must not exceed the total annual operating budget of the Board of Controllers approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

c. The salary and operating expenses of the Board of Controllers shall be included in the business expenses of the Corporation in accordance with the law on corporate income tax and other relevant legal provisions, and must be presented as a separate item in the annual financial statements of the Corporation.

Article 5. General Director

1. Roles, responsibilities, rights, and obligations of the General Director

1.1. The General Director is the person who manages the daily business operations of the Corporation; is supervised by the Board of Directors; and is responsible before the Board of Directors and before the law for the performance of assigned rights and obligations.

1.2. The rights and obligations, and responsibilities of the General Director are performed in accordance with the provisions of the law, the Charter of the Corporation, and the regulations and internal management rules of the Corporation.

2. Appointment, dismissal, and signing/termination of Labor Contracts with the General Director:

2.1. Term of office, standards, and conditions for the General Director

The term of office of the General Director shall not exceed five (05) years and they may be re-appointed for an unlimited number of terms. The appointment may be terminated based on the provisions of the labor contract. The General Director must meet the standards and conditions according to the provisions of the law.

2.2. Appointment and signing of Labor Contracts with the General Director:

The Board of Directors shall appoint one member of the Board of Directors or hire another person to be the General Director.

The appointment of the General Director is performed in accordance with relevant legal provisions, the Regulations on personnel work of the Corporation. The hiring of the General Director is performed through a labor contract in accordance with the provisions of the labor law.

2.3. Dismissal and termination of Labor Contracts with the General Director

The Board of Directors may dismiss the General Director when the majority of members of the Board of Directors with voting rights approve and appoint a new General Director for replacement. The termination of the labor contract with the General Director is performed in accordance with the provisions of the law on labor.

2.4. Notice of appointment, dismissal, signing, and termination of Labor Contracts with the General Director:

The notice of appointment, dismissal, signing, and termination of labor contracts with the General Director must be disclosed in accordance with the provisions of the law on securities and the stock market.

2.5. Salary and other benefits of the General Director:

a. Remuneration, salary, benefits, and other terms in the labor contract with the General Director shall be decided by the Board of Directors.

b. The salary of the General Director shall be included in the business expenses of the Corporation in accordance with the law on corporate income tax, presented as a separate item in the annual financial statements of the Corporation, and must be reported to the General Meeting of Shareholders at the annual meeting.

Article 6. Other activities

1. Operational coordination between the Board of Directors and the Board of Controllers:

1.1 Operational coordination between the Board of Directors and the Board of Controllers shall follow the provisions in the Operational Regulations of the Board of Directors and the Operational Regulations of the Board of Controllers.

1.2 Operational coordination between the Board of Directors and the General Director shall follow the provisions in the Operational Regulations of the Board of Directors.

1.3 Operational coordination between the Board of Controllers and the General Director shall follow the provisions in the Operational Regulations of the Board of Directors and the Operational Regulations of the Board of Controllers.

2. Provisions on annual performance evaluation, rewards, and discipline for members of the Board of Directors, members of the Board of Controllers, the General Director, and other business managers.

Depending on the decision of the Board of Directors, the performance evaluation of members of the Board of Directors, the Board of Controllers, the General Director, and officers holding management positions of the Corporation may be conducted through one or several of the following methods:

- Self-assessment and evaluation;
- Organizing opinion polls or confidence votes;
- Other methods selected by the Board of Directors at each specific time.

Article 7. Enforcement effectiveness

The Internal Regulations on Corporate Governance of Viet Nam Electronics and Informatics Joint Stock Corporation consist of 07 articles and take effect from January 12, 2026, upon approval by the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD OF DIRECTORS



Nguyen Van Dong