

Ho Chi Minh City, April 22, 2026

OPERATING REGULATIONS OF THE BOARD OF DIRECTORS

- *Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its amending, supplementing, and guiding documents for implementation;*
- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amending, supplementing, and guiding documents for implementation;*
- *Pursuant to the Charter of Khang Dien House Trading and Investment Joint Stock Company;*
- *Pursuant to Resolution of the General Meeting of Shareholders No. 01/2026/NQ_DHDCE dated April 22, 2026.*

The Board of Directors hereby promulgates the Operating Regulations of the Board of Directors of Khang Dien House Trading and Investment Joint Stock Company.

The Operating Regulations of the Board of Directors of Khang Dien House Trading and Investment Joint Stock Company (the "Company") include the following contents:

Chapter I

GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of application

1. Scope of regulation: The Operating Regulations of the Board of Directors provide for the organizational structure and personnel, operating principles, rights and obligations of the Board of Directors and members of the Board of Directors in order to operate in accordance with the Law on Enterprises, the Company Charter, and other relevant laws.
2. Subjects of application: These Regulations apply to the Board of Directors and members of the Board of Directors.

Article 2. Operating principles of the Board of Directors

1. The Board of Directors shall work on the principle of collective decision-making. Members of the Board of Directors shall bear personal responsibility for their assigned duties and shall jointly be responsible before the General Meeting of Shareholders and before the law for the resolutions and decisions of the Board of Directors regarding the development of the Company.
2. The Board of Directors assigns the General Director the responsibility to organize and administer the implementation of the resolutions and decisions of the Board of Directors.

Chapter II

MEMBERS OF THE BOARD OF DIRECTORS

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

1. Members of the Board of Directors have all rights as prescribed by the Law on Securities, relevant laws, and the Company Charter, including the right to be provided with information and documents on the financial status and business operations of the Company and its affiliated units.
2. Members of the Board of Directors have obligations as prescribed in the Company Charter and the following obligations:

- a. To perform their duties honestly and prudently for the best interests of the shareholders and the Company;
 - b. To fully attend meetings of the Board of Directors and give opinions on the issues brought up for discussion;
 - c. To promptly and fully report to the Board of Directors the remunerations received from subsidiaries, affiliated companies, and other organizations;
 - d. To report to the Board of Directors at the nearest meeting transactions between the Company, subsidiaries, other companies in which the Company holds control over 50% or more of the charter capital, and members of the Board of Directors and their related persons; transactions between the Company and a company in which a member of the Board of Directors is a founding member or an enterprise manager within the most recent 03 (three) years prior to the transaction time;
 - e. To disclose information when conducting transactions in the Company's shares in accordance with law.
3. Each independent member of the Board of Directors of a listed company must prepare an assessment report on the activities of the Board of Directors.

Article 4. Right to be provided with information of members of the Board of Directors

1. Members of the Board of Directors have the right to request the General Director, Deputy General Directors, other managers in the Company, and the person in charge of corporate governance to provide information and documents on the financial status and business operations of the Company and its affiliated units.
2. The requested managers and persons in charge must provide information and documents promptly, fully, and accurately as requested by members of the Board of Directors. The order and procedures for requesting and providing information shall be prescribed by the Company Charter.

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

1. The Board of Directors shall have at least 05 (five) members and at most 11 (eleven) members.
2. The term of office of a member of the Board of Directors shall not exceed 05 (five) years and such member may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than 02 (two) consecutive terms.
3. In case all members of the Board of Directors end their terms at the same time, such members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work, unless otherwise provided in the Company Charter.
4. The Company Charter shall specifically stipulate the number of independent members of the Board of Directors.

Article 6. Standards and conditions for members of the Board of Directors

1. Members of the Board of Directors must satisfy the following standards and conditions:
 - a. Not falling under the subjects specified in Clause 2 Article 17 of the Law on Enterprises;
 - b. Having professional qualifications and experience in business administration or in the business field, sector, or line of the Company and not necessarily being shareholders of the Company, unless otherwise provided in the Company Charter;
 - c. A member of the Board of Directors of the Company may concurrently be a member of the Board of Directors or the Board of Members of no more than 05 other companies;
 - d. Other standards and conditions in accordance with the Company Charter.
2. An independent member of the Board of Directors must satisfy the following standards and conditions:

- a. Not being a person currently working for the Company, its parent company, or its subsidiary; not being a person who previously worked for the Company, its parent company, or its subsidiary for at least 03 (three) consecutive years immediately preceding;
 - b. Not being a person currently receiving salary or remuneration from the Company, except for allowances that members of the Board of Directors are entitled to under regulations;
 - c. Not being a person whose spouse, natural father, adoptive father, natural mother, adoptive mother, natural child, adopted child, biological brother, biological sister, or biological younger sibling is a major shareholder of the Company; or is a manager of the Company or its subsidiary;
 - d. Not being a person directly or indirectly owning at least 01% of the total voting shares of the Company;
 - e. Not being a person who has served as a member of the Board of Directors or the Board of Supervisors of the Company for at least 05 (five) consecutive years immediately preceding, except in the case of continuous appointment for 02 terms;
 - f. Other standards and conditions in accordance with the Company Charter.
3. An independent member of the Board of Directors must notify the Board of Directors of no longer fully satisfying the standards and conditions prescribed in Clause 2 of this Article and shall automatically cease to be an independent member of the Board of Directors from the date on which he/she no longer fully satisfies such standards and conditions. The Board of Directors must notify the case where an independent member of the Board of Directors no longer fully satisfies the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect an additional or replacement independent member of the Board of Directors within 06 (six) months from the date of receiving the notice from the relevant independent member of the Board of Directors.

Article 7. Chairperson and Vice Chairperson of the Board of Directors

1. The Chairperson and Vice Chairperson of the Board of Directors shall be elected, dismissed, and removed by the Board of Directors from among the members of the Board of Directors.
2. The Chairperson of the Board of Directors of the Company must not concurrently hold the position of General Director.
3. The Chairperson of the Board of Directors has the following rights and obligations:
 - a. To formulate programs and plans for activities of the Board of Directors;
 - b. To prepare agendas, contents, and documents for meetings; convene, preside over, and chair meetings of the Board of Directors;
 - c. To organize the adoption of resolutions and decisions of the Board of Directors;
 - d. To supervise the process of organizing the implementation of resolutions and decisions of the Board of Directors;
 - e. To chair meetings of the General Meeting of Shareholders;
 - f. Other rights and obligations as prescribed by the Law on Enterprises and the Company Charter.
4. In case the Chairperson or Vice 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 (ten) days from the date of receipt of the resignation letter or from the date of dismissal or removal. In case the Chairperson of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize in writing the Vice Chairperson or another member to exercise the rights and perform the obligations of the Chairperson of the Board of Directors according to the principles prescribed in the Company Charter. In case there is no authorized person or the Chairperson of the Board of Directors dies, is missing, is held in temporary detention, is serving an imprisonment sentence, is subject to an administrative handling measure at a compulsory detoxification

establishment or compulsory education institution, absconds from the place of residence, has limited or lost civil act capacity, has difficulties in awareness or behavior control, or is prohibited by the Court from holding a position, practicing a profession, or performing certain work, the remaining members shall elect one of the members to hold the position of Chairperson of the Board of Directors according to the principle approved by the majority of the remaining members until a new decision of the Board of Directors is issued.

5. When deemed necessary, the Board of Directors shall decide to appoint the Company Secretary. The Company Secretary has the following rights and obligations:
 - a. To assist in organizing the convening of meetings of the General Meeting of Shareholders and the Board of Directors; to record meeting minutes;
 - b. To assist members of the Board of Directors in performing their assigned rights and obligations;
 - c. To assist the Board of Directors in applying and implementing corporate governance principles;
 - d. To assist the Company in building shareholder relations and protecting the lawful rights and interests of shareholders; complying with obligations to provide information, disclose information, and administrative procedures;
 - e. Other rights and obligations as prescribed in the Company Charter.

Article 8. Dismissal, removal, replacement, and addition of members of the Board of Directors

1. The General Meeting of Shareholders shall dismiss a member of the Board of Directors in the following cases:
 - a. Failing to satisfy the standards and conditions prescribed in Article 155 of the Law on Enterprises;
 - b. Submitting a resignation letter and having it accepted;
 - c. Other cases prescribed in the Company Charter.
2. The General Meeting of Shareholders shall remove a member of the Board of Directors in the following cases:
 - a. Failing to participate in activities of the Board of Directors for 06 (six) consecutive months, except in force majeure cases;
 - b. Other cases prescribed in the Company Charter.
3. When deemed necessary, the General Meeting of Shareholders shall decide to replace a member of the Board of Directors; dismiss or remove a member of the Board of Directors beyond the cases prescribed in Clause 1 and Clause 2 of this Article.
4. The Board of Directors must convene a General Meeting of Shareholders to elect additional members of the Board of Directors in accordance with the Company Charter and the provisions of current law.

Article 9. Method of electing, dismissing, removing members of the Board of Directors

1. A shareholder or group of shareholders owning 10% or more of the total number of ordinary shares has the right to nominate candidates to the Board of Directors in accordance with this Article. A shareholder or group of shareholders holding from 10% to under 20% of the total voting shares may nominate a maximum of 01 candidate; from 20% to under 30% may nominate a maximum of 02 candidates; from 30% to under 40% may nominate a maximum of 03 candidates; from 40% to under 50% may nominate a maximum of 04 candidates; from 50% to under 60% may nominate a maximum of 06 candidates; from 60% to under 70% may nominate a maximum of 08 candidates; from 70% to under 80% may nominate a maximum of 09 candidates; from 80% may nominate a maximum of 10 candidates.
2. In the event that the number of Board of Directors candidates nominated and self-nominated is still insufficient, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company's Charter, the

Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The introduction of additional candidates 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.

3. Unless otherwise provided in the Company's Charter, the voting for the election of members of the Board of Directors must be conducted by cumulative voting, whereby each shareholder has the 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 the shareholder has the right to allocate all or part of his/her total votes to one or several candidates. Elected members of the Board of Directors shall be determined based on the number of votes from highest to lowest, starting with the candidate receiving the highest number of votes until the number of members specified in the Company's Charter is filled. In the event that 02 or more candidates receive the same number of votes for the final seat on the Board of Directors, a re-election shall be held among the candidates with the same number of votes or a selection shall be made according to the election regulations or the Company's Charter.
4. The election, dismissal, and removal of members of the Board of Directors shall be decided by the General Meeting of Shareholders in accordance with voting principles.

Article 10. Notice of election, dismissal, and removal of members of the Board of Directors

1. Once candidates for the Board of Directors have been identified, the Company must disclose information relating to the candidates at least 10 (ten) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can review these candidates before voting; candidates for the Board of Directors must provide a written commitment to the truthfulness and accuracy of the disclosed personal information and must undertake to perform their duties honestly, prudently, and in the best interests of the Company if elected as members of the Board of Directors. Disclosed information relating to candidates for the Board of Directors includes:
 - a. Full name, date of birth;
 - b. Professional qualifications;
 - c. Work experience;
 - d. Other managerial positions held (including positions on the Board of Directors of other companies);
 - e. Interests related to the Company and the Company's related parties;
 - f. Other information (if any) as prescribed in the Company's Charter.A 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 interests related to the company of the Board of Directors candidate (if any).
2. Notification of the results of the election, dismissal, and removal of members of the Board of Directors shall comply with regulations guiding information disclosure.

Chapter III

BOARD OF DIRECTORS

Article 11. Rights and obligations of the Board of Directors

1. The Board of Directors is the governing body of the Company and has full authority in the name of the Company to decide and exercise the rights and obligations of the Company, except for rights and obligations falling under the authority of the General Meeting of Shareholders.
2. The rights and obligations of the Board of Directors are prescribed by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:

- a. To decide on the Company's strategy, medium-term development plan, and annual business plan;
- b. To recommend the types of shares and the total number of shares of each type authorized to be offered;
- c. To decide on the sale of unsold shares within the number of shares of each type authorized to be offered; to decide on raising additional capital in other forms;
- d. To decide on the selling price of the Company's shares and bonds;
- e. To decide on share repurchase in accordance with Clause 1 and Clause 2, Article 133 of the Law on Enterprises, except where the Law on Securities provides otherwise;
- f. To decide on investment plans and investment projects within its authority and limits as prescribed by law;
- g. To decide on solutions for market development, marketing, and technology;
- h. To approve contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements, except for contracts and transactions falling under the decision-making authority of the General Meeting of Shareholders pursuant to Point d Clause 2 Article 138, Clause 1 and Clause 3 Article 167 of the Law on Enterprises;
- i. To approve contracts and transactions for granting loans or guarantees to organizations related to members of the Board of Directors, Supervisors, the General Director, and other managers where the Company and such organizations are companies within the same group or companies operating under a group company model, including parent company - subsidiary, economic group;
- j. To approve contracts and transactions for granting loans and guarantees between the Company and its subsidiaries, except for contracts and transactions falling under the decision-making authority of the General Meeting of Shareholders in accordance with law and the Company's Charter;
- k. To approve contracts and transactions with a value of less than 35% of the total asset value recorded in the most recent financial statements between the Company and one of the following entities: Members of the Board of Directors, Supervisors, the General Director, other managers, and related persons of these entities; shareholders and authorized representatives of shareholders owning more than 10% of the total ordinary share capital of the company and their related persons; enterprises related to the entities specified in Clause 2 Article 164 of the Law on Enterprises;
- l. To elect, dismiss, and remove the Chairperson of the Board of Directors; to appoint, dismiss, enter into contracts with, and terminate contracts with the General Director and other key managers as prescribed by the Company's Charter; to decide on salary, remuneration, bonuses, and other benefits of such managers; to appoint authorized representatives to participate in the Board of Members or General Meeting of Shareholders of other companies, and to decide on the remuneration and other benefits of such persons;
- m. To supervise and direct the General Director and other managers in the daily operation of the Company's business;
- n. To decide on the organizational structure and internal management regulations of the Company; to decide on the establishment of subsidiaries, branches, representative offices, and capital contribution to or purchase of shares in other enterprises;
- o. To approve the agenda and contents of documents for the General Meeting of Shareholders; to convene the General Meeting of Shareholders or seek written opinions for the General Meeting of Shareholders to adopt resolutions;
- p. To submit the audited annual financial statements to the General Meeting of Shareholders;
- q. To recommend the dividend rate to be paid; to decide on the time limit and procedures for dividend payment or handling losses arising in the course of business;

- request may be made in multiple copies and collectively contain sufficient signatures of the relevant shareholders;
- d. At the request of the Board of Supervisors;
 - e. Other cases as prescribed by law and the Company's Charter.
2. Convening an extraordinary General Meeting of Shareholders
- The Board of Directors must convene a General Meeting of Shareholders within 60 (sixty) days from the date the number of remaining members of the Board of Directors or Supervisors falls to the level specified in Point b Clause 1 of this Article or from the date of receipt of the request specified in Point c and Point d Clause 1 of this Article.
3. The convener of the General Meeting of Shareholders must perform the following tasks:
- a. Prepare a list of shareholders entitled to attend the meeting;
 - b. Provide information and resolve complaints related to the list of shareholders;
 - c. Prepare the agenda and contents of the meeting;
 - d. Prepare documents for the meeting;
 - e. Draft resolution of the General Meeting of Shareholders according to the expected contents of the meeting; list and detailed information of candidates in the case of election of members of the Board of Directors and Supervisors;
 - f. Determine the time and venue of the meeting;
 - g. Send notices of invitation to the meeting to each shareholder entitled to attend the meeting in accordance with the Law on Enterprises;
 - h. Other tasks serving the meeting.

Article 14. Subcommittees assisting the Board of Directors

1. The Board of Directors may establish subordinate subcommittees in charge of development policy, personnel, remuneration, internal audit, and risk management. The number of members of each subcommittee shall be decided by the Board of Directors or in accordance with relevant laws. The operation of the subcommittees must comply with the regulations of the Board of Directors.
2. The implementation of resolutions of the Board of Directors, or of subcommittees subordinate to the Board of Directors, must comply with the current laws and the provisions of the Company's Charter and the Internal Regulations on corporate governance.

Chapter IV

MEETINGS OF THE BOARD OF DIRECTORS

Article 15. Meetings of the Board of Directors

1. The Chairperson of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 working days from the date of completion of the election of such Board of Directors. This meeting shall be convened and chaired by the member having the highest number of votes or the highest voting ratio. In case there is more than one member having the highest and equal number of votes or voting ratio, the members shall elect, on the majority principle, 01 person from among them to convene the meeting of the Board of Directors.
2. The Board of Directors must meet at least once every quarter and may hold extraordinary meetings.
3. The Chairperson of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:
 - a. Upon request of the Board of Supervisors or an independent member of the Board of Directors;
 - b. Upon request of the General Director or at least 05 other managers;
 - c. Upon request of at least 02 members of the Board of Directors;
 - d. Other cases as prescribed by the Company's Charter.

4. The request specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and matters to be decided within the authority of the Board of Directors.
5. The Chairperson of the Board of Directors must convene a meeting of the Board of Directors within 07 (seven) working days from the date of receipt of the request specified in Clause 3 of this Article. In case the Chairperson of the Board of Directors fails to convene the meeting as requested, the Chairperson of the Board of Directors shall be liable for the damage caused to the Company; the requesting person has the right to replace the Chairperson of the Board of Directors in convening the meeting of the Board of Directors.
6. The Chairperson of the Board of Directors or the person convening the meeting of the Board of Directors must send the notice of invitation no later than 03 (three) working days before the meeting date, unless otherwise provided in the Company's Charter. The notice of invitation must specifically determine the time and venue of the meeting, agenda, matters for discussion, and decisions. The notice of invitation must be enclosed with documents to be used at the meeting and the members' voting slips.

The notice of invitation to the meeting of the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, or other methods prescribed by the Company's Charter and must ensure delivery to the contact address of each member of the Board of Directors registered with the Company.

7. The Chairperson of the Board of Directors or the convener shall send the notice of invitation and enclosed documents to the members of the Board of Supervisors in the same manner as to the members of the Board of Directors.

Members of the Board of Supervisors have the right to attend meetings of the Board of Directors; they have the right to discuss but not to vote.

8. A meeting of the Board of Directors shall be conducted when at least 3/4 of the total number of members attend. If a meeting convened in accordance with this Clause does not have enough attending members as prescribed, it shall be convened for the second time within 07 (seven) days from the date intended for the first meeting, unless the Company's Charter provides for another shorter time limit. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors attend.
9. A member of the Board of Directors shall be deemed to attend and vote at the meeting in the following cases:
 - a. Attending and voting directly at the meeting;
 - b. Authorizing another person to attend and vote in accordance with Clause 11 of this Article;
 - c. Attending and voting via online conference, electronic voting, or other electronic forms;
 - d. Sending voting slips to the meeting by mail, fax, email;
 - e. Sending voting slips by other means as prescribed in the Company's Charter.
10. In case of sending voting slips to the meeting by mail, the voting slips must be put in a sealed envelope and delivered to the Chairperson of the Board of Directors no later than 01 hour before the opening. Voting slips shall only be opened in the presence of all attendees.
11. Members must attend all meetings of the Board of Directors in full. A member may authorize another person to attend and vote if approved by the majority of the members of the Board of Directors.
12. Unless the Company's Charter prescribes another higher ratio, resolutions and decisions of the Board of Directors shall be passed if approved by the majority of members attending the meeting; in case of a tie vote, the final decision shall be made in favor of the opinion of the Chairperson of the Board of Directors.

Article 16. Minutes of meetings of the Board of Directors

1. Meetings of the Board of Directors must be minuted and may be audio recorded, recorded, and stored in other electronic forms. The minutes must be made in Vietnamese and may additionally be made in a foreign language, including the following principal contents:
 - a. Name, address of the head office, enterprise code;
 - b. Time and venue of the meeting;
 - c. Purpose, agenda, and contents of the meeting;
 - d. Full name of each attending member or authorized attendee and method of attendance; full names of absent members and reasons;
 - e. Issues discussed and voted on at the meeting;
 - f. Summary of opinions expressed by each attending member in the order of the meeting proceedings;
 - g. Voting results clearly stating members voting for, against, and having no opinion;
 - h. Issues passed and the corresponding approval voting ratio;
 - i. Full name and signature of the chairperson and the minute taker, except for the case specified in Clause 2 of this Article.
2. In case the chairperson or the minute taker refuses to sign the meeting minutes, if the minutes are signed and approved by all other attending members of the Board of Directors and contain all contents prescribed at Points a, b, c, d, e, f, g and h, Clause 1 of this Article, such minutes shall be valid. The minutes must clearly state that the chairperson and the minute taker refused to sign the meeting minutes. Persons signing the meeting minutes shall be jointly liable for the accuracy and truthfulness of the contents of the minutes of the meeting of the Board of Directors. The chairperson and the minute taker shall bear personal responsibility for damage caused to the enterprise due to refusal to sign the meeting minutes in accordance with the Law on Enterprises, the Company's Charter, and relevant laws.
3. The chairperson, the minute taker, and the signatories to the minutes must be responsible for the truthfulness and accuracy of the contents of the minutes of the meeting of the Board of Directors.
4. Minutes of meetings of the Board of Directors and documents used in the meeting must be kept at the Company's head office.
5. Minutes made in Vietnamese and in a foreign language shall have equal legal validity. In case there is any difference in content between the Vietnamese minutes and the foreign-language minutes, the content in the Vietnamese minutes shall prevail.

Chapter V

REPORTS, DISCLOSURE OF INTERESTS

Article 17. Submission of annual reports

1. At the end of the fiscal year, the Board of Directors must submit the following reports to the General Meeting of Shareholders:
 - a. Report on the Company's business performance;
 - b. Audited financial statements;
 - c. Report evaluating the Company's management and administration;
 - d. Appraisal report of the Board of Supervisors.
2. The reports specified at Points a, b and c, Clause 1 of this Article must be sent to the Board of Supervisors for appraisal no later than 30 (thirty) days before the opening date of the annual General Meeting of Shareholders, unless otherwise provided in the Company's Charter.
3. The reports specified in Clauses 1 and 2 of this Article, the appraisal report of the Board of Supervisors, and the audit report must be kept at the Company's head office no later than 10 (ten) days before the opening date of the annual General Meeting of Shareholders, unless the Company's Charter prescribes another longer time limit. A shareholder owning

shares of the Company continuously for at least 01 (one) year has the right to directly inspect the reports specified in this Article by himself/herself or together with a lawyer, accountant, or auditor holding a practicing certificate.

Article 18. Remuneration, bonuses, and other benefits of members of the Board of Directors

1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and efficiency.
2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration shall be calculated based on the number of working days necessary to complete the duties of a member of the Board of Directors and the daily remuneration rate. The Board of Directors shall estimate the remuneration for each member on the principle of unanimity. The total remuneration and bonuses of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.
3. The remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the law on corporate income tax, be presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.
4. Members of the Board of Directors holding executive positions or members of the Board of Directors working in subcommittees of the Board of Directors or performing other tasks beyond the normal scope of duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump-sum payment for each time, salary, commission, percentage of profit, or other forms as decided by the Board of Directors.
5. Members of the Board of Directors are entitled to reimbursement of all travel, meal, accommodation, and other reasonable expenses they have paid in 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 subcommittees of the Board of Directors.
6. Members of the Board of Directors may be purchased liability insurance by the Company upon approval by the General Meeting of Shareholders. This insurance does not include insurance for liabilities of members of the Board of Directors related to violations of law and the Company's Charter.

Article 19. Disclosure of related interests

Unless the Company's Charter provides otherwise with stricter provisions, the disclosure of interests and related persons of the Company shall be implemented in accordance with the following provisions:

1. Members of the Board of Directors of the Company must declare to the Company their related interests, including:
 - a. Name, enterprise code, address of the head office, business lines and sectors of the enterprise in which they own capital contributions or shares; the ratio and time of ownership of such capital contributions or shares;
 - b. The name, enterprise code, head office address, business lines and sectors of enterprises in which their related persons jointly own or separately own contributed capital or shares accounting for more than 10% of the charter capital.
2. The declaration prescribed in Clause 1 of this Article must be made within 07 (seven) working days from the date the related interest arises; any amendment or supplementation must be notified to the Company within 07 (seven) working days from the date of the corresponding amendment or supplementation.
3. A member of the Board of Directors who, in his/her own name or in the name of another person, performs work in any form within the scope of the Company's business activities must explain the nature and contents of such work to the Board of Directors and may only carry it out upon approval by the majority of the remaining members of the Board of

Directors; if such work is carried out without declaration or without the approval of the Board of Directors, all income derived from such activity shall belong to the Company.

Chapter VI

RELATIONSHIPS OF THE BOARD OF DIRECTORS

Article 20. Relationships among members of the Board of Directors

1. The relationship among members of the Board of Directors is one of coordination; members of the Board of Directors are responsible for informing one another of relevant matters in the course of handling assigned tasks.
2. In the course of handling work, the assigned member of the Board of Directors who bears primary responsibility must proactively coordinate in handling matters if there are issues relating to the area under the responsibility of another member of the Board of Directors. In case there are differing opinions among members of the Board of Directors, the member bearing primary responsibility shall report to the Chairperson of the Board of Directors for consideration and decision within his/her authority, or for organizing a meeting or collecting opinions of members of the Board of Directors in accordance with law, the Company's Charter, and these Regulations.
3. In the event of reassignment among members of the Board of Directors, the members of the Board of Directors must hand over the relevant work, files, and documents. Such handover must be made in writing and reported to the Chairperson of the Board of Directors regarding such handover.

Article 21. Relationship with the Board of management

In its governance role, the Board of Directors issues resolutions for the General Director and the executive apparatus to implement. At the same time, the Board of Directors examines and supervises the implementation of the resolutions.

Article 22. Relationship with the Board of Supervisors

1. The relationship between the Board of Directors and the Board of Supervisors is one of coordination. The working relationship between the Board of Directors and the Board of Supervisors shall follow the principles of equality and independence, while closely coordinating and supporting each other in the performance of their duties.
2. Upon receipt of inspection minutes or summary reports from the Board of Supervisors, the Board of Directors is responsible for studying them and directing relevant departments to formulate plans and promptly implement corrective measures.

Chapter VII

IMPLEMENTATION PROVISIONS

Article 23. Effectiveness

The Operating Regulations of the Board of Directors of Khang Dien House Trading and Investment Joint Stock Company consist of 7 chapters and 23 articles and take effect from April 28, 2021, and were most recently amended and supplemented on April 22, 2026.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN OF THE BOARD OF DIRECTORS



MAI TRAN THANH TRANG