DONG TAY LAND CORPORATION

No.: 02/2026/QĐ-ĐTL

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, September 28, 2026

DECISION

Re: Promulgation of the Internal Regulations on Corporate Governance of Dong Tay Land Corporation

BOARD OF DIRECTORS
DONG TAY LAND CORPORATION

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

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

Pursuant to the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020 elaborating some Articles of the Law on Securities and amending and supplementing documents;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance providing guidelines for implementation of some Articles on administration of public companies;

Pursuant to the Charter of Dong Tay Land Corporation;

Pursuant to Resolution No. 01/2026/NQ-ĐHĐCĐ of the General Meeting of Shareholders dated 28/09/2026.

DECISE

Article 1. To promulgate together with this Decision the "Internal Regulations on Corporate Governance of Dong Tay Land Corporation".

Article 2. This Decision shall take effect from the date on which the General Meeting of Shareholders passes the relevant resolution.

Article 3. Members of the Board of Directors, the Executive Board, heads of divisions, departments and affiliated units; shareholders and employees of Dong Tay Land Corporation shall be responsible for the implementation of this Decision.

Recipients:
- *As Article 3;*
- *Archived: Office, BOD.*

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

(Signed and sealed)

NGUYEN THAI BINH

DONG TAY LAND CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, September 28, 2026

INTERNAL REGULATIONS ON CORPORATE GOVERNANCE
DONG TAY LAND CORPORATION

(Enacted together with Decision No. 02/2026/QĐ-ĐTL dated 28/09/2026

of the Board of Directors of Dong Tay Land Corporation)

CHAPTER I

GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of application

- These Regulations are formulated in accordance with the Law on Enterprises, the Law on Securities, and the application of international best practices on corporate governance suitable to the conditions of Vietnam, in order to ensure the sustainable development of the securities market and contribute to the soundness of the economy.

- These Regulations provide fundamental principles on corporate governance to protect the lawful rights and interests of shareholders, and establish standards of conduct and professional ethics for members of the Board of Directors, the Board of Management, the Board of Supervisors, and managerial officers of the Company.

- These Regulations also serve as the basis for evaluating the implementation of corporate governance of Dong Tay Land Corporation.

- The Internal Regulations on Corporate Governance provide regulations on the roles, rights and obligations of the General Meeting of Shareholders (GMS), the Board of Directors, and the General Director; procedures and processes for convening meetings of the GMS; nomination, self-nomination, election, dismissal and removal of members of the Board of Directors, the Board of Supervisors, the General Director, and other activities in accordance with the Company's Charter and other prevailing provisions of law.

- These Regulations shall apply to members of the Board of Directors, the Board of Supervisors, the General Director, and related persons.

Article 2. Interpretation of terms

The following terms shall be construed as follows:

1. **"Related person"** means an individual or organization as prescribed in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities;

2. **"Non-executive member of the Board of Directors"** means a member of the Board of Directors who is not the General Director, Deputy General Director, Chief Accountant, or other managerial officers appointed by the Board of Directors.

3. **"Independent member of the Board of Directors"** means a member of the Board of Directors satisfying the conditions prescribed in Clause 2, Article 155 of the Law on Enterprises.

CHAPTER II

SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 3. Rights and obligations of shareholders

1. Shareholders shall have full rights and obligations in accordance with the Law on Enterprises, relevant legal documents, and the Company's Charter, particularly:

a. The right to freely transfer shares that have been fully paid for and recorded in the Company's shareholder register, except in certain cases where transfer restrictions are imposed by law, the Company's Charter, and resolutions of the GMS;

b. The right to equal treatment. Each share of the same class shall confer equal rights, obligations, and interests upon its holder. In the event the Company has preferred shares, the rights and obligations attached to such preferred shares must be fully disclosed to shareholders and approved by the GMS;

c. The right to fully access periodic and extraordinary information disclosed by the Company in accordance with the law;

d. The right and responsibility to participate in meetings of the GMS and to exercise voting rights directly, through an authorized representative, by remote voting, or through other methods prescribed in the Company's Charter;

e. The pre-emptive right to purchase newly offered shares in proportion to the shareholder's ownership ratio in the Company.

2. Shareholders shall have the right to protect their lawful interests. In cases where resolutions of the GMS or decisions of the Board of Directors violate the law or infringe upon the fundamental rights of shareholders as prescribed by law, shareholders shall have the right to request the cancellation of such decisions in accordance with legal procedures. Where unlawful decisions cause damage to the Company, the Board of Directors, the Board of Supervisors, and the Board of Management shall compensate the Company within the scope of their responsibilities. Shareholders shall have the right to request compensation from the Company in accordance with the law.

Article 4. Responsibilities of major shareholders

1. Major shareholders must not abuse their advantageous position to prejudice the rights and interests of the Company and other shareholders.

2. Major shareholders shall have the obligation to disclose information in accordance with the Charter and the law.

Article 5. Company's Charter

1. The Company's Charter must not contradict the Law on Enterprises, the Law on Securities and relevant legislative documents.

2. The Company's Charter shall be formulated and promulgated in accordance with the model charter prescribed by the Ministry of Finance.

Article 6. Annual and extraordinary meetings of the GMS

1. The Company shall formulate and disclose on the Company's website the regulations on the order and procedures for convening and voting at meetings of the GMS in accordance with the Law on Enterprises, relevant legal documents, and the Company's Charter, including the following principal contents:

a) Authority to convene the GMS.

b) Compilation of the list of shareholders having the right to participate in the meeting;

c) Announcing the list of shareholders having the right to participate in the meeting;

d) Announce the convening of the GMS;

dd) The agenda of the GMS (the person responsible for preparing the agenda; inclusion of shareholders' proposals in the meeting agenda);

e) Authorization of representatives to participate in the GMS;

g) How to register participation in the GMS;

h) Conditions for carrying out the GMS;

i) Method for ratification of resolutions of the GMS;

k) Vote casting method;

l) Vote counting method; for sensitive matters and upon shareholders' request, the Company shall appoint an independent organization to collect and count votes;

m) Conditions for ratification of a resolution;

n) Method for announcing vote counting result;

o) How to express dissents against resolutions of the GMS (according to Article 132 of the Law on Enterprises);

p) Preparation of the GMS minutes;

q) Announcing the resolution of the GMS;

r) Other matters.

2. The Company shall fully comply with the order and procedures for convening meetings of the GMS in accordance with the law, the Company's Charter, and the Company's internal regulations. The Company shall disclose information regarding the record date for determining shareholders entitled to attend the GMS at least 20 days prior to the last registration date. The Company must not restrict shareholders from attending the GMS and shall facilitate shareholders in authorizing representatives to attend the GMS or voting by registered mail upon shareholders' request. The Company shall provide guidance on authorization procedures and prepare power of attorney forms for shareholders in accordance with regulations.

3. The Board of Directors, the Board of Supervisors, or the convener of the GMS shall arrange the agenda and determine a reasonable venue and schedule for discussion and voting on each matter in the agenda of the GMS.

4. Annually, the Company shall convene the annual GMS in accordance with the Law on Enterprises. The annual GMS must not be conducted in the form of collecting shareholders' written opinions. Members of the Board of Directors and members of the Board of Supervisors must attend the annual GMS to answer shareholders' questions at the meeting (if any); in cases of force majeure preventing attendance, such members must submit a written report to the Board of Directors and the Board of Supervisors. In the event that the audit report on the Company's annual financial statements contains material qualified opinions, adverse opinions, or disclaimers of opinion, the Company must invite representatives of the approved auditing organization conducting the audit of the Company's financial statements to attend the annual GMS, and such representatives shall be responsible for attending the annual GMS of the Company.

5. The Company shall stipulate in the Company's Charter or internal regulations the principles, contents, order, and procedures for collecting shareholders' written opinions for the adoption of resolutions of the GMS. In the case of collecting written opinions, the Company must ensure the complete delivery and disclosure of documents and provide shareholders with a reasonable period to review the documents before submitting voting ballots, similar to the procedures applicable to convening a meeting of the GMS.

6. The Company shall make its best efforts to apply modern information technology so that shareholders may participate in meetings in the most effective manner, including providing guidance for remote voting, online meetings, electronic voting, or other voting methods in accordance with the law and the Company's Charter for the adoption of resolutions at online General Meetings of Shareholders.

7. The Company shall formulate and disclose on the Company's website the order and procedures for meetings of the GMS adopting resolutions through online conferences or a combination of online and in-person meetings in accordance with the Law on Enterprises, relevant legal documents, and the Company's Charter, including the following principal contents:

a) Announce the convening of the online GMS;

b) How to register participation in the online GMS;

c) Authorization of representatives to participate in the online GMS;

d) Conditions for carrying out the online GMS;

dd) Method for ratification of resolutions of the online GMS;

e) Vote casting method;

g) Vote counting method;

h) Method for announcing vote counting result;

i) Preparation of the online GMS minutes;

q) Announcing the resolution of the online GMS.

Article 7. Reporting operation of the Board of Directors at annual GMS

The report on the activities of the Board of Directors submitted to the annual GMS must include at least the following contents:

- Assessment of the Company's operational performance during the financial year;

- Activities, remuneration, operating expenses and other benefits of the Board of Directors and each member of the Board of Directors;

- Summary of meetings of the Board of Directors and resolutions/decisions issued by the Board of Directors;

- Report on transactions between the Company, its subsidiaries, and companies in which Dong Tay Land Corporation holds control over more than 50% of the charter capital, with members of the Board of Directors and their related persons; and transactions between the Company and companies in which members of the Board of Directors were founding members or enterprise managers within the three (03) years immediately preceding the transaction date;

- Activities of independent members of the Board of Directors and the assessment results of independent members regarding the activities of the Board of Directors;

- Activities of councils and committees under the Board of Directors;

- Results of supervision over the General Director;

- Results of supervision over other managerial officers;

- Future plans.

Article 8. Reporting operation of the Board of Supervisors at annual GMS

The report on the activities of the Board of Supervisors submitted to the annual General Meeting of Shareholders must include at least the following contents:

- Activities, remuneration, operating expenses and other benefits of the Board of Supervisors and each member of the Board of Supervisors;

- Summary of meetings of the Board of Supervisors and the conclusions, recommendations, and decisions of the Board of Supervisors;

- Results of supervision over the Company's operational and financial situation;

- Report on transactions between the Company, its subsidiaries, and companies in which Dong Tay Land Corporation holds control over more than 50% of the charter capital, with members of the Board of Directors, General Director and other executives of the enterprise and their related persons; and transactions between the Company and companies in which members of the Board of Directors, General Director and other executives of the enterprise were founding members or enterprise managers within the three (03) years immediately preceding the transaction date;

- Results of supervision over members of the Board of Directors, the General Director, and other managerial officers;

- Report assessing the coordination between the Board of Supervisors, the Board of Directors, the Executive Board, and shareholders.

CHAPTER III

MEMBERS OF THE BOARD OF DIRECTORS AND THE BOARD OF DIRECTORS

Article 9. Nomination and self-nomination of members of the Board of Directors

1. Information relating to candidates for the Board of Directors (where candidates have been identified in advance) shall be disclosed at least 10 days prior to the date of convening the General Meeting of Shareholders on the Company's website so that shareholders may review such candidates before voting. Information relating to candidates for the Board of Directors shall include at least the following:

- Full name and date of birth;

- Professional qualifications;

- Working experience;

- Names of companies in which the candidate currently holds the position of member of the Board of Directors/Members' Council and other managerial positions;

- Interests related to the Company (if any);

- Other information (if any).

2. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness, accuracy, and reasonableness 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.

3. Shareholders or groups of shareholders holding 10% or more of the total ordinary shares shall have the right to aggregate their voting rights to nominate candidates for the Board of Directors. The nomination of candidates for the Board of Directors by shareholders after aggregating their voting rights must comply with the provisions of law and the Company's Charter.

4. Where the number of candidates for the Board of Directors nominated or self-nominated remains insufficient, the Board of Directors may nominate additional candidates or organize nominations in accordance with the Charter and internal regulations of the Company. The mechanism whereby the incumbent Board of Directors nominates candidates for the Board of Directors must be clearly disclosed and approved by the General Meeting of Shareholders prior to the election.

5. The Company shall provide detailed regulations and guidance for shareholders regarding cumulative voting for the election of members of the Board of Directors.

Article 10. Qualifications of members of the Board of Directors

1. Members of the Board of Directors must not fall into categories prohibited by law and the Company's Charter from serving as members of the Board of Directors. Members of the Board of Directors are not required to be shareholders of the Company.

2. The Company should limit members of the Board of Directors from concurrently holding managerial positions in the executive apparatus of the Company in order to ensure the independence of the Board of Directors.

3. The chairman of the Board of Directors must not concurrently hold the position of General Director.

4. A member of the Board of Directors of the Company may concurrently serve as a member of the Board of Directors or Members' Council in no more than five (05) other companies.

Article 11. Composition of the Board of Directors

1. The Board of Directors shall consist of 05 members. The structure of the Board of Directors must ensure a balance among members possessing knowledge and experience in law, finance, and the Company's business sectors.

2. The structure of the Board of Directors must ensure a balance between executive and non-executive members, of which at least one members of the Board of Directors must be non-executive members.

3. The total number of independent members of the Board of Directors must satisfy the following requirements:

a. At least 01 independent member where the Board of Directors has from 03 to 05 members;

b. At least 02 independent members where the Board of Directors has from 06 to 08 members;

c. At least 03 independent members where the Board of Directors has from 09 to 11 members.

Article 12. Rights of members of the Board of Directors

Members of the Board of Directors shall have full rights in accordance with the Law on Securities, the Law on Enterprises, relevant legal documents, and the Company's Charter, particularly the right to be provided with information and documents relating to the financial status and business operations of the Company and its affiliated units.

Article 13. Responsibilities and obligations of members of the Board of Directors

1. Members of the Board of Directors must fully comply with their responsibilities and obligations in accordance with the Law on Enterprises, relevant legal documents, and the Company's Charter.

2. Members of the Board of Directors are responsible for performing their duties honestly and prudently in the best interests of shareholders and the Company.

3. Members of the Board of Directors are responsible for attending all meetings of the Board of Directors and providing clear opinions on matters under discussion.

4. Members of the Board of Directors are responsible for disclosing to the Company any remuneration they receive from subsidiaries, affiliated companies, and other organizations.

5. Members of the Board of Directors shall report at the nearest meeting of the Board of Directors on transactions between the Company, subsidiaries, and companies in which Dong Tay Land Corporation holds control over more than 50% of the charter capital, with members of the Board of Directors and their related persons; and transactions between the Company and companies in which such members were founding members or enterprise managers within the three (03) years immediately preceding the transaction date.

6. Members of the Board of Directors and their related persons, when conducting transactions involving the Company's shares, must report to the State Securities Commission and disclose information regarding such transactions in accordance with the law.

7. The Company shall purchase liability insurance subject to approval by the General Meeting of Shareholders. Such insurance shall not cover liabilities of members of the Board of Directors arising from violations of law or the Company's Charter.

Article 14. Responsibilities and obligations of the Board of Directors

1. The Board of Directors must fully comply with its responsibilities and obligations in accordance with the Law on Enterprises, relevant legal documents, and the Company's Charter.

2. The Board of Directors shall be accountable to shareholders for the Company's operations.

3. The Board of Directors shall be responsible for ensuring that the Company's operations comply with the law, the Charter, and the Company's internal regulations, ensuring equal treatment of all shareholders and respecting the interests of persons having interests related to the Company.

4. The Board of Directors shall formulate regulations on the order and procedures for nomination, self-nomination, election, dismissal, and removal of members of the Board of Directors, as well as procedures for organizing meetings of the Board of Directors, including the following principal contents:

A. Procedures for nomination, self-nomination, election, dismissal, and removal of members of the Board of Directors:

- Term and number of members of the Board of Directors;

- Structure, standards, and conditions for members of the Board of Directors;

- Procedures for shareholders and groups of shareholders to nominate and self-nominate candidates for the Board of Directors in accordance with law and the Company's Charter;

- Procedures for electing members of the Board of Directors;

- Cases of dismissal, removal, or supplementation of members of the Board of Directors;

- Notices regarding the election, dismissal, and removal of members of the Board of Directors;

- Procedures for introducing candidates for the Board of Directors;

- Election, dismissal, and removal of the chairman of the Board of Directors.

B. Procedures for organizing meetings of the Board of Directors:

- Minimum number of meetings per month/quarter/year;

- Cases requiring extraordinary meetings of the Board of Directors;

- Notices of meetings of the Board of Directors (including time, venue, agenda, matters for discussion and decision);

- Rights of members of the Board of Supervisors to attend meetings of the Board of Directors;

- Conditions for organizing meetings of the Board of Directors;

- Voting procedures;

- Procedures for adopting resolutions of the Board of Directors;

- Authorization for another person to attend meetings on behalf of a member of the Board of Directors;

- Preparation of minutes of meetings of the Board of Directors;

- Cases where the chairperson and/or secretary refuse to sign the minutes of meetings of the Board of Directors;

- Notification of resolutions and decisions of the Board of Directors.

5. The Board of Directors shall formulate regulations on the order and procedures for selection, appointment, and dismissal of managerial officers and on the process and procedures for coordination between the Board of Directors, the Board of Supervisors, and the General Director, including the following principal contents:

A. Procedures for selection, appointment, and dismissal of senior managerial officers:

- Standards for selection, appointment, and dismissal of senior managerial officers;

- Appointment of senior managerial officers;

- Execution of labor contracts with senior managerial officers;

- Cases of dismissal of senior managerial officers;

- Notification of appointment and dismissal of senior managerial officers.

B. Processes and procedures for coordination among the Board of Directors, the Board of Supervisors, and the General Director:

- Procedures for convening meetings, issuing meeting notices, recording minutes, and notifying meeting results among the Board of Directors, the Board of Supervisors, and the General Director;

- Notification of resolutions of the Board of Directors to the Board of Supervisors and the General Director;

- Cases where the General Director and the Board of Supervisors request the convening of meetings of the Board of Directors and matters requiring opinions from the Board of Directors;

- Reports of the Board of Management to the Board of Directors on the performance of assigned duties and powers;

- Review of the implementation of resolutions and other delegated matters of the Board of Directors by the General Director;

- Matters that the General Director must report and provide information on, and methods of notification to the Board of Directors and the Board of Supervisors;

- Coordination in control, management, and supervision activities among members of the Board of Directors, members of the Board of Supervisors, and the General Director in accordance with their respective duties.

6. The Board of Directors shall be responsible for establishing mechanisms for evaluating performance, rewards, and disciplinary measures applicable to members of the Board of Directors, the General Director, and other managerial officers.

7. To supervise and prevent conflicts of interest involving members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managerial officers, including misuse of Company assets and abuse in related-party transactions.

8. The Board of Directors shall be responsible for reporting on its activities to the General Meeting of Shareholders in accordance with Article 7 of these Regulations.

Article 15. Meetings of the Board of Directors

1. The Board of Directors shall organize meetings in accordance with the procedures prescribed in the Charter and the Internal Regulations of the Company. The organization of meetings of the Board of Directors, meeting agendas, and related documents shall be notified in advance to members of the Board of Directors within the time limits prescribed by law and the Company's Charter.

2. Minutes of meetings of the Board of Directors must be prepared in detail and clearly. The secretary, the chairperson, and members of the Board of Directors attending the meeting must sign the minutes of the meeting. Matters approved by the majority of attending members as recorded in the minutes of the meeting of the Board of Directors must be formalized into resolutions. Minutes of meetings of the Board of Directors must be retained in accordance with the law and the Company's Charter.

Article 16. Remuneration of the Board of Directors

1. Remuneration of the Board of Directors shall be approved annually by the General Meeting of Shareholders and disclosed in accordance with regulations.

2. Where a member of the Board of Directors concurrently holds a position in the executive apparatus of the Company or its subsidiaries, the disclosed remuneration must include salary, bonuses associated with such executive position, and other remunerations.

3. Remuneration, other benefits, and expenses paid or granted by the Company to each member of the Board of Directors shall be disclosed in detail in the Company's annual report.

CHAPTER IV

MEMBERS OF THE BOARD OF SUPERVISORS AND THE BOARD OF SUPERVISORS

Article 17. Nomination and self-nomination of members of the Board of Supervisors

- Unless otherwise provided in the Company's Charter, the nomination and self-nomination of members of the Board of Supervisors shall be conducted in the same manner as the nomination and self-nomination of members of the Board of Directors prescribed in Clauses 1, 2, 3, and 5 of Article 9 of these Regulations.

- Where the number of candidates for the Board of Supervisors through nomination and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with a mechanism clearly disclosed and approved by the General Meeting of Shareholders prior to the nomination process.

Article 18. Qualifications of members of the Board of Supervisors

1. Members of the Board of Supervisors must not fall into categories prohibited by law and the Company's Charter from serving as members of the Board of Supervisors. Members of the Board of Supervisors must satisfy the conditions and standards prescribed by law and the Company's Charter. Members of the Board of Supervisors are not required to be shareholders of the Company.

2. Members of the Board of Supervisors must not belong to the accounting or finance department of the Company and must not be members or employees of the independent auditing firm currently conducting and/or approved to conduct audits of the Company's financial statements during the preceding three (03) consecutive years.

Article 19. Composition of the Board of Supervisors

1. The Board of Supervisors shall consist of at least 03 members and no more than 05 members. At least one member of the Board of Supervisors must be an accountant or auditor.

2. The head of the Board of Supervisors must possess expertise in accounting and must work on a full-time basis at the Company.

Article 20. Right of access to information of members of the Board of Supervisors

1. Members of the Board of Supervisors shall have the rights prescribed by the Law on Enterprises, relevant laws, and the Company's Charter, including the right to access all information and documents relating to the Company's operations. Members of the Board of Directors, the General Director, and other managerial officers shall be responsible for providing information promptly and fully at the request of members of the Board of Supervisors.

2. The Company shall establish mechanisms to support members of the Board of Supervisors in performing their activities and duties effectively in accordance with the law and the Company's Charter.

Article 21. Responsibilities and obligations of the Board of Supervisors

1. The Board of Supervisors shall be accountable to the Company's shareholders for its supervisory activities. The Board of Supervisors shall supervise the Company's financial status and the legality of activities conducted by members of the Board of Directors, the General

Director, and other managerial officers. The Board of Supervisors shall ensure coordination among the Board of Supervisors, the Board of Directors, the General Director, and shareholders, and perform other duties in accordance with the law and the Company's Charter in order to protect the lawful rights and interests of the Company and its shareholders.

2. The Board of Supervisors must convene at least two (02) meetings per year, with attendance by at least two-thirds (2/3) of its members. Minutes of meetings of the Board of Supervisors must be prepared in detail and clearly. The secretary and members of the Board of Supervisors attending the meeting must sign the meeting minutes. Minutes of meetings of the Board of Supervisors must be retained in order to determine the responsibilities of each member of the Board of Supervisors.

3. At meetings of the Board of Supervisors, the Board of Supervisors shall have the right to request members of the Board of Directors, the General Director, internal auditors (if any), and independent auditors to attend and answer matters of concern raised by members of the Board of Supervisors.

4. Where the Board of Supervisors discovers acts violating the law or the Company's Charter committed by members of the Board of Directors, the General Director, or other managerial officers, the Board of Supervisors must notify the Board of Directors in writing within 48 hours, requesting the violator to cease such violation and adopt remedial measures.

5. The Board of Supervisors shall have the right to select and propose to the General Meeting of Shareholders for approval an independent auditing organization to audit the Company's financial statements; decide on an approved auditing organization to conduct inspections of the Company's operations; and dismiss such approved auditor where deemed necessary.

6. The Board of Supervisors shall be responsible for reporting to the General Meeting of Shareholders in accordance with Article 8 of these Regulations.

Article 22. Remuneration of the Board of Supervisors

Annually, members of the Board of Supervisors shall receive remuneration for the performance of their duties. Remuneration of members of the Board of Supervisors shall be approved by the General Meeting of Shareholders. The total remuneration, other benefits, and expenses paid or granted by the Company to each member of the Board of Supervisors shall be disclosed in the Company's annual report and to shareholders.

CHAPTER V

GENERAL DIRECTOR

Article 23. Appointment and execution of contract with the General Director

1. The General Director shall be appointed by the Board of Directors from among members of the Board of Directors or from another person.

2. The Board of Directors shall determine the salary, remuneration, benefits, and terms relating to the employment of the General Director.

3. The execution of the contract with the General Director shall be conducted in accordance with the Company's Charter.

Article 24. Removal and dismissal of the General Director

1. The General Director may be dismissed by the Board of Directors in the following

cases:

a. Due to work requirements, reassignment, or personnel rotation of the Company; or

b. Due to health conditions insufficient to continue performing duties.

2. The General Director may be removed by the Board of Directors in the following cases:

a. Failure to fulfill duties or violation of the Company's internal rules and regulations; or

b. Violation of law not yet subject to criminal prosecution or compulsory termination of the labor contract.

3. Decisions on the removal or dismissal of the General Director must be approved by at least two-thirds (2/3) of the members of the Board of Directors voting in favor.

Article 25. Standards and conditions applicable to the General Director

1. The General Director must not fall into categories prohibited by law and the Company's Charter from serving as General Director. The General Director must satisfy the conditions and standards prescribed by law and the Company's Charter.

2. The General Director must not be a family-related person of managerial officers or supervisors of the Company, state capital representatives, or representatives of capital contributions of other enterprises in the Company.

Article 26. Powers and responsibilities of the General Director

The General Director shall have the powers and obligations prescribed by the Company's Charter and the law, including the authority to manage the daily business operations of the Company.

Article 27. Remuneration of the General Director

The Board of Directors shall determine the remuneration, salary, and other benefits of the General Director. Information regarding the salary and allowances of the General Director must be reported at the annual General Meeting of Shareholders and disclosed in the Company's annual report.

Article 28. Implementation provisions

The Internal Regulations on Corporate Governance of Dong Tay Land Corporation shall take effect from 28/09/2026.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

(Signed and sealed)

NGUYEN THAI BINH