



VIETNAM RUBBER GROUP
**TAN BIEN RUBBER
JOINT STOCK COMPANY**
No. 178/ Tr-HĐQT CSTB

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Tay Ninh, June 29, 2026

TRANSLATES

PROPOSAL

**Re: Approval of the Business Plan for 2026
of Tan Bien Rubber Joint Stock Company**

To: The Annual General Meeting of Shareholders 2026

Pursuant to the amended and supplemented Charter on the organization and operation of Tan Bien Rubber Joint Stock Company;

Pursuant to Official Letter No. 384/HĐQTCSVN-TCKT dated May 8, 2026 of Vietnam Rubber Group concerning the consultation on certain contents for providing opinions and voting at the General Meeting of Shareholders 2026 of Tan Bien Rubber JSC.

Based on the actual needs and the business and production situation of the Company.

The Board of Directors of the Company hereby submits to the General Meeting of Shareholders of Tan Bien Rubber JSC for approval of the production business Plan for 2026, with the following contents:

A.	Volume Indicators	Units	Value
1.	Rubber Area	hectares	5,893.62
	- Area of rubber in tapping	hectares	2,541.63
	+ Area of company-operated rubber tapping	hectares	2,328.45
	+ Area of rubber where tapping rights are transferred	hectares	213.18
	- Immature rubber area	hectares	2,801.74
	- Area of rubber under replanting	hectares	550.25
2.	Rubber Yield	tons/hectare	1.40
	- Yield of company-operated	tons/hectare	1.49
3.	Rubber Output from company-operated tapping	tons	3,550
	- Output from company-operated tapping	tons	3,470
	- Output from transferred tapping rights	tons	80
4.	Purchased Rubber Output	tons	1,000
5.	Rubber Processing	tons	4,500
	- Processing of company-operated rubber	tons	3,500
	- Processing of purchased rubber	tons	1,000
6.	Purchase of finished rubber products	tons	5,000
7.	Consumption. Of which:	tons	9,500
	+ Export & Entrusted Export	tons	1,400



	+ Domestic Consumption	tons	8,100
B.	Value Indicators		
1.	Total Revenue. Of which:	Million VND	824,007
1.1	Rubber Production and Business. Including:	Million VND	460,470
	+ Revenue from Self-Tapped Rubber	Million VND	178,150
	+ Revenue from purchased rubber latex (including rubber commodities)	Million VND	281,200
	+ Revenue from outsourced rubber exploitation rights	Million VND	1,120
1.2	Other Production and Business	Million VND	600
1.3	Financial Activities	Million VND	203,460
1.4	Other Activities. Of which:	Million VND	159,477
	+ Liquidation of Plantations	Million VND	159,277
2.	Total Expenses	Million VND	444,809
3.	Profit Before Tax	Million VND	379,198
	<i>Of which:</i>		
	<i>Profit from self-exploited rubber (including deposit interest from financial activities)</i>	Million VND	34,465
	<i>Profit from other activities</i>	Million VND	147,862
4.	Profit After Tax	Million VND	348,766
5.	Profit Before Tax Margin / Revenue	%	46.02%
6.	Profit Before Tax Margin / Charter Capital at Report End Period	%	43.12%
7.	Minimum Dividend Payout Ratio (% of share face value)	%	17.99%
8.	Budget Contribution (Amount payable)	Million VND	72,292
C.	Investment Indicators		
I	Total Capital Requirement	Million VND	126,303
1.	Capital Investment for Basic Construction for 2026	Million VND	119,047
	- Construction and Installation	Million VND	75,523
	<i>Of which: Agricultural Construction and Installation</i>	Million VND	55,493
	- Equipment	Million VND	20,969
	- Other Basic Construction Investments	Million VND	19,950
	<i>Of which: plantation land rent</i>	Million VND	12,794
	- Bank Loan Interest Payment	Million VND	2,605
2.	Payment for prior year's capital deficit	Million VND	4,056
3.	Long-term Credit Debt Repayment	Million VND	3,200
II	Capital Sources	Million VND	126,303
1.	Owner's Equity. <i>Of which:</i>	Million VND	111,478
	- Depreciation of fixed assets	Million VND	10,730
	- Investment and development fund	Million VND	100,748
2.	Domestic Loans	Million VND	14,825

In case the production-business Plan changes or requires adjustment, the General Meeting of Shareholders is requested to authorize the Board of Directors to adjust and approve the production-business Plan for 2026 to suit the actual situation.

Above is the production-business plan for 2026 of Tan Bien Rubber JSC. The General Meeting of Shareholders is respectfully requested to review, discuss, and approve.

Respectfully submitted!

Recipients:

- As above;
- BOD, BOS, BOM of the Company;
- Archived: Office, BOD's secretary.
(Document of AGM 2026).

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

(signed and sealed)

Truong Van Cu





VIỆT NAM RUBBER GROUP
TAN BIEN RUBBER
JOINT STOCK COMPANY

No. 179/TTr-HĐQT CSTB

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Tay Ninh, June 29, 2026

TRANSLATES

PROPOSAL

Re: Approval of the salary and remuneration of Managers in 2025 and the salary plan for 2025

To: The Annual General Meeting of Shareholders 2026 of
Tan Bien Rubber Joint Stock Company

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Organization and Operation (amended, supplemented) of Tan Bien Rubber Joint Stock Company;

Pursuant to Official Letter No. 384/HĐQTCSVN-TCKT dated May 08, 2026 of Vietnam Rubber Group on agreeing on certain contents to contribute opinions and vote at the General Meeting of Shareholders 2026 of Tan Bien Rubber JSC.

The Board of Directors of the Company hereby submits to the Annual General Meeting of Shareholders 2026 for consideration and approval of the salary and remuneration of Managers in 2025 and the plan for 2026, as follows:

1. Salary, remuneration of Board of Directors' members, General Director, Board of Supervisors in 2025:

No.	Full name	Position	2025 Actual salary fund, remuneration, and allowances	2025 Actual salary fund, remuneration, and allowances paid	Remaining unpaid 2025 actual salary fund, remuneration, and allowances
I	Salary fund for full-time managers		1,108,800,000	1,048,471,655	60,328,345
1	Truong Van Cu	Chairman of the BOD	604,800,000	573,069,964	31,730,036
2	Nguyen Van Sang	Head of the Board of Supervisors	504,000,000	475,401,691	28,598,309
II	Salary fund for the Board of Management		2,060,504,196	1,951,275,855	109,228,341
1	Lam Thanh Phu	Member of the BOD - General Director	540,814,752	513,650,976	27,163,776
2	Duong Tan Phong	Member of the BOD - Deputy General Director	508,365,864	481,850,179	26,515,685
3	Tran Van Toan	Deputy General Director	508,365,864	481,138,150	27,227,714
4	Lam Quang Phuc	Chief Accountant	502,957,716	474,636,550	28,321,166
III	Remuneration fund for non-		154,800,000	146,070,000	8,730,000

No.	Full name	Position	2025 Actual salary fund, remuneration, and allowances	2025 Actual salary fund, remuneration, and allowances paid	Remaining unpaid 2025 actual salary fund, remuneration, and allowances
executive managers					
1	Lam Thanh Phu	Member of the BOD - General Director	32,400,000	29,160,000	3,240,000
2	Duong Tan Phong	Member of the BOD - Deputy General Director	32,400,000	29,160,000	3,240,000
3	Do Quoc Tuan	Independent members of the BOD	32,400,000	31,590,000	810,000
4	Hoang Quoc Hung	Member of the BOS	28,800,000	28,080,000	720,000
5	Hoang Van Vinh	Member of the BOS	28,800,000	28,080,000	720,000
Total			3,324,104,196	3,145,817,510	178,286,686

2. Plan for salary and remuneration of Board of Directors' members, Board of Management, Board of Supervisors in 2026:

+ Remuneration for non-executive Board Members: VND 2,975,000/person/month.

+ Remuneration for non-executive Supervisors: VND 2,500,000/person/month.

- After the Plan for salary, remuneration, and allowances of Board of Directors' members, Board of General Directors, Board of Supervisors in 2026 is agreed upon by Vietnam Rubber Group, it will be paid for the correct purpose and in accordance with regulations.

- Present to the GMS to authorize the Board of Directors to approve the Plan for salary, remuneration, and allowances of the Board of Directors, Board of General Directors, Board of Supervisors in 2026 after being agreed upon by Vietnam Rubber Group.

Sincerely submitted!

Recipients:
- AGM 2026;
- Members of the BOD, BOS, General Director of the Company;
- Archived: Adminn, Secretary of the BOD
(Document of AGM 2026).

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

(signed and sealed)

Truong Van Cu



VIETNAM RUBBER GROUP
TAN BIEN RUBBER
JOINT STOCK COMPANY

No.: 811/TTr-CSTB

TRANSLATES

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Tay Ninh, June 29, 2026

PROPOSAL

Re: The selection of the audit firm for the Financial Statement for 2026

To: The Annual General Meeting of Shareholders 2026
of Tan Bien Rubber Joint Stock Company

Pursuant to Official Letter No. 1499/CSVN-TCKT dated May 14, 2021 of Vietnam Rubber Group regarding the proposal for selection of the auditor for the annual financial statements;

Pursuant to the list of audit firms eligible to provide audit services as published on the official website of the Ministry of Finance (www.mof.gov.vn) at the most recent time;

Pursuant to Official Letter No. 384/HDQTCSVN-TCKT dated May 8, 2026 of Vietnam Rubber Group regarding the agreement on several contents for commenting and voting at the Annual General Meeting of Shareholders 2026 of Tan Bien Rubber Joint Stock Company.

The Board of Supervisors requests to propose the selection of an independent audit firm to perform the service of reviewing the separate Financial Statements, consolidated Financial Statements for 6 months, and auditing the separate Financial Statements, consolidated Financial Statements for the fiscal year 2026, including the following 03 firms:

- a. AASC Auditing Firm Company Limited;
- b. Moore AISC Auditing and Informatics Services Company Limited;
- c. Vietnam Auditing and Valuation Company Limited (AVA).

The Board of Supervisors of Tan Bien Rubber Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval regarding the selection of the audit firm as follows:

1. Authorize the Board of Directors to select 1 out of the 3 firms above to perform the service of reviewing the separate Financial Statements, consolidated Financial Statements for 6 months, and auditing the separate Financial Statements, consolidated Financial Statements for the fiscal year 2026 of the Company.
2. Authorize the General Director of the Company to carry out procedures to sign the Audit Contract with the selected audit firm according to regulations.
3. In case the 03 (three) aforementioned entities do not participate in providing auditing services, to submit to the General Meeting of Shareholders to authorize the Board of Directors to select another qualified independent auditing firm to conduct the review of the semi-annual financial statements and the audit of the financial statements for the fiscal year 2026.

Respectfully submits to the General Meeting of Shareholders for consideration and approval.

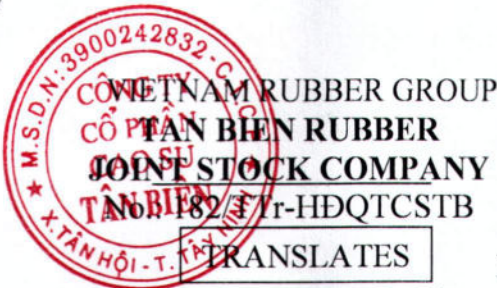
Recipients:

- AGM 2026;
 - Archived: Admin, BOS
- (Documents of AGM 2026)

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**

(signed and sealed)

Nguyen Van Sang



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Tay Ninh, June 29, 2026

TRANSLATES

PROPOSAL

Regarding the approval of (amendments and supplements to) the Charter of Organization and Operation of Tan Bien Rubber Joint Stock Company

To: The Annual General Meeting of Shareholders 2026

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to Decision No. 191/QĐ-HĐQTCTB dated June 26, 2025, of the Board of Directors of Tan Bien Rubber Joint Stock Company regarding the issuance of the Charter of Organization and Operation (amended and supplemented) of Tan Bien Rubber Joint Stock Company;

Pursuant to Law No. 68/2025/QH15 on the Management and Investment of State Capital in Enterprises;

Pursuant to the Government's Decree No. 245/2025/NĐ-CP dated September 11, 2025, amending and supplementing a number of articles of the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Prime Minister's Decision No. 36/2025/QĐ-TTg dated September 29, 2025, on the issuance of the Vietnam Standard Industrial Classification system;

Pursuant to Official Dispatch No. 1336/CSVN-PCTT dated May 21, 2026, of the Vietnam Rubber Group regarding the review and amendment of the Company's Charter to comply with legal regulations.

The Board of Directors of Tan Bien Rubber Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and supplements to the Charter of Organization and Operation of Tan Bien Rubber Joint Stock Company.

(Comparative table of adjustments attached)

Respectfully submitted to the Annual General Meeting of Shareholders 2026 for consideration and approval./.

Recipients:

- As above;
- Members of the BOD, BOS of the Company;
- Archives; Secretariat of the BOD.

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

(signed and sealed)

Truong Van Cu

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
Clause 1, Article 1. Interpretation of terms	c) <i>Law on Enterprises</i> means the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;	c) <i>Law on Enterprises</i> means the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, <u>and its amendments and supplements</u> ;	Update the definition of the Law on Securities to include amendments, supplements, and replacements
	d) <i>Law on Securities</i> means the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;	d) <i>Law on Securities</i> means the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, <u>and its amendments and supplements</u> ;	Update the definition of the Law on Enterprises to include amendments, supplements, and replacements
	g) <i>Executives</i> mean the General Director, Deputy General Directors, Chief Accountant, and other executives appointed by the Board of Directors;	g) <i>Executives</i> mean the General Director, Deputy General Directors, and Chief Accountant appointed by the Board of Directors;	Specifically define the titles of Company Managers and Company Executives to facilitate reporting in Financial Statements, Corporate Governance Reports, and other related documents, and to avoid errors during the filing process.
	h) <i>Company Managers</i> mean the managers of the Company, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director, and individuals holding other management titles appointed by the General Meeting of Shareholders or the Board of Directors;	h) <i>Company Managers</i> mean the managers of the Company, including the Chairman of the Board of Directors, members of the Board of Directors, and the General Director appointed by the General Meeting of Shareholders or the Board of Directors;	
	-	n) Member of the Board of Supervisors means Controller	Added to clarify that a Member of the Board of Supervisors and a Controller are the same.
	n) <i>Operational term</i> means the duration of the Company's operation as specified in Article 2 of this Charter and the extension period (if any) approved by the Company's General Meeting of	o) <i>Operational term</i> means the duration of the Company's operation as specified in Article 2 of this Charter;	Clause 5, Article 2 stipulates that the Company's operational term is indefinite.

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	Shareholders;		Therefore, provisions regarding the term and procedures for extending operations are inappropriate.
	-	q) <i>VSDC</i> means the Vietnam Securities Depository and Clearing Corporation	Standardize the name of the Vietnam Securities Depository and Clearing Corporation
	-	r) <i>Contact address</i> means the registered head office address for organizations; or the permanent residence, workplace, or other address of an individual that they have registered with the company as their contact address;	Specifically defined to facilitate searching, extracting, sending meeting invitations, and ballots.
	-	s) <i>Trade secrets</i> mean information regarding inventory levels, production costs, finance, and technological and business solutions. Examples: Production processes, techniques, and know-how; Customer information; Algorithms and processes implemented within the Company; Product manufacturing formulas; Business strategies; Information on research and development activities;	Specifically defined to identify content that may not be provided to shareholders upon request.
	-	t) <i>Business secrets</i> mean information obtained from financial and intellectual investment activities that has not been disclosed and is capable of being used in business. Examples: Processes, formulas, product samples, equipment, or sets of information used for a	Specifically defined to identify content that may not be provided to shareholders upon request.

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
		certain period in a business; technical information used in the production process; marketing, export, or sales strategies; or document storage methods or business management processes and procedures, including software used for business activities;	
Clause 3, Article 2. Name, form, head office, branches, representative offices, business locations, and duration of operation of the Company	- Head office address: Group 2, Thanh Phu Hamlet, Tan Hiep Commune, Tan Chau District, Tay Ninh Province	- Head office address: Group 2, Thanh Phu Hamlet, Tan Hoi Commune, Tay Ninh Province	Administrative boundary adjustment.
	5. Unless terminated before the deadline specified in Clause 2, Article 55, or extended according to Article 56 of this Charter , the Company's operational term is indefinite.	5. Unless terminated before the deadline specified in Clause 2, Article 55, the Company's operational term is indefinite.	Clause 5, Article 2 stipulates that the Company's operational term is indefinite. Therefore, provisions regarding the term and procedures for extending operations are inappropriate.
Article 3. Legal representative of the Company	-	3. The Company must ensure that there is always at least one legal representative residing in Vietnam. When only one legal representative residing in Vietnam remains, this person must, upon leaving Vietnam, authorize in writing another person residing in Vietnam to exercise the rights and obligations of the legal representative. 4. If the authorization expires and the Company's legal representative has not returned to Vietnam and there is no other authorization, the authorized person shall	Compliance with Article 12 of the 2020 Law on Enterprises regarding the responsibilities of the legal representative to ensure the Company's business operations continue without interruption.

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
		<p>continue to exercise the rights and obligations of the Company's legal representative within the scope of the authorization until the Company's legal representative returns to work, or until the Board of Directors decides to appoint a replacement.</p> <p>5. In case of absence from Vietnam for more than thirty (30) days without authorizing another person to exercise the rights and duties of the Company's legal representative, the Board of Directors shall appoint another person as the Company's legal representative.</p>	
<p>Clause 1, Article 4. Operational objectives of the Company</p>	<ul style="list-style-type: none"> - Other financial service activities not elsewhere classified (except insurance and social insurance) (<i>Industry Code 6499</i>); - Retail sale of other new goods in specialized stores (<i>Industry Code 4773</i>); - Manufacture of beds, wardrobes, tables, and chairs (<i>Industry Code 3100</i>); - Electricity generation (<i>Industry Code 3511</i>); - Electricity transmission and distribution (<i>Industry Code 3512</i>); - Wholesale of other construction materials and installation equipment (<i>Industry Code 4663</i>); - Manufacture of non-alcoholic beverages, mineral water (<i>Industry Code 1104</i>); - Other specialized wholesale not elsewhere classified (<i>Industry Code 4669</i>); 	<ul style="list-style-type: none"> - Other financial service activities not elsewhere classified (except insurance <u>and pension funding activities</u>) (<i>Industry Code 6499</i>); - Retail sale of other new goods (<u>except automobiles, motorcycles, motorbikes, and spare parts</u>) (<i>Industry Code 4773</i>); - Manufacture of beds, wardrobes, tables, and chairs <u>by wooden</u> (<i>Industry Code 3101</i>); - Electricity generation <u>from renewable energy sources</u> (<i>Industry Code 3512</i>); - Electricity transmission and distribution (<i>Industry Code 3513</i>); - Wholesale of other construction materials and installation equipment (<i>Industry Code 4673</i>); - Manufacture of non-alcoholic beverages, mineral water (<i>Industry Code 1105</i>); 	<p>Adjusting industries and industry codes to align with the Vietnam Standard Industrial Classification system issued with the Prime Minister's Decision No. 36/2025/QĐ-TTg dated September 29, 2025.</p>

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
		- Other specialized wholesale not elsewhere classified (<i>Industry Code 4679</i>);	
Clause 5, Article 6. Charter capital, shares, and share structure	5. The Company has no founding shareholders.	5. <u>The Company officially operates as a Joint Stock Company under the Business Registration Certificate No. 3900242832, first issued by the Department of Planning and Investment (now the Department of Finance) of Tay Ninh province on December 21, 2009. Pursuant to the Law on Enterprises, as of now, the transfer restriction period for ordinary shares held by founding shareholders has expired.</u>	Update the Company's establishment history; clarify the legal status of ordinary shares held by founding shareholders whose transfer restriction period has expired according to the Law on Enterprises, ensuring the transparency of shareholders' right to freely transfer shares.
Clause 7, Article 6. Charter capital, shares, founding shareholders	-	6. Share offering is the process of increasing the number of shares the company is authorized to offer and selling those shares during its operation to increase charter capital. Share offerings may be conducted in one of the following forms: a) Offering to existing shareholders. b) Public offering. c) Private placement of shares. d) Other forms as decided by the General Meeting of Shareholders	Explanation of forms of share offering to increase charter capital
Clause 3, Article 7. Share	3. Within 15 days from the date of submitting a complete application for share ownership transfer according to the Company's regulations,	3. <u>Shareholders shall be issued a share certificate within 07 working days from the date VSDC notifies that it has received a</u>	The Company has registered its securities with VSDC, and

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
certificate	or within 02 months from the date of full payment for shares as stipulated in the Company's share issuance plan (or other timeframes as specified in the issuance terms), the shareholder shall be issued a share certificate. Shareholders are not required to pay the Company for the cost of printing share certificates.	<u>complete application for share ownership transfer in accordance with the law</u> , or within 02 months from the date of full payment for shares as stipulated in the Company's share issuance plan (or other timeframes as specified in the issuance terms). Shareholders are not required to pay the Company for the cost of printing share certificates.	shareholders transfer ownership at VSDC. The Company reissues share certificates after VSDC notifies that it has received a complete application.
Clause 4, Article 7. Share certificate	4. In case a share certificate is lost, damaged, or destroyed in any other form, the shareholder shall be reissued a share certificate by the Company upon the shareholder's request. The shareholder's request must include the following information: a) Information about the share certificate that has been lost, damaged, or destroyed in any other form; b) Commitment to take responsibility for any disputes arising from the reissuance of new share certificates.	4. In case a share <u>certificate</u> is lost, damaged, or destroyed in any other form, the shareholder shall be reissued a share certificate by the Company upon the shareholder's request. The shareholder's request must include the following information: a) Information about the share <u>certificate</u> that has been lost, damaged, or destroyed in any other form; b) Commitment to take responsibility for any disputes arising from the reissuance of new share <u>certificates</u> . 5. In case the Company cancels its securities registration with VSDC, the Company shall reissue share certificates to shareholders within thirty (30) days from the effective date of the cancellation of securities registration as notified by VSDC.	In practice, a share certificate is a document issued by the company to confirm the legal ownership of an individual/organization over shares in the Company.
Clause 1, Article 9. Transfer of shares	1. All shares are freely transferable unless otherwise provided by this Charter and the law; shares listed or registered for trading on the Stock Exchange shall be transferred in	1. All shares are freely transferable unless otherwise provided by this Charter and the law; shares registered for trading on the Stock Exchange shall be transferred in accordance	The company's shares are currently registered for trading on the Unlisted Public

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	accordance with the laws on securities and the stock market.	with the laws on securities and the stock market.	Company Market (UPCoM).
Clause 1, Article 12. Rights of shareholders	<p>2. Ordinary shareholders have the following rights:</p> <p>e) To examine, look up, and extract information about names and contact addresses in the list of shareholders with voting rights; to request correction of inaccurate information about themselves;</p> <p>f) To examine, look up, extract, or copy the Company's Charter, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders;</p>	<p>2. Ordinary shareholders have the following rights:</p> <p>e) To examine, look up, and extract information about names and contact addresses in the list of shareholders with voting rights; to request correction of inaccurate information about themselves. <u>Information provision follows the procedure detailed in the Internal Regulations on Corporate Governance;</u></p> <p>f) To examine, look up, extract, or copy the Company's Charter, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders. <u>Information provision follows the procedure detailed in the Internal Regulations on Corporate Governance;</u></p>	Added information provision procedure.
Clause 2, Article 12. Rights of shareholders	<p>2. Shareholders or groups of shareholders holding 05% or more of the total ordinary shares have the following rights:</p> <p>b) To examine, look up, and extract minutes, resolutions, and decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, and contracts and transactions requiring approval by the Board of Directors, and other documents, excluding documents related to the Company's trade secrets and business secrets;</p>	<p>2. Shareholders or groups of shareholders holding 05% or more of the total ordinary shares have the following rights:</p> <p>b) To examine, look up, and extract minutes, resolutions, and decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, and contracts and transactions requiring approval by the Board of Directors, excluding documents related to the Company's trade secrets and business secrets. <u>Information provision follows the procedure detailed in the</u></p>	Added information provision procedure.



Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	<p>d) To propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and sent to the Company at least 03 working days before the opening date. Proposals must clearly state the shareholder's name, the quantity of each type of share held by the shareholder, and the issue proposed for inclusion in the agenda;</p>	<p><u>Internal Regulations on Corporate Governance;</u></p> <p>d) To propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and sent to the Company at least <u>05</u> working days before the opening date. Proposals must clearly state the shareholder's name, the quantity of each type of share held by the shareholder, and the issue proposed for inclusion in the agenda;</p>	<p>To add content to the General Meeting of Shareholders agenda, the Board of Directors needs to meet to reach a consensus, and the notice for the Board of Directors meeting must be sent at least 3 days before the meeting. Therefore, the deadline for shareholder proposals regarding the meeting agenda is at least 5 working days before the opening of the General Meeting of Shareholders to allow time for preparing meeting documents for the Board of Directors.</p>
<p>Clause 3, Article 12. Rights of shareholders</p>	<p>b) Based on the number of members of the Board of Directors and the Board of Supervisors, the shareholders or groups of shareholders specified in this clause have the right to nominate one or more candidates for the Board of Directors and the Board of Supervisors as decided by the General Meeting of Shareholders. If the number of candidates nominated by the shareholders or groups of</p>	<p>b) Based on the number of members of the Board of Directors and the Board of Supervisors, the shareholders or groups of shareholders specified in this clause have the right to nominate one or more candidates for the Board of Directors and the Board of Supervisors <u>in accordance with Article 25 and Article 37 of this Charter</u>. If the number of candidates nominated by the shareholders or</p>	<p>Synchronize the nomination and candidacy process for members of the Board of Directors by directly referencing specific articles.</p>

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	shareholders is lower than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Board of Supervisors, and other shareholders.	groups of shareholders is lower than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Board of Supervisors, and other shareholders in accordance with Article 25 and Article 37 of this Charter.	
Clause 3, Article 13. Obligations of shareholders	3. Comply with the Company's Charter and Internal Management Regulations.	3. Comply with the Company's Charter and Internal Regulations approved by the General Meeting of Shareholders.	The Company's Internal Regulations approved by the General Meeting of Shareholders cover all internal regulations.
Clause 3, Article 14. General Meeting of Shareholders	3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases: b) The number of remaining members of the Board of Directors or the Board of Supervisors is less than the minimum number required by law;	3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases: b) The number of remaining members of the Board of Directors or the Board of Supervisors is less than the minimum number required by law, <u>or the number of members of the Board of Directors has decreased by more than one-third compared to the number approved by the General Meeting of Shareholders at the most recent time;</u>	Consistent with Point a, Clause 4, Article 160 of the Law on Enterprises.
Clause 4, Article 14. General Meeting of Shareholders	a) The Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of remaining members of the Board of Directors or the Board of Supervisors is as specified in Point b, Clause 3 of this Article, or from the date of receiving the	a) The Board of Directors must <u>determine the opening date of</u> the General Meeting of Shareholders within 60 days from the date the number of remaining members of the Board of Directors or the Board of Supervisors is as specified in Point b, Clause 3 of this Article, or	Clarify that convening the meeting means determining the opening date (distinct from sending the meeting invitation).

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	<p>request specified in Point c and Point d, Clause 3 of this Article.</p> <p>c) If the Board of Supervisors fails to convene a General Meeting of Shareholders as specified in Point b, Clause 4 of this Article, the shareholders or groups of shareholders specified in Point c, Clause 3 of this Article have the right to represent the Company in convening the General Meeting of Shareholders in accordance with the Law on Enterprises;</p>	<p>from the date of receiving the request specified in Point c and Point d, Clause 3 of this Article.</p> <p>c) If the Board of Supervisors fails to convene a General Meeting of Shareholders as specified in Point b, Clause 4 of this Article, the shareholders or groups of shareholders specified in Point c, Clause 3 of this Article have the right to <u>request</u> the Company's representative to convene the General Meeting of Shareholders in accordance with the Law on Enterprises;</p>	
<p>Clause 1, 2, Article 15. Rights and obligations of the General Meeting of Shareholders</p>	<p>1. The General Meeting of Shareholders has the following rights and obligations:</p> <p>a) Approve the Company's development orientation;</p> <p>b) Decide on the types of shares and the total number of shares of each type authorized to be offered; decide on the annual dividend rate for each type of share;</p> <p>c) Elect, remove, or dismiss members of the Board of Directors and members of the Board of Supervisors;</p> <p>d) Decide on investment or sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statement;</p> <p>e) Decide on amendments and supplements to the Company's Charter;</p> <p>f) Approve annual financial statements;</p>	<p>1. The General Meeting of Shareholders has the following rights and obligations:</p> <p>a) Approve the Company's development orientation;</p> <p>b) Decide on the types of shares and the total number of shares of each type authorized to be offered; decide on the annual dividend rate for each type of share;</p> <p>c) Elect, remove, or dismiss members of the Board of Directors and members of the Board of Supervisors;</p> <p>d) Decide on investment or sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statement;</p> <p>e) Decide on amendments and supplements to the Company's Charter;</p> <p>f) Approve annual financial statements;</p>	<p>Remove items that must be approved by the Annual General Meeting of Shareholders (Clause 2) and add these items to the rights and obligations of the General Meeting of Shareholders (Clause 1).</p>

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	<p>g) Decide on the repurchase of more than 10% of the total sold shares of each type;</p> <p>h) Consider and handle violations by members of the Board of Directors and members of the Board of Supervisors that cause damage to the Company and its shareholders;</p> <p>i) Decide on the reorganization or dissolution of the Company;</p> <p>j) Decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;</p> <p>k) Approve/Amend/Supplement Internal Corporate Governance Regulations; Regulations on the operation of the Board of Directors and the Board of Supervisors;</p> <p>l) Approve the list of approved auditing firms; decide on the approved auditing firm to inspect the Company's operations, and dismiss the approved auditor when deemed necessary;</p> <p>m) Other rights and obligations as prescribed by law.</p> <p>2. The General Meeting of Shareholders discusses and approves the following issues:</p> <p>a) The Company's annual business plan;</p> <p>b) Audited annual financial statements;</p> <p>c) The Board of Directors' report on corporate governance and the performance of the Board of Directors and each member of the Board of Directors;</p>	<p>g) Decide on the repurchase of more than 10% of the total sold shares of each type;</p> <p>h) Consider and handle violations by members of the Board of Directors and members of the Board of Supervisors that cause damage to the Company and its shareholders;</p> <p>i) Decide on the reorganization or dissolution of the Company;</p> <p>j) Decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;</p> <p>k) Approve/Amend and supplement the <u>Internal Regulations on Corporate Governance</u>; the Operating Regulations of the Board of Directors, and the Operating Regulations of the Board of Supervisors;</p> <p>l) Approve the list of accredited audit firms; decide on the accredited audit firm to perform an audit of the Company's operations, and dismiss the accredited auditor when deemed necessary;</p> <p><u>m) The number of members of the Board of Directors and the Board of Supervisors;</u></p> <p><u>n) Divide, split, consolidate, merge, or convert the Company;</u></p> <p><u>o) The Company enters into contracts or transactions with the subjects specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total asset value of the Company recorded in</u></p>	

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	<p>d) The Board of Supervisors's report on the Company's business results and the performance of the Board of Directors and the General Director;</p> <p>e) The Board of Supervisors's self-assessment report on the performance of the Board of Supervisors and its members;</p> <p>f) Dividend rate for each type of share;</p> <p>g) Number of members of the Board of Directors and the Board of Supervisors;</p> <p>h) Elect, remove, or dismiss members of the Board of Directors and members of the Board of Supervisors;</p> <p>i) Decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;</p> <p>j) Approve the list of approved auditing firms; decide on the approved auditing firm to inspect the Company's operations when deemed necessary;</p> <p>k) Amend and supplement the Company's Charter;</p> <p>l) Types of shares and the number of new shares to be issued for each type of share and the transfer of shares by founding members within the first 03 years from the date of establishment;</p> <p>m) Division, separation, consolidation, merger, or conversion of the Company;</p> <p>n) Reorganization and dissolution (liquidation) of the Company and appointment of a</p>	<p><u>the most recent financial statements;</u></p> <p><u>p) Approve transactions specified in Clause 4, Article 293 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;</u></p> <p>q) Other rights and obligations as prescribed by law.</p> <p>2. The <u>Annual</u> General Meeting of Shareholders shall discuss and approve the following issues:</p> <p>a) The Company's annual business plan;</p> <p>b) The audited annual financial statements;</p> <p>c) The Board of Directors' report on corporate governance and the performance results of the Board of Directors and each member of the Board of Directors;</p> <p>d) The Board of Supervisors's report on the Company's business results and the performance of the Board of Directors and the General Director;</p> <p>e) The self-assessment report on the performance of the Board of Supervisors and its members;</p> <p>f) Dividend payout ratio for each share class;</p> <p>g) Other matters as prescribed by law and this Charter.</p>	

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	<p>liquidator;</p> <p>o) Decide on investment or sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statement;</p> <p>p) Decide on the repurchase of more than 10% of the total sold shares of each type;</p> <p>q) The Company enters into contracts or transactions with subjects specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the Company's total asset value recorded in the most recent financial statement;</p> <p>r) Approve transactions specified in Clause 4, Article 293 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;</p> <p>s) Approve Internal Corporate Governance Regulations, Regulations on the operation of the Board of Directors, and Regulations on the operation of the Board of Supervisors;</p> <p>t) Other issues as prescribed by law and this Charter.</p>		
<p>Clause 1, Article 16. Authorization to attend the General Meeting of</p>	<p>1. Shareholders or authorized representatives of institutional shareholders may attend the meeting in person or authorize one or more other individuals or organizations to attend or attend via one of the methods specified in Clause 3, Article 144 of the Law on Enterprises.</p>	<p>1. Shareholders or authorized representatives of institutional shareholders may attend the meeting in person or authorize one or more other individuals or organizations to attend or attend via one of the methods specified in Clause 3, Article 144 of the Law on</p>	<p>Clearly define the number of authorized recipients when attending the General Meeting of Shareholders to</p>

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
Shareholders		<p>Enterprises, <u>subject to the following specific provisions:</u></p> <p>a) <u>Individual shareholders may only authorize a maximum of one (01) authorized representative to attend the meeting. A shareholder who has provided such authorization shall not be permitted to attend the meeting, even if they have only partially authorized the representative.</u></p> <p>b) <u>Institutional shareholders shall authorize as follows:</u></p> <ul style="list-style-type: none"> - <u>Shareholders holding less than 1% of the total common shares have the right to authorize a maximum of one (01) person to attend the General Meeting of Shareholders;</u> - <u>Shareholders holding from 1% to less than 10% of the total common shares have the right to authorize a maximum of two (02) persons to attend;</u> - <u>Shareholders holding 10% or more of the total common shares have the right to authorize a maximum of four (04) persons to attend.</u> <p><u>In the event that there is more than one authorized representative, the number of shares and votes authorized for each representative must be specifically determined. If the number of shares and votes corresponding to each authorized representative is not specifically determined, the shares and votes shall be divided equally among the number of</u></p>	<p>optimize the shareholder qualification verification procedure, limit internal disputes, and ensure efficiency in organizing the Meeting.</p>

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
		<p><u>authorized representatives, and any fractional shares (if any) shall be prioritized in alphabetical order by the name of the authorized representative.</u></p>	
<p>Clause 1, Article 16. Authorization to attend the General Meeting of Shareholders</p>	<p>2. Authorization for an individual or organization to represent a shareholder at the General Meeting of Shareholders as specified in Clause 1 of this Article must be made in writing. The power of attorney shall be prepared in accordance with 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 the authorization, the scope of the authorization, the duration of the authorization, and the signatures of the authorizing party and the authorized party.</p> <p>The authorized person attending the General Meeting of Shareholders must submit the power of attorney when registering to attend. In case of re-authorization, the attendee must present the original power of attorney from the shareholder or the authorized representative of the institutional shareholder (if not previously registered with the Company).</p>	<p>2. Authorization for an individual or organization to represent a shareholder at the General Meeting of Shareholders as specified in Clause 1 of this Article must be made in writing. The power of attorney shall be prepared in accordance with 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 the authorization, the scope of the authorization, the duration of the authorization, and the signatures <u>(clearly stating the full name, handwritten or digitally signed) and seals (if an organization)</u> of the authorizing party and the authorized party. The authorized person attending the General Meeting of Shareholders must submit the power of attorney when registering to attend. <u>The authorized person may not re-authorize another person.</u></p>	<p>Regulation on the method of re-authorization to ensure that voting rights are exercised in accordance with the shareholder's intent.</p> <p>Remove the re-authorization clause.</p>
<p>Clause 4, Article 18. Convening meetings, meeting</p>	<p>4. Shareholders or groups of shareholders as specified in Clause 2, Article 12 of this Charter have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing</p>	<p>4. Shareholders or groups of shareholders as specified in Clause 2, Article 12 of this Charter have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing</p>	<p>- To add content to the General Meeting of Shareholders agenda, the Board of Directors needs to meet to reach a</p>

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
agenda, and notice of the General Meeting of Shareholders	and sent to the Company no later than <u>03</u> working days before the opening of the meeting. The proposal must clearly state the name of the shareholder, the number of each type of shares held by the shareholder, contact address, nationality, number of Citizen Identity Card, People's Identity Card , Passport, or other legal personal identification for individual shareholders; name, enterprise code or establishment decision number, address of the head office for institutional shareholders; the number and type of shares held by that shareholder, and the issues proposed to be included in the meeting agenda.	and sent to the Company no later than <u>05</u> working days before the opening of the meeting. The proposal must clearly state the name of the shareholder, the number of each type of shares held by the shareholder, contact address, nationality, number of Citizen Identity Card, <u>Identity Card</u> , Passport, or other legal personal identification for individual shareholders; name, enterprise code or establishment decision number, address of the head office for institutional shareholders; the number and type of shares held by that shareholder, and the issues proposed to be included in the meeting agenda.	consensus, and the notice for the Board of Directors meeting must be sent at least 3 days before the meeting. Therefore, the deadline for shareholder proposals regarding the meeting agenda is 5 working days before the opening of the General Meeting of Shareholders to allow time for preparing Board meeting documents. - In accordance with the Law on Identification.
Clause 2, Article 19. Conditions for conducting the General Meeting of Shareholders	3. In case the second meeting does not meet the conditions for being conducted as specified in Clause 2 of this Article, the notice for the third meeting must be sent within <u>20</u> days from the date of the intended second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of votes of the attending shareholders.	3. In case the second meeting does not meet the conditions for being conducted as specified in Clause 2 of this Article, the notice for the third meeting must be sent within <u>30</u> days from the date of the intended second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of votes of the attending shareholders.	In accordance with the minimum time required to convene a General Meeting of Shareholders.

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
Clause 2. Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders	2. The election of the chairperson, secretary, shareholder/delegate qualification verification committee, and vote counting committee shall be stipulated as follows: c) The chairperson shall appoint one or more persons to act as the meeting secretary; the shareholder/delegate qualification verification committee shall serve the meeting;	2. The election of the chairperson, secretary, shareholder/delegate qualification verification committee, and vote counting committee shall be stipulated as follows: c) The chairperson shall appoint one or more persons to act as the meeting secretary; <u>the person convening the General Meeting of Shareholders shall appoint one or more persons to act as</u> the shareholder/delegate qualification verification committee to serve the meeting;	Stipulate the authority to appoint the shareholder/delegate qualification verification committee in accordance with the actual procedure of organizing the meeting (the qualification verification committee must operate before the chairperson is elected at the time of opening).
Clause 5, 6, Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders	-	5. The General Meeting of Shareholders shall discuss and vote on each issue in the agenda. Voting shall be conducted by voting in favor, against, or abstaining. The vote counting results shall be announced by the chairperson immediately before the closing of the meeting. 6. Shareholders or authorized representatives who arrive after the meeting has opened may still register and have the right to participate in voting immediately after registration; in this case, the validity of the contents already voted upon shall remain unchanged.	- Transparent voting method and time of announcing vote counting results; - Ensure the voting rights of late-arriving shareholders while maintaining the stability, continuity, and validity of the contents already approved by the Meeting.
Article 21. Conditions for passing a Resolution of the General	1. A resolution on the following content shall be approved if it is approved by shareholders representing 65% or more of the total voting rights of all shareholders attending and voting at the meeting, except for cases specified in	1. A resolution on the following content shall be approved if it is approved by shareholders representing 65% or more of the total voting rights of all shareholders attending and voting at the meeting, except for cases specified in	Item f is only appropriate when included in legal documents to empower companies to make their



Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
Meeting of Shareholders	<p>Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:</p> <p>a) Type of shares and total number of shares of each type;</p> <p>b) Change of business lines and sectors;</p> <p>c) Change of the Company's management organizational structure;</p> <p>d) Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements, unless the Company's Charter provides for a different ratio or value;</p> <p>e) Reorganization or dissolution of the Company;</p> <p>f) Other issues as stipulated by the Company's Charter;</p>	<p>Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:</p> <p>a) Type of shares and total number of shares of each type;</p> <p>b) Change of business lines and sectors;</p> <p>c) Change of the Company's management organizational structure;</p> <p>d) Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements, unless the Company's Charter provides for a different ratio or value;</p> <p>e) Reorganization or dissolution of the Company;</p>	own decisions.
Clause 2, 3, 4, 5, 8, Article 22. Authority and procedures for collecting written opinions from shareholders to pass a Resolution of the General Meeting of Shareholders	<p>2. The Board of Directors shall prepare the opinion collection form, the draft resolution of the General Meeting of Shareholders, and explanatory documents for the draft resolution and send them to all shareholders with voting rights no later than 10 days before the deadline for returning the opinion collection form, unless the Company's Charter provides for a longer period. The requirements and methods for sending the opinion collection form and accompanying documents shall be carried out in accordance with Clause 3, Article 18 of this Charter.</p> <p>3. The opinion collection form must contain the</p>	<p>2. The Board of Directors shall prepare the opinion collection form, the draft resolution of the General Meeting of Shareholders, and explanatory documents for the draft resolution and send them to all shareholders with voting rights no later than 10 days before the deadline for returning the opinion collection form. The requirements and methods for sending the opinion collection form and accompanying documents shall be carried out in accordance with Clause 3, Article 18 of this Charter.</p>	<p>- Standardize the wording of the Charter to fix the deadline for sending forms and the approval ratio in accordance with the Law on Enterprises 2020.</p> <p>- Add an Election Plan to the opinion collection form to allow the Company to elect members of the Board of Directors or the</p>

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	<p>following main contents:</p> <p>-</p> <p>4. Shareholders may send their answered opinion collection forms to the Company by mail, fax, or email in accordance with the following regulations: ...</p> <p>5. The Board of Directors shall count the votes and prepare a vote counting report under the witness of the Board of Supervisors or shareholders who do not hold management positions in the Company. The vote counting report must contain the following main contents: ...</p> <p>8. A resolution shall be approved via written opinion collection if it is approved by shareholders owning over 50% of the total voting rights of all shareholders with voting rights or a specific ratio stipulated by the Company's Charter, and it shall have the same validity as a resolution approved at a General Meeting of Shareholders.</p>	<p>3. The opinion collection form must contain the following main contents:</p> <p>g) <u>Election plan (if any);</u></p> <p>4. Shareholders may send their answered opinion collection forms to the Company by mail, fax, or email according <u>to the information registered with the Vietnam Securities Depository and Clearing Corporation in accordance with the following regulations:</u> ...</p> <p>5. The Board of Directors shall <u>organize</u> the vote counting and prepare a vote counting report under the witness of the Board of Supervisors or shareholders who do not hold management positions in the Company. The vote counting report must contain the following main contents: ...</p> <p>8. A resolution shall be approved via written opinion collection if it is approved by shareholders owning over 50% of the total voting rights of all shareholders with voting rights, and it shall have the same validity as a resolution approved at a General Meeting of Shareholders.</p>	<p>Board of Supervisors via written opinion collection.</p> <p>- Bind the information sent in the form to match data from VSDC.</p> <p>- Members of the Board of Directors do not necessarily have to be on the vote counting committee but only organize the vote counting work.</p>
<p>Clause 1, Article 23. Resolution, Minutes of the General Meeting of Shareholders</p>	<p>1. The General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese, may be prepared in a foreign language, and must contain the following main contents:</p>	<p>1. The General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese, may be prepared in a foreign language, and must contain the following main contents:</p>	<p>- Unify the method of calculating the voting ratio based on the number of votes of shareholders attending and voting.</p> <p>- Meeting documents</p>

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	<p>g) Total number of votes for each voting issue, clearly stating the voting method, total number of valid and invalid votes, votes in favor, against, and abstentions; corresponding ratio to the total voting rights of shareholders attending the meeting;</p> <p>4. ...</p> <p>Resolutions, Minutes of the General Meeting of Shareholders, and accompanying documents in the minutes and resolutions must be disclosed in accordance with the law on information disclosure in the securities market.</p>	<p>g) Total number of votes for each voting issue, clearly stating the voting method, total number of valid and invalid votes, votes in favor, against, and abstentions; corresponding ratio to the total voting rights of shareholders attending <u>and voting</u>;</p> <p>4. ...</p> <p>Resolutions, Minutes of the General Meeting of Shareholders, and accompanying documents must be disclosed in accordance with the law on information disclosure in the securities market.</p>	<p>disclosed along with the Resolution and Minutes of the General Meeting of Shareholders.</p>
<p>Article 24. Request for cancellation of a Resolution of the General Meeting of Shareholders</p>	<p>-</p>	<p><u>In case a shareholder or group of shareholders requests a Court or Arbitration to cancel a resolution of the General Meeting of Shareholders in accordance with Article 151 of the Law on Enterprises, that resolution shall remain in effect until the decision of the Court or Arbitration to cancel that resolution takes effect, except in cases where temporary emergency measures are applied according to the decision of a competent authority.</u></p>	<p>Strictly comply with the provisions of Article 152 of the Law on Enterprises 2020 (regarding the validity of a resolution of the General Meeting of Shareholders when there is a request for cancellation).</p>
<p>Clause 2, 3, 4, Article 25. Candidacy and nomination of members of the Board of Directors</p>	<p>2. Shareholders or groups of shareholders owning 10% or more of the total common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter. Shareholders holding common shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors.</p>	<p>2. Shareholders or groups of shareholders owning 10% or more of the total common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter. Shareholders holding common shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors.</p>	<p>- Synchronize the nomination and candidacy process for members of the Board of Directors with the Internal Regulations on Corporate Governance. - Order of nomination</p>

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	<p>Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares have the right to nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 65% may nominate a maximum of five (05) candidates; from 65% or more may nominate a maximum of seven (07) candidates.</p> <p>3. In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient as required by Clause 5, Article 115 of the Law on Enterprises, 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 the law.</p>	<p>Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares have the right to nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 65% may nominate a maximum of five (05) candidates; from 65% or more may nominate a maximum of seven (07) candidates. <u>The nomination and candidacy of members of the Board of Directors are detailed in the Internal Regulations on Corporate Governance.</u></p> <p>3. In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient as required by Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall nominate additional candidates in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The nomination 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 the law.</p> <p>4. In case the number of candidates nominated</p>	<p>and candidacy for members of the Board of Directors:</p> <ol style="list-style-type: none"> 1. Shareholders or groups of shareholders holding 10% of common shares with voting rights. 2. Incumbent Board of Directors. 3. Other shareholders.

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
		<p><u>additionally by the incumbent Board of Directors according to Clause 3 of this Article is still insufficient, the Board of Directors shall disclose information about the insufficient number of candidates for the Board of Directors no later than five (05) days before the opening of the General Meeting of Shareholders. The Board of Directors shall organize for other shareholders to nominate in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The organization of additional nominations 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 the law.</u></p>	
<p>Article 26. Composition and tenure of members of the Board of Directors</p>	<p>1. The number of members of the Company's Board of Directors shall be decided by the General Meeting of Shareholders, with a minimum of 03 (three) and a maximum of 05 (five) members.</p> <p>3. The composition of the Board of Directors is as follows:</p> <ul style="list-style-type: none"> - The composition of the Company's Board of Directors must ensure that at least $\frac{1}{3}$ of the total members of the Board of Directors are non-executive members. The Company shall minimize the number of members of the Board of Directors holding executive positions in the 	<p>1. The number of members of the Company's Board of Directors shall be <u>from 03 (three) to 07 (seven) members.</u></p> <p>3. The composition of the Board of Directors is as follows:</p> <ul style="list-style-type: none"> - The Board of Directors must ensure a minimum of <u>01 non-executive member if the Company has from 03 to 05 Board of Directors members; and a minimum of 02 non-executive members if the Company has from 06 to 07 Board of Directors members.</u> - <u>The Board of Directors must ensure a minimum of 01 independent member if the Company has</u> 	<ul style="list-style-type: none"> - Fix the number of members of the Board of Directors to determine the reduction ratio of the Board of Directors; - Regulations on the composition of non-executive members of the Board of Directors in accordance with Decree 245/2025/ND-CP.

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	<p>Company to ensure the independence of the Board of Directors.</p> <p>In case an unlisted public company operates under the model specified in Point b, Clause 1, Article 137 of the Law on Enterprises, the composition of the Company's Board of Directors must ensure that at least 1/5 of the total members of the Board of Directors are independent members and there is an Audit Committee under the Board of Directors. The composition, organizational structure, and functions and duties of the Audit Committee are specified in Article 161 of the Law on Enterprises and Articles 282, 283, and 284 of Decree 155/2020/ND-CP.</p> <p>In case the number of members of the Board of Directors of an unlisted public company operating under the above model is less than 5, the Company must ensure that there is 01 independent member of the Board of Directors.</p> <p>4. A member of the Board of Directors shall no longer hold the status of a member of the Board of Directors in case they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.</p>	<p>from 03 to 05 Board of Directors members; and a <u>minimum of 02 independent members if the Company has from 06 to 07 Board of Directors members.</u></p> <p>The Company shall minimize the number of members of the Board of Directors holding executive positions in the Company to ensure the independence of the Board of Directors.</p> <p>4. A member of the Board of Directors shall no longer hold the status of a member of the Board of Directors in case they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.</p> <p><u>A member of the Board of Directors shall continue to fully exercise their rights and obligations until their dismissal is approved by the General Meeting of Shareholders, except for the right to attend and vote at Board of Directors meetings and the right to receive remuneration as a member of the Board of Directors immediately upon the Company's receipt of notification regarding the following cases:</u></p> <ul style="list-style-type: none"> - <u>The member of the Board of Directors has limited civil act capacity, has lost civil act capacity, or has difficulty in cognition or behavior control.</u> - <u>The member of the Board of Directors is being prosecuted for criminal liability, is in temporary detention, is serving a prison</u> 	<p>- Regulations on the rights and obligations of members of the Board of Directors during the period awaiting approval of dismissal by the General Meeting of Shareholders.</p>



Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
		<p><u>sentence, is serving an administrative handling measure at a compulsory detoxification center or compulsory education institution, or is prohibited by the Court from holding certain positions, practicing certain professions, or doing certain jobs.</u></p> <p><u>- The Board of Directors has decided to approve the receipt of the resignation letter of the member of the Board of Directors in accordance.</u></p>	
<p>Clause 1, Article 27. Powers and obligations of the Board of Directors</p>	<p>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:</p> <p>f) Decide on investment plans and investment projects within its authority and limits as prescribed by law;</p> <p>i) Elect, dismiss, and remove the Chairman of the Board of Directors; appoint, dismiss, sign contracts, and terminate contracts with the General Director and other key managers as stipulated by the Company's Charter; decide on salaries, remuneration, bonuses, and other benefits for those managers; appoint authorized representatives to participate in the Board of Members or the General Meeting of Shareholders in other companies, and decide on the remuneration and other benefits of those</p>	<p>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:</p> <p>f) Decide on investment plans and investment projects <u>with an investment level of less than 35% of the total assets recorded in the Company's most recent financial statements;</u></p> <p>i) Elect, dismiss, and remove the Chairman of the Board of Directors; appoint, dismiss, sign contracts, and terminate contracts with the General Director as stipulated by the Company's Charter; decide on salaries, remuneration, bonuses, and other benefits for managers; appoint authorized representatives to participate in the Board of Members or the General Meeting of Shareholders in other companies, and decide on the remuneration and</p>	<p>Clarify the authority limit for deciding on investment projects of the Board of Directors (less than 35% of total assets) to delineate the boundary with the General Meeting of Shareholders.</p>

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	<p>persons;</p> <p>r) Managers are required to provide timely, complete, and accurate information and documents upon the request of members of the Board of Directors. The order and procedures for requesting and providing information are specifically stipulated in the Operating Regulations of the Board of Directors.</p>	<p>other benefits of those persons;</p> <p>r) Managers are required to provide timely, complete, and accurate information and documents upon the request of members of the Board of Directors. The order and procedures for requesting and providing information are specifically stipulated in the <u>Internal Regulations on Corporate Governance.</u></p>	
<p>Article 29. Chairman of the Board of Directors</p>	<p>1. The Chairman 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.</p> <p>f) Other rights and obligations as prescribed by the Law on Enterprises and this Charter.</p> <p>5. In case the Chairman of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member to perform the rights and obligations of the Chairman of the Board of Directors in accordance with the principles stipulated in the Company's Charter. ...</p>	<p>1. The Chairman 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.</p> <p>f) Other rights and obligations as prescribed by the Law on Enterprises.</p> <p>5. In case the Chairman of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another <u>member of the Board of Directors</u> to perform the rights and obligations of the Chairman of the Board of Directors. ...</p>	<p>Determine the authorized recipient of the Chairman of the Board of Directors when absent from the Board meeting.</p>
<p>Article 30. Meetings of the Board of Directors</p>	<p>3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:</p> <p>a) At the request of the Board of Supervisors;</p> <p>b) At the request of the General Director or at least 05 other managers;</p> <p>c) At the request of at least 02 members of the Board of Directors;</p>	<p>3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:</p> <p>a) At the request of the Board of Supervisors;</p> <p>b) At the request of the General Director or at least 05 other managers;</p> <p>c) At the request of at least 02 members of the Board of Directors;</p>	<p>- Stipulate the time limit for Board of Directors meetings upon receiving a request for a meeting.</p> <p>- Add the "form of meeting" to the notice of invitation to be consistent with current</p>

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	<p>d) Other cases when deemed necessary.</p> <p>5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving the request specified in Clause 3 of this Article. In case of failure to convene a meeting of the Board of Directors as requested, the Chairman of the Board of Directors shall be responsible for damages occurring to the Company; the requester has the right to replace the Chairman of the Board of Directors to convene the meeting of the Board of Directors.</p> <p>6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send a notice of invitation at least 03 working days before the meeting. The notice of invitation must specify the time and place of the meeting, the agenda, and the issues to be discussed and decided. The notice of invitation must be accompanied by documents used at the meeting and the voting form of the members.</p> <p>...</p> <p>8. A meeting of the Board of Directors shall be conducted when 3/4 or more of the total members are present. In case the meeting convened according to this clause does not have enough members present as prescribed, it shall be convened for the second time within 07 days from the intended date of the first meeting. In this case, the meeting shall be conducted if</p>	<p>5. The Chairman of the Board of Directors must <u>send a notice of invitation to the members of the Board of Directors within 07 working days from the date the Company receives the request specified in Clause 3 of this Article and no later than 03 working days before the meeting. The meeting of the Board of Directors must be held no later than 10 (ten) working days from the date the Company receives the request.</u> In case of failure to convene a meeting of the Board of Directors as requested, the Chairman of the Board of Directors shall be responsible for damages occurring to the Company; the requester has the right to replace the Chairman of the Board of Directors to convene the meeting of the Board of Directors, and <u>the convening procedure shall be similar to that of the Chairman of the Board of Directors convening at the request.</u></p> <p>6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send a notice of invitation at least 03 working days before the meeting. The notice of invitation must specify the time and place of the meeting, the form of the meeting, the agenda, and the issues to be discussed and decided. The notice of invitation must be accompanied by documents used at the meeting and the voting form of the members.</p> <p>...</p> <p>8. A meeting of the Board of Directors shall be</p>	<p>online operational practices.</p> <ul style="list-style-type: none"> - Regulations on convening the second Board of Directors meeting in case the first meeting does not meet the conditions for being conducted. - Regulations on collecting written opinions from the Board of Directors. - Regulations on authorization to attend Board of Directors meetings.

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	<p>more than half of the members of the Board of Directors are present.</p> <p>9. A member of the Board of Directors is considered to be present and voting at the meeting in the following cases:</p> <p>...</p> <p>11. Voting</p> <p>a) Except as provided in Point b, Clause 11, Article 30, each member of the Board of Directors or authorized person as specified in Clause 9 of this Article directly present in person at the meeting of the Board of Directors has one (01) vote;</p> <p>b) A member of the Board of Directors may not vote on contracts, transactions, or proposals in which that member or a person related to that member has an interest that conflicts or may conflict with the interests of the Company. A member of the Board of Directors shall not be counted in the minimum number of members present to hold a meeting of the Board of Directors regarding decisions on which that member does not have the right to vote;</p> <p>e) According to Point d, Clause 11, Article 30, when an issue arises at the meeting related to the interest or voting right of a member of the Board of Directors and that member does not voluntarily waive their voting right, the chairperson's ruling shall be final, unless the nature or scope of the interest of the related</p>	<p>conducted when 3/4 or more of the total members are present. In case the meeting convened according to <u>this article</u> does not have enough members present as prescribed, <u>the Chairman of the Board of Directors must send a notice of invitation for the second time to the members of the Board of Directors within 07 days from the intended date of the first meeting and no later than 03 working days before the meeting. The meeting of the Board of Directors must be held no later than 10 days from the intended date of the first meeting.</u> In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are present.</p> <p><u>9. The Board of Directors shall approve resolutions and decisions by voting at the meeting, collecting written opinions, or other forms as stipulated by the Company's Charter. Each member of the Board of Directors has one vote. A member of the Board of Directors is considered to be present and voting at the meeting in the following cases:</u></p> <p>...</p> <p>11. Voting</p> <p>a) Except as provided in Point b, Clause 11, Article 30, each member of the Board of Directors or authorized person as specified in Clause 9 of this Article directly present in person at the meeting of the Board of Directors has one (01) vote;</p>	

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	<p>member of the Board of Directors has not been fully disclosed;</p> <p>d) A member of the Board of Directors who benefits from a contract specified in Point a and Point b, Clause 6, Article 43 of this Charter is considered to have a significant interest in that contract;</p> <p>e) Members of the Board of Supervisors have the right to attend meetings of the Board of Directors, have the right to discuss, but do not have the right to vote.</p> <p>13. Members must fully attend meetings of the Board of Directors. Members may authorize others to attend and vote if approved by a majority of the members of the Board of Directors.</p>	<p>b) A member of the Board of Directors may not vote on contracts, transactions, or proposals in which that member or a person related to that member has an interest that conflicts or may conflict with the interests of the Company.</p> <p>c) <u>A member of the Board of Directors who benefits from a contract specified in Point a and Point b, Clause 6, Article 43 of this Charter is considered to have a significant interest in that contract;</u></p> <p><u>d) Members of the Board of Supervisors have the right to attend meetings of the Board of Directors, have the right to discuss, but do not have the right to vote.</u></p> <p>13. Members must fully attend meetings of the Board of Directors. Members may authorize <u>another member of the Board of Directors or another person (not a member of the Board of Directors if approved by a majority of the members of the Board of Directors)</u> to attend and vote.</p>	
	VIII. GENERAL DIRECTOR AND OTHER MANAGERS	VIII. GENERAL DIRECTOR, OTHER MANAGERS, AND SECRETARY	
Article 33. Organizational structure of management	The Company's management system must ensure that the management apparatus is responsible to the Board of Directors and is subject to the supervision and direction of the Board of Directors in the Company's daily business operations. The Company has a	The Company's management system must ensure that the management apparatus is responsible to the Board of Directors and is subject to the supervision and direction of the Board of Directors in the Company's daily business operations. The Company has a	Omitted for consistency with the definition.

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	General Director, Deputy General Directors, Chief Accountant, and other management positions appointed by the Board of Directors. The appointment, dismissal, and removal of the above positions must be approved by resolution or decision of the Board of Directors.	General Director, Deputy General Directors, and Chief Accountant appointed by the Board of Directors. The appointment, dismissal, and removal of the above positions must be approved by resolution or decision of the Board of Directors.	
Clause 4, Article 35. Appointment, dismissal, rights, and obligations of the General Director	4. The General Director has the following rights and obligations: f) Decide on salaries and other benefits for employees in the Company, including managers under the appointment authority of the General Director; i) Other rights and obligations as prescribed by law, the Company's Charter, and resolutions or decisions of the Board of Directors.	4. The General Director has the following rights and obligations: f) Decide on salaries, <u>bonuses</u> , and other benefits for employees in the Company, including managers under the appointment authority of the General Director; i) <u>The General Director is responsible to the Board of Directors and the General Meeting of Shareholders for the performance of assigned duties and powers, and shall report to these bodies upon request.</u> j) Other rights and obligations as prescribed by law, the Company Charter, resolutions and decisions of the Board of Directors, <u>and the employment contract signed with the Company.</u>	Specify the General Director's decision-making authority regarding employees to enhance operational proactivity.
Article 37. Candidacy and nomination of members of the Board of Supervisors	1. The nomination and candidacy for members of the Board of Supervisors shall be conducted similarly to the provisions in Clause 1, Article 25 of this Charter. Shareholders holding voting shares have the right to aggregate their voting rights to nominate candidates for the Board of Supervisors. Shareholders or groups of shareholders holding from 10% to less than 30% of voting shares may nominate one (01)	1. The nomination and candidacy for members of the Board of Supervisors shall be conducted similarly to the provisions in Clause 1, Article 25 of this Charter. Shareholders holding voting shares have the right to aggregate their voting rights to nominate candidates for the Board of Supervisors. Shareholders or groups of shareholders holding from 10% to less than 30% of voting shares may nominate one (01)	- Synchronize the process for nomination and candidacy of Board of Supervisors members with the Internal Regulations on Corporate Governance - Order of nomination and candidacy for

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	<p>member to the Board of Supervisors; from 30% to less than 40% may nominate up to two (02) members; from 40% to less than 50% may nominate up to three (03) members; from 50% to less than 60% may nominate up to four (04) members; and 60% or more may nominate five (05) candidates.</p> <p>2. In case the number of candidates for the Board of Supervisors through nomination and candidacy is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operational Regulations of the Board of Supervisors. The nomination of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.</p>	<p>member to the Board of Supervisors; from 30% to less than 40% may nominate up to two (02) members; from 40% to less than 50% may nominate up to three (03) members; from 50% to less than 60% may nominate up to four (04) members; and 60% or more may nominate five (05) candidates. <u>The nomination and candidacy of members of the Board of Supervisors are detailed in Clause 1, Article 70 of the Internal Regulations on Corporate Governance.</u></p> <p>2. In case the number of candidates for the Board of Supervisors through nomination and candidacy <u>under Clause 5, Article 115 of the Law on Enterprises</u> is insufficient, the incumbent Board of Supervisors may nominate additional candidates in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operational Regulations of the Board of Supervisors. <u>The nomination of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.</u></p> <p>3. <u>In case the number of candidates nominated by the incumbent Board of Supervisors under Clause 2 of this Article is still insufficient, the Board of Supervisors shall disclose information regarding the insufficient number of candidates for the Board of Supervisors no later than five</u></p>	<p>Board of Supervisors members:</p> <ol style="list-style-type: none"> 1. Shareholders or groups of shareholders holding from 10% of voting shares 2. Incumbent Board of Supervisors 3. Other shareholders

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
		<p><u>(05) days before the opening date of the General Meeting of Shareholders. The incumbent Board of Supervisors shall organize for other shareholders to nominate candidates in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the Operational Regulations of the Board of Supervisors. The organization of additional nominations by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.</u></p>	
<p>Clause 5, Article 38. Composition of the Board of Supervisors</p>	<p>-</p>	<p>5. Members of the Board of Supervisors shall continue to exercise their full rights and obligations until their dismissal is approved by the General Meeting of Shareholders, except for the right to attend and vote at Board of Supervisors meetings and the right to receive remuneration immediately upon the Company's receipt of notice regarding the following cases:</p> <ul style="list-style-type: none"> - The Board of Supervisors member has limited civil act capacity, has lost civil act capacity, or has difficulty in cognition and behavior control. - The Board of Supervisors member is being prosecuted for criminal liability, is in temporary detention, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification center or compulsory education institution, or is prohibited by the Court from holding certain 	<p>- Regulations on the rights and obligations of Board of Supervisors members while awaiting approval of dismissal by the General Meeting of Shareholders.</p>



Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
		<p>positions or practicing certain professions.</p> <p>- The Board of Supervisors has issued a decision approving the resignation of a Board of Supervisors member in accordance.</p>	
<p>Clause 1, Article 39. Head of the Board of Supervisors</p>	<p>1. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among its members; election, dismissal, and removal shall be based on the majority principle. The Board of Supervisors must have more than half of its members residing in Vietnam. The Head of the Board of Supervisors must hold a university degree or higher in economics, finance, accounting, auditing, law, business administration, or other majors related to the enterprise's business activities, unless the Company Charter provides for higher standards.</p>	<p>1. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among its members; election, dismissal, and removal shall be based on the majority principle. The Board of Supervisors must have more than half of its members residing in Vietnam. The Head of the Board of Supervisors must hold a university degree or higher in economics, finance, accounting, auditing, law, business administration, or other majors related to the enterprise's business activities.</p>	<p>Removed as it is only applicable when included in legal documents to empower companies to self-determine.</p>
<p>Clause 8, 9, Article 40. Rights and obligations of the Board of Supervisors</p>	<p>8. Have the right to access Company records and documents kept at the head office, branches, and other locations; have the right to access the workplaces of the Company's managers and employees during working hours.</p> <p>9. Have the right to request the Board of Directors, members of the Board of Directors, the General Director, and other managers to provide full, accurate, and timely information and documents regarding the management, administration, and business activities of the Company.</p>	<p>8. Have the right to access Company records and documents kept at the head office, branches, and other locations <u>related to the execution of tasks assigned to Board of Supervisors members if approved by the Board of Supervisors, provided that such information is not within the scope of the company's trade secrets. The recipient of the information is responsible for maintaining confidentiality and using the information for the assigned purpose;</u> have the right to access the workplaces of the Company's managers and employees during working hours. <u>The provision of information shall follow the process detailed in the Internal</u></p>	<p>Added information provision process.</p>

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
		<p><u>Regulations on Corporate Governance.</u></p> <p>9. Have the right to request the Board of Directors, members of the Board of Directors, the General Director, and other managers to provide full, accurate, and timely information and documents regarding the management, administration, and business activities of the Company. The sequence and procedures for requesting and providing information are specified in the Internal Regulations on Corporate Governance and the Operational Regulations of the Board of Supervisors.</p>	
<p>Article 42. Salary, remuneration, bonuses, and other benefits of members of the Board of Supervisors</p>	<p>In case the Company Charter does not provide otherwise, the salary, remuneration, bonuses, and other benefits of Board of Supervisors members shall be implemented according to the following provisions: ...</p>	<p>The salary, remuneration, bonuses, and other benefits of Board of Supervisors members shall be implemented according to the following provisions: ...</p>	<p>Removed as it is only applicable when included in legal documents to empower companies to self-determine.</p>
<p>Clause 1, Article 45. Right to access books and records</p>	<p>b) Shareholders or groups of shareholders owning 05% or more of the total common shares or a smaller percentage as prescribed in the Company Charter have the right to examine, search, and extract minutes books and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts, and transactions that must be approved by the Board of Directors and other documents,</p>	<p>b) Shareholders or groups of shareholders owning 05% or more of the total common shares have the right to examine, search, and extract minutes books and resolutions, decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts, and transactions that must be approved by the Board of Directors and other documents, excluding documents related to the Company's</p>	<p>Removed as it is only applicable when included in legal documents to empower companies to self-determine.</p>

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
	excluding documents related to the Company's trade secrets and business secrets.	trade secrets and business secrets.	
Clause 5, Article 47. Profit distribution	<p>5. In case dividends or other payments related to a class of shares are paid in cash, the Company must pay in Vietnamese Dong. Payment may be made directly or through banks based on bank account details provided by shareholders. In case the Company has transferred funds according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company shall not be responsible for the funds transferred to that shareholder. Dividend payments for shares registered for trading on the Stock Exchange may be conducted through securities companies or the Vietnam Securities Depository and Clearing Corporation.</p> <p>8. The Company shall establish funds as prescribed by law. Annually, the Company uses its profit after tax as follows:</p> <p>a. Establish reward and welfare funds and other funds as decided by the General Meeting of Shareholders, in which a maximum of 30% is allocated to the Enterprise Development Investment Fund.</p> <p>b. Pay dividends to shareholders.</p> <p>c. Other reserve funds as prescribed by law.</p> <p>d. The allocation ratio for the above funds shall be decided by the General Meeting of Shareholders in accordance with the law.</p>	<p>5. In case dividends or other payments related to a class of shares are paid in cash, the Company must pay in Vietnamese Dong. Payment may be made directly or through banks based on bank account details provided by shareholders. In case the Company has transferred funds according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company shall not be responsible for the funds transferred to that shareholder. Dividend payments for shares registered for trading on the Stock Exchange may be conducted through securities companies or the Vietnam Securities Depository and Clearing Corporation.</p> <p>8. The Company shall establish funds as prescribed by law. Annually, the Company uses its <u>remaining</u> profit after tax as follows:</p> <p>a. <u>Allocate to the Development Investment Fund. The annual allocation to the Development Investment Fund is determined based on the enterprise's development investment needs, long-term strategy, and annual investment plan approved by the competent authority.</u></p> <p>b. Establish reward and welfare funds based on the results of enterprise evaluation and classification.</p>	<p>Removed to align with the company being registered for trading.</p> <p>Adjust the profit distribution principle in accordance with Article 25 of the Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15</p>

Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
		<p>c. Establish other funds as prescribed by <u>relevant laws</u>.</p> <p>d. Pay dividends to shareholders.</p> <p>The allocation ratio for the above funds shall be decided by the General Meeting of Shareholders <u>and shall not exceed the maximum level prescribed by law</u>.</p>	
<p>Article 55. Dissolution of the Company</p>	<p>1. The Company may be dissolved in the following cases:</p> <p>a) Expiration of the operating duration stated in the Company Charter without a decision on extension;</p> <p>b) According to the resolution or decision of the General Meeting of Shareholders;</p> <p>c) Revocation of the Enterprise Registration Certificate, except in cases where the Law on Tax Administration provides otherwise;</p> <p>d) Other cases as prescribed by law.</p> <p>2. The dissolution of the Company before the expiration of its duration (including extended duration) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) in accordance with regulations.</p>	<p>1. The Company may be dissolved in the following cases:</p> <p>a) According to the resolution or decision of the General Meeting of Shareholders;</p> <p>c) Revocation of the Enterprise Registration Certificate, except in cases where the Law on Tax Administration provides otherwise;</p> <p>d) Other cases as prescribed by law.</p> <p>2. The dissolution of the Company before the expiration of its duration shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) in accordance with regulations.</p>	<p>Clause 5, Article 2 stipulates that the Company's operating duration is indefinite. Therefore, provisions regarding duration and procedures for extending operations are not applicable.</p>
<p>Article 56. Extension of operating</p>	<p>1. The Board of Directors shall convene the General Meeting of Shareholders at least 7 months before the end of the operating duration</p>	<p>-</p>	<p>Clause 5, Article 2 stipulates that the Company's operating</p>



Article	Current Charter	Proposed Amendments and Supplements	Basis for Adjustment
duration	<p>so that shareholders can vote on extending the Company's operation as proposed by the Board of Directors.</p> <p>2. The operating duration is extended when shareholders representing 65% or more of the total voting shares of all shareholders attending the General Meeting of Shareholders approve.</p>		<p>duration is indefinite. Therefore, provisions regarding duration and procedures for extending operations are not applicable.</p>
Clause 1, Article 57. Liquidation	<p>1. At least 06 months before the end of the Company's operating duration or after a decision to dissolve the Company, the Board of Directors must establish a Liquidation Committee consisting of 03 members, including 02 members appointed by the General Meeting of Shareholders and 01 member appointed by the Board of Directors from an independent auditing firm. ...</p>	<p>1. After a decision to dissolve the Company, the Board of Directors must establish a Liquidation Committee consisting of 03 members, including 02 members appointed by the General Meeting of Shareholders and 01 member appointed by the Board of Directors from an independent auditing firm. ...</p>	<p>Clause 5, Article 2 stipulates that the Company's operating duration is indefinite. Therefore, provisions regarding duration and procedures for extending operations are not applicable.</p>