#### VIETNAM NATIONAL TOBACCO CORPORATION NGAN SON JOINT STOCK COMPANY

## THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No. TTr-NST

Bac Ninh, April 24, 2025

## SUBMISSION On amending and supplementing the Company Charter

To: General Meeting of Shareholders

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to Decree 155/2020/ND - CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 on guiding a number of articles on corporate governance applicable to public companies;

Based on the provisions of the Enterprise Law, the Securities Law, relevant legal documents and the actual production and business situation of the Company, the Board of Directors has organized the review and proposed amendments and supplements to a number of contents of the Company Charter as follows:

- a) Adjust the rights and obligations of the Chairman of the Board of Directors and the Company Director regarding human resources work.
- b) Supplementing the rights and obligations of the General Meeting of Shareholders and the Board of Directors regarding the arrangement and handling of the Company's housing and land facilities.
  - c) Amend and supplement some other contents in the Company Charter.

Details of the amendments and supplements to the Company Charter are attached to this Submission.

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

#### Recipient:

- As above;

- Archive: Office, Board of Directors's Secretary.

O/B. BOARD OF DIRECTORS
CHAIRMAN

Hoang Anh Tuan

# Appendix COMPARISON TABLE OF AMENDMENTS TO THE CHARTER OF NGAN SON JOINT STOCK COMPANY (Attached to Submission No. 18 /TTr-NST dated month year 2025 of the Company's Board of Directors)

Charter 2024 (Current)	Draft Charter 2025	Explanation, legal basis
THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness	THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness	
This Charter is approved by Resolution of the General Meeting of Shareholders No. 282/NQ-NST dated April 26, 2024.	This Charter is approved by Resolution of the General Meeting of Shareholders No/NQ-NST dated month year 2025	
Article 14. Rights and obligations of the General Meeting of Shareholders	Article 14. Rights and obligations of the General Meeting of Shareholders	
1. The General Meeting of Shareholders has the following rights and obligations:	The General Meeting of Shareholders has the following rights and obligations:	
a) Approve the Company's development orientation	a) Approve the Company's development orientation (if any);	Add the phrase "if any"
<ul> <li>k) Decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors and the Board of Supervisors;</li> </ul>	k) Decide on the budget or total salary, remuneration, bonuses and other benefits for the Board of Directors, Board of Supervisors; bonuses for the Company's executives;	Supplementing according to Clause 2, Article 29, Decree 44/2025-ND/CP on labor management, wages, remuneration, and bonuses in state-owned enterprises
186 ° = ° 5 8 8 8 8 9 9 9 9 1 1 1 1 1 1 1 1 1 1 1 1	n) Approve the plan to arrange and handle the Company's entire housing and land facilities;	Supplement according to the actual situation of the Company
Article 25. Composition and term of office of members of the Board of Directors	Article 25. Composition and term of office of members of the Board of Directors	
4. A member of the Board of Directors shall no longer be a member of the Board of Directors in the following cases:	4. A member of the Board of Directors shall no longer be a member of the Board of Directors in the following cases:	
<ul> <li>a) That member is not qualified to be a member of the Board of Directors according to Clause 4, Article 24 of this Charter;</li> </ul>	a) That member is not qualified to be a member of the Board of Directors according to Clause 4 or Clause 5, Article 24 of this Charter	Supplement "Clause 5, Article 24" due to its relation to the loss of independent member status of the Board of Directors
Article 26. Obligations and powers of the Board of Directors	Article 26. Obligations and powers of the Board of Directors	
2. The rights and obligations of the Board of Directors are stipulated by law, the Company Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:	2. The rights and obligations of the Board of Directors are stipulated by law, the Company Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:	
b) Approve the plan, investment policy in the field agricultural production;	b) Approve agricultural production plans;	Amend and remove the phrase "investment policy in the field" according to the actual situation of the Company.
<ul> <li>c) Approve labor plans; approve plans and settle salary funds of employees and Company managers;</li> </ul>	c) Approve labor plans; approve plans and settle salary funds of employees and Company executives;	Amended based on point b, clause 2, Article 28 of Decree No. 44/2025-ND/CP on labor management, wages, remuneration and bonuses in state-owned enterprises
Company, decide on the establishment of subsidiaries and branches; decide on the economic and technical standards of the Company and the capital contribution and	p) Decide on the organizational structure and internal management regulations of the Company, decide on the establishment and termination of operations of subsidiaries and branches; decide on the economic and technical standards of the Company and the capital contribution and purchase of shares of other enterprises;	Add "and termination of operations" based on Decree

### COMPARISON TABLE OF AMENDMENTS TO THE CHARTER OF NGAN SON JOINT STOCK COMPANY

(Attached to Submission No. [8 /TTr-NST dated month year 2025 of the Company's Board of Directors)

Charter 2024 (Current)	Draft Charter 2025	Explanation, legal basis
	x) Assign the Chairman of the Board of Directors to decide: Price/Price range for signing investment contracts for tobacco planting and Price/Price range for purchasing tobacco raw materials invested by the Company; Price/Price range for preliminary processing of separating stems and processing tobacco raw fibers;	Supplement according to the actual situation of the
The second of th	z) Implement the arrangement and handling of the Company's real estate and land facilities and report the implementation results at the nearest General Meeting of Shareholders;	
Article 28. Chairman of the Board of Directors	Article 28. Chairman of the Board of Directors	
3. The Chairman of the Board of Directors has the following rights and obligations:	3. The Chairman of the Board of Directors has the following rights and obligations:	
b) Prepare agenda, content, and documents for meetings; convene, chair and preside over meetings of the Board of Directors;	b) Preside over the development of the agenda, content, and documents for the meeting; convene, chair, and preside over the Board of Directors' meetings;	Edit sentence
h) Approve the policy and results of implementing the Personnel Work process for the positions of Head of professional departments, Chief of Office, Workshop Manager, Branch Director to be appointed by the Company Director;		Proposal to remove:  - Based on the Company's personnel work situation and the 2020 Enterprise Law does not stipulate.  - According to the direction of the representative of the Corporation's capital and the Company's personnel work regulations have changed according to the Corporation's orientation.
i) Decide: Price for signing investment contract for tobacco planting and Price frame for purchasing tobacco raw materials invested by the Company; Price frame for preliminary processing of separating stems and processing tobacco raw fibers;	<ol> <li>Decide: Price/Price frame for signing investment contract for tobacco planting and Price/Price frame for purchasing tobacco raw materials invested by the Company; Price/Price frame for preliminary processing of separating stems and processing tobacco raw fibers;</li> </ol>	Supplement according to the actual situation of the
k) Other tasks assigned by the Board of Directors and as prescribed by law	k) Other tasks assigned/given by the Board of Directors and as prescribed by law	Add the word "given"
Article 34. Rights and obligations of the Company Director	Article 34. Rights and obligations of the Company Director	
5. Appoint and dismiss Head of professional department, Chief of office, Workshop manager, Branch director after upon approval of the Chairman of the Board of Directors; Appoint and dismiss Deputy Head of Professional Department, Deputy Chief of Office, Deputy Workshop Manager, Deputy Branch Director.	5. Appoint and dismiss Head of professional department, Deputy Head of professional	Amended based on point d, clause 3, article 162 of the Law on Enterprises 2020
CHAPTER XXI	CHAPTER XXI	
EFFECTIVE DATE	EFFECTIVE DATE	
Article 58. Effective date	Article 58. Effective date	
<ol> <li>This charter consists of 21 chapters and 58 articles, unanimously approved by the General Meeting of Shareholders of Ngan Son Joint Stock Company on April 26, 2024 at Ngan Son Joint Stock Company and jointly approved the full validity of this Charter.</li> </ol>	1. This charter consists of 21 chapters and 58 articles, unanimously approved by the General Meeting of Shareholders of Ngan Son Joint Stock Company on the date, month, year 2025 at Ngan Son Joint Stock Company and jointly approved the full validity of this Charter.	Edit text validity