

## SUMMARY OF KEY POINTS IN THE AMENDMENTS AND SUPPLEMENTS TO THE CHARTER

### HAI MINH CORPORATION

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam, 14th tenure, on 17/06/2020 (Law on Enterprises 2020), as amended and supplemented by Law No. 03/2022/QH15 dated 11/01/2022;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam, 14th tenure, on 26/11/2019 (Law on Securities 2019), as amended and supplemented by Law No. 56/2024/QH15 dated 29/11/2024;
- Pursuant to Decree No. 155/2020/ND-CP dated 31/12/2020 of the Government providing detailed guidelines for the implementation of a number of articles of the Law on Securities (Decree 155/2020/ND-CP), as amended and supplemented by Decree No. 245/2025/ND-CP dated 11/09/2025;
- Pursuant to Circular No. 116/2020/TT-BTC dated 31/12/2020 of the Ministry of Finance providing guidance on corporate governance applicable to public companies (Circular 116/2020/TT-BTC).

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| 1.  | <b>Point l, Article 1. Interpretation of terms</b><br>b) Voting share capital is the share capital according to which the owner has the right to vote on matters falling under the decision-making authority of the General Meeting of Shareholders; | Removed   | Term not present in the Charter                   |
| 2.  | <b>Point g, Article 1. Interpretation of terms</b>   | <b>Point e, Article 1. Interpretation of terms</b><br>e) Business manager is the General Director, Deputy General Directors, Chief Accountant, and other managers | Adjusted to be consistent with actual operations. |

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|     | g) Business manager is the General Director, Deputy General Director, Chief Accountant, and other managers as prescribed by the Company's Charter;  | appointed by the Board of Directors;  |  |
| 3.  | <p><b>Point g, Article 1. Interpretation of terms</b></p> <p>g) Business manager is a manager 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 positions as prescribed in the Company's Charter;</p> | <p><b>Point f, Article 1. Interpretation of terms</b></p> <p>f) Business manager is a manager 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 positions appointed by the General Meeting of Shareholders or the Board of Directors;</p> | Adjusted to be consistent with actual operations.  |
| 4.  | <p><b>Point l, Article 1. Interpretation of terms</b></p> <p>l) Operating duration is the duration of the Company as prescribed in Article 2 of this Charter and the extension period (If any) approved by the Company's General Meeting of Shareholders;</p>   | <p><b>Point l, Article 1. Interpretation of terms</b></p> <p>l) Operating duration is the duration of the Company as prescribed in Article 2 of this Charter;</p>   | Consistent with the reality of the Company: "the Company's operating duration is indefinite from the date of establishment". |

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| 5.  | <u>(Not regulated)</u>  | <p><b>Supplement Point n, Point p, Article 1. Interpretation of terms</b></p> <p><u><i>n) Contact address is the address of the registered head office for organizations; the permanent address or place of work or other address of an individual registered by that person with the enterprise as the contact address;</i></u></p>   | Clarify terms to avoid conflicts and impacts on the common interests of shareholders |
| 6.  | <u>(Not regulated)</u>  | <p><b>Supplement Point o, Point p, Article 1. Interpretation of terms</b></p> <p><u><i>o) Trade secret is information regarding quantity of goods in stock, cost price and profit, finance, and technical/business technological solutions;</i></u></p> <p><u><i>p) Trade secret is information obtained from financial and intellectual investment activities, not yet disclosed and capable of being used in business;</i></u></p> | Clarify terms to avoid conflicts and impacts on the common interests of shareholders |
| 7.  | <u>(Not regulated)</u>  | <p><b>Clause 6, Article 6. Charter capital, shares, founding shareholders</b></p> <p><u><b>6. Offering of shares</b></u></p> <p><u><b>Offering of shares means the company increases the</b></u></p>   | Supplemented to fit the expression content of the Charter                            |

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|     |   | <p><u>number of shares authorized to be offered and sells those shares during the course of operation to increase charter capital.</u></p> <p><u>Offering of shares may be carried out in one of the following forms:</u></p> <p><u>a) Offering to existing shareholders.</u></p> <p><u>b) Public offering.</u></p> <p><u>c) Private placement of shares.</u></p> <p><u>d) Other forms as decided by the General Meeting of Shareholders.</u></p>  |   |
| 8.  | <p><b>Clause 3, Article 7. Share certificates</b></p> <p>3. Within 10 (ten) working days from the date of submission of a complete application for the transfer of share ownership in accordance with the Company's regulations, or within 2 (two) months from the date of full payment for the shares in accordance with the Company's share issuance plan (or other time limit as per the stipulated issuance terms), the shareholder shall be issued a share certificate. Shareholders are not required to pay the Company for the costs of printing share certificates.</p> | <p><b>Clause 3, Clause 5, Article 7. Share certificates</b></p> <p>3. A shareholder shall be issued a share certificate within seven (07) days from the date the Vietnam Securities Depository and Clearing Corporation announces that it has received the complete application for the transfer of share ownership in accordance with the law, or within two (02) months from the date of full payment for the shares in accordance with the Company's share issuance plan (or other time limit as per the stipulated issuance terms). Shareholders are not required to pay</p> | <p>In accordance with regulations on the transfer of ownership of shares of public companies.</p> |

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|     | <p>...</p> <p><u>(Not regulated)</u></p>  | <p>the Company for the costs of printing share certificates.</p> <p>...</p> <p><u>5. In case the Company cancels the securities registration with the Vietnam Securities Depository and Clearing Corporation, the Company shall re-issue share certificates to shareholders within thirty (30) days from the effective date of the cancellation of securities registration as announced by the Vietnam Securities Depository and Clearing Corporation.</u></p> |  |
| 9.  | <p><b>Clause 1, Article 11. Rights of shareholders</b></p> <p>Shareholders are the owners of the Company and have rights and obligations corresponding to the number and class of shares they own. Shareholders are only liable for the debts and other property obligations of the Company to the extent of the capital contributed to the Company.</p> <p>1. Common shareholders have the following rights:</p> <p>...</p> <p>e) To review, search, and extract information on names and contact addresses in the list of shareholders with voting rights; request the correction of inaccurate information about themselves;</p> | <p><b>Clause 1, Article 11. Rights of shareholders</b></p> <p>1. Common shareholders have the following rights:</p> <p>...</p> <p>e) To review, search, and extract information on names and contact addresses in the list of shareholders with voting rights; request the correction of inaccurate information about themselves. Information provision follows the procedures detailed in the Regulations on Corporate Governance;</p>                        | <p>Specify the procedure (Sequence, request procedures) for providing information.</p> |

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|     | f) To review, search, extract, or copy the Charter of the Company, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders;  | f) To review, search, extract, or copy the Charter of the Company, minutes of the General Meeting of Shareholders, and Resolutions of the General Meeting of Shareholders. Information provision follows the procedures detailed in the Regulations on Corporate Governance;   | Specify the procedure (Sequence, request procedures) for providing information. |
| 10. | <p><b>Clause 2, Article 11. Rights of shareholders</b></p> <p>2. A shareholder or group of shareholders holding 5% or more of the total common shares has the following rights:</p> <p>a) Request the Board of Directors to convene a meeting of the General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises;</p> <p>b) Review, search, extract the number of minutes, resolutions, and decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Supervisory Board, contracts, and transactions that must be approved by the Board of Directors, and other documents, excluding documents related to trade secrets or business secrets of the Company;</p> | <p><b>Clause 2, Article 11. Rights of shareholders</b></p> <p>2. A shareholder or group of shareholders holding 5% or more of the total common shares has the following rights:</p> <p>a) Request the Board of Directors to convene a meeting of the General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Law on Enterprises;</p> <p>b) Review, search, extract the number of minutes, resolutions, and decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Supervisory Board, contracts, and transactions that must be approved by the Board of Directors, excluding documents related to trade secrets or business secrets of the Company. Information provision follows the procedures detailed in the Regulations on Corporate Governance;</p> | Supplement the procedure for information provision.                             |
| 11. | <b>Clause 3, Article 11. Rights of shareholders</b>   | <b>Clause 3, Article 11. Rights of shareholders</b>  | Supplementing specific  |

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|     | <p>3. A shareholder or group of shareholders holding 10% or more of the total number of ordinary shares has the right to nominate candidates to the Board of Directors and the Board of Supervisors. Ordinary shareholders forming a group to nominate candidates to the Board of Directors and the Board of Supervisors must notify the shareholders attending the meeting about the group formation at least five (05) working days before the opening of the General Meeting of Shareholders. The nomination of candidates to the Board of Directors and the Board of Supervisors shall be carried out in accordance with Article 24 and Article 34 of this Charter.</p> | <p>3. A shareholder or group of shareholders holding 10% or more of the total number of ordinary shares has the right to nominate candidates to the Board of Directors and the Board of Supervisors. The nomination of candidates to the Board of Directors and the Board of Supervisors shall be carried out as follows:</p> <p><u>a) Ordinary shareholders forming a group to nominate candidates to the Board of Directors and the Board of Supervisors must notify the shareholders attending the meeting about the group formation before the opening of the General Meeting of Shareholders;</u></p> <p><u>b) Based on the number of members of the Board of Directors and the Board of Supervisors, the shareholder or group of shareholders stipulated in this Clause is entitled to nominate one or several candidates as decided by the General Meeting of Shareholders for the Board of Directors and the Board of Supervisors. In case the number of candidates nominated by the shareholder or group 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 the provisions of Article 24 and Article 35 of this Charter.</u></p> | <p>nomination procedures</p> |

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| 12. | <p><b>Clause 3, Article 12. Obligations of shareholders</b></p> <p>3. Compliance with the Company Charter and the Internal Management Regulations of the Company.</p>  | <p><b>Clause 3, Article 12. Obligations of shareholders</b></p> <p>3. Compliance with the Company Charter and the internal regulations of the Company passed by the General Meeting of Shareholders.</p>  | <p>Avoiding confusion with other internal management regulations of the Company that are not under the authority of the General Meeting of Shareholders.</p>   |
| 13. | <p><b>Clause 4, Article 13. General Meeting of Shareholders</b></p> <p>4. Convening an extraordinary General Meeting of Shareholders</p> <p>a) The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the number of remaining members of the Board of Directors, independent members of the Board of Directors, or members of the Board of Supervisors is as stipulated in Point b, Clause 3 of this Article, or upon receiving the request as stipulated in Point c and Point d, Clause 3 of this Article;</p> | <p><b>Clause 4, Article 13. General Meeting of Shareholders</b></p> <p>4. Convening an extraordinary General Meeting of Shareholders</p> <p>a) The Board of Directors must determine the opening date of the General Meeting of Shareholders within 60 days from the date the number of remaining members of the Board of Directors or members of the Board of Supervisors is as stipulated in Point b, Clause 3 of this Article, or upon receiving the request at Point c and Point d, Clause 3 of this Article;</p> | <p>Clause 2, Article 140 of the Law on Enterprises 2020.</p> <p>Clarify the term "convene", and change the timeline to align with the organizational procedure of the General Meeting of Shareholders.</p> |
| 14. | <p><b>Clause 1, Clause 2, Article 14. Rights and obligations of the General Meeting of Shareholders</b></p>  | <p><b>Clause 1, Article 14. Rights and obligations of the General Meeting of Shareholders</b></p>   |  |

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|     | <p>1. The General Meeting of Shareholders has the following rights and obligations:</p> <p>a) Approve the development direction of the Company;</p> <p>b) Decide the class of shares and the total number of shares of each class offered for sale; decide the annual dividend rate for each class of shares;</p> <p>c) Elect, dismiss, or remove members of the Board of Directors and members of the Board of Supervisors;</p> <p>d) Decide on investment or sale of assets with a value of 35% or more of the total asset value recorded in the most recent financial statement of the Company;</p> <p>dd) Decide on the amendment and supplementation of the Company Charter;</p> <p>e) Approve the annual financial statements;</p> <p>g) Decide on the redemption of more than 10% of the total shares sold of each class;</p> <p>h) Review 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>1. The General Meeting of Shareholders has the following rights and obligations:</p> <p>a) Approve the development direction of the Company;</p> <p>b) Decide the class of shares and the total number of shares of each class offered for sale; decide the annual dividend rate for each class of shares;</p> <p>c) Elect, dismiss, or remove members of the Board of Directors and members of the Board of Supervisors;</p> <p>d) Decide on investment or sale of assets with a value of 35% or more of the total asset value recorded in the most recent financial statement of the Company;</p> <p>e) Decide on the amendment and supplementation of the Company Charter;</p> <p>f) Approve the annual financial statements;</p> <p>g) Decide on the redemption of more than 10% of the total shares sold of each class;</p> <p>h) Review 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>Reference to Clause 2, Article 15 of Appendix I of the Model Charter – Circular 116/2020/TT-</p> |

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|     | <p>i) Decide on the reorganization or dissolution of the Company;</p> <p>k) Decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;</p> <p>l) Approve the Regulations on Corporate Governance; Regulations on Operation of the Board of Directors and the Board of Supervisors;</p> <p>m) Approve the list of approved audit firms; decide on the approved audit firm to perform an inspection of the Company's operations, and dismiss the approved auditor when deemed necessary;</p> <p>n) Other rights and obligations as prescribed by law.</p> <p>2. The General Meeting of Shareholders shall discuss and approve the following matters:</p> <p>a) The Company's annual business plan;</p> <p>b) The annual audited financial statements;</p> | <p>i) Decide on the reorganization or dissolution of the Company and appointment of the liquidator;</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, supplement, and adjust the Regulations on Corporate Governance; Regulations on Operation of the Board of Directors; Regulations on Operation of the Board of Supervisors;</p> <p>l) Approve the list of approved audit firms; decide on the approved audit firm to perform an inspection of 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 annual General Meeting of Shareholders shall discuss and approve the following matters:</p> <p>a) The Company's annual business plan;</p> <p>b) The annual audited financial statements;</p> | <p>BTC.</p> <p>Adjusting wording and clarifying the Company's regulatory documents.</p> <p>Reorganizing the content of Clause 1 and Clause 2, Article 14 of the current Charter, and omitting duplicated points.</p> |

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|     | <p>c) The Board of Directors' report on the corporate governance and the operating results of the Board of Directors and each member of the Board of Directors;</p> <p>d) The Board of Supervisors' report on the Company's business results, operating results of the Board of Directors, and the General Director;</p> <p>dd) The self-assessment report on the performance of the Board of Supervisors and members of the Board of Supervisors;</p> <p>e) Dividend rate for each share of each class;</p> <p><b><u>g) The number of members of the Board of Directors and the Board of Supervisors;</u></b></p> <p><b><u>h) Elect, dismiss, or remove members of the Board of Directors and members of the Board of Supervisors;</u></b></p> <p><b><u>i) Decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;</u></b></p> <p><b><u>k) Approve the list of approved audit firms; decide on the approved audit firm to perform an inspection of the Company's operations when deemed necessary;</u></b></p> <p><b><u>l) Supplement and amend the Company Charter;</u></b></p> | <p>c) The Board of Directors' report on the corporate governance and the operating results of the Board of Directors and each member of the Board of Directors;</p> <p>d) The Board of Supervisors' report on the Company's business results, operating results of the Board of Directors, and the Director or General Director;</p> <p>e) The self-assessment report on the performance of the Board of Supervisors and supervisors;</p> <p>f) Dividend rate for each share of each class;</p> <p>g) Other matters within their authority</p> |      |

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|     | <p><u>m) The class of shares and the number of new shares issued for each class of shares;</u></p> <p><u>n) Division, splitting, consolidation, merger, or conversion of the Company;</u></p> <p><u>o) Reorganization and dissolution (liquidation) of the Company and appointment of the liquidator;</u></p> <p><u>p) Decide on investment or sale of assets with a value of 35% or more of the total asset value recorded in the most recent financial statement of the Company;</u></p> <p><u>q) Decide on the redemption of more than 10% of the total shares sold of each class;</u></p> <p><u>r) The Company entering 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 total assets of the Company recorded in the most recent financial statement;</u></p> <p><u>s) Approve transactions stipulated in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;</u></p> |  |      |

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|     | <p><u>t) Approve the Regulations on Corporate Governance, the Regulations on Operation of the Board of Directors, and the Regulations on Operation of the Board of Supervisors;</u></p> <p><u>u) Other matters in accordance with the provisions of the law and this Charter.</u></p>   |   |   |
| 15. | <p><b>Clause 1, Article 15. Authorization for attendance at the General Meeting of Shareholders</b></p> <p>1. A shareholder or the authorized representative of a shareholder that is an organization may directly attend a meeting or authorize one or more other individuals or organizations to attend the meeting, or attend the meeting via one of the forms specified in Clause 3, Article 144 of the Law on Enterprises.</p> | <p><b>Clause 1, Article 15. Authorization to attend the General Meeting of Shareholders</b></p> <p>1. A shareholder or the authorized representative of a shareholder that is an organization may directly attend a meeting or authorize one or more other individuals or organizations to attend the meeting, or attend the meeting via one of the forms specified in Clause 3, Article 144 of the Law on Enterprises, in accordance with the following specific regulations:</p> <p><u>a) A shareholder being an individual may only authorize a maximum of one (01) authorized representative to attend the meeting. A shareholder who has granted such authorization shall not be permitted to attend the General Meeting, even in the event of partial authorization to the authorized representative.</u></p> <p><u>b) Shareholders being organizations shall execute authorization as follows:</u></p> | <p>Article 144 of the 2020 Law on Enterprises.</p> <p>Detailed regulations for authorization by a shareholder being an individual.</p> <p>Article 144 of the 2020 Law on Enterprises.</p> |

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|     |  | <ul style="list-style-type: none"> <li>- <u>A shareholder holding less than 1% of the total ordinary shares has the right to authorize a maximum of one (01) person to attend the General Meeting of Shareholders;</u></li> <li>- <u>A shareholder holding from 1% to less than 10% of the total ordinary shares has the right to authorize one (01) or a maximum of two (02) people to attend the meeting;</u></li> <li>- <u>A shareholder holding 10% or more of the total ordinary shares has the right to authorize one (01) or a maximum of three (03) people to attend the meeting.</u></li> </ul> <p><u>In cases where there is more than one authorized representative, the specific number of shares and voting rights authorized to each representative must be determined.</u></p> | Detailed regulations on authorization and sub-authorization in accordance with Article 283 of the Civil Code.  |
| 16. | <p><b>Clause 2, Article 15. Authorization to attend the General Meeting of Shareholders</b></p> <p>2. Authorization for an individual or organization to act as a representative to attend the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The letter of authorization shall be prepared in accordance with the provisions of civil law and must specify the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of authorization, the scope of authorization, the term of authorization, and the signatures of the authorizer and the</p> | <p><b>Clause 2, Article 15. Authorization to attend the General Meeting of Shareholders</b></p> <p>2. Authorization for an individual or organization to act as a representative to attend the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The letter of authorization shall be prepared in accordance with the provisions of civil law and must specify the name of the authorizing shareholder, the name of the authorized individual or organization, the number of authorized shares, the content of authorization, the scope of authorization, the term of authorization, and the signature, full name (handwritten), and seal (if an organization) of the authorizer and the authorized</p>                                      | <p>Incorporate stricter regulations regarding authorization and the content of letters of authorization.</p> <p>Add and adjust for stricter regulations regarding sub-</p> |

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|     | <p>authorized party.</p> <p>An authorized person attending the General Meeting of Shareholders must submit the letter of authorization upon registration for the meeting. In the case of sub-authorization, the meeting attendee must additionally present the initial letter of authorization from the shareholder or the authorized representative of the shareholder being an organization (if it has not been previously registered with the Company).</p>  | <p>party. The authorized person attending the General Meeting of Shareholders must submit the letter of authorization upon registration for the meeting.</p> <p><u><i>An authorized person may sub-authorize another person provided there is written consent from the original authorizing shareholder. This document must be presented by the sub-authorized person when attending the meeting, along with the initial letter of authorization from the shareholder. A sub-authorized person may not further authorize others.</i></u></p>  | <p>authorization.</p>   |
| 17. | <p><b>Clause 4, Article 17. Convening meetings, agenda, and notice of the General Meeting of Shareholders</b></p> <p>4. A shareholder or a group of shareholders as stipulated in Clause 2, Article 11 of this Charter has the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least five (05) working days before the opening of the meeting. The proposal must specify the shareholder's name, the quantity of each class of shares held, and the issues proposed for the agenda.</p> | <p><b>Clause 4, Article 17. Convening meetings, agenda, and notice of the General Meeting of Shareholders</b></p> <p>4. A shareholder or a group of shareholders as stipulated in Clause 2, Article 11 of this Charter has the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least 05 working days before the opening of the meeting. The proposal must specify the shareholder's name; the quantity of each class of shares held; contact address, nationality, number of Citizen Identity Card, People's Identity Card, Passport, or other legal personal identification for shareholders being individuals; name, enterprise code or decision of establishment number, and address of head office for shareholders being organizations; the quantity and class of shares held by such shareholder; and the issues proposed for the</p> | <p>Incorporate stricter regulations regarding the proposal of content to the Meeting Agenda</p> |

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|     | <p><u>7. In the event that all shareholders representing 100% of the voting shares attend in person or through authorized representatives at the General Meeting of Shareholders, the decisions unanimously passed by the General Meeting of Shareholders shall be considered valid, even if the convocation of the General Meeting of Shareholders did not follow the proper procedures or if the content voted upon was not included in the agenda.</u></p>                            | <p>agenda.<br/><br/>(Omitted)</p>   | <p>Omitted to align with the content of Article 17. This content is stated in Article 20. Conditions for the passage of a Resolution of the General Meeting of Shareholders</p> |
| 18. | <p><b>Clause 3, Article 18. Conditions for conducting the General Meeting of Shareholders</b></p> <p>3. If the second meeting does not satisfy the conditions for conduct as prescribed in Clause 2 of this Article, the notice for the third meeting must be sent within twenty (20) days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of voting shares of the attending shareholders.</p> | <p><b>Clause 3, Article 18. Conditions for conducting the General Meeting of Shareholders</b></p> <p>3. If the second meeting does not satisfy the conditions for conduct as prescribed in Clause 2 of this Article, the notice for the third meeting must be sent within 30 days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of voting shares of the attending shareholders.</p> | <p>Adjusted to align with the regulations on the timing for convening the General Meeting of Shareholders for public companies</p>  |
| 19. | <p><b>Clause 1, Article 19. Procedures for conduct and voting at the General Meeting of Shareholders</b></p> <p>a) During shareholder registration, the Company shall issue to each shareholder or authorized representative with voting rights one (01) ballot, stating the registration number, the full name of the shareholder or the full name of the authorized representative, the number of voting rights of such shareholder,</p>   | <p><b>Clause 1, Article 19. Procedures for conduct and voting at the General Meeting of Shareholders</b></p> <p>a) During shareholder registration, the Company shall issue to each shareholder or authorized representative with voting rights one voting card/ballot/election paper, stating the registration number, the full name of the shareholder, the full name of the authorized representative, and the number of voting</p>  | <p>Details of the voting process should be included in the Regulations to avoid impacting the Company's Charter.</p>  |

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|     | <p>the total number of shares with voting rights, and the total number of votes corresponding to the shares represented by such shareholder. Upon receiving the ballot, the shareholder/authorized representative must check the information on the received ballot, and if there is any error, must report it immediately at the time of receipt. The General Meeting of Shareholders shall discuss and vote on matters on the agenda. A ballot is considered valid when it contains full and accurate information as required on the ballot. The General Meeting of Shareholders shall discuss and vote on each matter on the agenda. Voting shall be conducted by affirmative, negative, and abstention votes. At the meeting, the cards for affirmative votes on a resolution shall be collected first, then the cards for negative votes, and finally, the total number of affirmative or negative votes shall be counted for the decision. The vote counting results shall be announced by the Chair immediately before the meeting is closed. The General Meeting shall elect the persons responsible for vote counting or supervising the vote counting upon the proposal of the Chair. The number of members of the Vote Counting Committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chair of the meeting;</p> | <p>rights/election votes of such shareholder. The General Meeting of Shareholders shall discuss and vote on each matter on the agenda. Voting shall be conducted by affirmative, negative, and abstention votes. The vote counting results shall be announced by the Chair/Vote Counting Committee immediately before the meeting is closed. The General Meeting shall elect the persons responsible for vote counting or supervising the vote counting upon the proposal of the Chair. The number of members of the Vote Counting Committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chair of the meeting;</p> | <p>Added that the Vote Counting Committee (VCC) will announce the results to reflect current practices.</p> |
| 20. | <p><b>Clause 1, Clause 2, Article 20. Conditions for the passage of a Resolution of the General Meeting of Shareholders</b></p>   | <p><b>Clause 1, Clause 2, Article 20. Conditions for the approval of the Resolution of the General Meeting of Shareholders</b></p>  | <p>Transfer the content of the</p>  |

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|     | <p><u>1. Except as otherwise provided by law, the General Meeting of Shareholders may pass all matters within its authority by voting at a meeting or by written consultation. The Company may utilize computer programs, software, or information technology services for voting to facilitate shareholder participation.</u></p> <p>2. A Resolution on the following matters is approved if it is approved by shareholders representing at least 65% of the total voting rate of all attending shareholders, except for the cases prescribed in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:</p> <p>...</p> <p>2. Resolutions are approved when approved by shareholders holding over 50% of the total voting rate of all attending shareholders, except for the cases prescribed in Clause 1 of this Article and Clauses 3, 4, and 6, Article 148 of the Law on Enterprises.</p> <p>(Not yet prescribed)</p> | <p><u>(Omitted)</u></p> <p>1. A Resolution on the following matters is approved if it is approved by shareholders representing at least 65% of the total voting rate of all shareholders attending and voting at the meeting, except for the cases prescribed in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:</p> <p>...</p> <p>2. Resolutions are approved when approved by shareholders holding over 50% of the total voting rate of all shareholders attending and voting at the meeting, except for the cases prescribed in Clause 1 of this Article and Clauses 3, 4, and 6, Article 148 of the Law on Enterprises.</p> <p>Note: In the case of electing members of the Board of Directors and the Supervisory Board, if the number of candidates is less than or equal to the number of members of the Board of Directors/Supervisory Board to be elected, the election of members of the Board of Directors/Supervisory Board may be conducted via the cumulative voting method as above or via the voting method (approve, disapprove, no opinion). The Voting</p> | <p>written consultation to Article 21. Electronic formats shall be clearly stated in the Regulations on Corporate Governance in accordance with the Guidance under Official Dispatch No. 1916 of the SSC.</p> <p>Pursuant to Clause 2, Article 148 of the 2020 Law on Enterprises; Article 7 of Law No. 03/2022/QH15.</p> <p>Supplement the election format using the voting method</p> |

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|     |  | rate for approval by the voting method is implemented according to Clause 2, Article 20 of the Company's Charter.   |  |
| 21. | <p><b>Clause 1, Clause 3, Article 21. Authority and procedure for collecting written opinions from shareholders to approve the Resolution of the General Meeting of Shareholders</b></p> <p><u>Unless otherwise provided by law, the General Meeting of Shareholders may approve all issues within its authority by the method of collecting written opinions in a form where the company performs it directly and/or uses an electronic voting service or another electronic form in accordance with regulations on the provision of electronic voting services of the Vietnam Securities Depository and Clearing Corporation (VSD).</u></p> <p><u>The sequence and procedure for collecting written opinions from shareholders using the electronic voting service of VSD shall be conducted in accordance with the regulations of VSD.</u></p> <p>The authority and procedure for collecting written opinions from shareholders to approve the Resolution of the General Meeting of Shareholders are implemented according to the following provisions:</p> <p>1. The Board of Directors has the right to collect written opinions from shareholders to approve a resolution of the</p> | <p><b>Clause 1, Clause 3, Article 21. Authority and procedure for collecting written opinions from shareholders to approve the Resolution of the General Meeting of Shareholders</b></p> <p><u>(Omitted)</u></p> <p>The authority and procedure for collecting written opinions from shareholders to approve the Resolution of the General Meeting of Shareholders are implemented according to the following provisions:</p> <p>1. The Board of Directors has the right to collect written opinions from shareholders to approve a resolution of the General Meeting of Shareholders when deemed necessary regarding the following issues:</p> | <p>Adjustment for appropriateness</p> <p>Supplement to clarify cases where shareholder opinions may be collected in writing, to serve as a basis for consulting shareholders</p> |

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|     | <p>General Meeting of Shareholders when deemed necessary for the interests of the Company.</p> <p>3. The opinion ballot must contain the following primary information:</p> <p>a) Name, Head office address, business registration number;</p> <p>b) Purpose of the opinion collection;</p> <p>c) Full name, contact address, nationality, number of legal papers of the individual for individual shareholders; name, business registration number or number of legal papers of the organization, Head office address for organizational shareholders; or full name, contact address, nationality, number of legal papers of the individual for the representative of organizational shareholders; the number of shares of each class and the voting rate of the shareholder;</p> <p>d) Issues requiring opinions to approve a decision;</p> <p>e) Voting options including approval, disapproval, and no opinion for each issue under consultation;</p> <p>3. The opinion ballot must contain the following primary information:</p> | <p>a) <u>Amending and supplementing the content of the Company Charter;</u></p> <p>b) <u>Approving, supplementing, and adjusting the Regulations on Corporate Governance, the Operational Regulations of the Board of Directors, and the Operational Regulations of the Supervisory Board;</u></p> <p>c) <u>Development orientation of the Company;</u></p> <p>d) <u>Class of shares and the total number of shares of each class;</u></p> <p>e) <u>Election, dismissal, and removal of members of the Board of Directors and the Supervisory Board;</u></p> <p>f) <u>Deciding on the investment or sale of assets with a value equal to or greater than 35% of the total asset value recorded in the most recent financial statement of the Company;</u></p> <p>g) <u>Approval of annual financial statements</u></p> <p>h) <u>Reorganization or dissolution of the Company.</u></p> <p>i) <u>Changing business lines and sectors;</u></p> <p>j) <u>Changing the corporate management structure;</u></p> <p>k) <u>Other matters when the Board of Directors deems necessary for the interests of the Company.</u></p> <p>3. The opinion ballot must contain the following primary information:</p> <p>a) Name, Head office address, business registration number;</p> | <p>Supplement to implement shareholder opinion collection in writing for the additional election of the Board of Directors or Supervisory Board</p> |

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|     | <p>a) Name, Head office address, business registration number;</p> <p>b) Purpose of the opinion collection;</p> <p>c) Full name, contact address, nationality, number of legal papers of the individual for individual shareholders; name, business registration number or number of legal papers of the organization, Head office address for organizational shareholders; or full name, contact address, nationality, number of legal papers of the individual for the representative of organizational shareholders; the number of shares of each class and the voting rate of the shareholder;</p> <p>d) Issues requiring opinions to approve a decision;</p> <p>đ) Voting options including approval, disapproval, and no opinion for each issue under consultation;</p> <p>e) Time limit for returning the completed opinion ballot to the Company;</p> <p>g) Full name and signature of the Chairman of the Board of Directors.</p> | <p>b) Purpose of the opinion collection;</p> <p>c) Full name, contact address, nationality, number of legal papers of the individual for individual shareholders; name, business registration number or number of legal papers of the organization, Head office address for organizational shareholders; or full name, contact address, nationality, number of legal papers of the individual for the representative of organizational shareholders; the number of shares of each class and the voting/election rate of the shareholder;</p> <p>d) Issues requiring opinions to approve a decision;</p> <p>e) Voting options including approval, disapproval, and no opinion for each issue under consultation;</p> <p><b>f) <u>Election plan (if any);</u></b></p> <p>g) Time limit for returning the completed opinion ballot to the Company;</p> <p>h) Full name and signature of the Chairman of the Board of Directors.</p> |                             |
| 22. | <p><b>Clause 4, Article 21. Authority and procedure for collecting written opinions from shareholders to approve the Resolution of the General Meeting of Shareholders</b></p> <p>4. Shareholders may send their completed opinion ballots to the</p>  | <p><b>Clause 4, Article 21. Authority and procedure for collecting written opinions from shareholders to approve the Resolution of the General Meeting of Shareholders</b></p> <p>4. Shareholders may send their completed opinion ballots to the</p>  | Supplementing the basis for |

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|     | <p>Company by post, fax, or email in accordance with the following regulations:</p> <p>....</p> <p>5. The Board of Directors counts the ballots and prepares the ballot counting minutes under the witness of the Supervisory Board or shareholders not holding managerial positions in the Company. The ballot counting minutes must contain the following primary information:</p> <p>....</p> <p>d) Total number of votes for approval, disapproval, and no opinion for each issue;</p> | <p>Company by post, fax, or email according to the information registered with the Vietnam Securities Depository and Clearing Corporation in accordance with the following regulations:</p> <p>...</p> <p>5. The Board of Directors counts the ballots and prepares the ballot counting minutes under the witness of the Supervisory Board or shareholders not holding managerial positions in the Company. The ballot counting minutes must contain the following primary information:</p> <p>....</p> <p>d) Total number of votes for approval, disapproval, and no opinion for each issue; total votes for each candidate (if any).</p> | <p>determining shareholder information when receiving completed shareholder opinion ballots.</p><br><p>Supplement to implement shareholder opinion collection in writing for the additional election of the Board of Directors or Supervisory Board</p> |
| 23. | <p><b>Point f, Clause 1, Article 22. Resolution and Minutes of the General Meeting of Shareholders</b></p> <p>1. The meeting of the General Meeting of Shareholders must be recorded in minutes and may be recorded by audio or recorded and saved in another electronic form. Minutes must be prepared in Vietnamese, may be prepared in an additional</p>  | <p><b>Point f, Clause 1, Article 22. Resolution and Minutes of the General Meeting of Shareholders</b></p> <p>1. Minutes must be taken for the General Meeting of Shareholders and may be recorded or kept in other electronic formats. The minutes must be prepared in Vietnamese and may additionally be prepared in a foreign language, and must</p>  |   |

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|     | <p>foreign language, and must contain the following primary information:</p> <p>...</p> <p>g) The total voting rate for each voting matter, in which the voting method is clearly stated, total number of valid and invalid votes, approved, disapproved, and no opinion; the corresponding Percentage relative to the total voting rate of the attending shareholders;</p>  | <p>contain the following main contents:</p> <p>...</p> <p>g) Total number of voting shares for each voting issue, clearly specifying the voting method, total number of valid and invalid votes, affirmative votes, dissenting votes, and abstentions; and the corresponding percentage of the total voting shares of shareholders present and voting;</p> <p>...</p> <p><b><u>h) A summary of the total votes for each candidate (if any);</u></b></p> | <p>In accordance with the provisions of Clause 1, Clause 2, Article 20. Conditions for the approval of Resolutions of the General Meeting of Shareholders (New Charter).</p> <p>Added to implement written consultation of shareholders to elect additional members to the Board of Directors or the Supervisory Board.</p> |
| 24. | <p><b>Article 23. Request for cancellation of a Resolution of the General Meeting of Shareholders</b></p> <p>Within 90 days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the vote counting minutes for the written consultation of the General Meeting of Shareholders, shareholders or groups of shareholders as specified in Clause 2, Article 115 of the Law</p> | <p><b>Article 23. Request for cancellation of a Resolution of the General Meeting of Shareholders</b></p> <p>Within 90 days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the vote counting minutes for the written consultation of the General Meeting of Shareholders, shareholders or groups of shareholders as specified in Clause 2, Article 115 of the Law</p>                                  |   |

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|     | <p>on Enterprises have the right to request a Court or Arbitration to review and cancel the resolution or a part of the contents of the resolution of the General Meeting of Shareholders in the following cases:</p> <ol style="list-style-type: none"> <li>1. The order and procedures for convening and making decisions of the General Meeting of Shareholders are in serious violation of the provisions of the Law on Enterprises and the Company Charter, except for the case specified in Clause 3, Article 21 of this Charter.</li> <li>2. The content of the resolution violates the law or this Charter.</li> </ol> <p><u>(Not yet provided)</u></p> <p><u>In case the Resolution of the General Meeting of Shareholders is canceled according to a Court's decision, the person who convened the General Meeting of Shareholders that was canceled may consider reconvening the General Meeting of Shareholders within 30 days</u></p> | <p>on Enterprises have the right to request a Court or Arbitration to review and cancel the resolution or a part of the contents of the resolution of the General Meeting of Shareholders in the following cases:</p> <ol style="list-style-type: none"> <li>1. The order and procedures for convening and making decisions of the General Meeting of Shareholders are in serious violation of the provisions of the Law on Enterprises and the Company Charter, except for the case specified in Clause 3, Article 21 of this Charter.</li> <li>2. The content of the resolution violates the law or this Charter.</li> </ol> <p><u>In case shareholders or groups of shareholders request a Court or Arbitration to cancel a resolution of the General Meeting of Shareholders according to the provisions of Article 151 of the Law on Enterprises, that resolution remains in effect until the Court's or Arbitration's decision to cancel the resolution takes effect, unless an urgent temporary measure is applied according to the decision of the competent authority.</u></p> <p><u>(Omitted)</u></p> | <p>Added regulations based on Clause 3, Article 152 of the Law on Enterprises 2020.</p> <p>The convening procedure is as per the regulations of public companies; omitted for consistency.</p> |

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|     | <p><a href="#"><u>according to the order and procedures prescribed in the Law on Enterprises and this Charter.</u></a></p>   |  |   |
| 25. | <p><b>Clause 2, Article 24. Candidacy and nomination of members of the Board of Directors</b></p> <p>2. Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or a group of shareholders holding from 10% to less than 20% of the total voting shares is entitled to nominate one (01) candidate; from 20% to less than 30%, a maximum of two (02) candidates; from 30% to less than 40%, a maximum of three (03) candidates; from 40% to less than 50%, a maximum of four (04) candidates; from 50% to less than 60%, a maximum of five (05) candidates; from 60% to less than 70%, a maximum of six (06) candidates; from 70% to less than 80%, a maximum of seven (07) candidates; from 80% to less than 90%, a maximum of eight (08) candidates.</p> | <p><b>Clause 2, Article 24. Candidacy and nomination of members of the Board of Directors</b></p> <p>2. A shareholder or a group of shareholders owning from 10% or more of the total ordinary shares has the right to nominate candidates for the Board of Directors in accordance with the provisions of the Law on Enterprises and the Company Charter. Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or a group of shareholders holding from 10% to less than 20% of the total voting shares is entitled to nominate one (01) candidate; from 20% to less than 30%, a maximum of two (02) candidates; from 30% to less than 40%, a maximum of three (03) candidates; from 40% to less than 50%, a maximum of four (04) candidates; from 50% or more, they are entitled to nominate the required number of candidates. The nomination and candidacy of members of the Board of Directors are detailed in the Regulations on Corporate Governance.</p> | Supplemented and clarified regarding candidacy and nomination |
| 26. | <p><b>Clause 4, Article 25. Candidacy and nomination of</b></p>  | <p><b>Clause 4, Article 25. Candidacy and nomination of</b></p>  | Added specific regulations                                    |

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|     | <p><b>members of the Board of Directors</b></p> <p>3. In case the number of candidates for the Board of Directors via nomination and candidacy is still not sufficient for the required amount according to the provisions in Clause 2 of this Article, the incumbent Board of Directors shall introduce more candidates or organize nomination as prescribed in the Company Charter, the Regulations on Corporate Governance, and the Regulations on Operation 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 as prescribed by law.</p> | <p><b>members of the Board of Directors</b></p> <p>3. In case the number of candidates nominated by the incumbent Board of Directors according to Clause 2 of this Article is still not sufficient for the required amount, the Board of Directors shall disclose information regarding the fact that the number of candidates for the Board of Directors is insufficient at least five (05) days before the opening of the GMS. The Board of Directors shall organize for other shareholders to nominate in accordance with the provisions in the Company Charter, the Regulations on Corporate Governance, and the Regulations on Operation of the Board of Directors. The organization by the incumbent Board of Directors for other shareholders to nominate additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors as prescribed by law.</p> | <p>to serve as a basis for implementation in case the number of candidates nominated by the incumbent Board of Directors as per Clause 3 of this Article is still not sufficient for the required amount.</p> |
| 27. | <p><b>Clause 1, Article 25. Composition and term of office of members of the Board of Directors</b></p> <p>1. The number of members of the Board of Directors shall be at least three (03) persons and at most eleven (11) persons.</p>  | <p><b>Clause 1, Article 25. Composition and term of office of members of the Board of Directors</b></p> <p>1. The number of members of the Board of Directors shall be 05 (five) persons.</p>  | <p>Specific provision to establish a basis for determining the quorum for convening an extraordinary GMS when the number of members of the Board of Directors decreases by more than 1/3.</p>                 |

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| 28. | <p><b>Clause 3, Article 25. Composition and term of office of members of the Board of Directors</b></p> <p>3. The composition of the members of the Board of Directors shall be as follows:</p> <p>The structure of the Board of Directors of a public company must ensure that at least 1/3 of the total number of members of the Board of Directors are non-executive members. The company shall limit to the maximum extent members of the Board of Directors from concurrently holding executive positions in the Company to ensure the independence of the Board of Directors.</p> <p>a) Have at least 01 independent member in case the company has from 03 to 05 members on the Board of Directors;</p> <p>b) Have at least 02 independent members in case the company has from 06 to 08 members on the Board of Directors;</p> <p>c) Have at least 03 independent members in case the company has from 09 to 11 members on the Board of Directors.</p> | <p><b>Clause 3, Article 25. Composition and term of office of members of the Board of Directors</b></p> <p>3. The composition of the members of the Board of Directors shall be as follows:</p> <p>The structure of the Board of Directors of a public company must ensure compliance with the regulations below and the Company shall limit to the maximum extent members of the Board of Directors from concurrently holding executive positions in the Company to ensure the independence of the Board of Directors.</p> <p><u><b>In case the Company has its shares listed at The Stock Exchange, the composition of the Board of Directors is regulated as follows:</b></u></p> <p>a) Have at least 01 independent member in case the company has from 03 to 05 members on the Board of Directors;</p> <p>b) Have at least 02 independent members in case the company has from 06 to 08 members on the Board of Directors;</p> <p>c) Have at least 03 independent members in case the company has from 09 to 11 members on the Board of Directors.</p> <p><u><b>In case the Company has its shares registered for trading at The Stock Exchange, the composition of the Board of</b></u></p> | <p>Adjusted in accordance with new regulations</p> <p>Based on Decree No. 245/2025/ND-CP issued on 11/09/2025:</p> <p>79. Amend and supplement Clause 2, Article 276 as follows:</p> <p>"2. The number of non-executive members of the Board of Directors of a public company must ensure compliance with the following regulations:</p> |

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|     |   | <p><u>Directors is regulated as follows:</u></p> <p><u>a) Have at least 01 non-executive member in case the company has from 03 to 05 members on the Board of Directors;</u></p> <p><u>b) Have at least 02 non-executive members in case the company has from 06 to 08 members on the Board of Directors;</u></p> <p><u>c) Have at least 03 non-executive members in case the company has from 09 to 11 members on the Board of Directors.</u></p>   |  |
| 29. | <p><b>Clause 4, Article 25. Composition and term of office of members of the Board of Directors</b></p> <p>4. A Member of the Board of Directors shall cease to be a member of the Board of Directors if dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Clauses 5, 6, and 7 of this Article.</p> <p><u>(Not yet regulated)</u></p> | <p><b>Clause 4, Article 25. Composition and term of office of members of the Board of Directors</b></p> <p>4. A Member of the Board of Directors shall cease to be a member of the Board of Directors if 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 exercise all rights and obligations until the General Meeting of Shareholders approves the dismissal of said Member of the Board of Directors, excluding 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, effective as soon as the Company receives notification of the</u></p> | <p>Supplemented to clarify the rights and obligations of a Member of the Board of Directors when dismissal, removal, or replacement is required.</p> |

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|     |   | <p><u>following cases:</u></p> <p><u>a) The Member of the Board of Directors has restricted civil act capacity, is incapacitated, or has difficulties in perceiving or controlling their behavior.</u></p> <p><u>b) The Member of the Board of Directors is being prosecuted for criminal liability, is in temporary detention, is serving a prison sentence, is undergoing administrative handling measures at a compulsory rehabilitation center or mandatory educational institution, or is prohibited by the Court from holding specific positions, practicing certain professions, or performing certain jobs.</u></p> <p><u>c) The Board of Directors has issued a decision approving the resignation of the Member of the Board of Directors in accordance with Article 9 of the Regulations on Operation of the Board of Directors.</u></p> |  |
| 30. | <p>Clause 5, Article 25. Composition and term of office of members of the Board of Directors</p> <p><u>5. A Member of the Board of Directors shall be dismissed in the following cases:</u></p> <p><u>a) Such member does not meet the standards and conditions prescribed in Article 155 of the Law on Enterprises or is prohibited by law from being a member of the Board of</u></p> | <p><u>(Not yet regulated)</u></p>   | <p>Removed for consistency with content.</p> |

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|     | <p><u>Directors;</u></p> <p><u>b) Submits a resignation letter which is then accepted;</u></p> <p><u>c) Such member suffers from a mental disorder and other members of the Board of Directors have evidence proving that said member no longer has legal capacity;</u></p> <p><u>The General Meeting of Shareholders authorizes the Board of Directors of the Company to temporarily dismiss a member of the Board of Directors in the aforementioned cases. Such temporary dismissal of a member of the Board of Directors must be approved at the nearest General Meeting of Shareholders. Once approved by the General Meeting of Shareholders, the dismissal of said member shall be deemed effective from the date of the temporary dismissal by the Board of Directors.</u></p> <p><u>The General Meeting of Shareholders authorizes the Board of Directors of the Company to appoint another person who meets the standards and conditions prescribed by the Law on Enterprises to temporarily serve as a member of the Board of Directors to replace the dismissed member. The temporary appointment of a new member must be approved at the nearest General Meeting of Shareholders. Once approved by the General Meeting of Shareholders, such temporary appointment of a new member shall be deemed effective from the date of the temporary appointment by the Board of Directors. The term of office of the new member of the Board of Directors shall be</u></p> |  | <p>Removed as temporary appointment provisions are no longer regulated</p> |

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|     | <p><u>calculated from the effective date of the temporary appointment to the end of the term of office of that member. In the event the new member is not approved by the General Meeting of Shareholders, all decisions of the Board of Directors prior to the General Meeting of Shareholders, in which the temporarily appointed member participated and voted, shall remain valid.</u></p> <p><u>6. A Member of the Board of Directors shall be removed in the following cases:</u></p> <p><u>a) Failure to complete assigned tasks or duties;</u></p> <p><u>b) Such member fails to participate in the activities of the Board of Directors for six (06) consecutive months, except in cases of force majeure;</u></p> <p><u>c) Serious or repeated violations of the obligations of a member of the Board of Directors as prescribed by the Law on Enterprises, the Charter, and Company regulations;</u></p> <p><u>d) Other cases as prescribed by law and this Charter.</u></p> <p><u>7. When deemed necessary, the General Meeting of Shareholders may decide to replace a member of the Board of Directors; or dismiss or remove a member of the Board of Directors in cases other than those prescribed in Clause 5 and Clause 6 of this Article.</u></p> |  | <p>Removed for consistency with content.</p> |

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|     | <p><u><a href="#">8. The appointment of a member of the Board of Directors must be publicly disclosed in accordance with the laws on information disclosure in the securities market.</a></u></p>  |   |  |
| 31. | <p><b>Clause 2, Article 26. Powers and obligations of the Board of Directors</b></p> <p>2. The powers and obligations of the Board of Directors are prescribed by law, the Company Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:</p> <p>...</p> <p><u><a href="#">(Not yet regulated)</a></u></p> | <p><b>Clause 2, Article 26. Powers and obligations of the Board of Directors</b></p> <p>2. The powers and obligations of the Board of Directors are prescribed by law, the Company Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and obligations:</p> <p>...</p> <p><u><a href="#">g) Request the General Director, Deputy General Director, and other managers of the Company to provide information and documents regarding the financial situation and business operations of the Company and its business units. The requested manager must provide information and documents in a timely, complete, and accurate manner as requested by the member of the Board of Directors. The sequence and procedures for requesting and providing information are specified in the Regulations on Corporate Governance.</a></u></p> | Supplemented provisions for requesting information |
| 32. | <p><b>Clause 5, Article 29. Board of Directors meetings</b></p> <p>5. The Chairman of the Board of Directors must convene a</p>  | <p><b>Clause 5, Article 29. Board of Directors meetings</b></p> <p>5. The Chairman of the Board of Directors must send a meeting</p>  |  |

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|     | <p>meeting of the Board of Directors within seven (07) working days from the date of receiving the request specified in Clause 3 of this Article. In the event the Board of Directors meeting is not convened as requested, the Chairman of the Board of Directors shall be liable for any damages caused to the Company; the requester has the right to convene the Board of Directors meeting in place of the Chairman of the Board of Directors.</p>  | <p>invitation to 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 date. The Board of Directors meeting must be held within no more than 10 working days from the date the Company receives the request. In the event the Board of Directors meeting is not convened as requested, the Chairman of the Board of Directors shall be liable for any damages caused to the Company; the requester has the right to convene the Board of Directors meeting in place of the Chairman of the Board of Directors, with the convening process similar to the procedure the Chairman of the Board of Directors would follow when convening at the request.</p> | <p>Clarified the issue of convening Board of Directors meetings upon receipt of a request.</p> |
| 33. | <p><b>Clause 6, Article 29. Board of Directors meetings</b></p> <p>6. The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send a meeting invitation at least three (03) working days before the meeting date. The invitation must specify the time and location of the meeting, the agenda, and issues for discussion and decision. The invitation must be accompanied by the documents to be used at the meeting and the members' ballots.</p> | <p><b>Clause 6, Article 29. Board of Directors meetings</b></p> <p>6. The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send a meeting invitation at least 03 working days before the meeting date. The invitation must specify the time and location of the meeting, the meeting format, the agenda, and issues for discussion and decision. The invitation must be accompanied by the documents to be used at the meeting and the members' ballots.</p>   | <p>Adjusted time for suitability Updated to be consistent with the meeting invitation.</p>     |
| 34. | <p><b>Clause 8, Article 29. Board of Directors meetings</b></p> <p>8. A meeting of the Board of Directors is conducted when 3/4</p>  | <p><b>Clause 8, Article 29. Board of Directors meetings</b></p> <p>8. A meeting of the Board of Directors is conducted when 3/4</p>  |  |

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|     | <p>or more of the total number of members attend. If the meeting is convened in accordance with this clause but there are insufficient members to proceed as required, it shall be reconvened within seven (07) days from the intended date of the first meeting. In such cases, the meeting shall be conducted if more than half of the members of the Board of Directors attend.</p>   | <p>or more of the total number of members attend. If the meeting is convened in accordance with this Article but there are insufficient members to proceed as required, the Chairman of the Board of Directors must send a second invitation to 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 second meeting date. The second Board of Directors meeting must be held within no more than 10 days from the intended date of the first meeting. In such cases, the meeting shall be conducted if more than half of the members of the Board of Directors attend.</p>  | <p>Clarified the issue of convening Board of Directors meetings when conditions for proceeding are not met.</p> |
| 35. | <p><b>Clause 9, Article 29. Board of Directors meetings</b></p> <p>9. A member of the Board of Directors is deemed to have attended and voted at a meeting in the following cases:</p> <ul style="list-style-type: none"> <li>a) Attend and vote directly at the meeting;</li> <li>b) Authorize another person to attend and vote in accordance with the provisions of Clause 11 of this Article;</li> <li>c) Attend and vote through an online conference, electronic voting, or other electronic forms;</li> <li>d) Send voting ballots to the meeting via post, fax, or email;</li> </ul> | <p><b>Clause 9, Article 29. Board of Directors meetings</b></p> <p><b><u>9. The Board of Directors passes resolutions and decisions by voting at a meeting, obtaining written opinions, or other forms as stipulated in the Company Charter. Each Member of the Board of Directors has one vote. A Member of the Board of Directors is considered to be attending and voting at the meeting in the following cases:</u></b></p> <ul style="list-style-type: none"> <li>a) Attend and vote directly at the meeting;</li> <li>b) Authorize another person to attend and vote in accordance with the provisions of Clause 11 of this Article;</li> <li>c) Attend and vote through an online conference, electronic</li> </ul> | <p>Supplement to clarify the forms of Board of Directors meetings</p>   |

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|     |  | voting, or other electronic forms;<br><br>d) Send voting ballots to the meeting via post, fax, or email;<br><br><u>e) Send voting ballots by other means in accordance with the provisions of law (if any).</u>   |  |
| 36. | <b>Clause 11, Article 29. Board of Directors meetings</b><br><br>11. Members must attend all meetings of the Board of Directors. Members may authorize another person to attend and vote if approved by a majority of the Members of the Board of Directors. | <b>Clause 11, Article 29. Board of Directors meetings</b><br><br>11. Members must attend all meetings of the Board of Directors. Members may authorize another Member of the Board of Directors or another person (who is not a Member of the Board of Directors, if approved by a majority of the Members of the Board of Directors) to attend and vote. | Based on Clause 11, Article 157 of the Law on Enterprises 2020, clarify regulations on authorization to attend Board of Directors meetings |
| 37. | <u>(Not vet regulated)</u>   | <b>Clause 11, Article 29. Board of Directors meetings</b><br><br><u>13. The minutes of Board of Directors meetings shall be implemented in accordance with Article 158 of the Law on Enterprises 2020 and current regulations of law.</u>   | Regulations under Law No. 03/2022/QH15.  |
| 38. | <b>Clause 11, Article 29. Board of Directors meetings</b><br><br>12. Resolutions and decisions of the Board of Directors are passed if approved by a majority of the members attending the   | <b>Clause 11, Article 29. Board of Directors meetings</b><br><br>12. Resolutions and decisions of the Board of Directors are passed if approved by a majority (more than 1/2) of  | Omitted the clarification on Resolutions in the form of  |

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|     | <p>meeting; in case of a tie, the final decision belongs to the side with the opinion of the Chairman of the Board of Directors. Resolutions passed by collecting written opinions are adopted based on the approval of a majority of the Members of the Board of Directors / authorized persons with voting rights. This resolution has the same force and effect as a resolution passed at a meeting.</p> | <p>members attending the meeting; in case of a tie, the final decision belongs to the side with the opinion of the Chairman of the Board of Directors.</p> <p><u>Note, a Member of the Board of Directors may not vote on transactions that provide benefits to that member or their affiliated persons in accordance with the Law on Enterprises and Article 41 of the Company Charter.</u></p>   | <p>written consultation. The Law on Enterprises only regulates Board of Directors meetings.</p> |
| 39. | <p><b>Article 29. Board of Directors meetings</b></p> <p><u>(Not yet regulated)</u></p>   | <p><b>Clause 13, Article 29. Board of Directors meetings</b></p> <p><u>13. The minutes of Board of Directors meetings shall be implemented in accordance with Article 158 of the Law on Enterprises 2020 and current regulations of law.</u></p>   | <p>Clarify content of the minutes of Board of Directors meetings</p>                            |
| 40. | <p><u>(Not yet regulated)</u></p>   | <p><b>Clause 1, Article 30. Sub-committees under the Board of Directors</b></p> <p><u>1. When necessary, the Board of Directors may establish sub-committees to be in charge of development policy, personnel, compensation, internal audit, and risk management. The number of members of a sub-committee shall be decided by the Board of Directors and must include at least 02 persons, including both members of the Board of Directors and external members. Non-executive Members</u></p> | <p>Supplemented to be complete in accordance with Circular 116/2020/TT-BTC</p>                  |

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|     |   | <p><u>of the Board of Directors shall constitute the majority in the sub-committee, and one of these members shall be appointed as the Head of the sub-committee pursuant to a decision by the Board of Directors. The activities of the sub-committee must comply with the regulations of the Board of Directors. A resolution of a sub-committee is only effective when a majority of members attend and vote in favor at the sub-committee meeting.</u></p> <p><u>2. The implementation of decisions by the Board of Directors or its sub-committees must be in accordance with the current laws and regulations, the Company Charter, and the Regulations on Corporate Governance.</u></p> |   |
| 41. | <p>Clause 4, Article 30. Person in charge of Corporate Governance</p> <p><u>(Not yet regulated)</u></p> | <p>Clause 4, Article 31. Person in charge of Corporate Governance, Company Secretary</p> <p><u>4. When deemed necessary, the Board of Directors shall decide to appoint one (01) or more persons as Company Secretary for a term decided by the Board of Directors. The Board of Directors may remove the Company Secretary when necessary, provided that it is not contrary to current labor laws. The Company Secretary has the following rights and obligations:</u></p> <p><u>a) Assist in organizing the convening of the General Meeting of Shareholders and Board of Directors meetings; record meeting minutes;</u></p>  | <p>Based on Clause 5, Article 156 of the Law on Enterprises 2020.</p> |

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|     |  | <p><u>b) Support Members of the Board of Directors in exercising assigned rights and obligations;</u></p> <p><u>c) Assist the Board of Directors in applying and implementing the principles of Corporate Governance;</u></p> <p><u>d) Assist the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; compliance with obligations regarding information provision, information disclosure, and administrative procedures. Keep information confidential in accordance with the provisions of law and the Company Charter;</u></p> <p><u>e) Other rights and obligations as stipulated in the Company Charter and the Regulations on Corporate Governance.</u></p> |                                       |
| 42. | <p><b>Clause 1, Article 32. Business Managers</b></p> <p>1. Business managers include: General Director, Deputy General Directors, Chief Accountant, and other managers as stipulated by the Company Charter.</p>                              | <p><b>Clause 1, Article 33. Business Managers</b></p> <p>1. Business managers include the General Director, Deputy General Directors, Chief Accountant, and other managers appointed by the Board of Directors.</p>   | Clarify the title of Business Manager |
| 43. | <p><b>Clause 1, Clause 2, Article 34. Nomination and self-nomination of members of the Supervisory Board</b></p> <p>1. The nomination and self-nomination of members of the Supervisory Board are conducted similarly to the provisions in</p> | <p><b>Clause 1, Clause 2, Article 35. Nomination and self-nomination of members of the Supervisory Board</b></p> <p>1. The nomination and self-nomination of members of the Supervisory Board are conducted similarly to the provisions in Clause 1, Article 24 of this Charter. The nomination and self-</p>   | Adjusted to be more rigorous          |

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|     | Clause 1, Clause 2, Article 24 of this Charter.  | nomination of members of the Supervisory Board are detailed in Clause 1, Article 70 of the Regulations on Corporate Governance.  |  |
| 44. | <p><b>Clause 1, Article 35. Composition of the Supervisory Board</b></p> <p>1. The number of members of the Supervisory Board of the Company is three (03). The term of a member of the Supervisory Board shall not exceed five (05) years and may be re-elected for an unlimited number of terms. If the terms of members of the Supervisory Board end at the same time and new members have not been elected, the members whose terms have expired shall continue to perform their rights and obligations until the new members are elected and take office.</p> | <p><b>Clause 1, Article 36. Composition of the Supervisory Board</b></p> <p>1. The number of members of the Supervisory Board of the Company is 03. The term of a member of the Supervisory Board shall not exceed 05 years and may be re-elected for an unlimited number of terms.</p>  | The Law on Enterprises does not have regulations regarding the conclusion of the term of the Supervisory Board like it does for the Board of Directors |
| 45. | <u>(Not yet regulated)</u>   | <p><b>Clause 5, Article 36. Composition of the Supervisory Board</b></p> <p><u>5. Members of the Supervisory Board continue to perform their full rights and obligations until the General Meeting of Shareholders passes the dismissal of the Member of the Supervisory Board, except for the right to attend, vote at meetings of the Supervisory Board, and the right to receive remuneration as a Member of the Supervisory Board upon the Company's receipt of notification of the following cases:</u></p> <p><u>a) Member of the Supervisory Board is restricted in civil</u></p> | Supplement to clarify the rights and obligations of a Member of the Board of Directors when dismissal, removal, or replacement is required.            |

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|     |  | <p><u>act capacity, lacks civil act capacity, or has difficulties in perception and controlling their behavior.</u></p> <p><u>b) Member of the Supervisory Board is being prosecuted for criminal liability, is in temporary detention, is serving a prison sentence, is undergoing mandatory administrative handling at a drug rehabilitation center, mandatory education center, or is banned by a Court from holding a position, practicing, or doing certain work.</u></p> <p><u>c) The Supervisory Board has decided to accept the resignation letter of a Member of the Supervisory Board, implemented similarly to the provisions of Article 9 of the Regulations on Operation of the Board of Directors.</u></p> |  |
| 46. | <p><b>Clause 8, Article 37. Rights and obligations of the Supervisory Board</b></p> <p>8. Have the right to access files and documents of the Company stored at the head office, branches, and other locations; have the right to come to the working locations of managers and employees of the Company during working hours.</p> | <p><b>Clause 8, Article 38. Rights and obligations of the Supervisory Board</b></p> <p>8. Have the right to access files and documents of the Company stored at the head office, branches, and other locations related to the implementation of assigned duties of members of the Supervisory Board if approved by the Supervisory Board, and such information must not fall under the scope of the Company's trade secret. The recipient of such information is responsible for maintaining the confidentiality of the provided information and using it for the correct purpose of their assigned tasks; have the right to come to the working locations of managers and employees of the Company during working</p>   | Detailed regulation of the Supervisory Board's right to request information. |

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|     |  | hours. The provision of information follows the procedure detailed in the Regulations on Corporate Governance.   |  |
| 47. | <p><b>Clause 9, Article 37. Rights and obligations of the Supervisory Board</b></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, operation, and business activities of the Company.</p> | <p><b>Clause 9, Article 38. Rights and obligations of the Supervisory Board</b></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, operation, and business activities of the Company. The order and procedures for requesting and providing information are specified in the Regulations on Corporate Governance and the Regulations on Operation of the Supervisory Board.</p> | Supplement the detailed order and procedures for the Supervisory Board to request information. |
| 48. | <u>(Not yet regulated)</u>   | <p><b>Clause 2, Article 46. Distribution of profit</b></p> <p><u>2. The Board of Directors may decide to pay interim dividends upon the authorization of the General Meeting of Shareholders if it considers such payment to be consistent with the company's profitability.</u></p>   | Supplement regulations to provide a basis for implementation when necessary.                   |
| 49. | <b>Clause 6, Article 40. Honest responsibility and avoidance of conflicts of interest</b>  | <b>Clause 6, Article 41. Honest responsibility and avoidance of conflicts of interest</b>  | Adjusted in accordance with  |

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|     | <p>6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other business managers, and affiliated persons to these subjects shall not be void in the following cases:</p> <p>a) For transactions with a value less than or equal to 35% of the total asset value recorded in the most recent financial statement, the material contents of the contract or transaction, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other business managers, have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of the members of the Board of Directors without related interests;</p> <p>b) For transactions with a value greater than 35% or transactions leading to the transaction value arising within 12 months from the date of the first transaction being 35% or more of the total asset value recorded in the most recent financial statement, the material contents of such transaction as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other business managers, have been disclosed to shareholders and approved by the General Meeting of Shareholders by a vote of the shareholders without related interests.</p> | <p>6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other business managers, and affiliated persons to these subjects shall not be void in the following cases:</p> <p>a) For transactions with a value less than 35% of the total asset value recorded in the most recent financial statement, the material contents of the contract or transaction, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other business managers, have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of the members of the Board of Directors without related interests;</p> <p>b) For transactions with a value from 35% or transactions leading to the transaction value arising within 12 months from the date of the first transaction being from 35% or more of the total asset value recorded in the most recent financial statement, the material contents of such transaction as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other business managers, have been disclosed to shareholders and approved by the General Meeting of Shareholders by a vote of the shareholders without related interests.</p> <p><b><u>c) Loans, asset sale contracts, and transactions with a value greater than 10% of the total asset value recorded in the most recent financial statement between the Company and shareholders holding 51% or more of the total voting shares</u></b></p> | <p>the authority to approve transactions with affiliated persons under Article 167 of the Law on Enterprises</p> |

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|     |  | <p><u>or the affiliated persons of such shareholders have been disclosed to shareholders and approved by the General Meeting of Shareholders by a vote of the shareholders without related interests.</u></p>  |  |
| 50. | <p><b>Clause 2, Article 44. Distribution of profit</b></p> <p><u>(Not yet regulated)</u></p>   | <p><b>Clause 2, Article 45. Distribution of profit</b></p> <p><u>2. The Board of Directors may decide to pay interim dividends upon the authorization of the General Meeting of Shareholders if it considers such payment to be consistent with the company's profitability.</u></p> | <p>Supplement to clarify the right to pay interim dividends</p>  |
| 51. | <p><b>Article 52. Dissolution of the Company</b></p> <p>1. The Company may be dissolved in the following cases:</p> <p><u>a) Termination of the operational period stated in the Company Charter without a decision on extension;</u></p> <p>b) Pursuant to a Resolution or Decision of the General Meeting of Shareholders;</p> <p>c) Revocation of the Enterprise Registration Certificate, unless</p> | <p><b>Article 53. Dissolution of the Company</b></p> <p>1. The Company may be dissolved in the following cases:</p> <p>a) Pursuant to a Resolution or Decision of the General Meeting of Shareholders;</p> <p>b) Revocation of the Enterprise Registration Certificate, unless</p>   | <p>Consistent with the actual situation of the Company: “the operational duration of the Company is perpetual from the date of establishment”.</p> |

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|     | <p>otherwise provided by the Law on Tax Administration;</p> <p>d) Other cases as provided by law.</p> <p>2. The dissolution of the Company before the deadline (including the extended deadline) 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 mandatory) as prescribed.</p> | <p>otherwise provided by the Law on Tax Administration;</p> <p>c) Other cases as provided by law.</p> <p>2. The dissolution of the Company before the deadline 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 mandatory) as prescribed.</p> | <p>Consistent with the actual situation of the Company: “the operational duration of the Company is perpetual from the date of establishment”.</p> |