



COMPARISON TABLE

CURRENT CHARTER ON ORGANIZATION AND OPERATION AND DRAFT AMENDED AND SUPPLEMENTED CHARTER ON ORGANIZATION AND OPERATION

CURRENT COMPANY CHARTER	DRAFT AMENDED AND SUPPLEMENTED COMPANY CHARTER	BASIS, REASON
INTRODUCTION		
Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;	<ul style="list-style-type: none">- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;- Pursuant to Law No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022 amending and supplementing a number of articles of the Law on Public Investment, Law on Public-Private Partnership Investment, Law on Investment, Law on Housing, Law on Bidding, Law on Electricity, Law on Enterprises, Law on Special Consumption Tax and Law on Civil Judgment Enforcement;- Pursuant to the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;	Supplement and update current legal regulations.
Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;	<ul style="list-style-type: none">- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;- Pursuant to Law No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024 amending and supplementing a number of articles of the Law on Securities, Law on Accounting, Law on Independent Audit, Law on State Budget, Law on Management and Use of Public Property, Law on Tax Administration, Law on Personal Income Tax, Law on National Reserve, Law on Handling of Administrative Violations;	Supplement and update current legal regulations.
Pursuant to 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;	<ul style="list-style-type: none">- Pursuant to 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;- Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing a number of articles 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;	Supplement and update current legal regulations.

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Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies under 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,	Keep unchanged	
This Charter was approved by the 2022 Annual General Meeting of Shareholders of Nha Be Water Supply Joint Stock Company (the "Company") on April 21, 2022, including the following contents:	This Charter was approved by the Annual General Meeting of Shareholders of Nha Be Water Supply Joint Stock Company (the "Company") on ... month ... year, including the following contents:	Update the date, month, and year of Charter approval
Chapter I: DEFINITION OF TERMS IN THE CHARTER		
Article 1. Interpretation of terms		
1. In this Charter, the following terms shall be construed as follows: a. "Charter capital" means the total par value of shares sold or registered to be purchased upon the establishment of the joint stock company and in accordance with Article 6 of this Charter; b. "Voting capital" means the share capital, whereby the owner has the right to vote on matters within the decision-making authority of the General Meeting of Shareholders;	Keep unchanged	
c. "Law on Enterprises" means the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;	c. "Law on Enterprises" means the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; <u>Law No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022 amending and supplementing a number of articles of the Law on Public Investment, Law on Public-Private Partnership Investment, Law on Investment, Law on Housing, Law on Bidding, Law on Electricity, Law on Enterprises, Law on Special Consumption Tax and Law on Civil Judgment Enforcement; Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025;</u>	Supplement and update current legal regulations.
d. "Law on Securities" means the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;	d. "Law on Securities" means the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; <u>Law No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024 amending and supplementing a number of articles of the Law on Securities, Law on Accounting, Law on Independent Audit, Law on State Budget, Law on</u>	Supplement and update current legal regulations.

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	<u>Management and Use of Public Property, Law on Tax Administration, Law on Personal Income Tax, Law on National Reserve, Law on Handling of Administrative Violations;</u>	
<p>e. "Vietnam" means the Socialist Republic of Vietnam;</p> <p>f. "Date of establishment" means the date the Company is granted the enterprise registration certificate (business registration certificate and equivalent valid documents) for the first time;</p> <p>g. "Enterprise executive" means the Director, Deputy Director, Chief Accountant and other executives in the Company appointed by the Board of Directors;</p>	Keep unchanged	
<p>h. "Enterprise manager" means the manager of the Company, including the Chairman of the Board of Directors, members of the Board of Directors, Director, Deputy Director, Supervisory Board and Chief Accountant of the Company;</p>	<p>h. "Enterprise manager" means the manager of the Company, including the Chairman of the Board of Directors, members of the Board of Directors, Director, Deputy Director, Supervisory Board and Chief Accountant of the Company;</p>	Amend to conform with Point d, Clause 1, Article 169 of the Law on Enterprises 2020
<p>i. "Related persons in the family" include: wife, husband, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, biological child, adopted child, son-in-law, daughter-in-law, biological brother, biological sister, biological younger sibling, brother-in-law, sister-in-law, spouse's biological brother, spouse's biological sister, spouse's biological younger sibling;</p> <p>j. "Related person" means an individual or organization defined in Clause 23 Article 4 of the Law on Enterprises and Clause 46 Article 4 of the Law on Securities;</p> <p>k. "Shareholder" means an individual or organization owning at least one share of the Company;</p> <p>l. "Founding shareholder" means a shareholder owning at least one ordinary share and signing in the list of founding shareholders of the joint stock company;</p> <p>m. "Major shareholder" means a shareholder owning 5% or more of the voting shares of the Company;</p> <p>n. "Duration of operation" means the duration of operation of the Company specified in Article 2 of this Charter and the extension period (if any) approved by the General Meeting of Shareholders of the Company by resolution;</p>	Keep unchanged	

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<p>o. "Securities Exchange" means the Vietnam Securities Exchange and its subsidiaries.</p> <p>2. In this Charter, references to one or more regulations or other documents shall include amendments, supplements or replacement documents.</p> <p>3. The headings (Chapter, Article of this Charter) are used for convenience in understanding the content and do not affect the content of this Charter.</p> <p>4. Words or terms defined in the Law on Enterprises (if not inconsistent with the subject or context) shall have the same meaning in this Charter.</p>		
<p align="center">Chapter II: NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, DURATION OF OPERATION AND LEGAL REPRESENTATIVE OF THE COMPANY</p> <p align="center">Article 2. Name, form, headquarters, branches, representative offices, business locations and duration of operation of the Company</p>		
<p>1. Company name</p> <ul style="list-style-type: none"> • Vietnamese name: CÔNG TY CỔ PHẦN CẤP NƯỚC NHÀ BÈ • English name: NHA BE WATER SUPPLY JOINT STOCK COMPANY • Abbreviated name: NHA BE WASUCO JSC • Symbol (logo): <p>2. The Company is a joint stock company with legal entity status in accordance with the current laws of Vietnam.</p>	<p>Company name</p> <ul style="list-style-type: none"> • Vietnamese name: CÔNG TY CỔ PHẦN CẤP NƯỚC NHÀ BÈ • English name: NHA BE WATER SUPPLY JOINT STOCK COMPANY • Abbreviated name: NHA BE WASUCO JSC • Symbol (logo): <p>2. The Company is a joint stock company with legal entity status in accordance with the current laws of Vietnam.</p>	<p>Change Company symbol</p>
<p>3. The registered headquarters of the Company is:</p> <ul style="list-style-type: none"> - Address: 1179 Nguyen Van Linh Street, Quarter 4, Tan Phong Ward, District 7, Ho Chi Minh City. - Telephone: 1900 1210 and 028.5412 2499 - Fax: 028.5412 2500 - Website: www.capnuocnhabe.vn - Email: lienhe@capnuocnhabe.vn 	<p>3. The registered headquarters of the Company is:</p> <ul style="list-style-type: none"> - Address: 1179 Nguyen Van Linh Street, <u>Quarter 41, Tan Hung Ward</u>, Ho Chi Minh City. - Telephone: 1900 1210 and 028.5412 2499 - Fax: 028.5412 2500 - Website: www.capnuocnhabe.vn - Email: lienhe@capnuocnhabe.vn 	<p>Update administrative boundary information according to the Company's Enterprise Registration Certificate issued on July 11, 2025.</p>

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4. The Company may establish branches, representative offices and business locations in the business area to carry out the operational objectives of the Company in accordance with the decision of the Board of Directors and to the extent permitted by law. 5. Unless terminated prior to the expiry of its duration under Clause 2, Article 54 of this Charter, the duration of operation of the Company begins from the date of establishment and is indefinite.			Keep unchanged			
Article 3. Legal representative						
The Company has 01 (one) legal representative who is the Director. The legal representative of the Company permanently resides in Vietnam. The rights and obligations of the legal representative are specified in Article 35 of this Charter, the internal corporate governance regulations and in accordance with legal regulations.			Keep unchanged			
Chapter III: BUSINESS OBJECTIVES, SCOPE AND ACTIVITIES OF THE COMPANY						
Article 4. Business objectives of the Company						
1. The business lines of the Company are:			1. The business lines of the Company are:			<div>- Business lines changed according to Decision No. 36/2025/QD-TTg: 4752; 3511; 4773; 4663; 5221; 1104.</div> <div>- Business lines deleted according to Decision No. 36/2025/QD-TTg: 4290; 4220; 4669.</div> <div>→ No change in business lines, only update business line information according to Decision No. 36/2025/QD-TTg at the business registration authority.</div>
No.	Name of business line	Business line code	No.	Name of business line	Business line code	
1	Other business support service activities not elsewhere classified detail: Management and development of water supply systems, supply and trading of clean water for consumption and production needs.	8299 (Main)	1	Water collection, treatment and supply.	3600 (Main)	
2	Manufacture of cement, lime and plaster (not operating at the headquarters)	2394	2	Construction of utility projects for fluid.	4222	
3	Manufacture of other non-metallic mineral products not elsewhere classified detail: manufacture of stone powder and natural products (not operating at the headquarters)	2399	3	Plumbing, heat and air-conditioning installation detail: Plumbing installation	4322	
			4	Construction of other utility projects, detail: Road surface restoration for specialized water supply works and other works.	4229	
			5	Architectural and engineering activities and related technical consultancy detail: Construction consultancy for water supply works, civil-industrial works (excluding construction supervision,	7110	

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4	Machining; treatment and coating of metals (not operating at the headquarters)	2592		surveying). Project formulation, design verification.		<p>→ The new list has 24 lines due to separation and addition of line numbers to conform with Decision No. 36/2025, replacing the list recorded in the current Charter.</p> <p>→ Rearrange the order of the list by industry group for convenient management of business lines.</p>
5	Quarrying of stone, sand and clay (not operating at the headquarters)	0810	6	Wholesale of other machinery and equipment detail: Wholesale of materials and equipment for the water sector, water filtration equipment.	4659	
6	Manufacture of soft drinks, mineral water detail: Manufacture of mineral water, purified bottled water (excluding manufacturing mineral water at the headquarters).	<u>1104</u>	7	Manufacture of soft drinks; production of mineral waters and other bottled waters detail: Manufacture of bottled mineral water, purified water (excluding manufacturing mineral water at the headquarters).	1105	
7	Service activities incidental to land and railway transportation (excluding railway infrastructure business, transporting liquefied gas).	<u>5221</u>	8	Wholesale of beverages detail: Wholesale of purified water	4633	
8	Service activities incidental to water transportation (excluding transporting liquefied gas).	5222	9	Retail sale of beverages in specialized stores detail: retail sale of purified water	4723	
9	Wholesale of construction materials, installation equipment	<u>4663</u>	10	Retail sale of electrical household appliances, beds, wardrobes, tables, chairs and similar interior furniture, light fixtures and electric light sets, other household articles not elsewhere classified detail: retail sale of materials and equipment for the water sector, water filtration equipment.	4759	
10	Other specialized wholesale not elsewhere classified detail: Wholesale of purified water	<u>4669</u>	11	Urban and suburban passenger land transport (excluding bus transport).	4931	
11	Retail sale of hardware, paints, glass, and other installation equipment in specialized stores detail: retail sale of stone, other construction materials	4752	12	Freight transport by road (excluding transporting liquefied gas).	4933	
12	Construction of utility projects	<u>4220</u>	13	Service activities incidental to land transportation (excluding railway infrastructure business, transporting liquefied gas).	5221	

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	detail: Road surface restoration for specialized water supply works and other works.		14	Service activities incidental to water transportation (excluding transporting liquefied gas).	5222	
13	Construction of other civil engineering projects detail: Construction of water supply and drainage works.	<u>4290</u>	15	Service activities incidental to land transportation.	5225	
			16	Quarrying of stone, sand and clay (not operating at the headquarters).	0810	
14	Wholesale of other machinery and equipment detail: Wholesale of materials and equipment for the water sector, water filtration equipment.	4659	17	Manufacture of cement, lime and plaster (not operating at the headquarters).	2394	
			18	Manufacture of other non-metallic mineral products not elsewhere classified detail: manufacture of stone powder and natural products (not operating at the headquarters).	2399	
15	Retail sale of other new goods in specialized stores detail: retail sale of purified water; retail sale of materials and equipment for the water sector, water filtration equipment.	<u>4773</u>	19	Machining; treatment and coating of metals (not operating at the headquarters).	2592	
16	Urban and suburban passenger land transport (excluding bus transport)	4931	20	Wholesale of construction materials, installation equipment.	4673	
17	Freight transport by road (excluding transporting liquefied gas)	4933	21	Retail sale of hardware, paints, glass, and other installation equipment in specialized stores detail: retail sale of stone, other construction materials.	4752	
18	Real estate activities with own or leased property detail: real estate business.	6810	22	Real estate activities with own or leased property.	6810	
19	Architectural and engineering activities and related technical consultancy detail: Construction consultancy for water supply works, civil-industrial works (excluding construction supervision, surveying). Project formulation, design verification.	7110	23	Electric power generation from renewable energy sources detail: Electric power generation from solar energy.	3512	
20	Electric power generation	<u>3511</u>				

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2. The operational objectives of the Company are: supplying clean water, safe water at reasonable prices, increasingly satisfying consumer needs. Concurrently, expanding and synchronously developing other operational fields where the Company has an advantage, developing the brand, creating a foundation for stable, long-term and solid development, maximizing profits, ensuring legitimate rights for shareholders, and fulfilling obligations to the State.	Keep unchanged	
Article 5. Scope of business and activities of the Company		
<p>1. The Company is permitted to plan and conduct all business activities in the business lines of the Company that have been published on the National Business Registration Portal and this Charter, in accordance with current legal regulations and taking appropriate measures to achieve the Company's objectives.</p> <p>2. The Company is entitled to freely engage in business in lines and trades that are not prohibited by law. The General Meeting of Shareholders has the right to decide to change business lines and carry out notification procedures with the business registration authority and/or satisfy the conditions for conditional business lines prior to conducting business activities.</p>	Keep unchanged	
Chapter IV: CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS		
Article 6. Charter capital, shares, founding shareholders		
<p>1. The charter capital of the Company is 109,000,000,000 VND (One hundred and nine billion VND).</p> <p>The total charter capital of the Company is divided into 10,900,000 (Ten million nine hundred thousand) shares with a par value of 10,000 VND/share.</p> <p>2. The Company may change its charter capital when approved by the General Meeting of Shareholders and in accordance with the provisions of law.</p> <p>3. The shares of the Company on the date of adoption of this Charter are ordinary shares. At the time of adopting this Charter, the Company has no preference shares. The rights and obligations of shareholders holding each class of shares are specified in Article 12 and Article 13 of this Charter.</p>	Keep unchanged	→

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<p>4. The Company may issue other classes of preference shares upon approval of the General Meeting of Shareholders and in accordance with the provisions of law.</p> <p>5. Ordinary shares must be offered with priority to existing shareholders in proportion to their ownership ratio of ordinary shares in the Company, unless otherwise decided by the General Meeting of Shareholders. The Company must notify the offering of shares, including the contents regarding the number of shares offered and the minimum registration period for purchase of 20 days so that shareholders can register to purchase. The number of shares not fully registered for purchase by shareholders shall be decided by the Board of Directors of the Company. The Board of Directors may distribute such shares to subjects under conditions and in a manner deemed appropriate by the Board of Directors, but shall not sell such shares under more favorable conditions than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders or the shares are sold via the Securities Exchange through auction.</p> <p>6. The Company may purchase shares issued by the Company itself in the manners prescribed in this Charter and current laws. Shares repurchased by the Company are treasury shares and the Board of Directors may offer them for sale in manners consistent with the provisions of this Charter, the Law on Securities and relevant guiding documents.</p> <p>7. The Company may issue other types of securities when approved by the General Meeting of Shareholders and in accordance with the provisions of law.</p> <p>8. The maximum foreign investor ownership ratio in the Company is 25% of the charter capital.</p>		
Article 7. Share certificates		
<p>1. Shareholders of the Company are granted share certificates corresponding to the number and class of shares owned.</p> <p>2. A share certificate is a type of security certifying the lawful rights and interests of the owner over a portion of share capital of the issuing</p>	Keep unchanged	

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<p>organization. A share certificate must contain all the contents prescribed in Clause 1, Article 121 of the Law on Enterprises.</p> <p>3. Within 30 days from the date of submission of full dossiers requesting the transfer of share ownership in accordance with the Company's regulations, or within 02 months (or other time limit stipulated by the issuance terms) from the date of full payment of the share purchase price as prescribed in the share issuance plan of the Company, the owner of the shares shall be granted a share certificate. The owner of the shares does not have to pay the Company the printing cost of the share certificate.</p> <p>4. In case a share certificate is lost, damaged, or otherwise destroyed, the owner of such share certificate may request the re-issuance of the share certificate provided that they must present evidence of share ownership and pay all related costs to the Company. The shareholder's request must include the following contents:</p> <p>a. Information about the share certificate that has been lost, damaged, or otherwise destroyed.</p> <p>b. Commitment to bear responsibility for disputes arising from the re-issuance of the new share certificate.</p> <p>5. In case a shareholder changes their contact address, they must promptly notify the Company to update the shareholder register. The Company shall not bear responsibility for the inability to contact a shareholder due to not being notified of the change in the shareholder's contact address.</p>		
Article 8. Other securities certificates		
<p>Bond certificates or other securities certificates of the Company (except for offering letters, temporary certificates and similar documents) issued shall bear the seal and specimen signature of the legal representative of the Company, unless otherwise specified by the terms and conditions of issuance.</p>	Keep unchanged	
Article 9. Transfer of shares		
<p>1. All shares are freely transferable unless otherwise provided by this Charter and the law; shares listed and registered for trading on the</p>	Keep unchanged	

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<p>Securities Exchange shall be transferred in accordance with the legal regulations on securities and the securities market.</p> <p>2. Shares that are not fully paid shall not be transferred and shall not enjoy related rights such as the right to receive dividends, the right to receive shares issued to increase share capital from equity, the right to purchase newly offered shares and other rights as prescribed by law.</p> <p>3. In case a shareholder is an individual who dies, the heir under the will or under the law of such shareholder shall become a shareholder of the Company.</p> <p>4. In case a shareholder is an individual who dies without an heir or the heir renounces the inheritance or is deprived of the right to inherit, the shares of such shareholder shall be settled in accordance with the civil law.</p> <p>5. A shareholder has the right to donate part or all of their shares in the Company to other individuals or organizations; or use shares to pay debts. An individual or organization receiving a donation or debt payment by shares shall become a shareholder of the Company.</p> <p>6. Individuals or organizations receiving shares in the cases specified in this Article must carry out the procedures prescribed by civil law and shall only become shareholders of the Company from the time their information specified in Clause 2, Article 122 of the Law on Enterprises is fully recorded in the shareholder register.</p>		
Article 10. Forfeiture of shares		
<p>1. In case a shareholder fails to pay in full and on time the amount payable to purchase shares, the Board of Directors shall notify and have the right to request such shareholder to pay the remaining amount together with the interest on such amount and the expenses arising from the failure to pay in full to the Company.</p> <p>2. The payment notice mentioned above must clearly state the new payment deadline (at least seven (07) days from the date of sending the notice), the place of payment, and the notice must clearly state that if payment is not made properly as requested, the shares not fully paid will be forfeited.</p>	Keep unchanged	

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<p>3. The Board of Directors has the right to forfeit shares that are not paid in full and on time in case the requests in the notice mentioned above are not implemented.</p> <p>4. Forfeited shares shall be considered as shares authorized for offering for sale as prescribed in Clause 3, Article 112 of the Law on Enterprises. The Board of Directors may directly or authorize the sale, redistribution or resolution for the person who owned the forfeited shares or other subjects under conditions and in manners deemed appropriate by the Board of Directors.</p> <p>5. A shareholder holding forfeited shares must relinquish the shareholder status for such shares, but must still bear proportionate responsibility with the total par value of the registered shares for the financial obligations of the Company arising at the time of forfeiture pursuant to the decision of the Board of Directors from the date of forfeiture until the date of payment implementation. The Board of Directors has full discretion to decide on the coercive payment of the entire share value at the time of forfeiture.</p> <p>6. The forfeiture notice shall be sent to the holder of the shares to be forfeited prior to the time of forfeiture. The forfeiture remains effective even in case of errors or negligence in sending the notice.</p>		
<p align="center">Chapter V: ORGANIZATIONAL, MANAGEMENT AND CONTROL STRUCTURE</p> <p align="center">Article 11. Organizational, management and control structure</p>		
<p>The organizational, management and control structure of the Company includes:</p> <p>1. General Meeting of Shareholders;</p> <p>2. Board of Directors;</p> <p>3. Supervisory Board;</p> <p>4. Director.</p>	Keep unchanged	
<p align="center">Chapter VI: SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS</p> <p align="center">Article 12. Rights of shareholders</p>		
<p>1. Ordinary shareholders are persons holding ordinary shares having the following rights:</p>	Keep unchanged	

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<p>a. Attend and express opinions at meetings of the General Meeting of Shareholders and exercise the right to vote directly at the General Meeting of Shareholders or through an authorized representative or by voting from a distance. Each ordinary share carries one vote.</p> <p>b. Receive dividends at a rate decided by the General Meeting of Shareholders.</p> <p>c. Freely transfer fully paid shares in accordance with this Charter and current laws.</p> <p>d. Be given priority to purchase newly offered shares in proportion to the ratio of ordinary shares they own.</p> <p>e. Review, look up and extract information on names and contact addresses in the list of shareholders with voting rights and request correction or supplementation of their inaccurate information.</p> <p>f. Review, look up, extract or copy the Company Charter, meeting minutes and resolutions of the General Meeting of Shareholders.</p> <p>g. In the event the Company is dissolved or goes bankrupt, receive a portion of the remaining assets corresponding to the ownership ratio of shares in the Company after the Company has paid its debts (including debt obligations to the State, taxes, fees) and paid to shareholders holding other classes of shares of the Company in accordance with the law.</p> <p>h. Request the Company to repurchase shares in the cases specified in Clause 1, Article 132 of the Law on Enterprises.</p> <p>i. Be treated equitably. Each share of the same class confers upon the owning shareholder equal rights, obligations and interests. If the Company has various classes of preference shares, the rights and obligations attached to the classes of preference shares must be approved by the General Meeting of Shareholders and fully disclosed to the shareholders.</p> <p>j. The right to fully access periodic information and extraordinary information disclosed by the Company as prescribed by law.</p> <p>k. Have their lawful rights and interests protected; request suspension or cancellation of resolutions or decisions of the General Meeting of Shareholders, the Board of Directors in accordance with the Law on Enterprises.</p>		

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<p>1. Shareholders holding other classes of preference shares have corresponding rights as prescribed in Articles 116, 117 and 118 of the Law on Enterprises and as prescribed by law.</p> <p>2. A shareholder or a group of shareholders holding 5% or more of the total number of ordinary shares has the following rights:</p> <p>a. Nominate candidates for the Board of Directors or the Supervisory Board as prescribed respectively in Clause 1 Article 25 and Clause 1 Article 36 of this Charter; Shareholders joining together as a group to nominate candidates to the Board of Directors or Supervisory Board must notify the meeting of the group to the attending shareholders before the opening of the General Meeting of Shareholders. Based on the number of members of the Board of Directors and the Supervisory Board, the shareholder or group of shareholders specified in this clause has the right to nominate one or several persons as decided by the General Meeting of Shareholders as candidates for the Board of Directors and the Supervisory Board. 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 according to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board and other shareholders.</p> <p>b. Request the Board of Directors to convene a meeting of the General Meeting of Shareholders as prescribed in Clause 3 Article 115 and Article 140 of the Law on Enterprises.</p> <p>c. Review, look up, extract the book of minutes and resolutions, decisions of the Board of Directors, mid-year and annual financial statements, reports of the Supervisory Board, contracts, transactions requiring approval by the Board of Directors and other documents, except for documents related to the commercial secrets, business secrets of the Company.</p>		
<p>d. Request the Supervisory Board to inspect specific issues related to the management and administration of the Company's activities when deemed necessary. The request must be made in writing; must contain the full name, contact address, nationality, Citizen Identity Card (CCCD) number/Identity Card (CMND) number/Passport or other legal personal identification of a shareholder who is an individual;</p>	<p>d. Request the Supervisory Board to inspect specific issues related to the management and administration of the Company's activities when deemed necessary. The request must be made in writing; must contain the full name, contact address, nationality, <u>legal document number of the individual</u> for a shareholder who is an individual; name, headquarters address, <u>enterprise code</u> or <u>legal document number of the organization</u> for a shareholder that is an</p>	<p>Remove the term "Identity Card", pursuant to Article 46 of the Law on Identification 2023 stipulating that the Identity Card is no longer</p>

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name, enterprise code or establishment decision number, headquarters address of a shareholder that is an organization; number of shares and date of registration of shares of each shareholder, total number of shares of the whole group of shareholders and ownership ratio in the total number of shares of the Company; issues requiring inspection, purpose of inspection.	organization; number of shares and date of registration of shares of each shareholder, total number of shares of the whole group of shareholders and ownership ratio in the total number of shares of the Company; issues requiring inspection, purpose of inspection.	valid for use up to the present time. Use the term "legal document" for convenience in citation and as defined in point c Clause 1 Article 1 of Law No. 76/2025/QH15.
<p>e. Propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be made in writing and sent to the Company at least 03 working days before the opening date. The proposal must clearly state the name of the shareholder, the number of each class of shares of the shareholder, and the issue proposed to be included in the meeting agenda.</p> <p>f. Check and receive a copy or excerpt of the list of shareholders entitled to attend and vote at the General Meeting of Shareholders.</p> <p>g. Other rights as prescribed by law and this Charter.</p>	Keep unchanged	
Article 13. Obligations of shareholders		
<p>1. Pay in full and on time for the shares registered to purchase as prescribed.</p> <p>2. Not to withdraw the capital contributed by ordinary shares from the Company under any form, except in the case where the Company or another person repurchases the shares. If a shareholder withdraws part or all of the contributed share capital contrary to the provisions of this clause, that shareholder and individuals with related interests in the Company shall be jointly liable for the debts and other property obligations of the Company within the limit of the value of the withdrawn shares and any damages incurred.</p> <p>3. Comply with the Company's Charter and internal corporate governance regulations.</p> <p>4. Abide by the resolutions/decisions of the General Meeting of Shareholders, the Board of Directors. Shareholders are only liable for</p>	Keep unchanged	

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<p>debts and other property obligations of the Company to the extent of the capital contributed to the Company.</p> <p>5. Keep confidential the information provided by the Company in accordance with the Company's Charter and the law; only use the provided information to implement and protect their legitimate rights and interests; strictly prohibited from dispersing or copying, sending information provided by the Company to other organizations or individuals.</p> <p>6. Participate in meetings of the General Meeting of Shareholders and exercise voting rights through the following forms:</p> <p>a. Attend and vote directly at the meeting.</p> <p>b. Authorize an individual or organization to attend and vote at the meeting.</p> <p>c. Attend and vote via online meeting, electronic voting or other electronic forms.</p> <p>d. Send voting ballots to the meeting via mail, fax, or email. A shareholder may authorize a member of the Board of Directors to act as their representative at the meeting of the General Meeting of Shareholders.</p> <p>7. Provide an accurate address when registering to purchase shares.</p> <p>8. Fulfill other obligations in accordance with current laws.</p> <p>9. Bear personal responsibility when acting on behalf of the Company in any form to perform one of the following acts:</p> <p>a. Violate the law.</p> <p>b. Conduct business and other transactions for personal gain or to serve the interests of other organizations or individuals.</p> <p>c. Pay unmatured debts in the face of possible financial risks to the Company.</p> <p>10. Major shareholders have the obligations of a shareholder as prescribed by the Law on Enterprises, and must also ensure compliance with the following obligations:</p> <p>a. Not to abuse their advantage to affect the rights and interests of the Company and of other shareholders in accordance with the law and the Company's Charter.</p>		

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b. Disclose information in accordance with the law.		
Article 14. General Meeting of Shareholders		
<p>1. The General Meeting of Shareholders includes all shareholders with voting rights and is the highest decision-making body of the Company. The General Meeting of Shareholders shall hold an annual meeting once a year and within four (04) months from the end of the financial year. Where deemed necessary, the Board of Directors shall decide to extend the annual meeting of the General Meeting of Shareholders, but not exceeding 06 months from the end of the financial year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue of the meeting of the General Meeting of Shareholders is determined as the place where the chairperson attends the meeting and must be within the territory of Vietnam.</p> <p>2. The Board of Directors shall convene the annual meeting of the General Meeting of Shareholders and select an appropriate venue. The annual General Meeting of Shareholders shall decide on matters prescribed by law and the Company's Charter, especially approving the audited annual financial statements. In case the audit report of the Company's annual financial statements contains material exceptions, adverse audit opinions, or disclaimers of opinion, the Company must invite a representative of the approved auditing firm performing the audit of the Company's financial statements to attend the annual meeting of the General Meeting of Shareholders and the representative of the approved auditing firm mentioned above is responsible for attending the annual meeting of the General Meeting of Shareholders of the Company.</p> <p>3. The Board of Directors must convene an extraordinary meeting of the General Meeting of Shareholders in the following cases:</p> <p>a. The Board of Directors considers it necessary for the interests of the Company.</p> <p>b. The remaining number of members of the Board of Directors, Supervisory Board is less than the minimum number of members prescribed by law.</p> <p>c. Upon the request of a shareholder or a group of shareholders specified in Clause 2 Article 12 of this Charter, the request to convene</p>	Keep unchanged	

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<p>a meeting of the General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders, or the written request may be made in multiple copies and gather sufficient signatures of the relevant shareholders.</p> <p>d. Upon the request of the Supervisory Board.</p> <p>e. Other cases as prescribed by law and this Charter.</p> <p>4. Convening an extraordinary meeting of the General Meeting of Shareholders</p> <p>a. The Board of Directors must convene a meeting of the General Meeting of Shareholders within thirty (30) days from the date of occurrence of the case specified in point b clause 3 of this Article or receipt of the request to convene a meeting specified in point c and point d clause 3 of this Article. If the Board of Directors fails to convene a meeting of the General Meeting of Shareholders as prescribed, the Chairman of the Board of Directors and the members of the Board of Directors must compensate for damages arising to the Company.</p> <p>b. If the Board of Directors fails to convene a meeting of the General Meeting of Shareholders as prescribed in point a clause 4 of this Article, within the next thirty (30) days, the Supervisory Board shall replace the Board of Directors in convening a meeting of the General Meeting of Shareholders in accordance with the Law on Enterprises; If the Supervisory Board fails to convene a meeting of the General Meeting of Shareholders as prescribed, the Supervisory Board must compensate for damages arising to the Company.</p> <p>c. If the Supervisory Board fails to convene a meeting of the General Meeting of Shareholders as prescribed in point b clause 4 of this Article, the shareholder or group of shareholders specified in clause 2 Article 12 of this Charter has the right to represent the Company to convene a meeting of the General Meeting of Shareholders in accordance with the Law on Enterprises.</p> <p>In this case, the shareholder or group of shareholders convening the meeting of the General Meeting of Shareholders may request the Business Registration Authority to supervise the sequence and procedures for convening, conducting the meeting and issuing</p>		

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<p>decisions of the General Meeting of Shareholders. All expenses for convening and conducting the meeting of the General Meeting of Shareholders shall be reimbursed by the Company. These expenses do not include the expenses spent by shareholders when attending the meeting of the General Meeting of Shareholders, including accommodation and travel expenses.</p> <p>d. Procedures for convening a meeting of the General Meeting of Shareholders shall comply with Clause 5 Article 140 of the Law on Enterprises.</p>		
Article 15. Rights and obligations of the General Meeting of Shareholders		
<p>1. The General Meeting of Shareholders has the following rights and obligations:</p> <p>a. Approve the development orientation of the Company.</p> <p>b. Decide on the classes of shares and total number of shares of each class authorized for offering; decide on the annual dividend rate for each class of shares.</p> <p>c. Elect, dismiss, and remove members of the Board of Directors, Supervisors.</p> <p>d. Decide to invest in or sell assets valued at 35% or more of the total asset value recorded in the most recent financial statements of the Company.</p> <p>e. Decide to amend and supplement the Company's Charter.</p> <p>f. Approve the annual financial statements.</p> <p>g. Decide to repurchase sold shares of each class, unless it is not strictly required to be approved by the General Meeting of Shareholders.</p> <p>h. Review and handle violations by members of the Board of Directors, Supervisors causing damage to the Company and the Company's shareholders.</p> <p>i. Decide on reorganization and dissolution of the Company.</p> <p>j. Decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors, Supervisory Board.</p> <p>k. Approve internal corporate governance regulations; Operational regulations of the Board of Directors, Supervisory Board.</p>	Keep unchanged	

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<p>l. Approve the list of independent auditing firms; decide on the independent auditing firm to inspect the Company's activities, dismiss the independent auditor when deemed necessary.</p> <p>m. Decide on the ownership ratio of foreign investors in the Company.</p> <p>n. Other rights and obligations as prescribed by law and the Company's Charter.</p> <p>2. The General Meeting of Shareholders discusses and approves:</p> <p>a. The annual business plan of the Company.</p> <p>b. The audited annual financial statements.</p> <p>c. Report of the Board of Directors on governance and operational results of the Board of Directors and each member of the Board of Directors.</p> <p>d. Report of the Supervisory Board on the Company's business results, operational results of the Board of Directors, Director.</p> <p>e. Self-assessment report on operational results of the Supervisory Board and Supervisors.</p> <p>f. Dividend rate for each share of each class.</p> <p>g. Number of members of the Board of Directors, Supervisors.</p> <p>h. Elect, dismiss, remove, and replace members of the Board of Directors and Supervisory Board.</p> <p>i. Decide on the budget or total amount of remuneration, bonuses, and other benefits for members of the Board of Directors, Supervisory Board.</p> <p>j. Select an approved auditing firm upon the proposal of the Supervisory Board.</p> <p>k. Amend and supplement the Company's Charter.</p> <p>l. Classes of shares and number of new shares to be issued for each class of shares.</p> <p>m. Divide, separate, consolidate, merge, or convert the Company.</p> <p>n. Reorganize and dissolve (liquidate) the Company and appoint a liquidator.</p>		

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<p>o. Decide to invest in or sell assets with a value equal to or greater than 35% of the total asset value of the Company recorded in the most recent financial statements of the Company.</p> <p>p. Decide to repurchase sold shares of each class, unless it is not strictly required to be approved by the General Meeting of Shareholders.</p>		
q. Approve contracts and transactions specified in Clause 4 Article 293 of Decree 155/2020/ND-CP.	q. Approve contracts and transactions specified in Clause 4 Article 293 of Decree 155/2020/ND-CP, <u>amended and supplemented in Clause 84 Article 1 of Decree 245/2025/ND-CP.</u>	Clause 4 Article 293 of Decree 155/2020/ND-CP is amended by Clause 84 Article 1 of Decree 245/2025/ND-CP.
<p>r. Approve the Internal corporate governance regulations, operational regulations of the Board of Directors, operational regulations of the Supervisory Board.</p> <p>s. Other matters in accordance with this Charter and the internal corporate governance regulations of the Company.</p>	Keep unchanged	
Article 16. Authorized representative		
<p>1. An organization that is a shareholder owning at least 10% of the total number of ordinary shares may authorize a maximum of 05 representatives to exercise rights and obligations in accordance with this Charter and the Law on Enterprises.</p> <p>2. Shareholders entitled to attend the General Meeting of Shareholders according to law may authorize an individual or organization as a representative to attend. If more than one representative is appointed, the specific number of shares and number of votes authorized to each representative must be determined.</p> <p>3. The authorization of an individual or organization as a representative to attend the meeting of the General Meeting of Shareholders as prescribed in Clause 2 of this Article must be made in writing (shareholders may use the form provided by the Company). The authorization document is made in accordance with the civil law and must clearly state the name of the authorizing shareholder, name of the authorized individual or organization, number of authorized shares, content of authorization, scope of authorization, term of authorization, signatures of the authorizing party and the authorized party.</p>	Keep unchanged	

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<p>The authorized representative attending the meeting of the General Meeting of Shareholders must submit the authorization document when registering for the meeting. In case of sub-authorization, the meeting attendee must present the original authorization document (containing the sub-authorization to a third party) of the shareholder, the authorized representative of the institutional shareholder (if not previously registered with the Company).</p> <p>4. Except for the case where a valid notice of one of the following events has been sent to the Company prior to the opening time of the meeting of the General Meeting of Shareholders or before the meeting is reconvened, the voting ballot of the authorized attendee within the authorized scope remains valid when:</p> <p>a. The authorizing person is dead, has limited civil act capacity, or has lost civil act capacity.</p> <p>b. The authorizing person has revoked the appointment of authorization.</p> <p>c. The authorizing person has revoked the authority of the person executing the authorization.</p> <p>When the above events occur, the shareholder and/or the authorized person are obligated to take responsibility for notifying the Company. In case of failure to notify but still continuing to perform the authorized tasks leading to disputes, the shareholder/heir/authorized person must bear full responsibility for all costs and damages arising from the failure to notify.</p>		
Article 17. Change of rights		
<p>1. The change or cancellation of special rights attached to a class of preference shares is effective when approved by shareholders representing 65% or more of the total votes of all <u>attending shareholders</u>. A resolution of the General Meeting of Shareholders on contents causing adverse changes to the rights and obligations of shareholders owning preference shares is only approved if it is agreed by the attending preference shareholders of the same class owning 75% or more of the total preference shares of that class, or agreed by preference shareholders of the same class owning 75% or more of the</p>	<p>1. The change or cancellation of special rights attached to a class of preference shares is effective when approved by shareholders representing 65% or more of the total votes of all <u>shareholders attending and voting at the meeting</u>. A resolution of the General Meeting of Shareholders on contents causing adverse changes to the rights and obligations of shareholders owning preference shares is only approved if it is agreed by the attending preference shareholders of the same class owning 75% or more of the total preference shares of that class, or agreed by preference shareholders of the same class owning 75% or more of the total preference shares of that class in case of approving the resolution by collecting written opinions.</p>	<p>Amended according to Clause 5 Article 7 of Law No. 03/2022/QH15.</p>

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total preference shares of that class in case of approving the resolution by collecting written opinions.		
<p>2. The organization of a meeting of shareholders holding a class of preference shares to approve the change of rights mentioned above is only valid when there are at least two (02) shareholders (or their authorized representatives) holding at least one-third (1/3) of the par value of the issued shares of that class. If there is an insufficient number of delegates as mentioned above, the meeting shall be reconvened within thirty (30) days thereafter, and the holders of shares of that class (regardless of the number of persons and number of shares) present in person or through an authorized representative shall be deemed to constitute a sufficient number of required delegates. At the meetings of shareholders holding preference shares mentioned above, the holders of shares of that class present in person or via a representative may request a secret ballot. Each share of the same class has equal voting rights at the above meetings.</p> <p>3. Procedures for conducting such separate meetings shall be carried out similarly to the provisions in Article 19, Article 20, and Article 21 of this Charter.</p> <p>4. Unless otherwise provided by the terms of share issuance, special rights attached to classes of shares with preference rights regarding some or all matters related to the distribution of profits or assets of the Company are not changed when the Company issues additional shares of the same class.</p>	Keep unchanged	
Article 18. Convening a meeting, meeting agenda and notice of meeting of the General Meeting of Shareholders		
<p>1. The Board of Directors shall convene annual and extraordinary meetings of the General Meeting of Shareholders. The Board of Directors shall convene an extraordinary meeting of the General Meeting of Shareholders in the cases prescribed in Clause 3 Article 14 of this Charter.</p> <p>2. The convener of the General Meeting of Shareholders must perform the following tasks:</p> <p>a. Prepare a list of shareholders eligible to attend and vote at the general meeting. The list of shareholders entitled to attend the meeting of the General Meeting of Shareholders is compiled no more than ten (10)</p>	Keep unchanged	

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<p>days before the date of sending the notice of invitation to the meeting of the General Meeting of Shareholders. The Company must disclose information about the compilation of the list of shareholders entitled to attend the meeting of the General Meeting of Shareholders at least 20 days prior to the final registration date.</p> <p>b. Prepare the meeting agenda and content of the general meeting.</p> <p>c. Prepare documents according to regulations in accordance with the law and regulations of the Company.</p> <p>d. Determine the time and venue for holding the general meeting.</p> <p>e. Draft resolution of the General Meeting of Shareholders according to the expected content of the meeting.</p> <p>f. Notify and send the meeting notice of the General Meeting of Shareholders to all shareholders entitled to attend the meeting.</p> <p>g. Other tasks serving the general meeting.</p> <p>3. The meeting notice of the General Meeting of Shareholders is sent to all shareholders and simultaneously published on the information media of the State Securities Commission, the Securities Exchange where the Company's shares are listed or registered for trading, on the Company's website.</p> <p>The person convening the General Meeting of Shareholders must send the meeting notice to all shareholders on the list of shareholders entitled to attend the meeting at least twenty-one (21) days prior to the date of the General Meeting of Shareholders (calculated from the date the notice is validly sent or dispatched, postage paid, or dropped into the mailbox). The agenda of the General Meeting of Shareholders, documents related to the issues to be voted on at the meeting must be posted on the Company's website and may be sent to shareholders. In case the documents are not attached to the meeting notice of the General Meeting of Shareholders, the meeting notice must clearly state the website address for shareholders to access, including:</p> <p>a. Meeting agenda, documents used in the meeting.</p> <p>b. List and detailed information of candidates in case of electing members of the Board of Directors, Supervisors.</p> <p>c. Voting ballot.</p>		

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<p>d. Form for appointing an authorized representative to attend the meeting.</p> <p>e. Draft resolution for each issue in the meeting agenda.</p> <p>4. The notice of the General Meeting of Shareholders may be sent to shareholders by hand delivery or by registered mail to the registered address of the shareholder, or to the address provided by such shareholder for the purpose of sending information. In case a shareholder has notified the Company in writing of a fax number or email address, the meeting notice of the General Meeting of Shareholders may be sent to such fax number or email address. If the shareholder is an employee working in the Company, the notice may be placed in a sealed envelope and delivered to them personally at the workplace.</p>		
<p>5. A shareholder or group of shareholders specified in Clause 2 Article 12 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 made in writing and must be sent to the Company at least three (03) working days before the opening date of the General Meeting of Shareholders. The proposal must include the full name of the shareholder, contact address, nationality, Citizen Identity Card/Identity Card/Passport number or other legal personal identification for an individual shareholder; name, enterprise code or establishment decision number, headquarters address for an institutional shareholder; number and class of shares held by that person, and the proposed content to be included in the meeting agenda.</p>	<p>5. A shareholder or group of shareholders specified in Clause 2 Article 12 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 made in writing and must be sent to the Company at least three (03) working days before the opening date of the General Meeting of Shareholders. The proposal must include the full name of the shareholder, contact address, nationality, <u>legal document number of the individual</u> for an individual shareholder; name, <u>enterprise code or legal document number of the organization</u>, headquarters address for an institutional shareholder; number and class of shares held by that person, and the proposed content to be included in the meeting agenda.</p>	<p>Remove the term "Identity Card", pursuant to Article 46 of the Law on Identification 2023 stipulating that the Identity Card is no longer valid for use up to the present time.</p> <p>Use the term "legal document" for convenience in citation and as defined in point c Clause 1 Article 1 of Law No. 76/2025/QH15.</p>
<p>6. The person convening the General Meeting of Shareholders must accept and include the proposal specified in clause 5 of this Article into the draft agenda and content of the meeting, except for the cases specified in clause 7 of this Article; the proposal is officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.</p> <p>7. The person convening the General Meeting of Shareholders has the right to reject the proposal specified in clause 5 of this Article, but must</p>	<p>Keep unchanged</p>	

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<p>reply in writing and clearly state the reason at least two (02) working days before the opening date of the General Meeting of Shareholders. The person convening the General Meeting of Shareholders may only reject the proposal if it falls into one of the following cases:</p> <p>a. The proposal is sent late or contains insufficient or incorrect content.</p> <p>b. At the time of proposing, the shareholder or group of shareholders does not hold at least 5% of ordinary shares as prescribed in clause 3 Article 12 of this Charter.</p> <p>c. The proposed issue does not fall within the decision-making authority of the General Meeting of Shareholders.</p> <p>d. Other cases as prescribed by this Charter and the law.</p> <p>8. The person convening the General Meeting of Shareholders must prepare a draft resolution for each issue in the meeting agenda.</p>		
Article 19. Conditions for conducting a meeting of the General Meeting of Shareholders		
<p>1. A meeting of the General Meeting of Shareholders shall be conducted when the number of attending shareholders represents at least 65% of the voting shares.</p> <p>2. In case the first meeting is not eligible to be conducted as prescribed in clause 1 of this Article, the notice inviting to the second meeting must be sent within thirty (30) days from the intended date of the first meeting. The second meeting of the General Meeting of Shareholders shall only be conducted when the number of attending shareholders represents at least 51% of the total voting shares.</p> <p>3. In case the second meeting is not eligible to be conducted as prescribed in clause 2 of this Article, the notice inviting to the third meeting must be sent within twenty (20) days from the intended date of the second meeting. The third meeting of the General Meeting of Shareholders shall be conducted regardless of the total number of voting shares of the attending shareholders.</p>	Keep unchanged	
Article 20. Procedures for conducting meetings and voting at meetings of the General Meeting of Shareholders		
<p>1. Before the opening of the meeting, the Company must carry out shareholder registration procedures and must perform the registration until all shareholders entitled to attend the meeting have registered. Upon shareholder registration, the Company shall issue to each</p>	Keep unchanged	

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<p>shareholder or authorized representative with voting rights a voting card and/or a voting ballot, stating the registration number, full name of the shareholder, full name of the authorized representative, and the number of votes of such shareholder. The General Meeting shall elect persons responsible for vote counting or vote counting supervision at the request of the Chairperson. The number of members of the vote counting committee is decided by the General Meeting of Shareholders based on the proposal of the Chairperson.</p> <p>2. The election of the Chairperson, secretary, and vote counting committee is prescribed as follows:</p> <p>a. The Chairman of the Board of Directors acts as Chairperson or authorizes another member of the Board of Directors to act as Chairperson of meetings convened by the Board of Directors. In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to act as Chairperson of the meeting by</p> <p>majority rule. In case a Chairperson cannot be elected, the Head of the Supervisory Board shall steer the General Meeting of Shareholders to elect the Chairperson of the meeting from among the attendees, and the person with the highest number of votes shall act as the Chairperson.</p> <p>b. Except for the case prescribed in point a of this clause, the person signing to convene the General Meeting of Shareholders shall steer the General Meeting of Shareholders to elect the Chairperson of the meeting, and the person with the highest number of votes shall act as the Chairperson.</p> <p>c. The Chairperson appoints one or several persons to act as the secretary of the meeting.</p> <p>d. The General Meeting of Shareholders elects one or several persons to the vote counting committee upon the proposal of the meeting chairperson.</p> <p>3. Shareholders are not allowed to participate in voting in the following cases:</p> <p>a. Approving contracts and transactions specified in clause 1 and clause 3 Article 167 of the Law on Enterprises when such shareholder or a person related to such shareholder is a party to the contract.</p>		

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<p>b. The repurchase of shares of that shareholder or of a person related to that shareholder, except where the repurchase of shares is carried out in proportion to the ownership ratio of all shareholders or the repurchase is carried out via order matching on the Securities Exchange or public tender offer according to legal regulations.</p> <p>4. The meeting agenda and contents must be approved by the General Meeting of Shareholders during the opening session. The agenda must clearly and detailedly specify the time for each issue in the meeting agenda.</p> <p>5. The General Meeting of Shareholders shall discuss and vote on each issue in the meeting agenda. When voting at the general meeting, cards in favor of a resolution shall be collected first, cards opposing the resolution shall be collected subsequently, and finally the total number of votes in favor or opposing shall be counted to make a decision. The total number of votes in favor, opposing, abstaining, or invalid for each issue shall be announced by the Chairperson immediately after voting on that issue.</p> <p>6. A shareholder or an authorized representative of an institutional shareholder or an authorized representative arriving at the meeting of the General Meeting of Shareholders after the meeting has opened has the right to register immediately and subsequently has the right to participate and vote at the general meeting right after registration. The Chairperson is not responsible for pausing the general meeting so that late-arriving shareholders can register, and the validity of the voting sessions conducted before the late-arriving shareholder attends is not affected.</p> <p>7. The Chairperson of the general meeting may carry out necessary activities to manage the General Meeting of Shareholders in a valid, orderly manner that reflects the wishes of the majority of attending delegates, such as:</p> <p>a. Arranging seating at the meeting venue of the General Meeting of Shareholders.</p> <p>b. Ensuring safety for everyone present at the meeting venue.</p> <p>c. Facilitating shareholders to attend (or continue attending) the general meeting.</p>		

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<p>d. The person convening the General Meeting of Shareholders has full authority to change the above measures and apply all measures if the convener deems it necessary. The applied measures may be issuing admission passes or using other selected forms.</p> <p>8. The person convening the General Meeting of Shareholders or the Chairperson of the meeting of the General Meeting of Shareholders has the following rights:</p> <p>a. Require all attendees to undergo security checks or other lawful and reasonable security measures.</p> <p>b. Request competent authorities to maintain order at the meeting; expel those who do not comply with the Chairperson's management authority, intentionally disrupt order, hinder the normal progress of the meeting, or fail to comply with security check requirements from the meeting of the General Meeting of Shareholders.</p> <p>9. The Chairperson of the general meeting has the right to postpone a meeting that has a sufficient number of attending delegates as prescribed to another time and/or another location in the following cases:</p> <p>a. The meeting venue does not have adequate and convenient seating for all attendees.</p> <p>b. The communication facilities at the meeting venue do not ensure for all attending shareholders to participate, discuss, and vote.</p> <p>c. There is an attendee who obstructs, disrupts order, with the risk of causing the meeting not to be conducted fairly and lawfully.</p> <p>d. The maximum postponement period shall not exceed three (03) working days from the intended opening date of the General Meeting, and only matters and agenda that should have been lawfully resolved at the previously delayed General Meeting shall be considered.</p>		
<p>10. In case the Chairperson postpones or suspends the General Meeting of Shareholders contrary to the provisions in <u>clause 7</u> of this Article, the General Meeting of Shareholders shall elect another person from among the attending members to replace the Chairperson to manage the meeting until the end; all resolutions adopted at that meeting shall be effective for implementation.</p>	<p>10. In case the Chairperson postpones or suspends the General Meeting of Shareholders contrary to the provisions in <u>clause 9</u> of this Article, the General Meeting of Shareholders shall elect another person from among the attending members to replace the Chairperson to manage the meeting until the end; all resolutions adopted at that meeting shall be effective for implementation.</p>	<p>Clause 9 prescribes the Chairperson's right to postpone</p>

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<p>11. In case the General Meeting of Shareholders applies the above measures, the Person convening the General Meeting of Shareholders, when determining the meeting venue, may:</p> <p>a. Notify that the general meeting shall be conducted at the venue specified in the notice and the chairperson of the general meeting shall be present there ("Primary meeting venue").</p> <p>b. Arrange and organize so that shareholders or authorized representatives unable to attend as per this Article or those wishing to participate at a location other than the Primary meeting venue can simultaneously attend the general meeting.</p> <p>c. The notice of the organization of the general meeting does not need to detail the organizational measures according to this Article.</p> <p>12. In this Charter (unless circumstances require otherwise), all shareholders are deemed to participate in the general meeting at the Primary meeting venue.</p> <p>13. All Resolutions and issues included in the meeting agenda must be discussed and voted upon at the General Meeting of Shareholders. Only the General Meeting of Shareholders has the right to change the meeting agenda sent with the meeting notice as prescribed in clause 3 Article 18 of this Charter.</p>	Keep unchanged	
<p>14. In case the Company applies modern technology to organize the General Meeting of Shareholders via an online meeting, the Company is responsible for ensuring that shareholders can attend and vote via electronic voting or other electronic forms according to the provisions in <u>Article 14</u> of the Law on Enterprises and Clause 3 Article 273 of Decree No. 155/2020/ND-CP.</p>	<p>14. In case the Company applies modern technology to organize the General Meeting of Shareholders via an online meeting, the Company is responsible for ensuring that shareholders can attend and vote via electronic voting or other electronic forms according to the provisions in <u>Article 144</u> of the Law on Enterprises and Clause 3 Article 273 of Decree No. 155/2020/ND-CP.</p>	Update "Article 144".
Article 21. Conditions for Resolutions of the General Meeting of Shareholders to be passed		
<p>1. Resolutions on the following contents shall be passed if approved by shareholders representing at least 75% of the total votes of all attending shareholders or via authorized representatives 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>a. Classes of shares and total number of shares of each class.</p> <p>b. Change of business lines and sectors.</p>	Keep unchanged	

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<p>c. Change of the organizational and management structure of the Company.</p> <p>d. Investment projects or sale of assets valued at or greater than 35% of the total asset value recorded in the most recent financial statements of the Company.</p> <p>e. Reorganization, dissolution of the Company.</p> <p>f. Amendment and supplementation of the Charter on organization and operation of the Company.</p> <p>2. Other Resolutions shall be passed when approved by shareholders representing at least 65% of the total votes of all attending shareholders or via authorized representatives attending and voting at the meeting, except for the cases prescribed in clauses 1, 3, 4, and 6 Article 148 of the Law on Enterprises.</p> <p>3. Voting to elect members of the Board of Directors and the Supervisory Board must be carried out by cumulative voting prescribed in clause 3 Article 148 of the Law on Enterprises and the methods prescribed in the Internal corporate governance regulations.</p> <p>4. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares are lawful and effective even if the sequence and procedures for passing such resolutions are not strictly implemented as prescribed by the Law on Enterprises and the Company's Charter.</p> <p>5. Resolutions of the General Meeting of Shareholders must be notified to shareholders entitled to attend the General Meeting of Shareholders within 15 days from the date of adoption; the sending of resolutions may be replaced by posting on the Company's website.</p>		
Article 22. Authority and procedures for collecting written opinions of shareholders to pass Resolutions of the General Meeting of Shareholders		
<p>The authority and procedures for collecting written opinions of shareholders to pass a 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 of shareholders to pass a Resolution of the General Meeting of Shareholders at any time if deemed necessary for the interests of the</p>	Keep unchanged	

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<p>Company, including the issues specified in clause 2 Article 147 of the Law on Enterprises.</p> <p>2. The Board of Directors must prepare the opinion collection ballot, draft resolution of the General Meeting of Shareholders, and explanatory documents for the draft resolution. The Board of Directors must ensure the sending and publication of documents to shareholders within a reasonable time for review and voting, and must send them at least ten (10) days prior to the deadline for receiving the opinion ballots. Requests and methods for sending the opinion collection ballots and attached documents shall be implemented in accordance with the provisions in clause 3 and clause 4 Article 18 of this Charter.</p> <p>3. The opinion collection ballot must contain the following main contents:</p> <p>a. Name, headquarters address, enterprise code.</p> <p>b. Purpose of collecting opinions.</p>		
<p>c. Full name, contact address (or contact address registered by the shareholder at the Vietnam Securities Depository), nationality, Identity Card number/Citizen Identity Card number/Passport or other lawful personal identification of an individual shareholder; name, headquarters address, establishment decision number or enterprise code of an institutional shareholder or full name, contact address, nationality, Citizen Identity Card/Identity Card/Passport number or other lawful personal identification of the authorized representative of an institutional shareholder; number of shares of each class and number of votes of the shareholder.</p>	<p>c. Full name, contact address (or contact address registered by the shareholder at the Vietnam Securities Depository and Clearing Corporation), nationality, <u>number of legal personal document</u> of an individual shareholder; name, headquarters address, <u>number of legal document</u> or enterprise code of an institutional shareholder or full name, contact address, nationality, <u>number of legal document</u> of the authorized representative of an institutional shareholder; number of shares of each class and number of votes of the shareholder.</p>	<p>- Vietnam Securities Depository and Clearing Corporation was converted from the Vietnam Securities Depository according to Decision No. 26/2022/QĐ-TTg dated December 16, 2022.</p>
<p>d. Issue requiring opinions to pass a decision.</p> <p>e. Voting options including agree, disagree, and abstain for each issue requiring opinions.</p> <p>f. Deadline for sending the answered opinion collection ballot to the Company.</p> <p>g. Full name and signature of the Chairman of the Company's Board of Directors.</p>	Keep unchanged	

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<p>4. The answered opinion collection ballot must bear the signature of the individual shareholder or the authorized representative or the legal representative of the institutional shareholder.</p> <p>5. The opinion collection ballot sent to the Company must be placed in a sealed envelope and no one is authorized to open it prior to vote counting; or if sent via fax or email, it must be kept confidential until the time of vote counting. Opinion collection ballots received by the Company after the deadline specified in the content of the opinion collection ballot or opened or disclosed prior to the time of vote counting in case of sending via fax or email are invalid.</p> <p>6. In case shareholders do not send response ballots, such ballots shall be considered as non-participating votes.</p> <p>7. The Board of Directors shall organize vote counting and prepare a vote counting minutes under the witness and supervision of the Supervisory Board or a shareholder not holding a managerial position in the Company. The vote counting minutes must contain the following main contents:</p> <p>a. Name, headquarters address, enterprise code.</p> <p>b. Purpose and issues requiring opinions to pass a resolution.</p> <p>c. Number of shareholders with total number of voting shares having participated in voting, classifying the number of valid votes, invalid votes, and voting methods, enclosed with an appendix listing the shareholders participating in voting.</p> <p>d. Total number of votes in favor, opposing, and abstaining for each issue.</p> <p>e. Issues passed and the corresponding voting ratio.</p> <p>f. Full name, signature of the Chairman of the Board of Directors, of the vote counting supervisor, and of the vote counter.</p> <p>8. Members of the Board of Directors, vote counters, and vote counting supervisors must be jointly responsible for the truthfulness, accuracy of the vote counting minutes; be jointly liable for damages arising from decisions passed due to untruthful or inaccurate vote counting.</p> <p>9. The vote counting minutes and resolution must be published on the Company's website within twenty-four (24) hours and may be sent to</p>		

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<p>all shareholders within fifteen (15) days from the completion of vote counting.</p> <p>10. The answered opinion collection ballots, the vote counting minutes, the full text of the passed resolution, and related documents attached to the opinion collection ballot must all be archived at the Company's headquarters.</p> <p>11. A resolution passed by collecting written opinions of shareholders must be approved by shareholders representing at least 75% of the total voting shares and has the same validity as a resolution passed at a meeting of the General Meeting of Shareholders.</p>		
Article 23. Resolution, Minutes of the meeting of the General Meeting of Shareholders		
<p>1. A meeting of the General Meeting of Shareholders must be minuted and may be audio-recorded or recorded and archived in other electronic forms. The minutes must be prepared in Vietnamese, may additionally be prepared in English, and must contain the following main contents:</p> <p>a. Name, headquarters address, enterprise code.</p> <p>b. Time and venue of the meeting of the General Meeting of Shareholders.</p> <p>c. Meeting agenda and contents.</p> <p>d. Full name of the chairperson and secretary.</p> <p>e. Summary of meeting proceedings and opinions expressed at the meeting of the General Meeting of Shareholders regarding each issue in the meeting agenda.</p> <p>f. Number of shareholders and total number of votes of attending shareholders, appendix listing registered attending shareholders, representatives of attending shareholders with the corresponding number of shares and votes.</p> <p>g. Total number of votes for each voting issue, clearly stating the voting method, total number of valid votes, invalid votes, votes in favor, opposing votes, and abstentions; corresponding ratio to the total number of votes of attending shareholders.</p> <p>h. Passed issues and corresponding passing voting ratio.</p> <p>i. Signatures of the chairperson and the secretary.</p>	Keep unchanged	

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<p>In case the chairperson and the secretary refuse to sign the meeting minutes, such minutes are valid if signed by all other members of the Board of Directors attending the meeting and containing all contents prescribed in this clause. The meeting minutes shall clearly state the refusal of the chairperson and the secretary to sign the meeting minutes.</p> <p>2. The minutes of the meeting of the General Meeting of Shareholders must be completed and approved prior to the closing of the meeting. The chairperson and secretary of the meeting or other persons signing the meeting minutes must be jointly responsible for the truthfulness and accuracy of the contents of the minutes.</p> <p>3. The minutes prepared in Vietnamese and English shall have the same legal validity. In case of discrepancies in content between the Vietnamese and English minutes, the content of the Vietnamese minutes shall prevail.</p> <p>4. The meeting minutes, Resolution of the General Meeting of Shareholders, and documents attached to the minutes and resolution must be published on the Company's website within twenty-four (24) hours from the closing of the meeting, concurrently reported to the State Securities Commission, the Securities Exchange as prescribed, and may be sent to all shareholders within fifteen (15) days from the closing of the meeting.</p> <p>5. The meeting minutes, Resolution of the General Meeting of Shareholders, the appendix listing attending registered shareholders with their signatures, the proxy forms to attend the meeting, and documents attached to the minutes, resolution, and meeting notice (if any) must be archived at the Company's headquarters.</p> <p>6. The minutes of the meeting of the General Meeting of Shareholders are considered authentic evidence of the activities conducted at the meeting of the General Meeting of Shareholders, unless an objection to the content of the minutes is raised in accordance with the prescribed procedures within ten (10) days from the time of publication on the Company's website and the objection is accepted by the competent person signing the meeting minutes.</p>		
Article 24. Request to cancel a Resolution of the General Meeting of Shareholders		

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<p>Within ninety (90) days from the date of receiving the resolution or the minutes of the meeting of the General Meeting of Shareholders or the minutes on results of counting written opinions of the General Meeting of Shareholders, a shareholder, a group of shareholders specified in clause 2 Article 12 of this Charter has the right to request a Court or Arbitration to review and cancel the Resolution or part of the Resolution of the General Meeting of Shareholders in the following cases:</p> <ol style="list-style-type: none"> 1. The sequence and procedures for convening the meeting and issuing decisions of the General Meeting of Shareholders do not strictly comply with the Law on Enterprises and the Company's Charter, except for the case specified in clause 4 Article 21 of this Charter. 2. The content of the Resolution violates the law or the Company's Charter. <p>In case there is a request to cancel the Resolution, the Resolution remains effective for implementation until there is a legally effective cancellation decision of a Court or Arbitration, except where interim urgent measures are applied by competent state authorities. In case a Resolution of the General Meeting of Shareholders is canceled pursuant to a legally effective decision of a Court or Arbitration, the person convening the meeting of the General Meeting of Shareholders which was canceled may consider reorganizing the General Meeting of Shareholders within thirty (30) days in accordance with the sequence and procedures prescribed in the Law on Enterprises and this Charter.</p>	Keep unchanged	
Chapter VII: BOARD OF DIRECTORS		
Article 25. Nomination and candidacy for members of the Board of Directors		
<p>1. A shareholder or group of shareholders holding 5% or more of the total number of ordinary shares has the right to nominate candidates to the Board of Directors according to the following provisions:</p> <ul style="list-style-type: none"> - From 5% to under 10% may nominate one (01) candidate; - From 10% to under 30% may nominate up to two (02) candidates; - From 30% to under 40% may nominate up to three (03) candidates; - From 40% to under 50% may nominate up to four (04) candidates; - From 50% to under 60% may nominate up to five (05) candidates; 	Keep unchanged	

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<p>- From 60% to under 70% may nominate up to six (06) candidates;</p> <p>- From 70% to under 80% may nominate up to seven (07) candidates;</p> <p>- From 80% to under 90% may nominate up to eight (08) candidates.</p> <p>2. In case the candidates to the Board of Directors have been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the meeting of the General Meeting of Shareholders on the Company's website so that shareholders can find out about these candidates before voting. Candidates to the Board of Directors must have written commitments on the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, prudently, and for the best interests of the Company if elected as a member of the Board of Directors. Information related to candidates to the Board of Directors published includes:</p> <p>a. Full name, date of birth.</p> <p>b. Professional qualifications.</p> <p>c. Working experience.</p> <p>d. Other managerial titles (including Board of Directors titles of other Companies).</p> <p>e. Interests related to the Company and related parties of the Company.</p> <p>f. Other information (if any) as prescribed by the Company's Charter.</p> <p>g. A public company must be responsible for disclosing information about the Companies where the candidate is holding the position of member of the Board of Directors, other managerial titles, and the interests related to the Company of the candidate for the Board of Directors (if any).</p> <p>3. In case the number of candidates for the Board of Directors through nomination and candidacy is still insufficient for the required number as prescribed in clause 5 Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nomination in accordance with the Company's Charter, Internal corporate governance regulations, and Operational regulations of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced prior to</p>		

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<p>the General Meeting of Shareholders voting to elect members of the Board of Directors as prescribed by law.</p> <p>4. Members of the Board of Directors must satisfy the criteria and conditions as prescribed in clause 1 and clause 2 Article 155 of the Law on Enterprises and other criteria, specifically as follows:</p> <p>a. Having full civil act capacity, not belonging to subjects prohibited from managing enterprises as prescribed in clause 2 Article 17 of the Law on Enterprises.</p> <p>b. Having professional qualifications and experience in business administration.</p>		
<p>c. A member of the Company's Board of Directors cannot simultaneously be a member of the Board of Directors of more than five (05) other Companies.</p>	<p>c. A member of the Board of Directors of a public company may only simultaneously be a member of the Board of Directors or Members' Council in a maximum of 05 other companies.</p>	<p>Adjusted according to the provisions in Clause 78 Article 1 of Decree 245/2025/ND-CP.</p>
<p>d. Members of the Board of Directors must not be family members of the Director and other managers of the Company; of the manager, the person competent to appoint the manager of the parent company.</p>	<p>Keep unchanged</p>	
<p>Article 26. Composition and term of office of members of the Board of Directors</p>		
<p>1. The number of members of the Board of Directors is at least five (05) persons and at most eleven (11) persons.</p> <p>2. The term of office of members of the Board of Directors shall not exceed five (05) years and they may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Company's Board of Directors for no more than 02 consecutive terms. In case all members of the Board of Directors end their terms at the same time, those members shall continue to be members of the Board of Directors until new members are elected as replacements and take over the work.</p>	<p>Keep unchanged</p>	
<p>3. Structure of members of the Board of Directors:</p> <p>The structure of the Company's Board of Directors must ensure that at least 1/3 of the total members of the Board of Directors are non-executive members.</p>	<p>3. Structure of members of the Board of Directors: The structure of the Company's Board of Directors must ensure the number of non-executive members of the Board of Directors is as follows:</p>	<p>Amended according to the provisions in Clause 79 Article 1 of Decree 245/2025/ND-CP.</p>

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<p>The Company restricts to the maximum extent members of the Board of Directors concurrently holding executive titles of the Company to ensure the independence of the Board of Directors.</p> <p>The number of independent members of the Board of Directors must ensure the following regulations:</p> <p>a. Have at least 01 independent member in case the Company has a Board of Directors of 03 to 05 members.</p> <p>b. Have at least 02 independent members in case the Company has a Board of Directors of 06 to 08 members.</p> <p>c. Have at least 03 independent members in case the Company has a Board of Directors of 09 to 11 members.</p>	<p>a) <u>Have at least 01 non-executive member in case the company has a Board of Directors of 03 to 05 members;</u></p> <p>b) <u>Have at least 02 non-executive members in case the company has a Board of Directors of 06 to 08 members;</u></p> <p>c) <u>Have at least 03 non-executive members in case the company has a Board of Directors of 09 to 11 members.</u></p> <p>4. The Company restricts to the maximum extent members of the Board of Directors concurrently holding executive titles of the Company to ensure the independence of the Board of Directors.</p> <p>The number of independent members of the Board of Directors must ensure the following regulations:</p> <p>a. Have at least 01 independent member in case the Company has a Board of Directors of 03 to 05 members.</p> <p>b. Have at least 02 independent members in case the Company has a Board of Directors of 06 to 08 members.</p> <p>c. Have at least 03 independent members in case the Company has a Board of Directors of 09 to 11 members.</p>	Update article numbering
4. A member of the Board of Directors no longer has the status of a member of the Board of Directors in case of being dismissed, removed, or replaced by the General Meeting of Shareholders as prescribed in Article 160 of the Law on Enterprises.	5. Keep unchanged	Update article numbering
5. The appointment, dismissal, and removal of members of the Board of Directors must be disclosed in accordance with the legal regulations on information disclosure on the securities market.	6. Keep unchanged	
6. Members of the Board of Directors are not necessarily shareholders of the Company.	7. Keep unchanged	
7. An independent member of the Board of Directors must notify the Board of Directors of no longer satisfying the criteria and conditions prescribed in Clause 2 Article 155 of the Law on Enterprises and automatically ceases to be an independent member of the Board of Directors from the date of no longer satisfying the criteria and conditions. The Board of Directors must announce the case where an independent member of the Board of Directors no longer satisfies the criteria and conditions at the nearest meeting of the General Meeting	8. Keep unchanged	

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of Shareholders or convene a meeting of the General Meeting of Shareholders to elect an additional or replacement independent member of the Board of Directors within 06 months from the date of receiving the notice from the relevant independent member of the Board of Directors.		
<p>8. The Board of Directors must convene a meeting of the General Meeting of Shareholders to elect additional members of the Board of Directors in the following cases:</p> <p>a. The number of members of the Board of Directors decreases by more than one-third compared to the number prescribed in the Company's Charter. In this case, the Board of Directors must convene a meeting of the General Meeting of Shareholders within 60 days from the date the number of members decreases by more than one-third.</p> <p>b. The number of independent members of the Board of Directors decreases, not ensuring the ratio prescribed in Clause 3 of this Article.</p> <p>c. Except for the cases prescribed in points a and b of this clause, the General Meeting of Shareholders shall elect new members to replace the members of the Board of Directors who have been dismissed or removed at the nearest meeting.</p>	9. Keep unchanged	
Article 27. Rights and obligations of the Board of Directors		
<p>1. The Board of Directors is the management body of the Company, having full authority to act on behalf of the Company to decide and perform the rights and obligations of the Company, except for the rights and obligations within the authority of the General Meeting of Shareholders.</p> <p>2. The rights and obligations of the Board of Directors are prescribed by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and duties:</p> <p>a. Decide on the strategy, medium-term development plan, and annual business plan of the Company.</p> <p>b. Recommend the classes of shares and total number of shares authorized for offering of each class.</p>		

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<p>c. Decide to sell unsold shares within the number of shares authorized for offering of each class, decide to raise additional capital in other forms.</p> <p>d. Decide on the selling price of shares and bonds of the Company.</p> <p>e. Decide to repurchase shares as prescribed in Clause 1 and Clause 2 Article 133 of the Law on Enterprises.</p> <p>f. Decide on investment plans and investment projects within the authority and limits prescribed by law.</p> <p>g. Decide on solutions for market development, marketing, and technology.</p> <p>h. Approve contracts for purchase, sale, borrowing, lending, and other contracts and transactions valued at 35% or more of the total asset value recorded in the most recent financial statements of the Company, except for contracts and transactions within the decision-making authority of the General Meeting of Shareholders as prescribed in Point d Clause 2 Article 138, Clause 1, and Clause 3 Article 167 of the Law on Enterprises.</p> <p>i. Elect, dismiss, remove the Chairman of the Board of Directors; appoint, dismiss, sign contracts, terminate contracts with the Director and other key managers prescribed by the Company's Charter; decide on salaries, remuneration, bonuses, and other benefits of such managers; appoint authorized representatives to participate in the Members' Council or General Meeting of Shareholders in other companies, decide on the remuneration and other benefits of such persons.</p> <p>j. Supervise and direct the Director and other managers in the daily business operations of the Company.</p> <p>k. Decide on the organizational structure, internal management regulations of the Company, decide on the establishment of subsidiaries, branches, representative offices, and the capital contribution, purchase of shares of other enterprises.</p> <p>l. Approve the agenda, contents of documents serving the meeting of the General Meeting of Shareholders, convene the meeting of the General Meeting of Shareholders or collect opinions for the General Meeting of Shareholders to pass a resolution.</p>		

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<p>m. Submit the audited annual financial statements to the General Meeting of Shareholders.</p> <p>n. Recommend the dividend rate to be paid, decide on the time and procedures for dividend payment or handle losses incurred during business operations.</p> <p>o. Recommend the reorganization, dissolution of the Company, request bankruptcy of the Company.</p> <p>p. Decide on promulgating the Operational Regulations of the Board of Directors, Internal corporate governance regulations of the Company after being approved by the General Meeting of Shareholders, Regulations on information disclosure of the Company.</p> <p>q. Upon authorization of the General Meeting of Shareholders, the Board of Directors has the right to select an approved auditing firm upon the proposal of the Supervisory Board.</p> <p>r. Other rights and obligations as prescribed by the Law on Enterprises, Law on Securities, other legal regulations, the Company's Charter, and the internal corporate governance regulations of the Company.</p>		
<p>3. The Board of Directors must report to the General Meeting of Shareholders the operational results of the Board of Directors as prescribed in Article 280 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.</p>	<p>3. The Board of Directors must report to the General Meeting of Shareholders the operational results of the Board of Directors as prescribed in Article 280 of Decree No. 155/2020/ND-CP, amended and supplemented by <u>Clause 82 Article 1 of Decree 245/2025/ND-CP.</u></p>	<p>Article 280 of Decree 155/2020/ND-CP amended by Clause 82 Article 1 of Decree 245/2025/ND-CP taking effect from September 11, 2025.</p>
<p>4. When deemed necessary, the Board of Directors decides to appoint a Company Secretary. The Company Secretary has the following rights and obligations:</p> <p>a. Assist in organizing meetings of the General Meeting of Shareholders, Board of Directors, record meeting minutes.</p> <p>b. Assist members of the Board of Directors in exercising assigned rights and obligations.</p> <p>c. Assist the Board of Directors in applying and implementing corporate governance principles.</p>	<p>Keep unchanged</p>	

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<p>d. Assist the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders, complying with obligations of information provision, public disclosure of information, and administrative procedures.</p> <p>e. Other rights and obligations as prescribed by the Company's Charter.</p>		
Article 28. Remuneration, bonuses, and other benefits of members of the Board of Directors		
<p>1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and efficiency.</p> <p>2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days required to complete the duties of the member of the Board of Directors and the daily remuneration rate. The Board of Directors estimates the remuneration rate for each member on the principle of consensus. The total remuneration and bonuses of the Board of Directors are decided by the General Meeting of Shareholders at the annual meeting.</p> <p>3. The remuneration of each member of the Board of Directors is included in the business expenses of the Company in accordance with the law on corporate income tax, presented as a separate item in the annual financial statements of the Company, and must be reported to the General Meeting of Shareholders at the annual meeting.</p> <p>4. Members of the Board of Directors holding executive positions or members of the Board of Directors working in sub-committees of the Board of Directors or performing other tasks outside the normal scope of duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump-sum payment per occasion, salary, commission, profit percentage, or in other forms as decided by the Board of Directors.</p> <p>5. Members of the Board of Directors have the right to be reimbursed for all travel, meals, accommodation expenses, and other reasonable expenses paid by them in the performance of their responsibilities as a member of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, Board of Directors, or sub-committees of the Board of Directors.</p>	Keep unchanged	

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<p>6. Members of the Board of Directors may have liability insurance purchased by the Company upon approval by the General Meeting of Shareholders. This insurance does not cover liability for members of the Board of Directors relating to violations of the law and the Company's Charter.</p>		
Article 29. Chairman of the Board of Directors		
<p>1. The Chairman of the Board of Directors is elected, dismissed, and removed by the Board of Directors among the members of the Board of Directors.</p> <p>2. The Chairman of the Board of Directors must not concurrently hold the position of Director.</p> <p>3. The Chairman of the Board of Directors has the following rights and obligations:</p> <p>a. Formulate programs and operational plans of the Board of Directors.</p> <p>b. Prepare agenda, contents, and documents for meetings; convene and chair meetings of the Board of Directors.</p> <p>c. Organize the approval of resolutions and decisions of the Board of Directors.</p> <p>d. Supervise the implementation process of resolutions and decisions of the Board of Directors.</p> <p>e. Chair meetings of the General Meeting of Shareholders.</p> <p>f. The Chairman of the Board of Directors must be responsible for ensuring that the Board of Directors submits annual financial statements, Company operational reports, audit reports, and inspection reports of the Board of Directors to shareholders at the General Meeting of Shareholders.</p> <p>g. The Chairman of the Board of Directors must convene regular meetings of the Board of Directors, prepare the agenda, time, and venue at least five (05) days prior to the scheduled meeting date.</p> <p>h. In case of a request from the independent auditor, the Chairman of the Board of Directors must convene a meeting of the Board of Directors to discuss the audit report and the Company's situation.</p>	<p>Keep unchanged</p>	

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<p>i. Other rights and obligations as prescribed by the Law on Enterprises, this Charter, and the internal corporate governance regulations of the Company.</p> <p>4. In case the Chairman of the Board of Directors submits a resignation letter or is dismissed or removed, the Board of Directors must elect a replacement within ten (10) days from the date of receiving the resignation letter or being dismissed or removed.</p> <p>5. In case the Chairman of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member to exercise the rights and obligations of the Chairman of the Board of Directors according to the principles prescribed in the Company's Charter. In case no person is authorized or the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is serving administrative handling measures at a compulsory detoxification establishment or compulsory educational establishment, absconds from their residence, is restricted or loses civil act capacity, has difficulties in cognition and behavioral control, is prohibited by a Court from holding positions, practicing a profession, or doing certain jobs, the remaining members shall elect one of the members holding the position of Chairman of the Board of Directors according to the principle of majority approval by the remaining members until a new decision is made by the Board of Directors.</p>		
Article 30. Meetings of the Board of Directors		
<p>1. The Chairman of the Board of Directors shall be elected in the first meeting of the Board of Directors within 07 working days from the end date of the election of that Board of Directors. This meeting is convened and chaired by the member with the highest number of votes or highest voting ratio. In case there is more than one member with the highest and equal number of votes or voting ratio, the members shall elect by majority rule to select 01 person among them to convene the meeting of the Board of Directors.</p> <p>2. The Board of Directors must meet at least once a quarter and may hold extraordinary meetings.</p> <p>3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:</p>	Keep unchanged	

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<p>a. Upon the request of the Supervisory Board or an independent member of the Board of Directors.</p> <p>b. Upon the request of the Director or at least 05 other managers.</p> <p>c. Upon the request of at least 02 members of the Board of Directors.</p> <p>4. The request specified in clause 3 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and decisions within the authority of the Board of Directors.</p> <p>5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving the request specified in clause 3 of this Article. If a meeting of the Board of Directors is not convened as requested, the Chairman of the Board of Directors must be responsible for damages incurred by the Company, and the person making the request has the right to replace the Chairman of the Board of Directors to convene a meeting of the Board of Directors.</p> <p>6. Meetings of the Board of Directors shall be held at the registered address of the Company or other addresses in Vietnam or abroad as decided by the Chairman of the Board of Directors and unanimously approved by the Board of Directors.</p> <p>7. The Chairman of the Board of Directors or the person convening a meeting of the Board of Directors must send a meeting notice at least three (03) working days prior to the meeting date. The meeting notice must specify the meeting time, venue, agenda, issues to be discussed, and decisions. The meeting notice must be enclosed with documents used at the meeting and voting ballots of members. The notice of a meeting of the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, or other methods prescribed by the Company's Charter and guaranteed to reach the contact address of each member of the Board of Directors registered with the Company.</p> <p>8. The Chairman of the Board of Directors or the convener shall send the meeting notice and attached documents to the Supervisors in the same manner as to the members of the Board of Directors. Supervisors have the right to attend meetings of the Board of Directors, have the right to discuss but cannot vote.</p> <p>9. The first meeting of the Board of Directors shall only be conducted when there are at least three-quarters (3/4) of the members of the Board</p>		

CURRENT COMPANY CHARTER	DRAFT AMENDED AND SUPPLEMENTED COMPANY CHARTER	BASIS, REASON
<p>of Directors attending. In case there is an insufficient number of attending members as prescribed, the meeting must be reconvened within seven (07) days from the intended date of the first meeting. The reconvened meeting shall be conducted if more than half (1/2) of the members of the Board of Directors attend.</p> <p>10. A member of the Board of Directors is considered to attend and vote at a meeting in the following cases:</p> <ul style="list-style-type: none"> a. Attend and vote in person at the meeting. b. Authorize another person to attend the meeting as prescribed in clause 11 of this Article. c. Attend and vote via online meeting, electronic voting, or other electronic forms. d. Send voting ballots to the meeting via mail, fax, email. <p>In case of sending voting ballots to the meeting via mail, the voting ballot must be enclosed in a sealed envelope and must be delivered to the Chairman of the Board of Directors at least one hour before the opening. Voting ballots shall only be opened under the witness of all attendees.</p> <p>11. Members must fully attend meetings of the Board of Directors. A member is allowed to authorize another person to attend the meeting and vote if approved by a majority of the members of the Board of Directors.</p> <p>12. Resolutions and decisions of the Board of Directors are passed if approved by a majority of the attending members; in case of an equal number of votes, the final decision belongs to the side with the opinion of the Chairman of the Board of Directors.</p> <p>13. A member of the Board of Directors directly or indirectly benefiting from a contract or transaction that has been signed or is intended to be signed with the Company and knows that they have an interest therein is responsible for disclosing the nature and content of such interest at the meeting where the Board of Directors first considers the issue of signing this contract or transaction. In case a member of the Board of Directors does not know that they and their related persons have an interest at the time the contract or transaction is signed with the Company, this member of the Board of Directors must disclose the</p>		

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related interests at the first meeting of the Board of Directors held after this member knows that they have an interest or will have an interest in the relevant transaction or contract.		
Article 31. Sub-committees under the Board of Directors		
<p>1. The Board of Directors may establish subordinate sub-committees to be in charge of development policy, human resources, remuneration, internal audit, and risk management. The number of members of a sub-committee is decided by the Board of Directors, with a minimum of 03 persons, including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members of the Board of Directors should constitute a majority in the sub-committee and one of these members shall be appointed as Head of the sub-committee pursuant to a decision of the Board of Directors. The activities of the sub-committee must comply with the regulations of the Board of Directors. A resolution of the sub-committee is only effective when a majority of members attend and vote to approve it at the meeting of the sub-committee.</p> <p>2. The execution of decisions of the Board of Directors, or of a sub-committee under the Board of Directors, must be in accordance with current legal regulations and the provisions in the Company's Charter, Internal corporate governance regulations.</p>	Keep unchanged	
Article 32. Person in charge of corporate governance		
<p>1. The Board of Directors shall appoint at least one (01) person as the Person in charge of corporate governance to assist in conducting corporate governance activities efficiently. The Person in charge of corporate governance may concurrently hold the position of Company Secretary as prescribed in Clause 5 Article 156 of the Law on Enterprises.</p> <p>2. The Person in charge of corporate governance must meet the following criteria:</p> <p>a. Have knowledge of the law.</p> <p>b. Not simultaneously work for the independent auditing firm currently auditing the financial statements of the Company.</p>	Keep unchanged	

CURRENT COMPANY CHARTER	DRAFT AMENDED AND SUPPLEMENTED COMPANY CHARTER	BASIS, REASON
<p>c. Other criteria as prescribed by law and decisions of the Board of Directors.</p> <p>3. The Board of Directors may dismiss the Person in charge of corporate governance when necessary but not contrary to current labor laws. The Board of Directors may appoint an Assistant to the Person in charge of corporate governance from time to time.</p> <p>4. The Person in charge of corporate governance has the following rights and obligations:</p> <p>a. Advise the Board of Directors on organizing meetings of the General Meeting of Shareholders in accordance with regulations and related matters between the Company and shareholders.</p> <p>b. Prepare meetings of the Board of Directors, Supervisory Board, and General Meeting of Shareholders at the request of the Board of Directors or Supervisory Board.</p> <p>c. Provide advice on meeting procedures.</p> <p>d. Attend meetings.</p> <p>e. Advise on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations.</p> <p>f. Provide financial information, copies of minutes of the Board of Directors' meetings, and other information to members of the Board of Directors and Supervisors.</p> <p>g. Monitor and report to the Board of Directors on the Company's information disclosure activities.</p> <p>h. Serve as the focal point of contact with stakeholders.</p> <p>i. Maintain confidentiality of information in accordance with legal regulations and the Company's Charter.</p> <p>j. Other rights and obligations as prescribed by law, the Charter, and regulations of the Board of Directors.</p>		
<p align="center">Chapter VIII: DIRECTOR AND OTHER EXECUTIVES</p> <p align="center">Article 33. Management organization structure</p>		

CURRENT COMPANY CHARTER	DRAFT AMENDED AND SUPPLEMENTED COMPANY CHARTER	BASIS, REASON
<p>The management system of the Company must ensure that the management apparatus is responsible to the Board of Directors and subject to the supervision and direction of the Board of Directors in the daily business operations of the Company. The Company has one (01) Director, Deputy Directors, Chief Accountant, and other managerial titles appointed by the Board of Directors. The appointment, dismissal, and removal of the above titles must be passed via a resolution or decision of the Board of Directors.</p>	Keep unchanged	
Article 34. Enterprise executives		
<p>1. The executives of the Company include the Director, Deputy Directors, Chief Accountant, and other executives appointed by the Board of Directors.</p> <p>2. Upon the proposal of the Director and the approval of the Board of Directors, the Company may recruit executives in appropriate numbers, qualifications, and capabilities in accordance with the organizational structure and management regulations of the Company set by the Board of Directors. Executives must exhibit the necessary diligence for the Company's operations and organization to achieve the set objectives.</p> <p>3. Salary rates, remuneration, benefits, and other terms in the labor contract for the Director are decided by the Board of Directors, and contracts with other executives are decided by the Board of Directors after consulting the Director.</p> <p>4. Salaries of executives are included in the business expenses of the Company in accordance with the law on corporate income tax, presented as a separate item in the annual financial statements of the Company, and must be reported to the General Meeting of Shareholders at the annual meeting.</p>	Keep unchanged	
Article 35. Appointment, dismissal, duties and powers of the Director		
<p>1. The Board of Directors appoints one member among the Board of Directors or hires another person as Director.</p> <p>2. The Director is the person who executes the daily business operations of the Company, is subject to the supervision of the Board</p>	Keep unchanged	

CURRENT COMPANY CHARTER	DRAFT AMENDED AND SUPPLEMENTED COMPANY CHARTER	BASIS, REASON
<p>of Directors, and is responsible to the Board of Directors and before the law for the performance of assigned rights and obligations.</p> <p>3. The term of the Director shall not exceed 05 years and may be re-appointed for an unlimited number of terms. The appointment may expire based on the provisions of the labor contract. The Director must meet the criteria and conditions prescribed by law and the internal corporate governance regulations.</p> <p>4. The Director has the following rights and obligations:</p> <p>a. Decide on issues related to the daily business operations of the Company that do not fall under the authority of the Board of Directors.</p> <p>b. Organize the implementation of resolutions and decisions of the Board of Directors.</p> <p>c. Organize the implementation of the business plan and investment plan of the Company.</p> <p>d. Recommend plans for the organizational structure, internal management regulations of the Company.</p> <p>e. Appoint, dismiss, and remove managerial titles in the Company, except for titles under the authority of the Board of Directors.</p> <p>f. Decide on salaries and other benefits for employees in the Company, including managers under the appointment authority of the Director.</p> <p>g. Recruit labor.</p> <p>h. Recommend plans for dividend payment or handling losses in business.</p> <p>i. Other rights and obligations as prescribed by law, resolutions and decisions of the Board of Directors, and the internal corporate governance regulations.</p> <p>5. The Board of Directors may dismiss the Director when a majority of the members of the Board of Directors with voting rights attending the meeting approve and appoint a new Director as a replacement.</p> <p>6. In case of executing duties contrary to the provisions in this Article causing damage to the Company, the Director must be legally responsible and must compensate for damages to the Company.</p>		
Chapter IX: SUPERVISORY BOARD		

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Article 36. Nomination and candidacy for Supervisors		
<p>1. A shareholder or group of shareholders holding from 5% or more of the total number of ordinary shares has the right to nominate candidates to the <u>Board of Directors</u> according to the following provisions:</p> <ul style="list-style-type: none"> - From 5% to under 10% may nominate one (01) candidate; - From 10% to under 30% may nominate up to two (02) candidates; - From 30% to under 40% may nominate up to three (03) candidates; - From 40% to under 50% may nominate up to four (04) candidates; - From 50% to under 60% may nominate up to five (05) candidates; 	<p>1. A shareholder or group of shareholders holding from 5% or more of the total number of ordinary shares has the right to nominate candidates to the <u>Supervisory Board</u> according to the following provisions:</p> <ul style="list-style-type: none"> - From 5% to under 10% may nominate one (01) candidate; - From 10% to under 30% may nominate up to two (02) candidates; - From 30% to under 40% may nominate up to three (03) candidates; - From 40% to under 50% may nominate up to four (04) candidates; - From 50% to under 60% may nominate up to five (05) candidates; 	Amend to conform with Article 36 prescribing the Supervisory Board
<p>2. In case the number of candidates for the Supervisory Board through nomination and candidacy is still insufficient, the incumbent Supervisory Board may introduce additional candidates or organize nomination according to the mechanism prescribed by the Company in the Internal corporate governance regulations and Operational regulations of the Supervisory Board. The introduction of additional candidates by the incumbent Supervisory Board must be clearly announced prior to the General Meeting of Shareholders voting to elect Supervisors according to legal regulations.</p>	Keep unchanged	
Article 37. Composition of the Supervisory Board		
<p>1. The number of Supervisors of the Company is from three (03) to five (05) members. The term of a Supervisor is not more than five (05) years and a Supervisor may be re-elected for an unlimited number of terms.</p> <p>2. A Supervisor must meet the criteria and conditions as prescribed in Article 169 of the Law on Enterprises and must not fall into the following cases:</p> <ul style="list-style-type: none"> a. Working in the accounting or finance department of the Company. b. Being a member or employee of the independent auditing firm that audited the Company's financial statements for the 03 consecutive preceding years. <p>3. A Supervisor is dismissed in the following cases:</p> <ul style="list-style-type: none"> a. No longer meeting the criteria and conditions to be a Supervisor as prescribed in clause 2 of this Article. 	Keep unchanged	

CURRENT COMPANY CHARTER	DRAFT AMENDED AND SUPPLEMENTED COMPANY CHARTER	BASIS, REASON
<p>b. Having a resignation letter which is approved.</p> <p>c. Such Supervisor suffers from mental disorder and other Supervisors of the Supervisory Board have professional evidence proving that person is restricted or has lost civil act capacity, has difficulties in cognition and behavioral control.</p> <p>4. A Supervisor is removed in the following cases:</p> <p>a. Fails to fulfill assigned duties and tasks.</p> <p>b. Fails to exercise their rights and obligations for 06 consecutive months, except in cases of force majeure.</p> <p>c. Commits serious violations or repeated violations of the obligations of a Supervisor prescribed by the Law on Enterprises and this Charter.</p> <p>d. Other cases as per the resolution of the General Meeting of Shareholders.</p>		
Article 38. Head of the Supervisory Board		
<p>1. The Head of the Supervisory Board is elected by the Supervisory Board among the Supervisors; the election, dismissal, and removal are based on the principle of majority. The Supervisory Board must have more than half of its members permanently residing in Vietnam. The Head of the Supervisory Board must have a university degree or higher in one of the following majors: economics, finance, accounting, auditing, law, business administration or a major related to the business activities of the Company.</p> <p>2. Rights and obligations of the Head of the Supervisory Board:</p> <p>a. Convene meetings of the Supervisory Board.</p> <p>b. Request the Board of Directors, Director, and other executives to provide relevant information to report to the Supervisory Board.</p> <p>c. Prepare and sign the report of the Supervisory Board after consulting the Board of Directors to submit to the General Meeting of Shareholders.</p>	Keep unchanged	
Article 39. Rights and obligations of the Supervisory Board		
The Supervisory Board has the rights and obligations prescribed in Article 170 of the Law on Enterprises and the following rights and obligations:	Keep unchanged	

CURRENT COMPANY CHARTER	DRAFT AMENDED AND SUPPLEMENTED COMPANY CHARTER	BASIS, REASON
<p>1. Propose and recommend the General Meeting of Shareholders to approve the list of approved auditing firms to audit the Company's financial statements; decide on the approved auditing firm to inspect the Company's activities, dismiss the approved auditor when deemed necessary.</p> <p>2. Bear responsibility to shareholders for its supervision activities.</p> <p>3. Supervise the financial situation of the Company, the legal compliance in the activities of the members of the Board of Directors, the Director, and other managers.</p> <p>4. Ensure operational coordination with the Board of Directors, the Director, and shareholders.</p> <p>5. In case of detecting a violation of the law or a violation of the Company's Charter by a member of the Board of Directors, the Director, and other executives of the enterprise, the Supervisory Board must notify in writing to the Board of Directors within 48 hours, request the violator to cease the violation and implement remedial solutions.</p> <p>6. Formulate the Operational regulations of the Supervisory Board and submit them to the General Meeting of Shareholders for approval.</p> <p>7. Report to the General Meeting of Shareholders in accordance with Article 290 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.</p> <p>8. Have the right to access files and documents of the Company stored at the headquarters, branches, and other locations; have the right to access the working locations of managers and employees of the Company during working hours.</p> <p>9. Have the right to request the Board of Directors, members of the Board of Directors, Director, and other managers to fully, accurately, and promptly provide information and documents regarding the management, administration, and business operations of the Company.</p> <p>10. Other rights and obligations as prescribed by law, the Internal corporate governance regulations.</p>		
Article 40. Meetings of the Supervisory Board		

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<p>1. The Supervisory Board must meet at least 02 times a year, with the number of participating members being at least 2/3 of the total Supervisors. The meeting minutes of the Supervisory Board are drawn up detailedly and clearly. The minutes taker and attending Supervisors must sign the meeting minutes. The meeting minutes of the Supervisory Board must be archived to determine the responsibility of each Supervisor.</p> <p>2. The Supervisory Board has the right to request members of the Board of Directors, Director, and representatives of the approved auditing firm to attend and address issues requiring clarification.</p>	Keep unchanged	
Article 41. Salaries, remuneration, bonuses and other benefits of Supervisors		
<p>1. Supervisors shall be paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders decides on the total salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Supervisory Board.</p> <p>2. Supervisors shall be reimbursed for reasonable expenses for meals, accommodation, travel, and independent consulting services. The total remuneration and these expenses shall not exceed the total annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.</p> <p>3. Salaries and operating expenses of the Supervisory Board shall be included in the business expenses of the Company in accordance with the law on corporate income tax, other relevant legal regulations, and must be presented as a separate item in the annual financial statements of the Company.</p>	Keep unchanged	
Chapter X: RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, SUPERVISORS, DIRECTOR AND OTHER EXECUTIVES		
Members of the Board of Directors, Supervisors, Director, and other executives are responsible for performing their duties, including duties as members of sub-committees of the Board of Directors, honestly, prudently, and for the best interests of the Company.	Keep unchanged	
Article 42. Responsibility for honesty and avoidance of conflicts of interest		

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1. Members of the Board of Directors, Supervisors, Director, and other managers must disclose their related interests in accordance with the Law on Enterprises and relevant legal documents.	Keep unchanged	
2. Members of the Board of Directors, Supervisors, Director, other managers, and related persons of these members may only use information obtained by virtue of their positions to serve the interests of the Company. 3. Members of the Board of Directors, Supervisors, Director, and other managers are obligated to notify the Board of Directors and Supervisory Board in writing of transactions between the Company, subsidiaries, or other companies in which the Company holds controlling power of 50% or more of the charter capital with those subjects themselves or with related persons of those subjects according to legal regulations. For the above transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions in accordance with the securities law on information disclosure. 4. Members of the Board of Directors shall not vote on transactions that bring benefits to themselves or their Related persons as prescribed by the Law on Enterprises and the Company's Charter. 5. Members of the Board of Directors, Supervisors, Director, other managers, and related persons of these subjects are not allowed to use or disclose internal information to others to carry out related transactions.		
Not specified	<u>6. The Director must not be a related person of the enterprise managers, Supervisors of the Company and the parent company, the representative of the state capital portion, the representative of the enterprise's capital portion in the Company and the parent company as prescribed in point d clause 46 Article 4 of the Law on Securities.</u>	Added according to the provisions in Clause 83 Article 1 of Decree 245/2025/ND-CP.
6. Transactions between the Company and one or more members of the Board of Directors, Supervisors, Director, other executives, and individuals or organizations related to these subjects shall not be invalidated in the following cases: a. For a transaction with a value less than or equal to 35% of the total asset value recorded in the most recent financial statements, the	7.	Update article numbering

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<p>material contents of the contract or transaction as well as the relationships and interests of the member of the Board of Directors, Supervisor, Director, other executive 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 having no related interests.</p> <p>b. For a transaction with a value greater than 35% of the total asset value recorded in the most recent financial statements or a transaction leading to a transaction value arising within 12 months from the date of executing the first transaction with a value of 35% or more of the total asset value recorded in the most recent financial statements, the material contents of this transaction as well as the relationships and interests of the member of the Board of Directors, Supervisor, Director, other executive have been disclosed to shareholders and approved by the General Meeting of Shareholders by the voting ballots of shareholders having no related interests.</p>		
Article 43. Liability for damages and compensation		
<p>1. Members of the Board of Directors, Supervisors, Director, and other executives violating their obligations and responsibilities of honesty and prudence, failing to fulfill their obligations must be held liable for damages caused by their violations.</p> <p>2. The Company shall compensate persons who have been, are currently, or may become an involved party in claims, lawsuits, or prosecutions (including civil, administrative matters, and excluding lawsuits where the Company is the plaintiff) if such person has been or is currently a member of the Board of Directors, Supervisor, Director, other executive, employee or authorized representative of the Company or that person has been or is currently performing tasks as authorized by the Company in the capacity of a member of the Board of Directors, Supervisor, Director, other executive, employee or authorized representative of the Company, acting honestly, prudently, and diligently in the best interests of or not in conflict with the interests of the Company, on the basis of compliance with the law and without conclusive evidence that such person committed a breach of their responsibilities.</p> <p>3. Compensation costs include incurred expenses (including attorney's fees), judgment costs, fines, and payable amounts actually incurred or</p>	Keep unchanged	

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deemed reasonable when resolving these matters within the framework permitted by law. The Company may purchase insurance for these persons to avoid the compensation liabilities mentioned above.		
Chapter XI: RIGHT TO INSPECT BOOKS AND RECORDS OF THE COMPANY		
Article 44. Right to inspect books and records		
<p>1. Ordinary shareholders have the right to inspect books and records, specifically as follows:</p> <p>a. Ordinary shareholders have the right to review, lookup, and extract information regarding names and contact addresses in the list of shareholders with voting rights, request modification of their inaccurate information, review, lookup, extract, or copy the Company's Charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders.</p> <p>b. A shareholder or group of shareholders holding 5% or more of the total ordinary shares has the right to review, lookup, and extract the minutes and resolutions, decisions of the Board of Directors, mid-year and annual financial statements, reports of the Supervisory Board, contracts, transactions requiring approval by the Board of Directors, and other documents, except for documents related to the Company's commercial secrets or business secrets.</p> <p>2. In case an authorized representative of a shareholder or a group of shareholders requests to inspect books and records, it must be accompanied by the proxy form of the shareholder and group of shareholders that such person represents, or a notarized copy of this proxy form.</p> <p>3. Members of the Board of Directors, Supervisors, Director, and other executives have the right to inspect the Company's shareholder register, list of shareholders, other books and records of the Company for purposes related to their positions, provided that such information must be kept confidential.</p> <p>4. The Company must archive this Charter and its amendments and supplements, the Enterprise Registration Certificate, regulations, documents proving asset ownership, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of</p>	Keep unchanged	

CURRENT COMPANY CHARTER	DRAFT AMENDED AND SUPPLEMENTED COMPANY CHARTER	BASIS, REASON
<p>Directors, reports of the Board of Directors, reports of the Supervisory Board, annual financial statements, accounting books, and other documents as prescribed by law at the headquarters or another location, provided that the shareholders and the Business Registration Authority are notified of the archiving location of these documents.</p> <p>5. The Company's Charter must be published on the Company's website.</p>		
<p align="center">Chapter XII: EMPLOYEES AND TRADE UNION</p> <p align="center">Article 45. Employees and trade union</p>		
<p>1. The Director must formulate plans for the Board of Directors to approve matters related to recruitment, employee dismissal, salary, social insurance, welfare, rewards, and discipline for employees and enterprise executives.</p> <p>2. The Director must formulate plans for the Board of Directors to approve matters related to the Company's relations with trade union organizations in accordance with the best management standards, practices, and policies, the practices and policies prescribed in this Charter, the Company's regulations, and current legal regulations.</p> <p>3. Socio-political organizations within the Company: The Communist Party of Vietnam, Trade Union, Youth Union, and Women's Union within the Company operate in accordance with the Constitution, laws of Vietnam, and this Charter. The Company respects and creates conditions for these organizations to operate according to their functions and duties.</p>	Keep unchanged	
<p align="center">Chapter XIII: PROFIT DISTRIBUTION</p> <p align="center">Article 46. Profit distribution</p>		
<p>1. The General Meeting of Shareholders decides on the dividend payout rate and the method of annual dividend payment from the Company's retained earnings.</p> <p>2. According to the provisions of the Law on Enterprises, the Board of Directors may decide on interim dividend advances if it considers that such payment is consistent with the Company's profitability.</p> <p>3. The Company shall not pay interest on the dividend amount or amounts payable related to a class of shares.</p>	Keep unchanged	

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<p>4. The Board of Directors may propose that the General Meeting of Shareholders approve the payment of all or part of dividends in shares, and the Board of Directors is the body executing this decision.</p> <p>5. In case dividends or other monetary amounts related to a class of shares are paid in cash, the Company must pay in Vietnam Dong. The payment may be made directly or through banks based on detailed bank account information provided by shareholders. In case the Company has transferred funds according to the detailed bank information provided by a shareholder but that shareholder does not receive the money, the Company shall not be responsible for the amount it transferred to that shareholder. The payment of dividends for shares listed/registered for trading at the Securities Exchange may be conducted through a securities company or the Vietnam Securities Depository and Clearing Corporation.</p> <p>6. Based on the Law on Enterprises and the Law on Securities, the Board of Directors shall pass a resolution or decision determining a specific date to finalize the list of shareholders. Based on that date, persons registered as shareholders or owners of other securities shall be entitled to receive dividends in cash or shares, receive notices, or other documents.</p> <p>7. Other matters related to profit distribution shall be implemented in accordance with legal regulations.</p>		
<p align="center">Chapter XIV: BANK ACCOUNTS, FINANCIAL YEAR AND ACCOUNTING REGIME</p> <p align="center">Article 47. Bank accounts</p>		
<p>1. The Company opens accounts at Vietnamese banks or foreign bank branches permitted to operate in Vietnam.</p> <p>2. With prior approval from the competent authority, in case of necessity, the Company may open bank accounts abroad in accordance with legal regulations.</p> <p>3. The Company shall conduct all payments and accounting transactions through VND or foreign currency accounts at banks where the Company opens accounts.</p>	Keep unchanged	
<p align="center">Article 48. Financial year</p>		

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<p>The financial year of the Company begins on the first day of January each year and ends on the 31st day of December. The first financial year begins on the date of issuance of the Enterprise Registration Certificate and ends on the 31st day of December immediately following the date of issuance of such Enterprise Registration Certificate.</p>	Keep unchanged	
Article 49. Accounting regime		
<p>1. The accounting regime used by the Company is the corporate accounting regime or a specific accounting regime promulgated or approved by a competent authority.</p> <p>2. The Company prepares accounting books in Vietnamese and archives accounting records in accordance with the accounting laws and relevant legal regulations. These records must be accurate, updated, systematic, and sufficient to prove and explain the Company's transactions.</p> <p>3. The Company uses the Vietnam Dong as the monetary unit in accounting. In case the Company has economic transactions primarily in a foreign currency, it may select that foreign currency as the accounting currency, bear legal responsibility for such choice, and notify the direct tax management authority.</p>	Keep unchanged	
Chapter XV: FINANCIAL STATEMENTS, ANNUAL REPORTS AND RESPONSIBILITY FOR INFORMATION DISCLOSURE		
Article 50. Annual, semi-annual and quarterly financial statements		
<p>1. The Company must prepare annual financial statements, and the annual financial statements must be audited in accordance with the law and Article 52 of this Charter. The Company shall disclose the audited annual financial statements in accordance with the laws on information disclosure on the securities market and submit them to the competent state authority within 90 days from the end of each financial year.</p> <p>2. Following a change in the accounting period, the public company shall disclose the financial statements for the period between the two accounting periods of the old financial year and the new financial year in accordance with the laws on corporate accounting within 10 days from the date the audit organization signs the audit report, but no later than 90 days from the start date of the new financial year.</p>	Keep unchanged	

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<p>3. The annual financial statements must fully include reports, appendices, and explanatory notes in accordance with the corporate accounting laws. The annual financial statements must truthfully and objectively reflect the Company's operational situation. In case the Company is a parent company, in addition to the annual financial statements, it must also include consolidated annual financial statements and combined annual financial statements of the Company and its subsidiaries at the end of each financial year.</p> <p>4. The Company must prepare and disclose the reviewed semi-annual financial statements and quarterly financial statements in accordance with the laws on information disclosure on the securities market and submit them to the competent state authority.</p> <p>5. Interested organizations and individuals have the right to inspect or copy the audited annual financial statements, the reviewed semi-annual financial statements, and the quarterly financial statements during the Company's working hours at the Company's headquarters, and must pay a reasonable fee for the copying.</p>		
Article 51. Annual reports, other information disclosures		
The Company must prepare and disclose the Annual Report and other information in accordance with the laws on securities and the securities market.	Keep unchanged	
Chapter XVI: AUDIT OF THE COMPANY Article 53. Seal of the Company		
<p>1. The seal includes a seal made at a seal engraving facility or a seal in the form of a digital signature in accordance with the laws on electronic transactions.</p> <p>2. The Board of Directors decides on the type, quantity, form, and content of the seal of the Company, its branches, and representative offices (if any).</p> <p>3. The Board of Directors and the Director shall use and manage the seal in accordance with the law, the Company's Charter, and the internal corporate governance regulations of the Company.</p> <p>4. The seal is kept at the Company's headquarters.</p>	Keep unchanged	

CURRENT COMPANY CHARTER	DRAFT AMENDED AND SUPPLEMENTED COMPANY CHARTER	BASIS, REASON
<p align="center">Chapter XVIII: DISSOLUTION OF THE COMPANY</p> <p align="center">Article 54. Dissolution of the Company</p>		
<p>1. The Company may be dissolved in the following cases:</p> <p>a. The duration of operation recorded in the Company's Charter expires without a decision on extension.</p> <p>b. By resolution or decision of the General Meeting of Shareholders.</p> <p>c. The Enterprise Registration Certificate is revoked, unless otherwise prescribed by the Law on Tax Administration.</p> <p>d. Other cases as prescribed by law.</p> <p>2. The early dissolution of the Company (including extended duration) is 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) according to regulations.</p>	Keep unchanged	
<p align="center">Article 55. Extension of operation</p>		
<p>1. The Board of Directors shall convene a meeting of the General Meeting of Shareholders at least seven (07) months before the expiration of the duration of operation so that shareholders can vote on extending the Company's operation at the proposal of the Board of Directors.</p> <p>2. The duration of operation is extended when approved by 65% or more of the total votes of shareholders with voting rights present in person or through an authorized representative at the General Meeting of Shareholders.</p>	Keep unchanged	
<p align="center">Article 56. Liquidation</p>		
<p>1. At least six (06) months before the expiration of the duration of operation of the Company or after a decision to dissolve the Company, the Board of Directors must establish a Liquidation Committee consisting of three (03) members. Two (02) members are appointed by the General Meeting of Shareholders and one (01) member is appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its operational regulations. Members of the Liquidation Committee may be selected from among</p>	Keep unchanged	

CURRENT COMPANY CHARTER	DRAFT AMENDED AND SUPPLEMENTED COMPANY CHARTER	BASIS, REASON
<p>Company employees or independent experts. All expenses related to the liquidation shall be given priority for payment by the Company over other debts of the Company.</p> <p>2. The Liquidation Committee is responsible for reporting to the Business Registration Authority the date of establishment and the date of commencement of operation. From that moment, the Liquidation Committee shall represent the Company in all matters related to the liquidation of the Company before the Court and administrative agencies.</p> <p>3. The proceeds from the liquidation shall be paid in the following order:</p> <p>a. Liquidation expenses.</p> <p>b. Debts of salaries, severance allowances, social insurance, and other benefits of employees pursuant to the collective labor agreement and signed labor contracts.</p> <p>c. Tax debts.</p> <p>d. Other debts of the Company.</p> <p>e. The remainder, after paying all debts from items (a) to (d) above, shall be distributed to shareholders. Preference shares shall be given priority in payment.</p>		
<p align="center">Chapter XIX: INTERNAL DISPUTE RESOLUTION</p> <p align="center">Article 57. Internal dispute resolution</p>		
<p>1. In case a dispute or complaint arises related to the Company's operations, rights and obligations of shareholders in accordance with the Law on Enterprises, the Company's Charter, other legal regulations, or agreements between:</p> <p>a. A shareholder and the Company.</p> <p>b. A shareholder and the Board of Directors, Supervisory Board, Director, or other executives.</p> <p>The related parties shall try to resolve such dispute through negotiation and mediation. Except in cases where the dispute involves the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and require each party to present information related to the dispute within</p>	Keep unchanged	

CURRENT COMPANY CHARTER	DRAFT AMENDED AND SUPPLEMENTED COMPANY CHARTER	BASIS, REASON
<p>15 working days from the date the dispute arises. If the dispute involves the Board of Directors or the Chairman of the Board of Directors, any party may request the Supervisory Board to appoint an independent expert to act as a mediator for the dispute resolution process.</p> <p>2. In case a mediation decision is not reached within six (06) weeks from the beginning of the mediation process or if the decision of the mediator is not accepted by the parties, either party may bring the dispute to Arbitration or the Court.</p> <p>3. The parties shall bear their own costs related to negotiation and mediation procedures. The payment of Arbitration or Court costs shall be made according to the ruling of the Arbitration or the Court.</p>		
<p align="center">Chapter XX: ADDITION AND AMENDMENT TO THE CHARTER</p> <p align="center">Article 58. Addition and amendment to the Company's Charter</p>		
<p>1. The amendment and supplementation of this Charter must be considered and decided by the General Meeting of Shareholders, except for updating the charter capital after completing a share issuance to increase capital according to a Decision of the General Meeting of Shareholders and an approval license of the State Securities Commission.</p> <p>2. In case there are legal regulations related to the operations of the Company that have not been mentioned in this Charter, or in case there are new legal regulations that differ from the terms in this Charter, such legal regulations shall automatically apply and govern the operations of the Company.</p>	Keep unchanged	
<p align="center">Chapter XXI: EFFECTIVE DATE</p> <p align="center">Article 59. Effectiveness</p>		
<p>1. This Charter consists of 21 Chapters, 59 Articles unanimously approved by the General Meeting of Shareholders of Nha Be Water Supply Joint Stock Company on April 21, 2022, and concurrently approved for full-text effectiveness of this Charter. This Charter replaces the Charter approved by the General Meeting of Shareholders on April 15, 2021.</p> <p>2. The Charter is made in four (04) copies with equal validity and must be kept at the Company's headquarters.</p>	<p>1. This Charter consists of 21 Chapters, 59 Articles unanimously approved by the General Meeting of Shareholders of Nha Be Water Supply Joint Stock Company on ... month ... year 2026, and concurrently approved for full-text effectiveness of this Charter. This Charter replaces the Charter approved by the General Meeting of Shareholders on <u>April 21, 2022</u>.</p> <p>2. The Charter is made in four (04) copies with equal validity and must be kept at the Company's headquarters.</p> <p>3. This Charter is the sole and official one of the Company.</p>	<p>Update date, month, year.</p> <p>Add the phrase "Legal representative of the Company" - According to point c clause 4 Article 24 of the Law on Enterprises: "The amended and</p>

CURRENT COMPANY CHARTER	DRAFT AMENDED AND SUPPLEMENTED COMPANY CHARTER	BASIS, REASON
3. This Charter is the sole and official one of the Company. 4. Copies or excerpts of the Company's Charter are valid when signed by the Chairman of the Board of Directors or at least one-half (1/2) of the total members of the Board of Directors./. DIRECTOR	4. Copies or excerpts of the Company's Charter are valid when signed by the Chairman of the Board of Directors or at least one-half (1/2) of the total members of the Board of Directors./. <u>Legal representative of the Company</u> DIRECTOR	supplemented company charter must include the full name and signature of the legal representative for joint stock companies."