

## APPENDIX

(Attach Proposal No 08/General Meeting of Shareholders/2024 on amending the Company's Charter)

**Note:**

- Articles not detailed in this appendix are unchanged.
- The proposed changes in the section "Regulations in the current Charter" are lines of text shown in **bold, underlined or crossed out form.**
- The content that needs to be amended or supplemented in the "Contents proposed to be amended" section is ***italicized and bolded in red.***
- Enterprise Law 2020 (LDN 2020) is Enterprise Law No. 59/2020/QH14 dated June 17, 2020.
- Law No. 03/2022/QH15 is Law No. 03/2022/QH15 dated January 11, 2022 amending and supplementing a number of articles of the Law on Public Investment, Law on Investment by public-private partnership method, Law on Investment, Housing Law, Bidding Law, Electricity Law, Enterprise Law, Special Consumption Tax Law and Civil Judgment Enforcement Law.
- Securities Law 2019 is Securities Law No. 54/2019/QH14 dated November 26, 2019.
- Model Charter is the Model Charter applicable to public companies issued together with Circular No. 116/2020/TT - BTC is Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies in Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the securities law.

Provisions in current Regulations	Content proposed for amendment	Reason for amendment
<b>OPENING</b>	<b>OPENING</b>	
This Charter was approved according to the valid Resolution of the General Meeting of Shareholders of Tieu Nien Tien Phong Plastic Joint Stock Company held on <b><u>April 27, 2024.</u></b>	This Charter is approved according to the valid Resolution of the General Meeting of Shareholders of Tien Phong Plastic Joint Stock Company held on <b><i>May 19, 2025.</i></b>	Update the time of issuance of the Charter
<b>I. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICE AND OPERATION PERIOD OF THE COMPANY</b>	<b>I. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICE AND OPERATION PERIOD OF THE COMPANY</b>	

Provisions in current Regulations	Content proposed for amendment	Reason for amendment
<b>Article 3: Legal Representative of the Company</b>	<b>Article 3: Legal Representative of the Company</b>	
<p>2.a The rights and obligations of the legal representative who is the Chairman of the Board of Directors are as follows:</p> <p>a. To represent and act on behalf of the Company in signing the Company's contracts and transactions, including:</p> <p><b><u>- Loan agreements, guarantees, and other forms of credit facilities (including security agreements and other documents serving security measures) with banks.</u></b></p>	<p>2.a The rights and obligations of the legal representative who is the Chairman of the Board of Directors are as follows:</p> <p>a. To represent and act on behalf of the Company in signing the Company's contracts and transactions, including:</p> <p><b><i>- Transaction documents with banks and financial and credit institutions, including: credit contracts and other forms of credit facilities; guarantee agreements, security agreements, and other documents serving security measures;</i></b></p>	<p>To delineate and clarify the authority between the Chairman of the Board of Management and the General Director in relation to the signing of contracts, documents, and papers with credit institutions.</p>
<p>3.a. The rights and obligations of the legal representative who is the General Director are as follows:</p> <p>To represent and act on behalf of the Company in signing the Company's contracts and transactions, including:</p> <p><b><u>- Transaction documents such as debt acknowledgment instruments, loan repayment documents, and other papers related to borrowing and debt repayment.</u></b></p>	<p>3.a. The rights and obligations of the legal representative who is the General Director are as follows:</p> <p>To represent and act on behalf of the Company in signing the Company's contracts and transactions, including:</p> <p><b><i>- Transaction documents with banks and financial and credit institutions, including: payment orders and transfer orders via the Company's accounts opened at financial and credit institutions; deposit contracts, purchase and sale contracts for certificates of deposit, and other documents related to the Company's term deposit activities at banks and financial institutions; debt acknowledgment notes, loan agreements, repayment and debt extension</i></b></p>	<p>To delineate and clarify the authority between the Chairman of the Board of Management and the General Director in relation to the signing of contracts, documents, and papers with banks.</p>

Provisions in current Regulations	Content proposed for amendment	Reason for amendment
	<i>documents, documentary credit papers, and other documents related to detailed disbursements of an overall credit facility approved by the Board of Directors; guarantee contracts and documents of a guaranteeing nature for payment obligations in service of the Company's business activities, which are detailed disbursements of an overall guarantee facility approved by the Board of Directors.</i>	
<b>VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS</b>	<b>VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS</b>	
<b>Article 14. General Meeting of Shareholders</b>	<b>Article 14. General Meeting of Shareholders</b>	
	<i>1. The General Meeting of Shareholders may be held either in-person, via an online meeting, or a combination of both. The procedures and rules for the General Meeting of Shareholders are specifically outlined in the Company's internal governance regulations.</i>	To supplement the provisions on the form of organizing the General Shareholders' Meeting in the Charter to align with the internal corporate governance regulations and best practices in corporate governance.
<b>Article 18. Convening a meeting of the General Meeting of Shareholders, Agenda and Notice of meeting of the General Meeting of Shareholders</b>	<b>Article 18. Convening a meeting of the General Meeting of Shareholders, Agenda and Notice of meeting of the General Meeting of Shareholders</b>	
3. The notice of the General Meeting of Shareholders must be sent to all shareholders using an appropriate method to ensure it reaches the shareholders' contact addresses as listed in the consolidated list prepared by the Vietnam Securities Depository and Clearing Corporation. The Company shall not be responsible for any	3. The notice of the General Meeting of Shareholders must be sent to all shareholders using an appropriate method to ensure it reaches the shareholders' contact addresses <i>as listed in the consolidated list prepared by the Vietnam Securities Depository and Clearing Corporation. The Company shall not be</i>	To supplement and clarify that the notice of the General Meeting of Shareholders shall be sent to the shareholders' addresses as listed in the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation (VSDC), and

Provisions in current Regulations	Content proposed for amendment	Reason for amendment
<p>failure to send the notice due to the shareholder's failure to notify changes to their contact address. At the same time, the Company shall publish the notice of the meeting on its website, on the website of the State Securities Commission, and on the Stock Exchange where the Company's shares are listed or registered for trading. The notice of the General Meeting of Shareholders must be sent to all shareholders eligible to attend the meeting no later than 21 (twenty-one) days before the date of the meeting (calculated from the date the notice is validly sent or dispatched). <del>In case a shareholder has notified the Company in writing of a fax number or email address, the notice of the General Meeting of Shareholders may be sent to such fax number or email address.</del></p>	<p><i>responsible for any failure to send the notice due to the shareholder's failure to notify changes to their contact address.</i> At the same time, the Company shall publish the notice of the meeting on its website, on the website of the State Securities Commission, and on the Stock Exchange where the Company's shares are listed or registered for trading. The notice of the General Meeting of Shareholders must be sent to all shareholders eligible to attend the meeting no later than 21 (twenty-one) days before the date of the meeting (calculated from the date the notice is validly sent or dispatched).</p>	<p>to exempt the Company from liability in cases where shareholders fail to notify changes to their contact addresses.</p>
<b>VII. BOARD OF DIRECTORS</b>	<b>VII. BOARD OF DIRECTORS</b>	
<b>Article 29. Powers and Duties of the Board of Directors</b>	<b>Article 29. Powers and Duties of the Board of Directors</b>	
<p>3.c Based on the organizational structure of the Company approved by the General Meeting of Shareholders and stipulated in this Charter, the Board of Directors has the authority to make further detailed decisions on the Company's organizational structure. Accordingly, the Board of Directors shall decide on the functions of the Company, the number of departments, divisions, and units; <u>the establishment, division, separation, dissolution, merger, or consolidation of departments, divisions, and</u></p>	<p>3.c. Based on the organizational structure of the Company approved by the General Meeting of Shareholders and stipulated in this Charter, the Board of Directors has the authority to make further detailed decisions on the Company's organizational structure. Accordingly, the Board of Directors shall decide on the functions of the Company, the number of departments, divisions, and units; <i>the establishment, dissolution,</i></p>	<p>To clarify the authority of the Board of Directors regarding decisions on the restructuring and reorganization of departments, divisions, and units within the Company.</p>

Provisions in current Regulations	Content proposed for amendment	Reason for amendment
<u>units within the Company</u> ; the establishment of subsidiaries, branches, representative offices, transaction offices, and the investment in, purchase/sale of shares of other enterprises within the limits prescribed by law and the Company's Charter.	<i>division, separation, merger, consolidation, or adjustment of the names of departments, divisions, and units within the Company</i> ; the establishment of subsidiaries, branches, representative offices, transaction offices, and the investment in, purchase/sale of shares of other enterprises within the limits prescribed by law and the Company's Charter.	
<b>Điều 32. Subcommittees under the Board of Directors</b>	<b>Điều 32. Subcommittees under the Board of Directors</b>	
1. The Board of Management may establish subcommittees to be responsible for development policy, human resources, compensation and benefits, and internal audit. The number of members in each subcommittee shall be decided by the Board of Management. The operations of the subcommittees must comply with the regulations set forth by the Board of Management.	1.1. The Board of Management <i>establishes subcommittees to be responsible for development strategy, human resources, compensation and benefits, internal audit, and corporate governance. The Board of Management may establish or adjust subcommittees at any given time to assist the Board.</i> The number of members in each subcommittee shall be decided by the Board of Management. The operations of the subcommittees must comply with the regulations set forth by the Board of Management.	To revise the provisions on subcommittees under the Board of Management to align with the Company's current operations.
<b>VIII. TỔNG GIÁM ĐỐC ĐIỀU HÀNH, CÁN BỘ QUẢN LÝ KHÁC VÀ THU KÝ CÔNG TY</b>	<b>VIII. VIII. <i>GENERAL DIRECTOR AND OTHER MANAGEMENT OFFICERS</i></b>	

Provisions in current Regulations	Content proposed for amendment	Reason for amendment
<p><b>Article 38. Company Secretary</b></p> <p>The Board of Directors will appoint one (01) person to be the Company Secretary with a term and terms as decided by the Board of Directors. The Board of Directors can dismiss the Company Secretary when necessary but not contrary to current legal regulations on labor.</p> <p>The Board of Directors may also appoint one or more Assistant Company Secretaries from time to time.</p> <p>The roles and duties of the Company Secretary include:</p> <ol style="list-style-type: none"> <li>Prepare meetings of the Board of Directors and the General Meeting of Shareholders at the request of the Board of Directors or;</li> <li>Advise on meeting procedures;</li> <li>Attend and take minutes of meetings;</li> <li>Ensuring the resolutions of the Board of Directors are consistent with the law;</li> <li>Provide financial information, copies of Board of Directors meeting minutes and other information to members of the Board of Directors.</li> </ol> <p>The Company Secretary is responsible for keeping information confidential according to the provisions of Law and the Company's Charter.</p>	<p><b>Article 38. Company Secretary</b></p> <p><b>Remove this content</b></p>	<p>To align with the Company's actual operations regarding the corporate secretary function and the establishment of the Company Governance Subcommittee.</p>

Provisions in current Regulations	Content proposed for amendment	Reason for amendment
<b>XX. EFFECTIVE DATE</b>	<b>XX. EFFECTIVE DATE</b>	
<b>Article 57. Effective date</b>	<b>Article 56. Effective date</b>	
1. 1. This Charter consists of 20 chapters and <u>57</u> articles, and was approved by the General Shareholders' Meeting of Tiền Phong Plastic Joint Stock Company in Resolution No. /NQ-ĐHĐCĐTN 2025 on <u>April 27, 2024</u> , at Tiền Phong Plastic Joint Stock Company, with full acceptance of the entire effectiveness of this Charter.	1. This Charter consists of 20 chapters and <b>56</b> articles, and was approved by the General Shareholders' Meeting of Tiền Phong Plastic Joint Stock Company in Resolution No. /NQ-ĐHĐCĐTN 2025 on <b>May 19, 2025</b> , at Tiền Phong Plastic Joint Stock Company, with full acceptance of the entire effectiveness of this Charter.	To update the numbering of articles and the dates of amendment.
<i>Some other detailed adjustments regarding the order of articles, terminology used, and some references to articles to ensure consistency in the format and content of the Charter, without changing the substance of the Articles and Clauses</i>		