



CODUPHA CENTRAL PHARMACEUTICAL JOINT STOCK COMPANY

Address: 262L Le Van Sy Street, Nieu Loc Ward, Ho Chi Minh City

Phone: (028) 38 651 909 – Email: tchc@codupha.com.vn – Website : www.codupha.com.vn

**CODUPHA CENTRAL PHARMACEUTICAL
JOINT STOCK COMPANY**

No: 07/TTTr-ĐHĐCĐ.2026

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Ho Chi Minh City, April 22, 2026

PROPOSAL

Regarding amendments and additions to the Company Charter, Internal Regulations on Corporate Governance, and Regulations on the Operation of the Company's Board of Directors.

To: General Meeting of Shareholders of Codupha Central Pharmaceutical Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17th, 2020, amended and supplemented by Law No. 03/2022/QH15 dated January 11th, 2022 and Law No. 76/2025/QH15 dated June 17th, 2025;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly on November 26th, 2019, amended and supplemented by Law No. 56/2024/QH15 dated November 29th, 2024;
- Pursuant to Decree No. 245/2025/ND-CP dated September 11th, 2025 of the Government on amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31st, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;
- Pursuant to Decision No. 36/2025/QĐ-TTg dated September 29th, 2025, of the Prime Minister on the promulgation of the system of economic sectors of Vietnam;
- Pursuant to the Charter of Organization and Operation of Codupha Central Pharmaceutical Joint Stock Company ("the Company");
- Pursuant to the actual situation at the company.

Based on current legal regulations and practical requirements regarding the organization and operation of the Company, the Board of Directors respectfully submits the following matters to the General Meeting of Shareholders for consideration:

1. Amendments and supplements certain articles of the Company Charter, Internal Regulations on Corporate Governance, and Regulations on the Operation of the Company's Board of Directors (as attached to this Proposal).

The English translation is for informational purposes only and is not a substitute for the official policy. In case of any discrepancy between the Vietnamese and English version, the Vietnamese version shall prevail.



2. The General Meeting of Shareholders unanimously authorizes the Board of Directors to issue the Company Charter, the Internal Regulations on Corporate Governance, and the Regulations on the Operation of the Board of Directors, as amended and supplemented, based on the contents approved by the General Meeting of Shareholders in Section 1 of this Proposal.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Thank you very much!

ON BEHALF THE BOARD OF DIRECTORS

CHAIRMAN OF THE BOD



Dr. BUI HUU HIEN



AMENDMENTS TO THE COMPANY'S CHARTER, INTERNAL REGULATIONS ON CORPORATE GOVERNANCE, AND REGULATIONS ON THE OPERATION OF THE BOARD OF DIRECTORS

(Attached is Proposal No. 07/TTr-DHDCD.2026 dated April 22, 2026 from the Board of Directors)

1. Amendments and additions to the Company Charter:

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|--|--|---|
| 1. | <p>Article 1. Explanation of Terms</p> <p>1. For the purposes of these Articles of Company's Charter, the following terms shall be construed as follows:</p> <p>(b) Enterprise Law means the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;</p> <p>(c) Securities Law means the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;</p> <p>(e) Enterprise Executives means the General Director, Deputy General Directors, Chief Accountant, and other executives appointed by the Board of Directors.</p> | <p>Article 1. Explanation of Terms</p> <p>1. For the purposes of these Articles of Company's Charter, the following terms shall be construed as follows:</p> <p>(b) Enterprise Law means the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025;</p> <p>(c) Securities Law means the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;</p> <p>(e) Enterprise Executives means the General Director, Deputy General Directors, Chief Accountant, and the Chief Financial Officer of the Company.</p> | <p>Amendments to Clauses (b), (c), and (e) of Article 1.1 to bring them into compliance with current legal regulations.</p> |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment | | | | | | | | | | | | | | | | | | | | |
|---------------|---|--------------------------|-----------------------------|------|--|------|--|------|---|-------------|--|--|---------------|---------------------------|------|---|------|--|------|---|-------------|--|---|
| 2. | <div>Article 4. Objectives of the Company's Operations</div> <div>1. The company's main business lines are:</div> <table><thead><tr><th>Business code</th><th>Name of industry/business</th></tr></thead><tbody><tr><td>6810</td><td>Business of real estate and land use rights which are owned, lawfully used, or leased. Details: Real estate business.</td></tr><tr><td>1623</td><td>Wooden packaging manufacturing (Not operating at headquarters)</td></tr><tr><td>4632</td><td>Wholesale food Details: Business in medical nutrition products. Business in functional foods, animal and vegetable oils.</td></tr><tr><td>4649 (Main)</td><td>Wholesale of other household goods Details: Trading in the following items: pharmaceuticals (modern and traditional medicine), common medical equipment, cosmetics, hygiene products; bandages, gauze, sunglasses, prescription glasses; wholesale of other household goods: medical equipment. Buying and selling vaccines and medical biological products. Wholesale of disinfectants for household and medical use. Wholesale of</td></tr></tbody></table> | Business code | Name of industry/business | 6810 | Business of real estate and land use rights which are owned, lawfully used, or leased. Details: Real estate business. | 1623 | Wooden packaging manufacturing (Not operating at headquarters) | 4632 | Wholesale food Details: Business in medical nutrition products. Business in functional foods, animal and vegetable oils. | 4649 (Main) | Wholesale of other household goods Details: Trading in the following items: pharmaceuticals (modern and traditional medicine), common medical equipment, cosmetics, hygiene products; bandages, gauze, sunglasses, prescription glasses; wholesale of other household goods: medical equipment. Buying and selling vaccines and medical biological products. Wholesale of disinfectants for household and medical use. Wholesale of | <div>Article 4. Objectives of the Company's Operations</div> <div>1. The company's main business lines are:</div> <table><thead><tr><th>Business code</th><th>Name of industry/business</th></tr></thead><tbody><tr><td>6810</td><td>Business of real estate and land use rights which are owned, lawfully used, or leased. Details: Real estate business</td></tr><tr><td>1623</td><td>Wooden packaging manufacturing (Not operating at headquarters)</td></tr><tr><td>4632</td><td>Wholesale food Details: Business in medical nutrition products. Business in functional foods, animal and vegetable oils.</td></tr><tr><td>4649 (Main)</td><td>Wholesale of other household goods Details: Trading in the following items: pharmaceuticals (modern and traditional medicine), common medical equipment, cosmetics, hygiene products; bandages, gauze, sunglasses, prescription glasses; wholesale of other household goods: medical equipment. Buying and selling vaccines and medical biological products. Wholesale of disinfectants for household and</td></tr></tbody></table> | Business code | Name of industry/business | 6810 | Business of real estate and land use rights which are owned, lawfully used, or leased. Details: Real estate business | 1623 | Wooden packaging manufacturing (Not operating at headquarters) | 4632 | Wholesale food Details: Business in medical nutrition products. Business in functional foods, animal and vegetable oils. | 4649 (Main) | Wholesale of other household goods Details: Trading in the following items: pharmaceuticals (modern and traditional medicine), common medical equipment, cosmetics, hygiene products; bandages, gauze, sunglasses, prescription glasses; wholesale of other household goods: medical equipment. Buying and selling vaccines and medical biological products. Wholesale of disinfectants for household and | <ul style="list-style-type: none">- Changes in business lines according to the Vietnam Economic Sector System issued together with the Prime Minister's Decision No. 36/2025/QĐ-TTg dated September 29th, 2025.- Adding several business lines to expand the scope of business in line with the company's development strategy.- Detailed business lines may be adjusted by decision of the legal representative to align with changes in business lines as required by the business registration authority. |
| Business code | Name of industry/business | | | | | | | | | | | | | | | | | | | | | | |
| 6810 | Business of real estate and land use rights which are owned, lawfully used, or leased. Details: Real estate business. | | | | | | | | | | | | | | | | | | | | | | |
| 1623 | Wooden packaging manufacturing (Not operating at headquarters) | | | | | | | | | | | | | | | | | | | | | | |
| 4632 | Wholesale food Details: Business in medical nutrition products. Business in functional foods, animal and vegetable oils. | | | | | | | | | | | | | | | | | | | | | | |
| 4649 (Main) | Wholesale of other household goods Details: Trading in the following items: pharmaceuticals (modern and traditional medicine), common medical equipment, cosmetics, hygiene products; bandages, gauze, sunglasses, prescription glasses; wholesale of other household goods: medical equipment. Buying and selling vaccines and medical biological products. Wholesale of disinfectants for household and medical use. Wholesale of | | | | | | | | | | | | | | | | | | | | | | |
| Business code | Name of industry/business | | | | | | | | | | | | | | | | | | | | | | |
| 6810 | Business of real estate and land use rights which are owned, lawfully used, or leased. Details: Real estate business | | | | | | | | | | | | | | | | | | | | | | |
| 1623 | Wooden packaging manufacturing (Not operating at headquarters) | | | | | | | | | | | | | | | | | | | | | | |
| 4632 | Wholesale food Details: Business in medical nutrition products. Business in functional foods, animal and vegetable oils. | | | | | | | | | | | | | | | | | | | | | | |
| 4649 (Main) | Wholesale of other household goods Details: Trading in the following items: pharmaceuticals (modern and traditional medicine), common medical equipment, cosmetics, hygiene products; bandages, gauze, sunglasses, prescription glasses; wholesale of other household goods: medical equipment. Buying and selling vaccines and medical biological products. Wholesale of disinfectants for household and | | | | | | | | | | | | | | | | | | | | | | |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|------|---|---|-----------------------------|
| | <p>machinery, equipment, and electrical appliances such as: refrigerators, freezers, washing machines, dryers, air conditioners, ventilation and cooling equipment, ionizers, air purifiers.</p> | <p>medical use. Wholesale of machinery, equipment, and electrical appliances such as: refrigerators, freezers, washing machines, dryers, air conditioners, ventilation and cooling equipment, ionizers, air purifiers.</p> | |
| 4659 | <p>Wholesale of machinery, equipment and other machine parts Details: Business in medical and pharmaceutical machinery and equipment. Wholesale of machinery, equipment and measuring instruments; electrical, mechanical and refrigeration machinery, equipment and spare parts.</p> | <p>Wholesale of machinery, equipment and other machine parts Details: Business in medical and pharmaceutical machinery and equipment. Wholesale of machinery, equipment and measuring instruments; electrical, mechanical and refrigeration machinery, equipment and spare parts.</p> | |
| 5229 | <p>Other support services related to transportation Details: Goods delivery and receipt.</p> | <p>Other support services related to transportation Details: Goods delivery and receipt.</p> | |
| 1702 | <p>Manufacture of corrugated paper, corrugated cardboard, and packaging from paper and cardboard. (excluding pulp production)</p> | <p>Manufacture of corrugated paper, corrugated cardboard, and packaging from paper and cardboard. (excluding pulp production)</p> | |
| 2220 | <p>Manufacturing products from plastic (Excluding the production of thermal insulation foam using R141b gas, using pre-mixed polyol HCFC-141b)</p> | <p>Manufacturing products from plastic (Excluding the production of thermal insulation foam using R141b gas, using pre-mixed polyol HCFC-141b)</p> | |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|------|--|--|-----------------------------|
| 3250 | <p>Manufacture of medical, dental, orthopedic, and rehabilitation equipment and instruments.</p> <p>Details: Manufacturing of medical, dental, orthopedic, and rehabilitation equipment and instruments (excluding mechanical processing, waste recycling, and electroplating at the headquarters). Manufacturing of medical equipment and orthopedic instruments.</p> | <p>Manufacture of medical, dental, orthopedic, and rehabilitation equipment and instruments.</p> <p>Details: Manufacturing of medical, dental, orthopedic, and rehabilitation equipment and instruments (excluding mechanical processing, waste recycling, and electroplating at the headquarters). Manufacturing of medical equipment and orthopedic instruments.</p> | |
| 4933 | Road freight transport (excluding liquefied gas for transport) | Road freight transport (excluding liquefied gas for transport) | |
| 6619 | <p>Financial services support activities are not classified anywhere.</p> <p>Details: Investment consulting (excluding legal consulting).</p> | <p>Financial services support activities are not classified anywhere.</p> <p>Details: Investment consulting (excluding legal consulting)</p> | |
| 7310 | Advertisement | Advertisement | |
| 7320 | Market research and public opinion surveys | Market research and public opinion surveys | |
| 8230 | <p>Organization of commercial introduction and trade promotion activities</p> <p>(No fire or explosion effects are permitted; no use of explosives, flammable materials, or chemicals are used as props or tools for performing arts programs, events, or films).</p> | <p>Organization of commercial introduction and trade promotion activities</p> <p>(No fire or explosion effects are permitted; no use of explosives, flammable materials, or chemicals are used as props or tools for performing arts programs, events, or films).</p> | |

| No. | Current content | | Amendments and additions | | Basis/Reason for adjustment |
|-----|-----------------|--|--------------------------|--|-----------------------------|
| | | | | | |
| | 8292 | Packaging services (excluding packaging of plant protection products). | 8292 | Packaging services (excluding packaging of plant protection products) | |
| | 4610 | Agents, brokers, and auctioneers of goods. (excluding asset auctions) | 4610 | Agents, brokers, and auctioneers of goods. (excluding asset auctions) | |
| | 7730 | Rental of machinery, equipment and other tangible goods without operators. Details: Rental of medical equipment and machinery. | 7730 | Rental of machinery, equipment and other tangible goods without operators. Details: Rental of medical equipment and machinery. | |
| | 2100 | Manufacture of pharmaceuticals, chemical drugs and medicinal materials Details: Production of vaccines, medical biological products, herbal medicines, and traditional oriental medicines. | 2100 | Manufacture of pharmaceuticals, chemical drugs and medicinal materials Details: Production of vaccines, medical biological products, herbal medicines, and traditional oriental medicines. | |
| | 4322 | Installation of water supply and drainage systems, heating and air conditioning systems. (excluding the installation of refrigeration equipment (freezing equipment, cold storage, ice machines, air conditioners, water chillers) using R22 refrigerant in the seafood processing sector, and excluding mechanical processing, | 4322 | Installation of water supply and drainage systems, heating and air conditioning systems. (excluding the installation of refrigeration equipment (freezing equipment, cold storage, ice machines, air conditioners, water chillers) using R22 refrigerant in the seafood processing sector, and excluding mechanical processing, | |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|------|--|--|-----------------------------|
| | waste recycling, and electroplating at the headquarters) | waste recycling, and electroplating at the headquarters) | |
| 3092 | Manufacturing bicycles and vehicles for people with disabilities. Details: Manufacturing of vehicles and specialized equipment for people with disabilities. | 3092 Manufacturing bicycles and vehicles for people with disabilities. Details: Manufacturing of vehicles and specialized equipment for people with disabilities. | |
| 7213 | Scientific research and technological development in the field of medical and pharmaceutical sciences. Details: Developing sources of medicinal herbs and producing medicines from medicinal herbs; research projects; proving the scientific basis of traditional oriental medicine prescriptions and establishing standards for testing traditional oriental medicine prescriptions; surveying and statistically analyzing medicinal herbs; collecting, inheriting, and applying traditional oriental medicine prescriptions; searching for, exploiting, and using new medicinal herbs. | 7213 Scientific research and technological development in the field of medical and pharmaceutical sciences. Details: Developing sources of medicinal herbs and producing medicines from medicinal herbs; research projects; proving the scientific basis of traditional oriental medicine prescriptions and establishing standards for testing traditional oriental medicine prescriptions; surveying and statistically analyzing medicinal herbs; collecting, inheriting, and applying traditional oriental medicine prescriptions; searching for, exploiting, and using new medicinal herbs. | |
| 4690 | Wholesale trade Details: Import and export of goods the company trades in, acting as an agent and receiving entrusted export and import of goods. | 4690 Wholesale trade Details: Import and export of goods the company trades in, acting as an agent and receiving entrusted export and import of goods. | |

The English translation is for informational purposes only and is not a substitute for the official policy. In case of any discrepancy between the Vietnamese and English version, the Vietnamese version shall prevail.

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|------|--|--|-----------------------------|
| 5210 | Warehousing and goods storage Details: Services include warehouse rental, storage and preservation of medicines, pharmaceutical raw materials, medical equipment, medical supplies, healthcare products, processed foods, functional foods, nutritional supplements, and dietary supplements. | 5210 Warehousing and goods storage Details: Services include warehouse rental, storage and preservation of medicines, pharmaceutical raw materials, medical equipment, medical supplies, healthcare products, processed foods, functional foods, nutritional supplements, and dietary supplements. | |
| 8299 | Other remaining business support service activities not classified elsewhere. (excluding asset auction activities) | 8299 Other remaining business support service activities not classified elsewhere. (excluding asset auction activities) | |
| 4669 | Other specialized wholesale trade not classified elsewhere Details: Wholesale rubber. Trading in pharmaceutical raw materials. Trading in the following items: raw materials and auxiliary materials for the production of preventive and curative medicines, packaging and other medical products, essential oils, fragrances; various chemicals, laboratory and testing chemicals serving the medical industry (no chemical storage). | 4679 Other specialized wholesale trade not classified elsewhere Details: Wholesale rubber. Trading in pharmaceutical raw materials. Trading in the following items: raw materials and auxiliary materials for the production of preventive and curative medicines, packaging and other medical products, essential oils, fragrances; various chemicals, laboratory and testing chemicals serving the medical industry (no chemical storage). | |
| 4772 | Retail sale of medicines, medical devices, cosmetics and hygiene products in specialized stores | 4772 Retail sale of medicines, medical devices, cosmetics and hygiene products | |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|------|--|---|-----------------------------|
| | <p>Details: Retail sale of disinfectants for household and medical use. Retail sale of medical and orthopedic instruments and equipment.</p> | <p>Details: Retail sale of disinfectants for household and medical use. Retail sale of medicines, cosmetics, hygiene products, medical and orthopedic instruments and equipment.</p> | |
| 3313 | <p>Repair of electronic and optical equipment Detail: Repair and maintenance of equipment including: radiation detection and monitoring instruments; X-ray, electrotherapy, and electromedical equipment and apparatus; magnetic resonance imaging equipment, medical ultrasound equipment; pacemakers, hearing aids; electrocardiographs; endoscopic equipment, imaging equipment; optical instruments and apparatus such as magnifying glasses and microscopes (excluding mechanical processing, waste recycling, and electroplating at the headquarters).</p> | <p>Repair and maintenance of electronic and optical equipment. Detail: Repair and maintenance of equipment including: radiation detection and monitoring instruments; X-ray, electrotherapy, and electromedical equipment and apparatus; magnetic resonance imaging equipment, medical ultrasound equipment; pacemakers, hearing aids; electrocardiographs; endoscopic equipment, imaging equipment; optical instruments and apparatus such as magnifying glasses and microscopes (excluding mechanical processing, waste recycling, and electroplating at the headquarters).</p> | |
| 3312 | <p>Repairing machinery and equipment Details: Repair and maintenance of medical machinery and equipment; machinery and equipment in the mechanical and refrigeration industries, measuring instruments (excluding mechanical processing,</p> | <p>Repair and maintenance of machinery and equipment Details: Repair and maintenance of medical machinery and equipment; machinery and equipment in the mechanical and refrigeration</p> | |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|---|--|
| | <div data-bbox="223 1261 359 1888"> <p>waste recycling, and electroplating at the headquarters).</p> </div> <div data-bbox="359 1261 715 1888"> <p>Retail sale of household electrical appliances, beds, wardrobes, tables, chairs and similar furniture, lamps and electric lighting fixtures, and other household goods not elsewhere classified in specialized stores. Details: Retail sale of household electrical appliances and household electrical goods.</p> </div> <div data-bbox="715 1261 933 1888"> <p>Management consulting activities (excluding financial, accounting, and legal consulting)</p> </div> <div data-bbox="933 1261 1217 1888"> <p>Wholesale trade of agricultural and forestry raw materials (excluding wood, bamboo, and rattan) and live animals. Details: Wholesale of feed and feed ingredients for livestock, poultry, and aquaculture.</p> </div> | <div data-bbox="223 600 387 1227"> <p>industries, measuring instruments (excluding mechanical processing, waste recycling, and electroplating at the headquarters).</p> </div> <div data-bbox="387 600 746 1227"> <p>Retail sale of household electrical appliances, beds, wardrobes, tables, chairs and similar furniture, lamps and electric lighting fixtures, and other household goods not elsewhere classified. Details: Retail sale of household electrical appliances and household electrical goods.</p> </div> <div data-bbox="746 600 957 1227"> <p>Business management consulting and other management consulting activities (excluding financial, accounting, and legal consulting)</p> </div> <div data-bbox="957 600 1276 1227"> <p>Wholesale trade of agricultural and forestry raw materials (excluding wood, bamboo, and rattan) and live animals. Details: Wholesale of agricultural products; Wholesale of feed and feed ingredients for livestock, poultry, and aquatic animals.</p> </div> | |
| 3. | <p>Article 14. General Meeting of Shareholders 4. Convening an Extraordinary General Meeting of Shareholders</p> | <p>Article 14. General Meeting of Shareholders 4. Convening an Extraordinary General Meeting of Shareholders</p> | <p>To be adjusted in accordance with the provisions of Clause 2,</p> |

The English translation is for informational purposes only and is not a substitute for the official policy. In case of any discrepancy between the Vietnamese and English version, the Vietnamese version shall prevail.

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|---|---|
| | (a) The Board of Directors shall convene a General Meeting of Shareholders within 60 days from the date on which the number of remaining members of the Board of Directors or the number of remaining members of the Supervisory Board falls below the threshold as stipulated in Clause 3(b) of this Article, or from the date of receipt of a request referred to in Clause 3(c) and Clause 3(d) of this Article | (a) The Board of Directors shall convene a General Meeting of Shareholders within 30 days from the date on which the number of remaining members of the Board of Directors or the number of remaining members of the Supervisory Board falls below the threshold as stipulated in Clause 3(b) of this Article, or from the date of receipt of a request referred to in Clause 3(c) and Clause 3(d) of this Article. | Article 140 of the Enterprise Law. |
| 4. | <p>Article 15. Rights and Obligations of the General Meeting of Shareholders</p> <p>2. The General Meeting of Shareholders shall discuss and approve the following matters:</p> <p>a) The Company's annual business plan;</p> <p>b) The audited annual financial statements;</p> <p>c) The report of the Board of Directors on the corporate governance and performance of the Board of Directors and each of its members;</p> <p>d) The report of the Supervisory Board on the Company's business results and the performance of the Board of Directors and the General Director;</p> <p>e) The self-assessment report on the performance of the Supervisory Board and each of its members;</p> <p>f) The dividend rate per share of each class;</p> <p>g) The number of members of the Board of Directors and the Supervisory Board;</p> | <p>Article 15. Rights and Obligations of the General Meeting of Shareholders</p> <p>2. The General Meeting of Shareholders shall discuss and approve the following matters:</p> <p>a) The Company's annual business plan;</p> <p>b) The audited annual financial statements;</p> <p>c) The report of the Board of Directors on the corporate governance and performance of the Board of Directors and each of its members;</p> <p>d) The report of the Supervisory Board on the Company's business results and the performance of the Board of Directors and the General Director;</p> <p>e) The self-assessment report on the performance of the Supervisory Board and each of its members;</p> <p>f) The dividend rate per share of each class;</p> <p>g) The number of members of the Board of Directors and the Supervisory Board;</p> | To be amended to align with the actual situation of the Company and the provisions of Article 293 of Decree No. 155/2020/ND-CP. |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|--|---|-----------------------------|
| | <p>h) The election, removal, and dismissal of members of the Board of Directors and members of the Supervisory Board;</p> <p>i) Approval of the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;</p> <p>j) Approval of the list of approved audit firms; decision on the approved audit firm to perform an inspection of the Company's activities when deemed necessary;</p> <p>k) Amendment and supplementation of the Company's Articles of Company's Charter;</p> <p>l) The class of shares and the number of newly issued shares for each class of shares, and the transfer of shares by founding shareholders within the first three years from the date of establishment;</p> <p>m) Division, spin-off, merger, consolidation, or conversion of the Company;</p> <p>n) Reorganization and dissolution (liquidation) of the Company, and appointment of the liquidator;</p> <p>o) Decision on the investment or sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statements;</p> <p>p) Decision on the repurchase of more than 10% of the total sold shares of each class;</p> <p>q) <i>The Company's entry into contracts or transactions with the persons specified in Clause 1, Article 167 of the Enterprise Law, with a value equal to or greater than 35% of</i></p> | <p>h) The election, removal, and dismissal of members of the Board of Directors and members of the Supervisory Board;</p> <p>i) Approval of the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;</p> <p>j) Approval of the list of approved audit firms; decision on the approved audit firm to perform an inspection of the Company's activities when deemed necessary;</p> <p>k) Amendment and supplementation of the Company's Articles of Company's Charter;</p> <p>l) The class of shares and the number of newly issued shares for each class of shares, and the transfer of shares by founding shareholders within the first three years from the date of establishment;</p> <p>m) Division, spin-off, merger, consolidation, or conversion of the Company;</p> <p>n) Reorganization and dissolution (liquidation) of the Company, and appointment of the liquidator;</p> <p>o) Decision on the investment or sale of assets valued at 35% or more of the total asset value recorded in the Company's most recent financial statements;</p> <p>p) Decision on the repurchase of more than 10% of the total sold shares of each class;</p> <p>q) <i>Approval of any of the following transactions:</i> <i>(i) Granting of loans or providing guarantees to members of the Board of Directors,</i></p> | |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|--|-----------------------------|
| | <p>the Company's total asset value recorded in the most recent financial statements;</p> <p>r) Approval of transactions stipulated in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government providing detailed regulations on certain articles of the Securities Law;</p> | <p>members of the Supervisory Board, the General Director, other managers who are not shareholders, and related individuals and organizations of such persons. In the case of granting loans or providing guarantees to a related organization of a member of the Board of Directors, a member of the Supervisory Board, the General Director, or another manager, where the Company and such organization (except where the organization is a shareholder of a public company as stipulated in Clause 2, Article 293 of Decree No. 155/2020/ND-CP) are companies operating within a group of companies, such transactions shall be carried out in accordance with Clause 6, Article 43 of these Articles of Company's Charter.</p> <p>(ii) Contracts or transactions between the Company and any of the persons specified in Clause 1, Article 167 of the Enterprise Law with a value of 20% or more, or transactions resulting in the total value of transactions arising within twelve (12) months from the date of the first transaction being 20% or more of the total asset value of the Company recorded in the most recent financial statements.</p> <p>(iii) Loan contracts, transactions, or asset sale transactions between the Company and a shareholder holding 51% or more of the total voting shares or a related person of such shareholder, with a value exceeding 10% of</p> | |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|--|---|---|
| | <p>s) Approval, supplementation, and amendment of the internal corporate governance regulations, the operating regulations of the Board of Directors, and the operating regulations of the Supervisory Board;</p> <p>t) Other matters as prescribed by law and these Articles of Company's Charter.</p> | <p><i>the total asset value recorded in the Company's most recent financial statements.</i></p> <p>r) Approval, supplementation, and amendment of the internal corporate governance regulations, the operating regulations of the Board of Directors, and the operating regulations of the Supervisory Board;</p> <p>s) Other matters as prescribed by law and these Articles of Company's Charter.</p> | |
| 5. | <p>Article 17. Variation of Rights</p> <p>1. Any variation or abrogation of special rights attached to a class of preference shares shall take effect upon approval by shareholders representing at least 65% of the total voting rights of <i>all shareholders attending at the meeting</i>. A resolution of the General Meeting of Shareholders regarding any content that adversely varies the rights and obligations of shareholders holding preference shares shall only be passed if it is approved by preference shareholders of the same class attending at the meeting holding at least 75% of the total preference shares of that class, or if approved by preference shareholders of the same class holding at least 75% of the total preference shares of that class in the case where the resolution is passed in the form of collecting written opinions.</p> | <p>Article 17. Variation of Rights</p> <p>1. Any variation or abrogation of special rights attached to a class of preference shares shall take effect upon approval by shareholders representing at least 65% of the total voting rights of <i>all shareholders attending and voting at the meeting</i>. A resolution of the General Meeting of Shareholders regarding any content that adversely varies the rights and obligations of shareholders holding preference shares shall only be passed if it is approved by preference shareholders of the same class attending at the meeting holding at least 75% of the total preference shares of that class, or if approved by preference shareholders of the same class holding at least 75% of the total preference shares of that class in the case where the resolution is passed in the form of collecting written opinions.</p> | <p>Amendments are made in accordance with Clause 5, Article 7 of the Law amending and supplementing a number of articles of the Law on Public Investment, the Law on Investment under the Public-Private Partnership Method, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax and the Law on Civil Judgment Enforcement No. 03/2022/QH15 dated January 11th, 2022 of the National Assembly.</p> |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|--|---|--|
| 6. | <p>Article 18. Convening of Meetings, Meeting Agenda, and Notice of Meeting of the General Meeting of Shareholders</p> <p>4. Shareholders or groups of shareholders as stipulated in Clause 2, Article 12 of these Articles of Company's Charter have the right to propose matters for inclusion in the agenda of a General Meeting of Shareholders. Proposals must be made in writing and must be sent to the Company no later than five (5) business days prior to the opening date of the meeting. The proposal must clearly state: the shareholder's name, the number of shares of each class held by the shareholder, contact address, nationality, Citizen Identity Card number, People's Identity Card number, Passport number, or other lawful personal identification for individual shareholders; the name, enterprise registration number or establishment decision number, and head office address for corporate shareholders; the number and class of shares held by such shareholder, and the matter proposed for inclusion in the meeting agenda.</p> <p>6. The convener of the General Meeting of Shareholders must accept and include the proposal stipulated in Clause 4 of this Article into the draft agenda and content of the meeting, except in the cases provided for in Clause 5 of this Article; the proposal shall be formally added to</p> | <p>Article 18. Convening of Meetings, Meeting Agenda, and Notice of Meeting of the General Meeting of Shareholders</p> <p>4. Shareholders or groups of shareholders as stipulated in Clause 2, Article 12 of these Articles of Company's Charter have the right to propose matters for inclusion in the agenda of a General Meeting of Shareholders. Proposals must be made in writing and must be sent to the Company no later than three (3) business days prior to the opening date of the meeting. The proposal must clearly state: the shareholder's name, the number of shares of each class held by the shareholder, contact address, nationality, Citizen Identity Card number, People's Identity Card number, Passport number, or other lawful personal identification for individual shareholders; the name, enterprise registration number or establishment decision number, and head office address for corporate shareholders; the number and class of shares held by such shareholder, and the matter proposed for inclusion in the meeting agenda.</p> <p>6. The convener of the General Meeting of Shareholders must accept and include the proposal stipulated in Clause 4 of this Article into the draft agenda and content of the meeting, except in the cases provided for in Clause 5 of this Article; the proposal shall be formally added to</p> | <p>Amended and supplemented to comply with the provisions of Clauses 2 and 3, Article 142 of the Enterprise Law.</p> |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|--|---|
| | the agenda and content of the meeting if approved by the General Meeting of Shareholders. | the agenda and content of the meeting if approved by the General Meeting of Shareholders. <i>In the event that the convener rejects a proposal under Clause 5 of this Article, the convener shall provide a written response stating the reasons therefor no later than two (2) business days prior to the opening date of the General Meeting of Shareholders.</i> | |
| 7. | <p>Article 21. Conditions for the adoption of a Resolution of the General Meeting of Shareholders</p> <p>1. A resolution on the following contents shall be adopted if approved by shareholders representing at least 65% of the total voting rights of <i>all shareholders present at the meeting</i>, except for cases specified in Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises:</p> <p>a) Types of shares and total number of shares of each type;</p> <p>b) Amendment of the company's lines of business and industries;</p> <p>c) Amendment of the company's management structure;</p> <p>d) Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the company's most recent financial statements, unless the company's Charter stipulates a different ratio or value;</p> | <p>Article 21. Conditions for the adoption of a Resolution of the General Meeting of Shareholders</p> <p>1. A resolution on the following contents shall be adopted if approved by shareholders representing at least 65% of the total voting rights of <i>all shareholders present and voting at the meeting</i>, except for cases specified in Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises:</p> <p>a) Types of shares and total number of shares of each type;</p> <p>b) Amendment of the company's lines of business and industries;</p> <p>c) Amendment of the company's management structure;</p> <p>d) Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the company's most recent financial statements, unless the company's Charter stipulates a different ratio or value;</p> | <p>Amendments are made in accordance with Clause 5, Article 7 of the Law amending and supplementing a number of articles of the Law on Public Investment, the Law on Investment under the Public-Private Partnership Method, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax and the Law on Civil Judgment Enforcement No. 03/2022/QH15 dated January 11th, 2022 of the National Assembly.</p> |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|---|--|
| | <p>e) Reorganization or dissolution of the company; f) Extension of the company's term of operation. 2. Other resolutions shall be adopted upon approval by shareholders holding more than 50% of the total voting rights of all shareholders present at the meeting, except for cases specified in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises.</p> <p><i>Note: In the case of election of members of the Board of Directors and the Supervisory Board, if the number of candidates is less than or equal to the number of members of the Board of Directors/Supervisory Board to be elected, the election may be conducted using the cumulative voting method as described above or by regular voting method (agree, disagree, no comment). The approval threshold for resolutions adopted by regular voting method shall be determined in accordance with Clause 2, Article 21 of the Company's Charter.</i></p> | <p>e) Reorganization or dissolution of the company; f) Extension of the company's term of operation. 2. Other resolutions shall be adopted upon approval by shareholders holding more than 50% of the total voting rights of all shareholders present and voting at the meeting, except for cases specified in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises.</p> | |
| 8. | <p>Article 22. Authority and Formalities for Obtaining Shareholders' Written Consent to Approve a Resolution of the General Meeting of Shareholders</p> <p><i>1. The Board of Directors has the authority to obtain shareholders' written consent to approve a</i></p> | <p>Article 22. Authority and Formalities for Obtaining Shareholders' Written Consent to Approve a Resolution of the General Meeting of Shareholders</p> <p><i>1. The Board of Directors has the right to obtain shareholders' written consent to approve a decision of the General Meeting of Shareholders</i></p> | <p>This provision shall be amended to bring it into compliance with the provisions of Clause 1, Article 149 of the Enterprise Law.</p> |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|--|-----------------------------|
| | <p>resolution of the General Meeting of Shareholders regarding the following matters:</p> <p>a) Amendment or supplementation of the contents of the Company's Articles of Company's Charter;</p> <p>b) Approval, supplementation, or amendment of the internal corporate governance regulations, the operating regulations of the Board of Directors, and the operating regulations of the Supervisory Board;</p> <p>c) The Company's development orientation;</p> <p>d) (d) The class of shares and the total number of shares of each class;</p> <p>e) Election, removal, or dismissal of members of the Board of Directors and the Supervisory Board;</p> <p>f) Decision on the investment or sale of assets with a value equal to or greater than 35% of the total asset value recorded in the Company's most recent financial statements;</p> <p>g) Approval of the annual financial statements;</p> <p>h) Reorganization or dissolution of the Company;</p> <p>i) Change of the Company's business lines and sectors;</p> <p>j) Change of the Company's management organizational structure;</p> <p>k) Other matters when the Board of Directors deems it necessary for the interests of the Company.</p> | <p><i>when it deems necessary for the interests of the Company, except for the cases set forth in Clause 2, Article 147 of the Enterprise Law and Clause 1, Article 21 of these Articles of Company's Charter.</i></p> | |
| | | <p>5. The Board of Directors shall count the votes and prepare a vote count minutes in the presence</p> | |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|--|---|-----------------------------|
| | <p>5. The Board of Directors shall count the votes and prepare a vote count minutes in the presence of the Supervisory Board or shareholders who do not hold management positions in the Company. The vote count minutes shall contain the following principal contents:</p> <p>a) Name, head office address, and enterprise registration number;</p> <p>b) Purpose and matters on which opinions are sought for approval of the resolution;</p> <p>c) The number of shareholders with the total <i>number of voting/electing votes</i> participating <i>in the vote/election</i>, distinguishing between valid and invalid <i>voting/electing votes</i>, and the method of submitting <i>voting/electing ballots</i>, accompanied by an appendix listing the shareholders participating <i>in the vote/election</i>;</p> <p>d) The total number of votes in favor, votes against, and abstentions for each matter, <i>and the total number of votes cast for each candidate (if any)</i>;</p> <p>e) The matters approved and the corresponding approval voting ratios;</p> <p>f) Full names and signatures of the Chairperson of the Board of Directors, the vote counter, and the vote counting supervisor.</p> <p>Members of the Board of Directors, the vote counter, and the vote counting supervisor shall be jointly and severally liable for the truthfulness and accuracy of the vote count minutes; they shall</p> | <p>of the Supervisory Board or shareholders who do not hold management positions in the Company. The vote count minutes shall contain the following principal contents:</p> <p>a) Name, head office address, and enterprise registration number;</p> <p>b) Purpose and matters on which opinions are sought for approval of the resolution;</p> <p>c) The number of shareholders with the total <i>number of voting</i> participating <i>in the vote</i>, distinguishing between valid and <i>invalid voting</i>, and the method of submitting <i>voting papers</i>, accompanied by an appendix listing the shareholders participating <i>in the vote</i>;</p> <p>d) The total number of votes in favor, votes against, and abstentions for each matter;</p> <p>e) The matters approved and the corresponding approval voting ratios;</p> <p>f) Full names and signatures of the Chairperson of the Board of Directors, the vote counter, and the vote counting supervisor.</p> <p>Members of the Board of Directors, the vote counter, and the vote counting supervisor shall be jointly and severally liable for the truthfulness and accuracy of the vote count minutes; they shall be jointly and severally liable for any damages</p> | |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|--|---|
| | be jointly and severally liable for any damages arising from decisions approved as a result of dishonest or inaccurate vote counting. | arising from decisions approved as a result of dishonest or inaccurate vote counting. | |
| 9. | <p>Article 34. Enterprise Executives</p> <p>1. The Executives of the Company shall include the General Director, Deputy General Directors, Chief Accountant, and other executives appointed by the Board of Directors.</p> | <p>Article 34. Enterprise Executives</p> <p>1. The Executives of the Company shall include the General Director, Deputy General Directors, Chief Accountant, and the Chief Financial Officer of the Company.</p> | Amended to clarify the provisions regarding Enterprise Executives. |
| 10. | <p>Article 43. Responsibility for honesty and avoidance of conflicts of interest</p> <p>6. A transaction between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, and individuals or organizations related to such persons shall not be void in the following cases:</p> <p>a) For a transaction with a value of less than thirty-five percent (35%) of the total asset value recorded in the most recent financial statements, the material terms of the contract or transaction, as well as the relationships and interests of the relevant member of the Board of Directors, member of the Supervisory Board, General Director, or other manager, have been reported to the Board of Directors and approved by a majority vote of the disinterested members of the Board of Directors;</p> | <p>Article 43. Responsibility for honesty and avoidance of conflicts of interest</p> <p>6. A transaction between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, and individuals or organizations related to such persons shall not be void in the following cases:</p> <p>a) For a transaction with a value of less than twenty percent 20% of the total asset value recorded in the most recent financial statements, the material terms of the contract or transaction, as well as the relationships and interests of the relevant member of the Board of Directors, member of the Supervisory Board, General Director, or other manager, have been reported to the Board of Directors and approved by a majority vote of the disinterested members of the Board of Directors;</p> | <p>- To adjust Clause 6, Article 43 to align with the actual situation of the Company.</p> <p>- Add Clause 7 to Article 43 of the Company's Charter in accordance with the provisions of Clause 83, Article 1 of Decree No. 245/2025/NĐ-CP dated September 11th, 2025, of the Government on amendments and supplements to certain articles of Decree No. 155/2020/NĐ-CP dated December 31st, 2020, of the Government providing detailed regulations on the implementation of certain articles of the Law on Securities.</p> |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|--|-----------------------------|
| | <p>b) For a transaction with a value of thirty-five percent (35%) or more, or a transaction that results in the aggregate value of transactions arising within twelve (12) months from the date of the first transaction being thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statements, the material terms of such transaction, as well as the relationships and interests of the relevant member of the Board of Directors, member of the Supervisory Board, General Director, or other manager, have been disclosed to the shareholders and approved by a vote of the disinterested shareholders at the General Meeting of Shareholders;</p> <p>c) A contract or transaction involving a loan or sale of assets with a value exceeding ten percent (10%) of the total asset value recorded in the most recent financial statements, entered into between the Company and a shareholder holding fifty-one percent (51%) or more of the total voting shares or a related person of such shareholder, has been disclosed to the shareholders and approved by a vote of the disinterested shareholders at the General Meeting of Shareholders.</p> <p>7. (None)</p> | <p>b) For a transaction with a value of twenty percent 20% or more, or a transaction that results in the aggregate value of transactions arising within twelve (12) months from the date of the first transaction being twenty percent 20% or more of the total asset value recorded in the most recent financial statements, the material terms of such transaction, as well as the relationships and interests of the relevant member of the Board of Directors, member of the Supervisory Board, General Director, or other manager, have been disclosed to the shareholders and approved by a vote of the disinterested shareholders at the General Meeting of Shareholders;</p> <p>c) A contract or transaction involving a loan or sale of assets with a value exceeding ten percent 10% of the total asset value recorded in the most recent financial statements, entered into between the Company and a shareholder holding fifty-one percent 51% or more of the total voting shares or a related person of such shareholder, has been disclosed to the shareholders and approved by a vote of the disinterested shareholders at the General Meeting of Shareholders.</p> | |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|--|---|
| | | <p><i>7. The General Director must not be a related person of the enterprise managers, controllers of the company and the parent company, the representative of the state capital contribution or the representative of the capital contribution of the enterprise in the company and the parent company as prescribed in Point d, Clause 46, Article 4 of the Law on Securities.</i></p> | |
| 11. | <p>Article 47. Profit Distribution</p> <p>4. In case dividends or other amounts related to a class of shares are paid in cash, the Company shall pay them in Vietnamese Dong. Payment may be made directly or through banks based on detailed bank account information provided by the shareholder. If the Company has made a transfer in accordance with the detailed bank account information provided by the shareholder and such shareholder does not receive the money, the Company shall not be liable for the amount transferred to such shareholder. The payment of dividends for shares registered for trading/listing on a stock exchange may be carried out through a securities company or the <i>Vietnam Securities Depository Center/Vietnam Securities Depository and Clearing Corporation</i>.</p> | <p>Article 47. Profit Distribution</p> <p>4. In case dividends or other amounts related to a class of shares are paid in cash, the Company shall pay them in Vietnamese Dong. Payment may be made directly or through banks based on detailed bank account information provided by the shareholder. If the Company has made a transfer in accordance with the detailed bank account information provided by the shareholder and such shareholder does not receive the money, the Company shall not be liable for the amount transferred to such shareholder. The payment of dividends for shares registered for trading/listing on a stock exchange may be carried out through a securities company or the <i>Vietnam Securities Depository and Clearing Corporation</i>.</p> | <p>Delete the content “Vietnam Securities Depository Center” as it has been transformed into the Vietnam Securities Depository and Clearing Corporation under Decision No. 26/2022/QĐ-TTg dated December 16, 2022 of the Prime Minister on the establishment, organization and operation of the Vietnam Securities Depository and Clearing Corporation.</p> |

2. Contents of amendments and additions to the Internal Regulations on Company Governance:

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|--|--|--|
| 1. | <p>Article 2. Explanation of terms and abbreviations</p> <p>2. Enterprise Law means the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;</p> <p>3. Securities Law means the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;</p> <p>5. Enterprise Executives means the General Director, Deputy General Directors, Chief Accountant, and other executives appointed by the Board of Directors;</p> <p>18. VSD means the Vietnam Securities Depository / Vietnam Securities Depository and Clearing Corporation.</p> | <p>Article 2. Explanation of terms and abbreviations</p> <p>2. Enterprise Law means the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025;</p> <p>3. Securities Law means the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;</p> <p>5. Enterprise Executives means the General Director, Deputy General Directors, Chief Accountant, and the Chief Financial Officer of the Company;</p> <p>18. VSDC means the Vietnam Securities Depository and Clearing Corporation.</p> | <p>- Clauses 2, 3, and 5 of Article 2 shall be amended to comply with current legal regulations.</p> <p>- The phrase "Vietnam Securities Depository" shall be deleted as it has been converted into the Vietnam Securities Depository and Clearing Corporation under Decision No. 26/2022/QĐ-TTg dated December 16, 2022, of the Prime Minister on the establishment, organization, and operation of the Vietnam Securities Depository and Clearing Corporation.</p> |
| 2. | <p>Article 4. Authority to Convene the General Meeting of Shareholders</p> <p>The Board of Directors shall convene a General Meeting of Shareholders within sixty (60) days from the date on which the number of remaining members of the Board of Directors or the number of remaining Supervisors falls below the threshold as stipulated in Clause 3(b) of Article 14 of the Company's Charter, or from the date of</p> | <p>Article 4. Authority to Convene the General Meeting of Shareholders</p> <p>The Board of Directors shall convene a General Meeting of Shareholders within thirty (30) days from the date on which the number of remaining members of the Board of Directors or the number of remaining Supervisors falls below the threshold as stipulated in Clause 3(b) of Article 14 of the Company's Charter, or from the date of</p> | <p>Adjusted in accordance with the provisions of Clause 2, Article 140 of the Enterprise Law.</p> |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|---|---|
| | receipt of a request referred to in Clause 3(c) and Clause 3(d) of Article 14 of the Company's Charter. | receipt of a request referred to in Clause 3(c) and Clause 3(d) of Article 14 of the Company's Charter. | |
| 3. | <p>Article 6. Preparation of the list of shareholders entitled to attend the meeting and notification of the record date for determining shareholders entitled to attend the General Meeting of Shareholders.</p> <p>2. The Company shall carry out the procedures for preparing the list of shareholders and related procedures in accordance with the regulations of the Vietnam Securities Depository Center/ Vietnam Securities Depository and Clearing Corporation or other applicable legal regulations (applicable when the Company's securities are not yet registered at VSDC).</p> | <p>Article 6. Preparation of the list of shareholders entitled to attend the meeting and notification of the record date for determining shareholders entitled to attend the General Meeting of Shareholders.</p> <p>2. The Company shall carry out the procedures for preparing the list of shareholders and related procedures in accordance with the regulations of the Vietnam Securities Depository and Clearing Corporation or other applicable legal regulations.</p> | <p>- Delete the content "Vietnam Securities Depository Center" as it has been transformed into the Vietnam Securities Depository and Clearing Corporation under Decision No. 26/2022/QĐ-TTg dated December 16, 2022 of the Prime Minister on the establishment, organization and operation of the Vietnam Securities Depository and Clearing Corporation.</p> <p>- The company has now registered its securities with VSDC.</p> |
| 4. | <p>Article 8. Agenda and Content of the General Meeting of Shareholders</p> <p>1. A shareholder or group of shareholders as stipulated in Clause 2, Article 12 of the Company's Charter shall have the right to propose matters for inclusion in the agenda of a General Meeting of Shareholders. Such proposal must be made in writing and must be sent to the Company no later than five (5) business days prior to the</p> | <p>Article 8. Agenda and Content of the General Meeting of Shareholders</p> <p>1. A shareholder or group of shareholders as stipulated in Clause 2, Article 12 of the Company's Charter shall have the right to propose matters for inclusion in the agenda of a General Meeting of Shareholders. Such proposal must be made in writing and must be sent to the Company no later than three (3) business days prior to the</p> | <p>Amended to comply with the provisions of Clause 2, Article 142 of the Enterprise Law and the Company's Charter.</p> |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|--|--|
| | <p>opening date of the meeting. The proposal must clearly state: the shareholder's name, the number of shares of each class held by the shareholder, contact address, nationality, Citizen Identity Card number, People's Identity Card number, Passport number, or other lawful personal identification for individual shareholders; the name, enterprise registration number or establishment decision number, and head office address for corporate shareholders; the number and class of shares held by such shareholder; and the matter proposed for inclusion in the meeting agenda.</p> | <p>opening date of the meeting. The proposal must clearly state: the shareholder's name, the number of shares of each class held by the shareholder, contact address, nationality, Citizen Identity Card number, People's Identity Card number, Passport number, or other lawful personal identification for individual shareholders; the name, enterprise registration number or establishment decision number, and head office address for corporate shareholders; the number and class of shares held by such shareholder; and the matter proposed for inclusion in the meeting agenda.</p> | |
| 5. | <p>Article 12. Matters Approved at the General Meeting of Shareholders</p> <p><i>19. The Company's entry into contracts or transactions with the persons specified in Clause 1, Article 167 of the Enterprise Law, with a value equal to or greater than 35% of the Company's total asset value recorded in its most recent financial statements;</i></p> <p><i>20. Approval of transactions stipulated in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government providing detailed regulations on certain articles of the Securities Law;</i></p> | <p>Article 12. Matters Approved at the General Meeting of Shareholders</p> <p><i>19. Approval of any of the following transactions:</i></p> <p><i>a. Granting of loans or providing guarantees to members of the Board of Directors, members of the Supervisory Board, the General Director, other managers who are not shareholders, and related individuals and organizations of such persons. In the case of granting loans or providing guarantees to a related organization of a member of the Board of Directors, a member of the Supervisory Board, the General Director, or another manager, where the Company and such organization (except where the organization is a shareholder of a public company as stipulated in Clause 2, Article 293 of Decree No. 155/2020/ND-CP) are</i></p> | <p>Amended to align with the actual situation of the Company and the provisions of Article 293 of Decree No. 155/2020/ND-CP and the Company's Charter.</p> |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|---|---|
| | <p>21. Approval, supplementation, and amendment of the internal corporate governance regulations, the operating regulations of the Board of Directors, and the operating regulations of the Supervisory Board;</p> <p>22. Other matters as prescribed by law and the Company's Charter.</p> | <p><i>companies operating within a group of companies, such transactions shall be carried out in accordance with Clause 6, Article 43 of the Charter.</i></p> <p><i>b. Contracts or transactions between the Company and any of the persons specified in Clause 1, Article 167 of the Enterprise Law with a value of 20% or more, or transactions resulting in the total value of transactions arising within twelve (12) months from the date of the first transaction being 20% or more of the total asset value of the Company recorded in the most recent financial statements.</i></p> <p><i>c. Loan contracts, transactions, or asset sale transactions between the Company and a shareholder holding 51% or more of the total voting shares or a related person of such shareholder, with a value exceeding 10% of the total asset value recorded in the Company's most recent financial statements.</i></p> <p>20. Approval, supplementation, and amendment of the internal corporate governance regulations, the operating regulations of the Board of Directors, and the operating regulations of the Supervisory Board;</p> <p>21. Other matters as prescribed by law and the Company's Charter.</p> | |
| 6. | <p>Article 13. Conditions for the adoption of a resolution <i>(Pursuant to the provisions of Article 21 of the</i></p> | <p>Article 13. Conditions for the adoption of a resolution <i>(Pursuant to the provisions of Article 21 of the</i></p> | <p>Amendments are made in accordance with Clause 5, Article 7 of the Law amending</p> |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|--|--|--|
| | <p><i>company's charter</i>)</p> <p>1. A resolution on the following contents shall be adopted if approved by shareholders representing at least 65% of the total voting rights of <i>all shareholders present at the meeting</i>, except for cases specified in Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises:</p> <p>a) Types of shares and total number of shares of each type;</p> <p>b) Amendment of the company's lines of business and industries;</p> <p>c) Amendment of the company's management structure;</p> <p>d) Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the company's most recent financial statements;</p> <p>e) Reorganization or dissolution of the company;</p> <p>f) Extension of the company's term of operation;</p> <p>2. Other resolutions shall be adopted upon approval by shareholders holding more than 50% of the total voting rights of <i>all shareholders present at the meeting</i>, except for cases specified in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises.</p> <p>In the case of election of members of the Board of Directors and the Supervisory Board, if the number of candidates is less than or equal to the</p> | <p><i>company's charter</i>)</p> <p>1. A resolution on the following contents shall be adopted if approved by shareholders representing at least 65% of the total voting rights of <i>all shareholders present and voting at the meeting</i>, except for cases specified in Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises:</p> <p>a) Types of shares and total number of shares of each type;</p> <p>b) Amendment of the company's lines of business and industries;</p> <p>c) Amendment of the company's management structure;</p> <p>d) Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the company's most recent financial statements;</p> <p>e) Reorganization or dissolution of the company;</p> <p>f) Extension of the company's term of operation.</p> <p>2. Other resolutions shall be adopted upon approval by shareholders holding more than 50% of the total voting rights of <i>all shareholders present and voting at the meeting</i>, except for cases specified in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises.</p> <p>In the case of election of members of the Board of Directors and the Supervisory Board, if the</p> | <p>and supplementing a number of articles of the Law on Public Investment, the Law on Investment in the form of Public-Private Partnership, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax and the Law on Civil Judgment Enforcement No. 03/2022/QH15 dated January 11th, 2022 of the National Assembly and Article 21 of the Company's Charter.</p> |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|--|---|
| | <p>number of members of the Board of Directors/Supervisory Board to be elected, the election of members of the Board of Directors/Supervisory Board may be conducted using the cumulative voting method as prescribed in Clause 3, Article 148 of the Law on Enterprises or by regular voting method (agree, disagree, no comment). The approval threshold for resolutions adopted by regular voting method shall be determined in accordance with Clause 2, Article 21 of the Company's Charter.</p> | <p>number of candidates is less than or equal to the number of members of the Board of Directors/Supervisory Board to be elected, the election of members of the Board of Directors/Supervisory Board may be conducted using the cumulative voting method as described in Clause 3, Article 148 of the Law on Enterprises or by regular voting method (agree, disagree, no comment). The approval threshold for resolutions adopted by regular voting method shall be determined in accordance with Clause 2, Article 21 of the Company's Charter.</p> | |
| 7. | <p>Article 22. Voting Method at an In-Person General Meeting of Shareholders <i>(Pursuant to the regulations in the Rules of Procedure for the General Meeting of Shareholders)</i></p> <p>The voting process shall be conducted by voting cards/voting paper of agree, disagree and no comment.</p> <p>For sensitive matters and upon shareholders's request, the Company must appoint an independent organization to collect and count the votes.</p> | <p>Article 22. Voting Method at an In-Person General Meeting of Shareholders <i>(Pursuant to the regulations in the Rules of Procedure for the General Meeting of Shareholders)</i></p> <p>The voting process shall be conducted by voting cards/voting paper of agree, disagree and no comment, and election paper.</p> <p>For sensitive matters and upon shareholders's request, the Company must appoint an independent organization to collect and count the votes.</p> | <p>Add the content "election paper" to include all types of ballots that need to be counted at the Shareholders's General Meeting.</p> |
| 8. | <p>Article 24. Provision of Login Information and Conducting Electronic Voting</p> | <p>Article 24. Providing login information and conducting electronic voting.</p> | <p>Amend to conform with Clause 18, Article 2 of the Internal Regulations on Corporate</p> |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|--|---|
| | <p>2. When a delegate requests that login information be provided again, the Meeting Organizing Committee may provide such information through the following methods: directly, or via email/telephone. The provision of login information via email or telephone shall only be carried out based on the shareholder information from the list of shareholders entitled to vote prepared by the Vietnam Securities Depository Center according to the Company's notice of exercise of rights.</p> | <p>2. When a delegate requests that login information be provided again, the Meeting Organizing Committee may provide such information through the following methods: directly, or via email/telephone. The provision of login information via email or telephone shall only be carried out based on the shareholder information from the list of shareholders entitled to vote prepared by the VSDC according to the Company's notice of exercise of rights.</p> | <p>Governance under the new name of VSDC.</p> |
| 9. | <p>Article 28. Method of Online Voting</p> <p>2. Method of Voting in Elections:</p> <p>- Cumulative voting method: Unless otherwise provided by the Company's Charter, voting for the election of members of the Board of Directors and the Supervisory Board shall be conducted in accordance with the cumulative voting method (either straight cumulative voting or weighted cumulative voting). Accordingly, a Delegate shall cast their vote by marking the "Cumulative Voting" box or clearly indicating the number of votes in the "Number of Votes" box for each respective candidate on the electronic ballot as installed in the electronic voting system. Thereafter, the Delegate shall confirm their vote to allow the electronic voting system to record the results.</p> | <p>Article 28. Method of Online Voting</p> <p>2. Method of Voting in Elections: Voting for the election of members of the Board of Directors and the Supervisory Board must be conducted in accordance with the cumulative voting method (either straight cumulative voting or weighted cumulative voting). Accordingly, a Delegate shall cast their vote by marking the "Cumulative Voting" box or clearly indicating the number of votes in the "Number of Votes" box for each respective candidate on the electronic ballot as installed in the electronic voting system. Thereafter, the Delegate shall confirm their vote to allow the electronic voting system to record the results.</p> | <p>Amended to comply with the provisions of the Enterprise Law and the Company's Charter.</p> |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|--|---|--|
| | <p>- Regular voting method (if applicable): Shall be carried out in accordance with the voting regulations set forth in Clause (a) of this Article.</p> | | |
| 10. | <p>Article 37. Cases Where Shareholders' Written Consent May Be Obtained (Pursuant to the provisions of Article 22 of the Company's Charter)</p> <p><i>The following matters may be approved by way of obtaining shareholders' written consent:</i></p> <ul style="list-style-type: none"> a) Amendment or supplementation of the contents of the Company's Charter; b) Approval, supplementation, or amendment of the internal corporate governance regulations, the operating regulations of the Board of Directors, and the operating regulations of the Supervisory Board; c) The Company's development orientation; d) The class of shares and the total number of shares of each class; e) Election, removal, or dismissal of members of the Board of Directors and the Supervisory Board; f) Investment projects or the sale of assets with a value equal to or greater than 35% of the total asset value recorded in the Company's most recent financial statements; g) Approval of the annual financial statements; h) Reorganization or dissolution of the Company; | <p>Article 37. Cases Where Shareholders' Written Consent May Be Obtained (Pursuant to the provisions of Article 22 of the Company's Charter)</p> <p><i>The Board of Directors has the right to obtain shareholders' written consent to approve a decision of the General Meeting of Shareholders when it deems necessary for the interests of the Company, except for the cases set forth in Clause 2, Article 147 of the Enterprise Law and Clause 1, Article 21 of the Company's Charter.</i></p> | <p>Amended to comply with the provisions of Clause 1, Article 149 of the Enterprise Law.</p> |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|---|---|
| 11. | <p>Article 38. Cases Where Written Consent May Not Be Obtained</p> <p>The Board of Directors may obtain shareholders' written consent in all cases when it deems necessary, except for the organization of the Annual General Meeting of Shareholders.</p> | <p>Article 38. Removed</p> | <p>Repealed to comply with the provisions of Clause 1, Article 149 of the Enterprise Law.</p> |
| 12. | <p>Article 39. Sequence and Procedures for the General Meeting of Shareholders to Adopt a Resolution by Way of Obtaining Written Consent</p> | <p>Article 39. Sequence and Procedures for Adopting a Resolution of the General Meeting of Shareholders by Way of Obtaining Written Consent</p> | <p>The title of this Article shall be amended to reflect its content.</p> |
| 13. | <p>Article 42. Number, Term and Structure of the Board of Directors</p> <p>3. The structure of the Board of Directors is as follows:</p> <p>a. The structure of the Company's Board of Directors must ensure that at least one-third (1/3) of the total number of Board members are non-executive members. The Company shall minimize the number of Board members concurrently holding executive positions in the Company to ensure the independence of the Board of Directors.</p> | <p>Article 42. Number, Term and Structure of the Board of Directors</p> <p>3. The structure of the Board of Directors is as follows:</p> <p>a. The structure of the Company's Board of Directors must ensure that at least one member is a non-executive member. The Company shall minimize the number of Board members concurrently holding executive positions in the Company to ensure the independence of the Board of Directors.</p> | <p>Amendments in accordance with the provisions of Clause 79, Article 1 of Decree No. 245/2025/ND-CP dated September 11th, 2025, of the Government on amendments and supplements to certain articles of Decree No. 155/2020/ND-CP dated December 31st, 2020, of the Government providing detailed regulations on the implementation of certain articles of the Law on Securities.</p> |
| 14. | <p>Article 43. Standards and conditions for Board of Directors members</p> | <p>Article 43. Standards and conditions for Board of Directors members</p> | <p>Amendments in accordance with the provisions of Clause 78, Article 1 of Decree No.</p> |

The English translation is for informational purposes only and is not a substitute for the official policy. In case of any discrepancy between the Vietnamese and English version, the Vietnamese version shall prevail.

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|--|---|
| | 3. A member of the Board of Directors of a public company may simultaneously serve as <i>a member of the Board of Directors</i> of no more than 05 other companies. | 3. A member of the Board of Directors of a public company may simultaneously serve as <i>a member of the Board of Directors or a member of the Members's Council</i> of no more than 05 other companies. | 245/2025/NĐ-CP dated September 11 th , 2025, of the Government on amendments and supplements to certain articles of Decree No. 155/2020/NĐ-CP dated December 31 st , 2020, of the Government providing detailed regulations on the implementation of certain articles of the Law on Securities. |
| 15. | <p>Article 45. Method of Electing Members of the Board of Directors</p> <p>2. If the number of candidates is less than or equal to the number of members of the Board of Directors to be elected, the election of members of the Board of Directors may be conducted either in accordance with the cumulative voting method stipulated in Clause 3, Article 148 of the Enterprise Law, or in accordance with the regular voting method (approve, disapprove, abstain). The approval voting ratio under the regular voting method shall be determined in accordance with Clause 2, Article 21 of the Company's Charter.</p> | <p>Article 45. Method of Electing Members of the Board of Directors</p> <p>2. Removed</p> | Removed to comply with the provisions of Clause 1, Article 149 of the Enterprise Law and the Company's Charter. |

3. Amendments and additions to the Regulations on the Operation of the Board of Directors:

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|--|--|---|
| 1. | <p>Article 6. Number, Term, and Structure of the Board of Directors</p> <p>4. Structure of the Board of Directors:</p> <p>The structure of the Company's Board of Directors must ensure that at least one-third of the total number of Board members are non-executive members. The Company shall minimize the number of Board members concurrently holding executive positions in the Company to ensure the independence of the Board of Directors.</p> | <p>Article 6. Number, Term, and Structure of the Board of Directors</p> <p>4. Structure of the Board of Directors:</p> <p>The structure of the Company's Board of Directors must ensure that at least one member is a non-executive member. The Company shall minimize the number of Board members concurrently holding executive positions in the Company to ensure the independence of the Board of Directors.</p> | <p>Amendments in accordance with the provisions of Clause 79, Article 1 of Decree No. 245/2025/ND-CP dated September 11th, 2025, of the Government on amendments and supplements to certain articles of Decree No. 155/2020/ND-CP dated December 31st, 2020, of the Government providing detailed regulations on the implementation of certain articles of the Law on Securities.</p> |
| 2. | <p>Article 10. Method of Election, Removal, and Dismissal of Members of the Board of Directors</p> <p>6. If the number of candidates is less than or equal to the number of members of the Board of Directors to be elected, the election of members of the Board of Directors may be conducted either in accordance with the cumulative voting method as stipulated in Clause 3, Article 148 of the Enterprise Law, or in accordance with the regular voting method (approve, disapprove, abstain). The approval voting ratio under the regular voting</p> | <p>Article 10. Method of Election, Removal, and Dismissal of Members of the Board of Directors</p> <p>6. Removed</p> | <p>Clause 6, Article 10 is hereby Removed to comply with the provisions of Clause 1, Article 149 of the Enterprise Law and the Company's Charter.</p> |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|--|--|---|
| | method shall be determined in accordance with Clause 2, Article 21 of the Company's Charter. | | |
| 3. | <p>Article 13. Duties and Powers of the Board of Directors in Approving and Executing Contracts and Transactions</p> <p>1. The Board of Directors shall approve contracts and transactions with a value of less than 35%, or transactions resulting in the aggregate value of transactions arising within twelve (12) months from the date of the first transaction being less than 35% of the total asset value recorded in the most recent financial statements, or such other lower percentage or value as prescribed in the Company's Charter, between the Company and any of the following persons:</p> <ul style="list-style-type: none"> - Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and related persons of such persons; - Shareholders or authorized representatives of shareholders holding more than 10% of the total ordinary share capital of the Company, and their related persons; - Enterprises related to the persons specified in Clause 2, Article 164 of the Enterprise Law. | <p>Article 13. Duties and Powers of the Board of Directors in Approving and Executing Contracts and Transactions</p> <p>1. The Board of Directors shall approve contracts and transactions with a value of less than 35%, or transactions resulting in the aggregate value of transactions arising within twelve (12) months from the date of the first transaction being less than 35% of the total asset value recorded in the most recent financial statements, or such other lower percentage or value as prescribed in the Company's Charter, between the Company and any of the following persons:</p> <ul style="list-style-type: none"> - Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and related persons of such persons; - Shareholders or authorized representatives of shareholders holding more than 10% of the total ordinary share capital of the Company, and their related persons; - Enterprises related to the persons specified in Clause 2, Article 164 of the Enterprise Law. <p>2. The Board of Directors shall approve the granting of loans or provision of guarantees to a related organization of a member of the Board of Directors, a member of the Supervisory Board, the General Director, other enterprise</p> | <p>Clause 2 of Article 13 is hereby supplemented to bring it into compliance with the provisions of Clause 4, Article 293 of Decree No. 155/2020/ND-CP and the Company's Charter.</p> |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|---|-----------------------------|
| | <p>2. The Board of Directors shall approve contracts, loan agreements, borrowing agreements, and asset sale transactions with a value less than or equal to 10% of the total asset value of the Company recorded in the most recent financial statements, entered into between the Company and a shareholder holding 51% or more of the total voting shares or a related person of such shareholder.</p> <p>3. The Company's representative executing a contract or transaction must notify the members of the Board of Directors and the members of the Supervisory Board of the related parties with respect to such contract or transaction, and shall attach a draft contract or the principal terms of the</p> | <p>managers, or other enterprise executives, where the Company and such organization (except where the organization is a shareholder of a public company as stipulated in Clause 2, Article 293 of Decree No. 155/2020/NĐ-CP) are companies operating within a group of companies, for transactions with a value of less than 20% of the total asset value recorded in the most recent financial statements. The material terms of the contract or transaction, as well as the relationships and interests of the relevant member of the Board of Directors, member of the Supervisory Board, General Director, other manager, or other enterprise executives, must be reported to the Board of Directors and approved by a majority vote of the disinterested members of the Board of Directors.</p> <p>3. The Board of Directors shall approve contracts, loan agreements, borrowing agreements, and asset sale transactions with a value less than or equal to 10% of the total asset value of the Company recorded in the most recent financial statements, entered into between the Company and a shareholder holding 51% or more of the total voting shares or a related person of such shareholder.</p> <p>4. The Company's representative executing a contract or transaction must notify the members of the Board of Directors and the members of the Supervisory Board of the related parties with respect to such contract or transaction, and shall attach a draft contract or the principal terms of the</p> | |

| No. | Current content | Amendments and additions | Basis/Reason for adjustment |
|-----|---|---|-----------------------------|
| | <p>transaction. The Board of Directors shall decide on the approval of the contract or transaction within fifteen (15) days from the date of receipt of such notice, unless the Company's Charter provides for a different time limit; members of the Board of Directors who have an interest related to any party to the contract or transaction shall not have the right to vote.</p> | <p>transaction. The Board of Directors shall decide on the approval of the contract or transaction within fifteen (15) days from the date of receipt of such notice, unless the Company's Charter provides for a different time limit; members of the Board of Directors who have an interest related to any party to the contract or transaction shall not have the right to vote.</p> | |

