

**TASECO LAND INVESTMENT
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 519/2025/CBTT-TASECO LAND

Hanoi, April 16, 2025

**INFORMATION DISCLOSURE ON THE WEBSITE
OF HANOI STOCK EXCHANGE**

To: Hanoi Stock Exchange.

1. Organization name: TASECO LAND INVESTMENT ,JSC

Stock code: TAL

Head office address: 1st Floor, Building NO2 - T1, Diplomatic Corps, Xuan Tao Street, Xuan Tao Ward, Bac Tu Liem District, Hanoi City.

Phone: 024 3793 2525

Fax: 024 3793 2626

2. Information disclosure contents:

Official letter updating the contents of the 2025 Annual General Meeting of Shareholders documents.

3. This information was published on the Company's website on April ..., 2025 at the link: <https://tasecoland.vn/vi/document-category/dai-hoi-dong-co-dong-vi/>

We hereby commit that the information published above is true and take full legal responsibility for the content of the published information. ✓

Attached documents:

- Official letter No.518 /2025/CV-
TASECOLAND dated April 16, 2025.

**AUTHORIZED PERSON TO DISCLOSURE
INFORMATION
DEPUTY GENERAL MANAGER**



Cao Thi Lan Huong

**TASECO LAND INVESTMENT
JOINT STOCK COMPANY**

No.: 518/2025/CV-TASECOLAND
Re: Updating the contents of the 2025
Annual General Meeting of Shareholders
Documents

**SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

Hanoi, April 16, 2025

**Dear: - Hanoi Stock Exchange;
- Esteemed Shareholders of Taseco Land Investmen .,JSC.**

Taseco Land Investment Joint Stock Company (“Company”) announced the documents of the 2025 Annual General Meeting of Shareholders to the agency and Shareholders and posted them on the Company’s website at <https://tasecoland.vn> as prescribed by law on March 28, 2025 .

However, due to some contents that need adjustment to ensure that shareholders have the fullest and most accurate access to the documents related to the 2025 Annual General Meeting of Shareholders to be held on April 21, 2025, of the Company. Therefore, we make this official letter to request to update the documents of the 2025 Annual General Meeting of Shareholders. Specifically as follows:

I. Content before updated

1. Genda for the 2025 Annual General Meeting of Shareholders

“17h25~17h35: - Announcement of vote counting results.

- *Introduction of the newly elected Board of Directors and Board of Supervisors for the 2025 – 2030 term.”*

2. Report on the Company's business performance and the Board of Directors' activities in 2024; the Company's business plan and the Board of Directors' activities in 2025

A. “BUSINESS PERFORMANCE AND ACTIVITIES OF THE BOD IN 2024

I. BUSINESS RESULTS

1. Key Business Indicators

...

In 2024, the Company successfully transferred the B3-CC2A project, a 1.3-hectare site in the Tay Ho Tay urban area to a foreign investor through a share transfer, resulting in financial revenue of VND 556 billion. This amount is classified under financial income and is therefore not included in consolidated revenue.

Compared to the business plan approved by the 2024 Annual GMS, the Company achieved 55.4% of the revenue target and 142.6% of the consolidated profit before tax

target, in comparison to 2023, revenue and profit before tax reached 52% and 158%, respectively. Revenue from core business activities fell short of expectations due to the continued difficulties in the real estate market, where low liquidity hampered sales performance. In response, the Company adopted a flexible approach, focusing on completing the legal and transactional procedures for transferring the B3-CC2A project in order to fulfill profit targets and secure funding for project investments...”.

3. The details of the amendments and supplements are specified in the Appendix (Attached to Proposal No. 03/2025/TTr-HDQT dated March 28th, 2025)

No.	Amended and Supplemented Provisions	Proposed Amended and Supplemented Charter Content
4	Article 15	<p>Article 15. Rights and obligations of the General Meeting of Shareholders</p> <p>15.1. The General Meeting of Shareholders has the following rights and obligations:</p> <ul style="list-style-type: none"> a. Through the Company's development orientation; b. Decide on the types of shares and the total number of shares of each type that are allowed to be offered for sale; decide on the annual dividend rate for each type of shares; c. Elect, dismiss, remove members of the Board of Directors, members of the Board of Supervisors; d. Deciding to invest, participate in bidding, <u>auctioning</u>, buying, selling, transferring, receiving transfers of projects and assets with a value equal to or greater than three (03) times the total value of the Company's assets recorded in the most recent <u>audited/reviewed financial statements</u> (including investment activities in the form of BCC, BOT, BT, BTO contracts...; contributing capital to establish a company, buying/selling shares); e. Decision to amend and supplement the Company Charter; f. Through audited annual financial statements; g. Decision to buy back more than 10% of total sold shares of each type; h. Review and handle violations by members of the Board of Directors and members of the Board of Supervisors that cause damage to the Company and its shareholders; i. Decision to reorganize and dissolve the Company; j. Decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors and the Board of Supervisors; k. Approve the internal governance regulations; Regulations on the operation of the Board of Directors and the Board of Supervisors; l. Approve the list of approved auditing firms; decide on the approved auditing firm to conduct audits of the Company's operations, and dismiss approved auditors when deemed necessary; m. Other rights and obligations as prescribed by law. <p>15.2. The General Meeting of Shareholders discusses and approves the following issues:</p> <ul style="list-style-type: none"> a. The Company's annual business plan; b. Audited annual financial statements;

No.	Amended and Supplemented Provisions	Proposed Amended and Supplemented Charter Content
		<p>c. Report of the Board of Directors on the management and performance of the Board of Directors and each member of the Board of Directors;</p> <p>d. Report of the Board of Supervisors on the Company's business results, performance of the Board of Directors and General Director;</p> <p>e. Self-assessment report on performance of the Board of Supervisors and members of the Board of Supervisors;</p> <p>f. Dividend level for each share of each type;</p> <p>g. Number of members of the Board of Directors and Board of Supervisors;</p> <p>h. Elect, dismiss, remove members of the Board of Directors, members of the Board of Supervisors;</p> <p>i. Decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors and Board of Supervisors;</p> <p>j. Approve the list of approved auditing firms; decide on approved auditing firms to conduct audits of the company's operations when deemed necessary;</p> <p>k. Supplement and amend the Company Charter;</p> <p>l. Types of shares and number of new shares issued for each type of shares and transfer of shares by founding members within the first 03 years from the date of establishment;</p> <p>m. Division, separation, consolidation, merger or conversion of the Company;</p> <p>n. Reorganize and dissolve (liquidate) the Company and appoint a liquidator;</p> <p>o. Decision to invest, participate in bidding, <u>auction</u>, purchase, sale, transfer, and receive transfer of projects and assets with a value equal to or greater than three (03) times the total value of the Company's assets recorded in the most recent <u>audited/reviewed financial statements</u> (including investment activities in the form of BCC, BOT, BT, BTO contracts...; capital contribution to establish a company, purchase/sale of shares)</p> <p>p. Decision to buy back more than 10% of total sold shares of each type;</p> <p>q. The Company signs contracts and transactions with the subjects specified in Clause 1, Article 167 of the Enterprise Law with a value equal to or greater than 35% of the total value of the Company's assets recorded in the most recent financial report;</p> <p>r. Approve the transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;</p> <p>s. Approve the internal regulations on corporate governance, regulations on the operation of the Board of Directors, regulations on the operation of the Board of Supervisors;</p> <p>t. Other issues as prescribed by law and this Charter.</p> <p>15.3. All resolutions and issues included in the meeting agenda must be discussed and voted on at the General Meeting of Shareholders.</p>

II. Content after updated

1. Genda for the 2025 Annual General Meeting of Shareholders

“17h25~17h35: - Announcement of vote counting results.”

2. Report on the Company's business performance and the Board of Directors' activities in 2024; the Company's business plan and the Board of Directors' activities in 2025

B. “BUSINESS PERFORMANCE AND ACTIVITIES OF THE BOD IN 2024

II. BUSINESS RESULTS

2. Key Business Indicators

...

In 2024, , the Company completed the transfer of all shares in the enterprises owning the B2-CC4 and B3-CC2A projects in the Tay Ho Tay urban area to foreign investors, resulting in 887 billion VND in financial revenue.

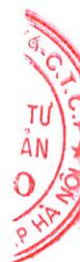
Compared to the business plan approved by the 2024 Annual GMS, the Company achieved 55.4% of the revenue target and 142.6% of the consolidated profit before tax target, in comparison to 2023, revenue and profit before tax reached 52% and 140%, respectively. Revenue from core business activities fell short of expectations due to the continued difficulties in the real estate market, where low liquidity hampered sales performance. Therefore, the Company has flexibly shifted its focus to expedite the procedures for transferring shares in project-owning enterprises in order to fulfill profit targets and secure funding for project investments...”.

3. The details of the amendments and supplements are specified in the Appendix (Attached to Proposal No. 03/2025/TTr-HDQT dated March 28th, 2025)

No.	Amended and Supplemented Provisions	Proposed Amended and Supplemented Charter Content
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No.	Amended and Supplemented Provisions	Proposed Amended and Supplemented Charter Content
		<p>selling, transferring, receiving transfers of projects and assets with a value equal to or greater than three (03) times the total value of the Company's assets recorded in the most recent <u>audited/reviewed financial statements</u> (including investment activities in the form of BCC, BOT, BT, BTO contracts...; contributing capital to establish a company, buying/selling shares);</p> <p><i>e. <u>Decisions to sign contracts, transactions, issue bonds including private placements and public issuances of bonds (excluding contracts and transactions specified in Article 167 of the Law on Enterprise) with a value equal to or greater than two (02) times the total asset value of the Company as recorded in the most recent financial statement;</u></i></p> <p>f. Decision to amend and supplement the Company Charter;</p> <p>g. Through audited annual financial statements;</p> <p>h. Decision to buy back more than 10% of total sold shares of each type;</p> <p>i. Review and handle violations by members of the Board of Directors and members of the Board of Supervisors that cause damage to the Company and its shareholders;</p> <p>j. Decision to reorganize and dissolve the Company;</p> <p>k. Decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors and the Board of Supervisors;</p> <p>l. Approve the internal governance regulations; Regulations on the operation of the Board of Directors and the Board of Supervisors;</p> <p>m. Approve the list of approved auditing firms; decide on the approved auditing firm to conduct audits of the Company's operations, and dismiss approved auditors when deemed necessary;</p> <p>n. Other rights and obligations as prescribed by law.</p> <p>15.2. The General Meeting of Shareholders discusses and approves the following issues:</p> <p>a. The Company's annual business plan;</p> <p>b. Audited annual financial statements;</p> <p>c. Report of the Board of Directors on the management and performance of the Board of Directors and each member of the Board of Directors;</p> <p>d. Report of the Board of Supervisors on the Company's business results, performance of the Board of Directors and General Director;</p> <p>e. Self-assessment report on performance of the Board of Supervisors and members of the Board of Supervisors;</p> <p>f. Dividend level for each share of each type;</p> <p>g. Number of members of the Board of Directors and Board of Supervisors;</p> <p>h. Elect, dismiss, remove members of the Board of Directors,</p>

No.	Amended and Supplemented Provisions	Proposed Amended and Supplemented Charter Content
		<p>members of the Board of Supervisors;</p> <p>i. Decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors and Board of Supervisors;</p> <p>j. Approve the list of approved auditing firms; decide on approved auditing firms to conduct audits of the company's operations when deemed necessary;</p> <p>k. Supplement and amend the Company Charter;</p> <p>l. Types of shares and number of new shares issued for each type of shares and transfer of shares by founding members within the first 03 years from the date of establishment;</p> <p>m. Division, separation, consolidation, merger or conversion of the Company;</p> <p>n. Reorganize and dissolve (liquidate) the Company and appoint a liquidator;</p> <p>o. Decision to invest, participate in bidding, <u>auction</u>, purchase, sale, transfer, and receive transfer of projects and assets with a value equal to or greater than three (03) times the total value of the Company's assets recorded in the most recent <u>audited/reviewed financial statements</u> (including investment activities in the form of BCC, BOT, BT, BTO contracts...; capital contribution to establish a company, purchase/sale of shares)</p> <p>p. <u>Decision to sign contracts, transactions, issue bonds including private placements and public issuances of bonds (excluding contracts and transactions specified in Article 167 of the Law on Enterprise) with a value equal to or greater than two (02) times the total asset value of the Company as recorded in the most recent financial statement</u></p> <p>q. Decision to buy back more than 10% of total sold shares of each type;</p> <p>r. The Company signs contracts and transactions with the subjects specified in Clause 1, Article 167 of the Enterprise Law with a value equal to or greater than 35% of the total value of the Company's assets recorded in the most recent financial report;</p> <p>s. Approve the transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;</p> <p>t. Approve the internal regulations on corporate governance, regulations on the operation of the Board of Directors, regulations on the operation of the Board of Supervisors;</p> <p>u. Other issues as prescribed by law and this Charter.</p> <p>15.3. All resolutions and issues included in the meeting agenda must be discussed and voted on at the General Meeting of Shareholders.</p>



The above contents have been sent by the Company to the agency, esteemed Shareholders and announced on the Company's website before conducting the 2025 Annual General Meeting of Shareholders as prescribed.

The Company commits that the information disclosed herein is true and is fully responsible before the law for the content of the disclosed information.

Sincerely thanks!

Recipient:

- As above;
- The BOD, BOS (for report);
- Save: Admin, Legal Dept.



GENERAL DIRECTOR

Nguyen Tran Tung



AGENDA FOR THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
Taseco Land Investment Joint Stock Company
April 21, 2025

Time	Content
14:30 ~ 15:00	<ul style="list-style-type: none"> - Register delegates to attend the General Meeting; - Welcoming and registering shareholders/shareholders' representatives to attend the General Meeting; - Distribute documents for the General Meeting.
15:00 ~ 15:15	<ul style="list-style-type: none"> - Statement of reasons and introduction of delegates - Approval of the report on shareholder eligibility verification - Introduction of the Chairman of the Meeting and approval of the Presidium - Appointment of the Secretariat of the Meeting - Approval of the Meeting's Agenda - Approval of the Meeting's operating regulations - Election of the Vote-Counting Committee
15:15 ~ 16:10	<ul style="list-style-type: none"> - Presentation of Reports: <ul style="list-style-type: none"> ✓ Report on the Company's business performance and the Board of Directors' activities in 2024; the Company's business plan and the Board of Directors' activities in 2025; ✓ Report on the Board of Supervisors' activities in 2024 and the 2025 operation plan. - Presentation of the Proposals: <ul style="list-style-type: none"> ✓ Proposal for approval the audited 2024 Financial Statements; ✓ Proposal on the Company's 2024 after-tax profit distribution plan and 2025 after-tax profit distribution plan; ✓ Proposal for approval the list of independent auditing companies to audit the 2025 Financial Statements; ✓ Proposal on amending and supplementing the Company Charter; ✓ Proposal for approval the plan to transfer the Company's stock trading registration on the UPCOM trading system to stock listing registration at the Hochiminh Stock Exchange; ✓ Proposal on supplementing the Company's business lines; ✓ Proposal on the election of members of the Board of Directors and Board of Supervisors for the 2025 - 2030 term.
16:10 ~ 16:50	<ul style="list-style-type: none"> - Discussion on the contents of the Reports and Proposal; - Approval of the Regulations on election of members of the Board of Directors and Board of Supervisors for the 2025-2030 term and finalization of the candidate list.
16:50 ~ 17:05	<ul style="list-style-type: none"> - Voting instructions for the approval of the Reports, Proposals, and the election of the Board of Directors and the Board of Supervisors for the 2025 - 2030 term; - Voting on the Reports, Proposals, and the election of the Board of Directors and the Board of Supervisors for the 2025-2030 term.
17:05 ~ 17:25	<ul style="list-style-type: none"> - Break, vote counting.
17:25 ~ 17:35	<ul style="list-style-type: none"> - Announcement of vote counting results.
17:35 ~ 17:45	<ul style="list-style-type: none"> - Approval of the Minutes of the Meeting and Closing of the Meeting.

REPORT
**ON THE COMPANY'S BUSINESS PERFORMANCE AND BOARD OF
DIRECTORS ACTIVITIES IN 2024; THE COMPANY'S BUSINESS PLAN
AND BOD'S ACTIVITIES IN 2025 AT THE 2025 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**

To: Shareholders of the Company.

The Board of Directors (BOD) of Taseco Land Investment Joint Stock Company (hereinafter referred to as the "Company" and/or "Taseco Land") would like to respectfully submit to the Shareholders the following report:

- The Company's business performance and activities of the BOD in 2024;
- The Company's business plan and the BOD'S activities in 2025.

A. BUSINESS PERFORMANCE AND ACTIVITIES OF THE BOD IN 2024

In 2024, Taseco Land achieved several milestones and essentially fulfilled the targets set by the General Meeting of Shareholders ("GMS"), with the following results:

I. BUSINESS RESULTS

1. Key Business Indicators

Indicator	2024 Target (VND billion)	2024 Actual (VND billion)	Achievement (%)
Consolidated revenue	3,040.0	1,684.5	55.4%
Consolidated profit before tax	614.0	875.6	142.6%
Consolidated profit after tax	475.0	685.0	144.2%

The 2024 consolidated revenue was primarily derived from the sale of real estate products such as land lots and residential units from the No. 4 Thanh Hoa project, the Nguyen Binh project, Alacarte Ha Long apartments, the N01T6 project, and the Luong Son Hoa Binh project; as well as from construction activities, leasing, building management services, and hotel business operations.

In 2024, the Company completed the transfer of all shares in the enterprises owning the B2-CC4 and B3-CC2A projects in the Tay Ho Tay urban area to foreign investors, resulting in 864 billion VND in financial revenue.

Compared to the business plan approved by the 2024 Annual GMS, the Company achieved 55.4% of the revenue target and 142.6% of the consolidated profit before tax target, in comparison to 2023, revenue and profit before tax reached 52% and 140%, respectively. Revenue from principal business operations fell short of the planned target

because of the difficult real estate market and low market liquidity, which hindered the Company's sales and business performance. Therefore, the Company has flexibly shifted its focus to expedite the procedures for transferring shares in project-owning enterprises in order to achieve the set profit plan and ensure capital for project investment. Investment capital was reasonably allocated and adequately met the funding needs of ongoing and new projects. The Company also fulfilled all principal and interest obligations on schedule, restructured liabilities prudently to maintain financial stability, expanded its project development land bank, ensured timely implementation of construction works, and delivered products to customers as committed.

2. Investment Activities in 2024

a) Project Development

In 2024, Taseco Land expanded its land bank by an additional 94.06 hectares in Quang Binh Province (Quan Hau project 16.82 ha, Luong Ninh project 35.08 ha) and especially in Hanoi (Long Bien Apartment project 1.56 ha, Me Linh project 40.6 ha), increasing the total land bank to 648 hectares.

b) Share transfer activities within project-specific enterprises

The Company successfully completed the transfer of all shares in TAH Investment Joint Stock Company and Tam Nhin Ho Tay Joint Stock Company which owned the B2-CC4 and B3-CC2A projects) with a total transfer value of over 2,200 billion VND.

c) Planning Activities

The Company obtained approval for the 1/500 detailed planning of the 115-hectare Duy Tien Project and the Dong Van III Industrial Park Project. It also completed the preparation and submitted for appraisal the 1/500 detailed plans for the Nam Don Luong, Nam Song Cau, and Taseco Resort.

d) Design Activities:

The Company finalized basic design evaluations for the Taseco Quang Binh, Nam Thai, Trung Van, and Nguyen Binh projects. In addition, it completed the documentation for fire prevention and fighting approval, technical design, and construction drawing design for projects such as: Nam Thai project, 115-hectare Duy Tien Project and Dong Van III Industrial Park, etc.

e) Project Implementation:

The Company commenced construction on three projects: Nam Thai Project, Dong Van III Industrial Park Project, Taseco Quang Binh Resort Project.

f) Sales:

The Company launched sales campaigns for three projects: Phase 2 of the No. 4 Thanh Hoa project with over 250 units; Phase 1 of the Nam Thai project with 74 shophouse units, and Phase 1 of the Nguyen Binh project with over 300 units.

3. Construction Activities

In 2024, construction activities met the Company's quality and schedule requirements and contributed nearly VND 340 billion in revenue.

4. Building management operations and Hospitality Services

The Company's building management operations in projects in which the company was project investor continued to receive positive feedback from residents and customers for service quality and dedication in work. This not only helped enhance the Company's reputation but also built customer confidence in future products.

II. BOD'S ACTIVITIES IN 2024

1. General activities

In 2024, to promptly address matters under its authority, the BOD actively engaged in operating activities convening 30 in-person meetings and 15 meetings collecting written opinions, all achieving a 100% approval rate. The BOD effectively fulfilled its roles and responsibilities in formulating the Company's policies and medium- to long-term strategies. All resolutions and decisions were issued in compliance with the Company's Charter, the Law on Enterprises, and the Law on Securities, with full disclosure detailed in the 2024 Corporate Governance Report. Key activities include:

a) Business Operations and Investment

- Maintained stable business operations and achieved most of the key targets despite ongoing volatility in the real estate market.
- Closely monitored budget implementation and financial management, ensuring prudent spending and sufficient capital to support investment and business activities, in full compliance with internal regulations and with an aim to minimize financial risks.
- Directed the search and development of new projects, expanded land bank and diversified product portfolio, continuing to broaden investment into strategic projects ranging from urban areas and resorts to industrial park infrastructure.
- Selected and partnered with other developers through project co-development, joint ventures, and M&A activities,...
- Accelerated the completion of legal procedures and construction progress to meet regulatory conditions for continued product launches.
- Paid dividends in cash to existing shareholders in accordance with the plan approved by the 2024 Annual GMS at a rate of 15% of the charter capital of VND 2,970 billion, equivalent to a total payout of VND 445.5 billion.
- Successfully conducted a public offering of 14,850,000 common shares to existing shareholders at VND 10,000 per share, raising VND 148.5 billion to fund investment and development projects. After the capital increase, Taseco Land's total number of shares is 311,850,000 shares, corresponding to a charter capital of VND 3,118.5 billion.
- Implemented plans to contribute capital, acquire shares, and restructure the Company's capital sources.

b) Human Resources and Organizational Structure

- Conducted workforce evaluations and reorganized personnel to streamline the organizational structure.
- Appointed and dismissed executives in the Board of Management:
- + Appointed Mr. Ngo Thanh Dung as Deputy General Director effective from June 3, 2024, pursuant to Decision No. 17/2024/QĐ-HĐQT dated June 3, 2024 of the BOD of the Company.
- + Dismissed Mr. Khuat Trung Thang from the position of Deputy General Director effective from November 1, 2024, pursuant to Resolution No. 33/2024/NQ-HĐQT dated October 31, 2024 of the BOD of the Company, to introduce the management position at ICON4 Company.

2. Supervision results of the BOD

In accordance with the Company's Charter, Corporate Governance Regulations, and current laws, the BOD continuously carried out its supervisory functions over the management and executive activities through various tools to monitor the performance of the General Director and other executives throughout 2024, as follows:

a) Monitoring the implementation of Business Strategy and Financial Plans

- Led and successfully organized the written shareholders' written opinion on February 22, 2024, and the 2024 Annual GMS on April 25, 2024..
- Held regular meetings with the Board of Management (BOM) to evaluate the implementation of business plans and analyze market developments, thereby promptly issuing strategic directions and policies to ensure revenue, profit, and growth targets are met as planned.
- Closely tracked budget execution and financial compliance to minimize financial risk.
- Monitored the implementation of GMS's resolutions and BOD'Ss decisions related to the public offering of shares..
- Monitored interest payments on bonds and bond buybacks in advance accordance with the issuance plan.
- Directed and ensured the preparation of Financial Statements and Annual Reports in strict compliance with regulations.
- Selected the auditing firm for the Company's 2024 financial statements.

b) Supervision on Legal and Internal Regulation Compliance

- Supervised the BOM's compliance with all laws governing corporate operations, including tax, labor, and corporate governance.
- Supervised the timely and transparent disclosure of information in accordance with legal requirements.
- Evaluated compliance with internal policies to enhance the transparency and

effectiveness of the Company's governance structure.

c) Supervision on Corporate Governance

- Monitored the implementation of resolutions/decisions by the Annual GMS and the BOD.
- Supervised the deployment of the risk management system to ensure effective risk prevention and mitigation measures.

Overall Assessment: The BOD fulfilled its supervisory duties with due diligence in line with the Company's Charter and applicable laws. It conducted oversight and management activities to maximize corporate efficiency and shareholder interests. The Management Board strictly complied with laws, the Company's Charter, and internal policies in its operations.

The year 2024 witnessed strong efforts by the BOM in upholding its responsibilities amidst economic and market fluctuations, striving to overcome challenges and effectively implement the BOD'Ss strategic directions. According to the BOD'Ss assessment, the BOM effectively executed the BOD'Ss resolutions and decisions. Each executive fulfilled their respective responsibilities while maintaining close coordination for the Company's common goals. The organizational structure of the BOM remained well aligned with the Company's operations. Its members are professionally qualified, possess strong ethics, and have extensive experience in their assigned fields. The General Director clearly delegated responsibilities to Deputy General Directors and held monthly briefings to evaluate performance and assign upcoming tasks. In addition to regular and extraordinary meetings, the BOD and the BOM maintained ongoing communication regarding corporate strategy, business results, and the implementation of Annual GMS's resolutions. The BOM also collaborated with the Trade Union to ensure employees' material and spiritual well-being.

3. Assessment of the performance of the BOD'Ss Members

In 2024, all members of the BOD attended the meetings with a strong sense of responsibility, demonstrating their governance and leadership capabilities for the benefit of shareholders and the sustainable development of the Company.

In addition to fulfilling their collective responsibilities within the BOD, each member successfully carried out their assigned duties, specifically:

- The Chairman of the BOD performed duties in accordance with the Company's Charter and applicable laws, including developing and executing the annual work program, convening and organizing meetings, and promptly issuing Resolutions and Decisions to ensure the effective organization and operation of the Company.

- BOD members in charge of specific business segments and subsidiaries guided the implementation of business plans, contributing to the Company's overall business results in 2024.

- The BOD held weekly meetings with the BOM, Chief Accountant, and heads of functional departments to stay informed on operational matters and to provide timely directions to resolve any difficulties, thereby ensuring that the Company's business plans were executed as scheduled.

4. Transactions between the Company and related parties

All transactions between the Company and related parties were carried out in accordance with the Law on Enterprises, the Law on Securities, and the Company's Charter. Details of such transactions have been fully disclosed in the 2024 Corporate Governance Report.

5. Remuneration, Bonuses, and Other Benefits of the BOD, Executive Board, and Chief Accountant

In 2024, the remuneration, bonuses, and other benefits of the BOD and the BOM were fully reflected in the audited 2024 Financial Statements.

a) Remuneration of the BOD

The remuneration paid to the BOD complied with the levels approved by the 2024 Annual General Meeting of Shareholders. Specific details are as follows:

No.	Full name	Position	Total Remuneration in 2024 (VND)	Notes
1	Pham Ngoc Thanh	Chairman of the BOD	180,000,000	
2	Nguyen Minh Hai	Vice Chairman of the BOD	120,000,000	
3	Do Tuan Anh	Vice Chairman of the BOD	120,000,000	
4	Nguyen Tran Tung	Member of the BOD	84,000,000	
5	Do Viet Thanh	Member of the BOD	84,000,000	
Total			588,000,000	

b) Salaries and Bonuses of the BOD, BOM, and Chief Accountant in 2024

No.	Fullname	Position	Salary & Bonus in 2024 (VND)	Notes
1	Pham Ngoc Thanh	Chairman of the BOD	700,000,000	
2	Nguyen Minh Hai	Vice Chairman of the BOD	600,000,000	
3	Do Tuan Anh	Vice Chairman of the BOD	1,032,222,222	

No.	Fullname	Position	Salary & Bonus in 2024 (VND)	Notes
4	Nguyen Tran Tung	BOD Member, Chief Executive Officer (CEO)	1,582,400,000	
5	Do Viet Thanh	BOD Member, Deputy CEO	1,247,305,556	
6	Vu Quoc Huy	Deputy CEO	1,293,055,556	
7	Cao Thi Lan Huong	Deputy CEO	1,106,993,056	
8	Nguyen Van Nghia	Deputy CEO	1,034,508,306	
9	Khuat Trung Thang	Deputy CEO	854,770,833	Dismissed from November 1st, 2024
10	Ngo Thanh Dung	Deputy CEO	414,055,556	Appointed from June 3th, 2024
11	Bui Xuan Vuong	Deputy CEO	1,001,618,056	
12	Nguyen Thi Kim Ngan	Chief Accountant	1,021,595,394	
Total			11,888,524,535	

B. BUSINESS PLAN AND BOD'S ACTIVITIES IN 2025

I. 2025 BUSINESS PLAN

1. Key Business Targets

Economic forecasts indicate that 2025 will continue to pose significant challenges for the Company's business operations, In light of these conditions, the BOD has set the following key business targets for 2025:

No.	Indicator	2025 Target (VND billion)
1	Consolidated Revenue	4,332.0
2	Consolidated Profit Before Tax	686.0
3	Consolidated Profit After Tax	536.0
4	Expected Dividend Rate (on Par value)	15%

Based on the Company's actual business operations, those of its subsidiaries in 2025, and market conditions, the GMS authorizes the BOD to decide on adjustments to the Company's 2025 business plan.

The BOD shall be responsible for reporting and explaining the adjustments to shareholders at the next Annual GMS.

2. Implementation Objectives for 2025

a) Project development

Building upon its established market position, Taseco Land will continue to accelerate its investment in project development. The Company aims to complete and put into operation key projects while actively seeking and developing new, high-potential projects. This includes expanding its land and project portfolios in various promising localities nationwide such as Hanoi, Hai Phong, Hai Duong, Thai Nguyen, Bac Ninh, and Hung Yen, etc. In 2025, the Company targets to launch at least 04 new projects with a total land area of projected 300 hectares

For projects that have already been approved in terms of investment policy and investor appointment, the Company will focus on completing all necessary legal procedures to proceed with implementation. Land clearance and compensation efforts will continue, with a targeted land acquisition area of 151.4 hectares in 2025. The Company also plans to complete land allocation for 05 projects with a total area of 81.44 hectares. Other key legal procedures such as land use fee calculation and payment, as well as zoning and planning activities (including the completion and approval of 1/500 scale master plans), will also be prioritized and accelerated.

b) Construction activities

In 2025, the Company will continue to organize the implementation of groundbreaking, construction, and completion of technical infrastructure systems; organize and supervise construction to ensure quality, progress, and efficiency at projects. Notably, in 2025, Taseco Land is expected to start construction on 06 new projects including: Trung Van Project; Taseco Long Bien Project; Taseco Resort Project; Quan Hau Project; Me Linh Social Housing Project and 115-hectare Duy Tien Project.

c) Business Operations

Taseco Land will continue to implement sales and marketing plans for the following projects in 2025: Project No. 4 (Thanh Hoa), Nguyen Binh Project, Nam Thai Project, ALC Ha Long Project, Luong Son Project, N01T6 Project.

Additionally, the Company will study and prepare business strategies for 03 new projects, including: Long Bien Project, Dong Van III Industrial Park, Trung Van Project.

The effective implementation of these business strategies is expected to play a key role in achieving the Company's revenue and profit targets for 2025.

d) Operations with Digital Transformation Strategy

In the era of globalization and the ongoing Fourth Industrial Revolution, digital transformation has become an essential trend, playing a critical role in enhancing

corporate competitiveness. In Vietnam, this process is being actively promoted by government agencies, organizations, and enterprises to optimize operations and drive long-term value creation.

Recognizing the importance of this trend, Taseco Land has developed a comprehensive 3-to-5-year digital transformation roadmap, set to begin in early 2025. The initial phase will focus on digitizing the Company's data systems and information infrastructure to improve operational efficiency and streamline project and office workflows. At the same time, the Company will review and revise its operational procedures, integrating modern management practices with advanced technologies such as artificial intelligence (AI) and virtual reality (VR) in key functions including corporate governance, project management, sales, and post-investment property management.

Through this strategy, Taseco Land aims to optimize operations, enhance governance transparency, improve customer experience, and strengthen its competitive edge-laying a robust foundation for sustainable long-term growth.

II. BOD'S OPERATION PLAN FOR 2025

1. Budget Plan for the BOD'Ss Remuneration in 2025

a) Remuneration of the BOD in 2025

No.	Position	Quantity	Monthly Remuneration (VND)	Months	Total (VND)
1	Chairman of the Board	01	15,000,000	12	180,000,000
2	Vice Chairman	02	10,000,000	12	240,000,000
3	Board Member	02	7,000,000	12	168,000,000
Total Remuneration					588,000,000

Note: Remuneration for members of the BOD will be accounted for as part of the Company's business operating expenses

b) Salaries and bonuses for full-time Board members in 2025: To be paid in accordance with the Company's salary, bonus, and staff support regulations.

c) Bonus for Board members in 2025: To be allocated from the Company's reward and welfare fund and shall not exceed the rate approved by the GMS.

2. Operational orientation of the BOD

In 2025, the BOD will focus on strategic goals to ensure the sustainable development and improved operational efficiency of the Company. To achieve this, the Board will pursue the following orientations:

a) Implementation of medium- and long-term development strategy:
Continue the execution of plans under the strategy approved by the GMS, with emphasis on sustainable growth, project portfolio expansion, and business performance enhancement.

b) Short-term strategy

- Enhancing shareholder value: Ensure stable business operations, optimize profits, and protect shareholders' interests through reasonable dividend policies.
- Promoting digital transformation: Oversee the implementation of the digital transformation roadmap, enhancing technology applications in corporate governance, project management, sales, and post-investment management.
- Strengthening risk management and internal control: Improve the risk management system, ensure legal compliance, and enhance transparency and efficiency in internal control activities. Ensure company operations comply with legal regulations and market practices
- Human resources development: Focus on building a competent leadership team and key personnel, improving governance capacity, and professionalizing the organizational structure.

3. Implementation Solutions for 2025 tasks

a) Accelerating project development and business activities

- Develop the 2025 business plan and implement it decisively and effectively from the beginning of the year. Organize financial planning to ensure capital sources for project execution.
- Supervise and manage investment implementation effectively and in accordance with the law and internal company regulations. Prioritize investment and business in the key projects mentioned above.
- Actively seek investment opportunities and expand land and project reserves in potential localities across the country such as Hanoi, Hai Phong, Thai Nguyen, Bac Ninh, Bac Giang, Hung Yen, Ha Nam, Thanh Hoa, Quang Binh, etc., to build and maintain the position of a reputable professional real estate enterprise. In addition to real estate business, the Company will continue to develop property management services such as hotel operation, building management, and industrial park infrastructure business.
- Strengthen marketing efforts, improve service quality, and enhance customer experience to boost business performance.

b) Improving governance efficiency, human resources development, and corporate culture

- Maintain the BOD'Ss meetings and participate in the BOM's meetings to stay updated and closely monitor the Company's business activities, serving timely

governance and leadership needs of the BOD.

- Update and revise the BOD'Ss operational regulations and procedures towards professionalism, transparency, and alignment with good governance practices; elect an independent member at the 2025 Annual GMS to comply with legal requirements for listed companies, in line with the Company's plan to transfer its stock trading from UPCOM to the Ho Chi Minh City Stock Exchange.

- Continue to arrange and assign capital representatives at subsidiaries to leverage their capabilities and responsibilities, and ensure governance and operations at subsidiaries comply with legal regulations.

- Enhance internal training and foster a culture of self-improvement in competencies and skills among staff and departments. Assign clear responsibilities to each department and position to strengthen accountability. Also conduct reviews and assessments for each position to ensure appropriate staffing based on capabilities, strengths, contributions, and job requirements, and plan timely recruitment or replacement.

- Focus appropriate investment on R&D activities (human resources, policies, facilities), and adequately prepare platforms (personnel, partners, capital, etc.) for large-scale strategic infrastructure projects (industrial zones, electricity, water investments...)

c) Enhancing financial management and capital optimization

- Flexibly and efficiently manage capital balances, use costs reasonably, maximize revenues, and improve business efficiency across the system.

- Be prepared with large-scale medium- and long-term capital mobilization plans and implement them when conditions are favorable.

d) Implementing digital transformation roadmap

- Accelerate digitalization of data and workflows, improve operational efficiency and management.

- Apply AI, Big Data, and other modern technologies in governance, project management, sales, and after-sales services.

- Build intelligent reporting and data analysis systems to support timely and accurate decision-making by the BOD and the BOM.

This is the report of the BOD at the 2025 Annual GMS. The BOD firmly believes that the consensus, support, and trust of shareholders will be a great driving force enabling the Board to effectively fulfill its responsibilities and contribute to the Company's overall success, enhancing shareholder value in line with its stated mission.

On behalf of the BOD, I sincerely thank our valued shareholders for their trust and continued support over the past years.

Wishing all distinguished guests, shareholders, and employees of the Company good health and success.

Wishing the General Meeting a great success! ✓

Recipients:

- GMS;
- BOD and BOS Members;
- Archives: Office, Secretary.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**



Pham Ngoc Thanh

**TASECO LAND INVESTMENT
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 03/2025/TTr-HDQT

Hanoi, March 28th, 2025

PROPOSAL

On amending and supplementing the Company's Charter

**To: General meeting of shareholders
Taseco Land Investment Joint Stock Company**

Pursuant to the provisions of current laws and practical requirements in the management and operation of the Company, the Board of Directors of Taseco Land Investment Joint Stock Company (hereinafter referred to as the "Company") has conducted a review of the Company's Charter. Accordingly, the Board of Directors has determined that the Charter needs to be amended and supplemented to comply with legal regulations and facilitate the Company's business operations in practice.

Therefore, the Board of Directors respectfully submits this proposal to the General Meeting of Shareholders for consideration and approval of the amendments and supplements to the Company's Charter (The details of the amendments and supplements are specified in the Appendix attached to this Proposal). The Board of Directors also proposes authorizing the Company's legal representative to sign and promulgate the revised Charter after approval by the General Meeting of Shareholders.

We respectfully request the General Meeting of Shareholders to review and approve this proposal.

Sincerely, ✓

Recipient:

- As addressed;
- Board of Supervisors (for coordination);
- Archived: Office, Legal Department.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**



Pham Ngoc Thanh

AMENDMENTS AND SUPPLEMENTS TO THE CHARTER OF TASECO LAND INVESTMENT JOINT STOCK COMPANY

(Attached to Proposal No. 03/2025/TTr-HDQT dated March 28, 2025)

No.	Amended and Supplemented Provisions	Current Charter Content	Proposed Amended and Supplemented Charter Content	Reason for amendment and Supplementati on
1	Clause 6.3, Clause 6.6 Article 6	Article 6. Charter capital, shares, founding shareholders 6.3. The Company's shares on the date of adoption of this Charter include common shares. The rights and obligations <u>attached to each type of shares</u> are stipulated in Articles 12 and 13 of this Charter.	Article 6. Charter capital, shares 6.3. The Company's shares on the date of adoption of this Charter include common shares. The rights and obligations <u>of shareholders holding shares</u> are stipulated in Articles 12 and 13 of this Charter".	In accordance with current reality, the Company has only common stock.
		Article 6. Charter capital, shares, founding shareholders 6.6. Common shares must be offered on a priority basis to existing shareholders in proportion to their ownership of common shares in the Company, unless otherwise decided by the General Meeting of Shareholders (GMS). Any shares not subscribed by shareholders shall be determined by the Board of Directors (BOD). The BOD may allocate such shares to other entities under conditions and methods it deems appropriate, provided that such shares shall not be sold under more favorable conditions than those offered to existing shareholders, <u>unless the shares are sold through a stock exchange by auction..</u>	Article 6. Charter capital, shares 6.6 Common shares must be offered on a priority basis to existing shareholders in proportion to their ownership of common shares in the Company, unless otherwise decided by the General Meeting of Shareholders (GMS). Any shares not subscribed by shareholders shall be determined by the Board of Directors (BOD). The BOD may allocate such shares to other entities under conditions and methods it deems appropriate, provided that such shares shall not be sold under more favorable conditions than those offered to existing shareholders, <u>unless otherwise approved by the General Meeting of Shareholders.</u>	Compliance with actual business operations and relevant legal regulations
2	Article 8	Article 8. Other securities certificates Bond certificates or other securities certificates of the Company (except for offer letters, temporary certificates and similar documents) are issued with the seal and <u>specimen signature</u> of the legal representative of the Company.	Article 8. Other securities certificates Bond certificates or other securities certificates of the Company (except for offer letters, temporary certificates and similar documents) are issued with the seal and signature of <u>the</u> legal representative of the Company.	Compliance with actual business operations and relevant legal regulations

No.	Amended and Supplemented Provisions	Current Charter Content	Proposed Amended and Supplemented Charter Content	Reason for amendment and Supplementati on
3	Article 10	<p>Article 10. Revocation of shares</p> <p>10.1. In case a shareholder fails to make full and timely payment for the purchased shares, the Board of Directors shall notify and have the right to request that the shareholder pay the remaining amount together with interest on such amount and any costs incurred due to the failure to make full payment to the Company.</p> <p>10.4. Revoked shares shall be considered shares eligible for sale. The Board of Directors may directly sell, redistribute, or settle them with the previous owner of the revoked shares or other parties under conditions and in a manner deemed appropriate by the Board of Directors.</p> <p>10.5. Shareholders holding revoked shares must relinquish their shareholder status with respect to those shares but must still pay all relevant amounts plus interest at a rate (not exceeding 12% per year) at the time of revocation, as decided by the Board of Directors, from the date of revocation until the date of full payment. The Board of Directors has full authority to enforce the payment of the total share value at the time of the revocation.</p>	<p>Article 10. Revocation of shares</p> <p>10.1. In case a shareholder fails to make full and timely payment for the purchase of shares, the Board of Directors shall notify and have the right to request that the shareholder pay the outstanding amount and be responsible for the total par value of the shares registered for purchase concerning the Company's financial obligations arising from the failure to make full payment.</p> <p>10.2. The above payment notice must clearly state the new payment deadline (at least 07 days from the date of notice issuance), the payment location, and must specify that if payment is not made as required, the unpaid shares shall be revoked.</p> <p>10.3. The Board of Directors has the right to revoke shares that have not been fully and timely paid in case the requirements in the above notice are not fulfilled.</p> <p>10.4. Revoked shares shall be considered shares eligible for sale as prescribed in Clause 3, Article 112 of the Enterprise Law. The Board of Directors may directly sell, redistribute, or authorize the sale under conditions and in a manner deemed appropriate by the Board of Directors.</p> <p>10.5. Shareholders holding revoked shares must relinquish their shareholder status with respect to those shares but shall still be responsible for the total par value of the shares registered for purchase concerning the Company's financial obligations at the time of revocation, as determined by the Board of Directors, from the date of revocation until the date of full payment. The Board of</p>	Compliance with actual business operations and relevant legal regulations

No.	Amended and Supplemented Provisions	Current Charter Content	Proposed Amended and Supplemented Charter Content	Reason for amendment and Supplementati on
			<p>Directors has full authority to enforce the payment of the total share value at the time of revocation.</p> <p>10.6. The revocation notice shall be sent to the holder of the revoked shares prior to the revocation date. The revocation remains valid even in cases of errors or negligence in the delivery of the notice.</p>	
4	Article 15	<p>Article 15. Rights and obligations of the General Meeting of Shareholders</p> <p>15.1. The annual General Meeting of Shareholders has the right to discuss and approve:</p> <ul style="list-style-type: none"> a. The Company's annual business performance and results; b. The Company's audited annual financial statements; c. Report on the activities of the Board of Directors; d. Report on the activities of the Board of Directors; e. Annual profit distribution of the Company; f. Annual business plan, short-term and long-term development plan of the Company; g. Total remuneration of the Board of Directors and the Board of Supervisors; h. Other matters within authority. <p>15.2. The annual and extraordinary General Meeting of Shareholders shall pass decisions on the following matters:</p> <ul style="list-style-type: none"> a. Approval of audited annual financial statements; b. The annual dividend payment for each type of share is in accordance with the Law on Enterprises and the rights attached to that type of share; c. Decide on increasing charter capital, types of shares and total 	<p>Article 15. Rights and obligations of the General Meeting of Shareholders</p> <p>15.1. The General Meeting of Shareholders has the following rights and obligations:</p> <ul style="list-style-type: none"> a. Through the Company's development orientation; b. Decide on the types of shares and the total number of shares of each type that are allowed to be offered for sale; decide on the annual dividend rate for each type of shares; c. Elect, dismiss, remove members of the Board of Directors, members of the Board of Supervisors; d. Deciding to invest, participate in bidding, <u>auctioning</u>, buying, selling, transferring, receiving transfers of projects and assets with a value equal to or greater than three (03) times the total value of the Company's assets recorded in the most recent <u>audited/reviewed financial statements</u> (including investment activities in the form of BCC, BOT, BT, BTO contracts...; contributing capital to establish a company, buying/selling shares); e. <u>Decisions to sign contracts, transactions, issue bonds including private placements and public issuances of bonds (excluding contracts and transactions specified in Article 167 of the Law on</u> 	Compliance with actual business operations and relevant legal regulations

No.	Amended and Supplemented Provisions	Current Charter Content	Proposed Amended and Supplemented Charter Content	Reason for amendment and Supplementati on
		<p>number of shares of each type that are allowed to be offered for sale;</p> <p>d. Number of members of the Board of Directors and Board of Supervisors;</p> <p>e. Approve the list of independent auditing companies; decide on independent auditing companies to conduct audits of the company's operations, and dismiss independent auditors when deemed necessary;</p> <p>f. Elect, dismiss, remove, supplement and replace members of the Board of Directors and the Board of Supervisors;</p> <p>g. Total remuneration, bonuses and other benefits of members of the Board of Directors and the Board of Supervisors; Report on remuneration of the Board of Directors and the Board of Supervisors;</p> <p>h. Amendment and supplement to the Company Charter;</p> <p>i. Types of shares and number of new shares issued for each type of shares and the transfer of shares by founding members within the first three (03) years from the date of establishment;</p> <p>j. Division, separation, consolidation, merger or conversion of the Company;</p> <p>k. Reorganize and dissolve (liquidate) the Company and appoint a liquidator;</p> <p>l. Inspect and handle violations by the Board of Directors or the Board of Supervisors that cause damage to the Company and its shareholders;</p> <p>m. Decisions on investment, participation in bidding, purchase, sale, transfer, and acceptance of transfer of projects and assets with a value equal to or greater than three (03) times the total value of the</p>	<p><u>Enterprise) with a value equal to or greater than two (02) times the total asset value of the Company as recorded in the most recent financial statement;</u></p> <p>f. Decision to amend and supplement the Company Charter;</p> <p>g. Through audited annual financial statements;</p> <p>h. Decision to buy back more than 10% of total sold shares of each type;</p> <p>i. Review and handle violations by members of the Board of Directors and members of the Board of Supervisors that cause damage to the Company and its shareholders;</p> <p>j. Decision to reorganize and dissolve the Company;</p> <p>k. Decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors and the Board of Supervisors;</p> <p>l. Approve the internal governance regulations; Regulations on the operation of the Board of Directors and the Board of Supervisors;</p> <p>m. Approve the list of approved auditing firms; decide on the approved auditing firm to conduct audits of the Company's operations, and dismiss approved auditors when deemed necessary;</p> <p>n. Other rights and obligations as prescribed by law.</p> <p>15.2. The General Meeting of Shareholders discusses and approves the following issues:</p> <p>a. The Company's annual business plan;</p> <p>b. Audited annual financial statements;</p> <p>c. Report of the Board of Directors on the management and performance of the Board of Directors and each member of the Board of Directors;</p>	

No.	Amended and Supplemented Provisions	Current Charter Content	Proposed Amended and Supplemented Charter Content	Reason for amendment and Supplementati on
		<p>Company's assets recorded in the most recent financial report (including investment activities in the form of BCC, BOT, BT, BTO contracts...; capital contribution to establish a company, purchase/sale of shares);</p> <p>n. Decision to sign contracts and transactions (excluding contracts and transactions specified in Article 167 of the Law on Enterprises) with a value equal to or greater than two (02) times the total value of the Company's assets recorded in the most recent financial report;</p> <p>o. The company signs contracts and transactions with persons specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than thirty-five percent (35%) of the total value of the enterprise's assets recorded in the most recent financial report;</p> <p>p. Contracts, transactions of borrowing, lending, selling assets with a value greater than ten percent (10%) of the total value of the Company's assets recorded in the most recent financial report between the Company and shareholders owning fifty-one percent (51%) or more of the total number of voting shares or related persons of such shareholders;</p> <p>q. The Company repurchases more than ten percent (10%) of a type of issued shares;</p> <p>r. Approve internal governance regulations; operating regulations of the Board of Directors and Board of Supervisors;</p> <p>s. Other issues as prescribed by law, this Charter and other regulations of the Company.</p> <p>15.3. Shareholders are not allowed to vote in the following cases:</p> <p>a. Approve contracts specified in Clause 15.2 of this Article when that shareholder or a person related to that shareholder is a party to</p>	<p>d. Report of the Board of Supervisors on the Company's business results, performance of the Board of Directors and General Director;</p> <p>e. Self-assessment report on performance of the Board of Supervisors and members of the Board of Supervisors;</p> <p>f. Dividend level for each share of each type;</p> <p>g. Number of members of the Board of Directors and Board of Supervisors;</p> <p>h. Elect, dismiss, remove members of the Board of Directors, members of the Board of Supervisors;</p> <p>i. Decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors and Board of Supervisors;</p> <p>j. Approve the list of approved auditing firms; decide on approved auditing firms to conduct audits of the company's operations when deemed necessary;</p> <p>k. Supplement and amend the Company Charter;</p> <p>l. Types of shares and number of new shares issued for each type of shares and transfer of shares by founding members within the first 03 years from the date of establishment;</p> <p>m. Division, separation, consolidation, merger or conversion of the Company;</p> <p>n. Reorganize and dissolve (liquidate) the Company and appoint a liquidator;</p> <p>o. Decision to invest, participate in bidding, <u>auktion</u>, purchase, sale, transfer, and receive transfer of projects and assets with a value equal to or greater than three (03) times the total value of the Company's assets recorded in the most recent <u>audited/reviewed financial statements</u> (including investment</p>	

No.	Amended and Supplemented Provisions	Current Charter Content	Proposed Amended and Supplemented Charter Content	Reason for amendment and Supplementati on
		<p>the contract;</p> <p>b. The repurchase of shares by that shareholder or by a person related to that shareholder, except in cases where the repurchase of shares is made in proportion to the ownership ratio of all shareholders.</p> <p>15.4. All resolutions and issues included in the meeting agenda must be discussed and voted on at the General Meeting of Shareholders.</p>	<p>activities in the form of BCC, BOT, BT, BTO contracts...; capital contribution to establish a company, purchase/sale of shares)</p> <p>p. <u>Decisions to sign contracts, transactions, issue bonds including private placements and public issuances of bonds (excluding contracts and transactions specified in Article 167 of the Law on Enterprise) with a value equal to or greater than two (02) times the total asset value of the Company as recorded in the most recent financial statement;</u></p> <p>q. Decision to buy back more than 10% of total sold shares of each type;</p> <p>r. The Company signs contracts and transactions with the subjects specified in Clause 1, Article 167 of the Enterprise Law with a value equal to or greater than 35% of the total value of the Company's assets recorded in the most recent financial report;</p> <p>s. Approve the transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;</p> <p>t. Approve the internal regulations on corporate governance, regulations on the operation of the Board of Directors, regulations on the operation of the Board of Supervisors;</p> <p>u. Other issues as prescribed by law and this Charter.</p> <p>15.3. All resolutions and issues included in the meeting agenda must be discussed and voted on at the General Meeting of Shareholders.</p>	
5	Clause 26.2 Article	Article 26. Composition and term of office of members of the Board of Directors	Article 26. Composition and term of office of members of the Board of Directors	Consistency with applicable legal

No.	Amended and Supplemented Provisions	Current Charter Content	Proposed Amended and Supplemented Charter Content	Reason for amendment and Supplementati on
	26	<p>26.2. A member of the Board of Directors is no longer a member of the Board of Directors in the following cases:</p> <p>a. <u>That member is not qualified to be a member of the Board of Directors according to the provisions of the Law on Enterprises or is prohibited by law from being a member of the Board of Directors;</u></p> <p>b. The member submits a written resignation to the Company's head office;</p> <p>c. That member has a mental disorder and another member of the Board of Directors has professional evidence proving that he or she no longer has capacity to act;</p> <p>d. That member does not attend meetings of the Board of Directors continuously for six (06) consecutive months, except in cases of force majeure;</p> <p>e. <u>That member is dismissed by decision of the General Meeting of Shareholders;</u></p> <p>f. Providing false personal information when submitting to the Company as a candidate for the Board of Directors;</p> <p>Other cases as prescribed by law and this Charter.</p>	<p>26.2. A member of the Board of Directors shall no longer be a member of the Board of Directors in the event that he/she is dismissed, removed or replaced by the General Meeting of Shareholders in the following cases:</p> <p>a. <u>Not meeting the standards and conditions prescribed in Article 155 of the Law on Enterprises;</u></p> <p>b. That member submits a written resignation letter to the Company's head office;</p> <p>c. That member has a mental disorder and another member of the Board of Directors has professional evidence proving that he or she no longer has capacity to act;</p> <p>d. That member does not attend meetings of the Board of Directors continuously for six (06) consecutive months, except in cases of force majeure;</p> <p>e. Providing false personal information when submitting to the Company as a candidate for the Board of Directors;</p> <p>Other cases as prescribed by law.</p>	provisions.
6	Point h, Clause 27.2, Article 27	<p>Article 27. Rights and Obligations of the Board of Directors</p> <p>27.2. The rights and obligations of the Board of Directors shall be stipulated by law, the Company's Charter, and resolutions of the General Meeting of Shareholders. Specifically, the Board of Directors shall have the following rights and obligations:</p>	<p>Article 27. Rights and Obligations of the Board of Directors</p> <p>27.2. The rights and obligations of the Board of Directors shall be stipulated by law, the Company's Charter, and resolutions of the General Meeting of Shareholders. Specifically, the Board of Directors shall have the following rights and obligations:</p>	Reflection of the Company's actual business operations

No.	Amended and Supplemented Provisions	Current Charter Content	Proposed Amended and Supplemented Charter Content	Reason for amendment and Supplementati on
		<p>...</p> <p>h. To approve transactions, investments, purchase and sale contracts, loan agreements, lending agreements, and other contracts with a value equal to or greater than five percent (05%) of the total asset value recorded in the Company's latest financial statements, except for transactions, investments, and contracts under the approval authority of the General Meeting of Shareholders;</p> <p>1.</p>	<p>...</p> <p>h. To approve transactions, investments, purchase and sale contracts, loan agreements, lending agreements, and other contracts (<i>including private placements and public issuances of bonds</i>) with a value equal to or greater than five percent (05%) of the total asset value recorded in the Company's latest financial statements, except for transactions, investments, and contracts under the approval authority of the General Meeting of Shareholders <i>as prescribed by law and this Charter.</i>;</p>	
7	Point b Clause 40.5 Article 40	<p>Article 40. Responsibility to be honest and avoid conflicts of interest</p> <p>40.5. Contracts or transactions between the Company and one or more members of the Board of Directors, Supervisors, General Directors, other executives and individuals, organizations related to them or companies, partners, associations, or organizations of which members of the Board of Directors, Supervisors, General Directors, other executives or individuals related to them are members, or have related financial interests shall not be invalidated in the following cases:</p> <p>b. For contracts with a value equal to or greater than thirty-five percent (35%) of the total asset value recorded in the most recent financial report, the important contents of this contract or transaction as well as the relationships and interests of the members of the Board of Directors, Supervisors, General Director, and other executives have been announced to shareholders <i>with no relevant interests who have the right to vote on that issue, and those</i></p>	<p>Article 40. Responsibility to be honest and avoid conflicts of interest</p> <p>40.5. Contracts or transactions between the Company and one or more members of the Board of Directors, Supervisors, General Directors, other executives and individuals, organizations related to them or companies, partners, associations, or organizations of which members of the Board of Directors, Supervisors, General Directors, other executives or individuals related to them are members, or have related financial interests shall not be invalidated in the following cases:</p> <p>b. For contracts with a value equal to or greater than thirty-five percent (35%) of the total asset value recorded in the most recent financial report, the important contents of this contract or transaction as well as the relationships and interests of the members of the Board of Directors, Supervisors, General Directors, and other executives have been announced to shareholders <i>and approved by the General Meeting of</i></p>	Consistency with the provisions of the Law on Enterprises 2020.

No.	Amended and Supplemented Provisions	Current Charter Content	Proposed Amended and Supplemented Charter Content	Reason for amendment and Supplementati on
		<p><u>shareholders have approved this contract or transaction;</u></p> <p>Members of the Board of Directors, Supervisors, General Directors, other executives and organizations and individuals related to the above members prohibited from using unpublished Company information or disclose it to others to carry out related transactions.</p>	<p><u>Shareholders through votes of shareholders with no related interests.</u></p> <p>Members of the Board of Directors, Supervisors, General Directors, other executives and organizations and individuals related to the above members prohibited from using unpublished Company information or disclose it to others to carry out related transactions.</p>	
8	Clause 44.4 Article 44	<p>Article 44. Profit distribution</p> <p>44.4. In case dividends or other amounts related to a type of shares are paid in cash, the Company must pay in Vietnamese Dong. Payment can be made directly or via bank transfer based on the bank account details provided by the shareholder. In case the Company has transferred money according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company shall not be liable for such transferred amount.</p>	<p>Article 44. Profit distribution</p> <p>44.4. In case dividends or other amounts related to a type of shares are paid in cash, the Company must pay in Vietnamese Dong. Payments may be made directly or via bank transfer based on the bank account details provided by the shareholder. If the Company has transferred the funds according to the bank account details provided by the shareholder but the shareholder fails to receive the funds, the Company shall not be liable for such a transferred amount. <u>The payment of dividends for shares listed or registered for trading on the Stock Exchange may be made through a securities company or the Vietnam Securities Depository and Clearing Corporation..</u></p>	Alignment with applicable legal provisions.
9	Article 48	<p>Article 48. Annual financial statement</p> <p>48.1. The Company must prepare an annual financial report in accordance with the provisions of law, and the report must be audited as stipulated in Article 50 of this Charter. <u>Within the prescribed time limit from the end of each fiscal year, the Company must submit the annual financial report, which has been approved</u></p>	<p>Article 48. Annual financial statement</p> <p>48.1. The Company must prepare annual financial statements, which must be audited in accordance with the provisions of law. <u>The Company shall disclose the audited annual financial statements in compliance with regulations on information disclosure in the securities market and submit them to the</u></p>	Compliance with actual business operations and relevant legal regulations

No.	Amended and Supplemented Provisions	Current Charter Content	Proposed Amended and Supplemented Charter Content	Reason for amendment and Supplementati on
		<p><u>by the General Meeting of Shareholders, to the competent tax authority.</u></p> <p><u>48.2. The annual financial report must include a business performance report that truthfully and objectively reflects the Company's profit and loss situation during the fiscal year, a balance sheet that accurately and objectively reflects the Company's financial position at the time of reporting, a cash flow statement, and notes to the financial statements.</u></p> <p><u>48.3. The audited annual financial statements (including the auditor's opinion) shall be published on the Company's website and disclosed in accordance with the law.</u></p> <p><u>48.4. Interested organizations and individuals have the right to inspect or copy the audited annual financial statements, the reviewed six-month financial statements, and the quarterly financial statements during the Company's working hours at its headquarters, subject to the payment of a reasonable fee for copying.</u></p>	<p><u>competent state authorities.</u></p> <p><u>48.2. The annual financial statements must include all required reports, appendices, and explanatory notes as prescribed by the law on corporate accounting. The annual financial statements must provide a truthful and objective reflection of the Company's operations.</u></p> <p><u>48.3. The Company must prepare and disclose the reviewed semi-annual financial statements and quarterly financial statements in accordance with regulations on information disclosure in the securities market and submit them to the competent state authorities.</u></p>	
10	Article 50	<p>Article 50. Auditing</p> <p>50.1. The annual General Meeting of Shareholders shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the Board of Directors to select one from this list to conduct the Company's audit for the following fiscal year, based on terms and conditions agreed upon with the Board of Directors. <u>The Company must prepare and submit its annual financial statements to the independent auditing firm after the end of</u></p>	<p>Article 50. Auditing</p> <p>50.1. The General Meeting of Shareholders shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the Board of Directors to select one from this list to conduct the audit of the Company's financial statements for the following fiscal year based on the terms and conditions agreed with the Board of Directors.</p> <p><u>50.2. The audit report shall be attached to the Company's annual</u></p>	Compliance with actual business operations and relevant legal regulations

No.	Amended and Supplemented Provisions	Current Charter Content	Proposed Amended and Supplemented Charter Content	Reason for amendment and Supplementati on
		<p><u>the fiscal year.</u></p> <p><u>50.2. The independent auditing firm shall review, verify, and issue a report on the annual financial statements, reflecting the Company's revenues and expenditures, prepare an audit report, and submit it to the Board of Directors within two (02) months from the end of the fiscal year.</u></p> <p><u>50.3. A copy of the audit report shall be attached to the Company's annual financial statements.</u></p> <p><u>50.4. The independent auditor conducting the Company's audit shall have the right to attend the General Meeting of Shareholders, receive notices and other relevant information distributed to shareholders, and provide opinions at the meeting on matters related to the audit of the Company's financial statements.</u></p>	<p><u>financial statements.</u></p> <p><u>50.3. The independent auditor performing the audit of the Company's financial statements shall have the right to attend the General Meeting of Shareholders, receive notices and other relevant information related to the meeting, and provide opinions on matters concerning the audit of the Company's financial statements.</u></p>	