

## APPENDIX

(Attached to Report No. 08/DHDCD on amendment of the company's charter)

**Note:**

- Articles not detailed in this appendix are unchanged.
- The proposed changes in the section "Regulations in the current Charter" are the words shown in **bold and underlined**.
- The contents that need to be amended and supplemented in the "Content to be amended" section are ***italicized, bolded in red***.
- The Enterprise Law 2020 (LDN 2020) is the Enterprise Law No. 59/2020/QH14 dated June 17, 2020.
- Law No. 03/2022/QH15 is Law No. 03/2022/QH15 dated January 11, 2022 amending and supplementing a number of articles of the Law on Public Investment, the Law on Investment in the form of public-private partnership, and the Law on Investment. , Law on Housing, Law on Bidding, Law on Electricity, Law on Enterprises, Law on Special Consumption Tax and Law on Civil Judgment Execution.
- Law on Securities 2019 is Law on Securities No. 54/2019/QH14 dated November 26, 2019.
- Labor Code 2019 is Labor Code No. 45/2019/QH14 dated November 20, 2019.
- Model Charter is the Model Charter applicable to public companies issued together with Circular No. 116/2020/TT – BTC is Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance. Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the securities law.

Regulations in the current company's charter	Content proposed to amend	Reasons of amendments
<b>BEGINNING</b>	<b>BEGINNING</b>	
This Charter was approved in accordance with the valid Resolution of the General Meeting of Shareholders of Tien Phong Plastic Joint Stock Company held on <b><u>April 19, 2022</u></b> .	This Charter was approved in accordance with the valid Resolution of the General Meeting of Shareholders of Tien Phong Plastic Joint Stock Company held on <b><i>April 28, 2023</i></b> .	Update time
<b>BEGINNING</b>	<b>BEGINNING</b>	
<b>I. DEFINITIONS OF TERMS IN THE</b>	<b>I. DEFINITIONS OF TERMS IN THE</b>	

Regulations in the current company's charter	Content proposed to amend	Reasons of amendments
<b>CHARTER</b>	<b>CHARTER</b>	
<b>Article 1. Interpretation of terms</b>	<b>Article 1. Interpretation of terms</b>	
1.g. “ <b>Managers</b> ” means the General Director, Deputy General Director, <b><u>Chief Accountant, Heads of units</u></b> in the Company and other managerial positions in the Company approved by the Board of Directors from time to time. point	1.g. “ <b>Managers</b> ” means the General Director, Deputy General Director (including Chief Accountant) and heads of units in the company that have been approved by the BOD in the specific time	Modifying the concept of Managers to clarify the group of titles to match the actual operation of the Company
1.h.“ <i>The person who runs the business</i> ” means the General Director, Deputy General Director, Chief Accountant	<i>Remove this item</i>	Not specified in the Charter, comply with the provisions of law
<b>Article 2. Name, form, head office, branch, representative office and duration of operation of the Company</b>	<b>Article 2. Name, form, head office, branch, representative office and duration of operation of the Company</b>	
<b><u>4. The Chairman of the Board of Directors is the legal representative of the Company</u></b>	<i>Remove this item</i>	This section is removed because of the provisions of Article 3
<b>III. OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS OF THE COMPANY</b>	<b>III. OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS OF THE COMPANY</b>	
<b>Article 4. Operational objectives of the Company</b> - Code of business lines (4312) Prepare surface - Code of business lines (6810) Trading in real estate, land use rights belonging to owners, users or renters	<b>Article 4. Operational objectives of the Company</b> - Code of business lines (4312) Prepare surface <i>Excluding Blasting Service</i> - Code of business lines (6810) Trading in real estate, land use rights belonging to owners, users or renters	In the current business line codes 4312 and 6810, there are a number of detailed lines that foreign investors have not yet been able to access the market according to the current investment law. Furthermore, the Company does not do business in this area. Therefore, in order to match the actual

Regulations in the current company's charter	Content proposed to amend	Reasons of amendments
	<i>Except for investment in construction of infrastructure of cemeteries and graveyards for the transfer of land use rights associated with infrastructure</i>	operation of the Company and avoid being limited by the regulation on the maximum foreign ownership ratio, the proposal to amend the business lines clarifies the industry code in more detail. This content will be updated in the Charter after it is approved by the General Meeting of Shareholders and changes are registered with the business registration agency.
<b>Article 5. Scope of business and operation</b>	<b>Article 5. Scope of business and operation of the company</b>	
<p>Công ty được phép lập kế hoạch và tiến hành tất cả các hoạt động kinh doanh theo ngành, nghề của Công ty đã được công bố trên Cổng thông tin đăng ký doanh nghiệp quốc gia <u>và Điều lệ này phù hợp với quy định của Pháp luật hiện hành và thực hiện các biện pháp thích hợp để đạt được các mục tiêu của Công ty.</u></p> <p>Công ty có thể tiến hành hoạt động kinh doanh trong các lĩnh vực khác được Pháp luật cho phép và được Đại hội đồng cổ đông thông qua</p> <p>The Company is allowed to plan and conduct all business activities according to the Company's lines of business which have been published on the National Business Registration Portal <u>and</u></p>	<p>Công ty được phép lập kế hoạch và tiến hành tất cả các hoạt động kinh doanh theo ngành, nghề <i>quy định tại Điều lệ này đã đăng ký, thông báo thay đổi nội dung đăng ký với cơ quan đăng ký kinh doanh</i> và đã công bố trên Cổng thông tin đăng ký doanh nghiệp quốc gia.</p>	<p>Modify the wording according to Article 5 of the Model Charter</p>

Regulations in the current company's charter	Content proposed to amend	Reasons of amendments
<p><u>this Charter in accordance with the provisions of the Law. current and take appropriate measures to achieve the objectives of the Company.</u></p> <p><u>The Company may conduct business activities in other fields permitted by the Law and approved by the General Meeting of Shareholders.</u></p>		
<p><b>IV. CHARTER CAPITAL, SHARES, FOUNDATION SHAREHOLDERS</b></p>	<p><b>IV. CHARTER CAPITAL, SHARES, FOUNDATION SHAREHOLDERS</b></p>	
<p><b>Article 6. Charter capital, founding shareholders</b></p>	<p><b>Article 6. Charter capital, founding shareholders</b></p>	
<p>6. Common shares must be given priority to be offered for sale to existing shareholders in proportion to their percentage ownership of common shares in the Company, unless otherwise decided by the General Meeting of Shareholders. The number of shares that shareholders do not register to buy will be decided by the Board of Directors of the Company. The Board of Directors may distribute such shares to the subjects according to the conditions and manner that the Board of Directors deems appropriate, but may not sell such shares under more favorable terms than those of the Board of Directors. conditions offered for sale to existing shareholders, except for the case that <u>shares are sold through the Stock Exchange by auction method.</u></p>	<p>6. Common shares must be given priority to be offered for sale to existing shareholders in proportion to their percentage ownership of common shares in the Company, unless otherwise decided by the General Meeting of Shareholders. The number of shares that shareholders do not register to buy will be decided by the Board of Directors of the Company. The Board of Directors may distribute such shares to subjects according to the conditions and methods that the Board of Directors deems suitable, but may not sell such shares under more favorable conditions than those of the Board of Directors. conditions offered to existing shareholders, unless otherwise <i>approved by the General Meeting of Shareholders</i></p>	<p>Amendment according to Clause 5, Article 6 of the Model Charter</p>
<p><b>VI. SHAREHOLDERS AND GENERAL</b></p>	<p><b>VI. SHAREHOLDERS AND GENERAL</b></p>	

Regulations in the current company's charter	Content proposed to amend	Reasons of amendments
<b>GENERAL</b>	<b>GENERAL</b>	
<p><b>Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders</b></p>	<p><b>Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders</b></p>	
<p><b><u>6. The Chairman of the General Meeting of Shareholders has the right to postpone the meeting of the General Meeting of Shareholders with sufficient number of registered people to attend the meeting to another time or change the meeting place in the following cases:</u></b></p> <p><b><u>a. The meeting place does not have enough convenient seats for all meeting participants;</u></b></p> <p><b><u>b. There are people attending the meeting who act to obstruct or disrupt order, which threatens to prevent the meeting from being conducted in a fair and lawful manner;</u></b></p> <p><b><u>c. The delay is necessary for the work of the General Meeting to proceed properly.</u></b></p> <p><b><u>In addition, the Chairman of the General Meeting may postpone the General Meeting when there is a consensus or request of the General Meeting of Shareholders, which has a sufficient number of delegates attending the meeting. The maximum postponement time is not more than three days from the intended date of opening the General Meeting. The meeting reconvened will only consider matters that would have been lawfully</u></b></p>	<p>6. The Chairman of the General Meeting of Shareholders has the right to postpone the meeting of the General Meeting of Shareholders with sufficient number of registered people to attend the meeting for a maximum of <i>no more than 03 (three) working days from the date the meeting is intended to open and may only be adjourned</i> or change the meeting place in the following cases:</p> <p>a. The meeting place does not have enough convenient seats for all meeting participants;</p> <p><i>b. The media at the meeting place does not guarantee shareholders attending the meeting to participate, discuss and vote;</i></p> <p>c. There are people attending the meeting who act to obstruct or disrupt order, which threatens to prevent the meeting from being conducted in a fair and lawful manner;</p>	<p>Amendment according to Clause 8 Article 20 of the Model Charter and Article 146 Enterprise Law.</p>

Regulations in the current company's charter	Content proposed to amend	Reasons of amendments
<u>resolved at the previously postponed general meeting</u>		
12. The Company must hold a General Meeting of Shareholders <u>at least once a year. The Annual General Meeting of Shareholders must not be held in the form of collecting written opinions</u>	12. The company must hold the Annual General Meeting of Shareholders <i>once a year. In addition to the annual meeting, the General Meeting of Shareholders may hold an extraordinary meeting.</i>	Amendment to be consistent with Article 139 of the Enterprise Law
<b>Article 21. Approval of resolutions of the General Meeting of Shareholders</b>	<b>Article 21. Approval of resolutions of the General Meeting of Shareholders</b>	
2.a Except for the case specified in Clause 1, Article 17 - This Charter, the decisions of the General Meeting of Shareholders shall be passed at the meeting when the following conditions are satisfied: a. Approved by the number of shareholders representing at least 65% (sixty-five percent) of the total votes of <u>all attending shareholders.</u>	2.a Except for the case specified in Clause 1, Article 17 - This Charter, the decisions of the General Meeting of Shareholders shall be passed at the meeting when the following conditions are satisfied: a. Approved by the number of shareholders representing at least 65% (sixty-five percent) of the total votes of all shareholders <i>attending and voting at the meeting.</i>	Adjust the content of the clause to be clearer and consistent with the provisions of Clause 5, Article 7 of Law No. 03/2022/QH15
2.b. Decisions of the General Meeting of Shareholders regarding:  - Amending and supplementing the Charter;  - Types of shares and total number of shares of each class;  - The reorganization and dissolution of the	2.b. Decisions of the General Meeting of Shareholders regarding:  - Amending and supplementing the Charter; - Types of shares and total number of shares of each class; - The reorganization and dissolution of the Company; - Decide to invest or sell assets of the Company with a value equal to or greater than 35% (thirty	Adjust the content of the clause to be clearer and consistent with the provisions of Clause 5, Article 7 of Law No. 03/2022/QH15

<p>Company;</p> <p>- Decide to invest or sell assets of the Company with a value equal to or greater than 35% (thirty five percent) of the total value of assets recorded in the most recent financial statements of the Company.</p> <p>shall be approved only when 75% (seventy-five percent) or more of the total votes of all shareholders <b><u>or authorized representatives attending the meeting approve</u></b> (in case of direct meeting) or at least at least 75% (seventy-five percent) of the total number of votes of all shareholders having the right to vote for approval (in the case of collecting shareholders' written opinions), except for the cases specified at Points a and Point c, Clause 2, Article 21 - This Charter</p>	<p>five percent) of the total value of assets recorded in the most recent financial statements of the Company.</p> <p>shall be approved only when 75% (seventy-five percent) or more of the total votes of all shareholders attending and voting at the meeting approve (in case of direct meeting) or at least at least 75% (seventy-five percent) of the total number of votes of <b><i>all shareholders having the right to vote for approval</i></b> (in the case of collecting shareholders' written opinions), except for the cases specified at Points a and Point c, Clause 2, Article 21 - This Charter</p>	
<p><b>VII. THE BOARD OF DIRECTORS</b></p>	<p><b>VII. THE BOARD OF DIRECTORS</b></p>	
<p><b>Article 29. Powers and duties of the Board of Directors</b></p>	<p><b>Article 29. Powers and duties of the Board of Directors</b></p>	
<p><b><u>3.c. Appointing and dismissing managers of the Company (from the level of deputy general director and above) at the request of the General Director and other proposals; and decide their salary</u></b></p>		<p>This content is removed because it coincides with point 3.h.</p>
<p><b><u>3.h. Electing, dismissing and removing the Chairman of the Board of Directors; Appointment, dismissal, signing and termination of contracts for the General Director or important managers as provided for in the</u></b></p>	<p><b><i>3.g. Electing, dismissing and removing the Chairman of the Board of Directors; Appointment, dismissal, signing and termination of contracts for the General Director, <i>Deputy General Director and other</i></i></b></p>	<p>Clarifying positions and titles under the decision-making authority of the Board of Directors.</p>

<p><b><u>Company's Charter</u></b>; decide on the salary and other benefits of such managers; appoint an authorized representative to participate in the Members' Council or the General Meeting of Shareholders in another company, decide on the remuneration and other benefits of such persons.</p>	<p><i>positions approved by the Board of Directors from time to time</i>; decide on the salary and other benefits of such managers; appoint an authorized representative to participate in the Members' Council or the General Meeting of Shareholders in another company, decide on the remuneration and other benefits of such persons.</p>	
<p><b>VIII. CEO, OTHER MANAGER AND COMPANY SECTOR</b></p>	<p><b>VIII. GENERAL MANAGER, OTHER MANAGER AND COMPANY SECTOR</b></p>	
<p><b>Article 35. Organization of the management apparatus</b></p>	<p><b>Article 35. Organization of the management apparatus</b></p>	
<p>The Company has one (01) General Director, one Deputy General Director, <b><u>one (01) Chief Accountant</u></b> and equivalent positions appointed by the Board of Directors.</p>	<p>The Company has one (01) General Director, Deputy General Directors <i>and other titles approved by the Board of Directors from time to time.</i></p>	<p>Amendment to suit the actual management situation of the Company</p>
<p><b>Article 36. Managers</b></p>	<p><b>Article 36. Managers</b></p>	
<p>2. The salary, remuneration, benefits and other terms in the labor contract for the CEO will be decided by the Board of Directors and the <b><u>contract with other managers will be decided by the Board of Directors. Management decided after consulting the General Director</u></b></p>	<p>2. The salary, remuneration, benefits and other terms in the labor contract for the General Director, <i>Deputy General Director and other positions approved by the Board of Directors will be decided by the Board of Directors. determined</i>; for other managers will be decided by the <i>General Director after reporting to the Chairman of the Board of Directors</i></p>	<p>Amendment to suit the actual management situation of the Company</p>
<p><b>Article 37. Appointment, dismissal, duties and powers of the General Director</b></p>	<p><b>Article 37. Appointment, dismissal, duties and powers of the General Director</b></p>	
<p>2. Term <b><u>The term of the General Director is 03</u></b></p>	<p>2. Term <i>The term of the General Director is specified</i></p>	<p>The term and conditions and standards of the General Director</p>



<p><b><u>(three) years and can be re-appointed. The appointment may expire based on the provisions of the labor contract.</u></b></p> <p><b><u>The General Director is not allowed to be a person prohibited by law from holding this position and must meet the standards and conditions as prescribed by law and the company's charter.</u></b></p>	<p><i>in the Internal Regulations on corporate governance.</i></p> <p><i>Conditions and standards of the General Director are specified in the Internal Regulations on corporate governance</i></p>	<p>are specified in the Internal Regulations on corporate governance</p>
<p>3.c. Recommend the number and types of managers that the Company needs to hire for the Board of Directors to appoint or dismiss when necessary in order to apply the activities and good management structures proposed by the Board of Directors. , and advise the Board of Directors to decide the salary, remuneration, benefits and other terms of the labor contract of managers</p>	<p>3.c. <b>Appointing or dismissing managers from the unit head level or below after reporting to the Chairman of the Board of Directors; determine their salary, remuneration, benefits and other terms of their employment contract</b></p>	<p>Modify it to suit the actual operation</p>
<p><b>XI. EMPLOYEES AND LABOR UNION</b></p>	<p><b>XI. EMPLOYEES AND LABOR UNION</b></p>	
<p><b>Article 43. Employees and trade unions</b></p>	<p><b>Article 43. Employees and trade unions</b></p>	
<p>2. The General Director approves issues related to the Company's relationship with <b><u>trade unions</u></b> in accordance with the best management standards, practices and policies, practices and policies specified in this Charter, regulations of the Company and current regulations of law, and at the same time, summarize and report to</p>	<p>2. The General Director approves issues related to the Company's relationship with the <i>employee representative organizations at the grassroots</i> in accordance with the best management standards, practices and policies, the practices and policies prescribed by law.</p>	<p>It is proposed to amend the concept of "trade union" to "representative organization of employees at the grassroots" in accordance with the provisions of the Labor Code 2019</p>

the Board of Directors at the nearest meeting.	stipulated in this Charter, the Company's regulations and current regulations of law, and at the same time, summarize and report to the Board of Directors at the nearest meeting.	
<b>XVII. DISSOLUTION AND LIQUIDATION</b>	<b>XVII. DISSOLUTION AND LIQUIDATION</b>	
<b>Điều 53. Extend due date of the activity</b>	<b>Điều 53. Extend due date of the activity</b>	
The term of operation will be extended further when there are 65% (sixty-five percent) or more of the total <b><u>votes of the voting shareholders present in person or through an authorized representative present at the Approved by the General Meeting of Shareholders</u></b>	The term of operation will be extended further when 65% (sixty-five percent) or more of the total votes of <b><i>all shareholders attending and voting at the meeting approve.</i></b>	Adjustment to be consistent with the content specified in Clause 5, Article 7 of Law No. 03/2022/QH15 and to be consistent with the proposed amendment in Article 21 of the Charter
<b>XX. EFFECTIVE DATE</b>	<b>XX. EFFECTIVE DATE</b>	
<b>Điều 57. Effective date</b>	<b>Điều 57. Effective date</b>	Correct the order of terms
1. This Charter consists of 20 chapters and 57 articles, approved by the General Meeting of Shareholders of Tien Phong Plastic Joint Stock Company in accordance with Resolution No. 14/NQ-DHDCD-2022/NTP dated <b><i>April 19, 2022</i></b> at Tien Phong Plastic Joint Stock Company and jointly accept the full effect of this Charter	1. This Charter consists of 20 chapters and 57 articles, unanimously approved by the General Meeting of Shareholders of Tien Phong Plastic Joint Stock Company in accordance with Resolution No...../NQ-DHDCD-2023/NTP dated <b><i>28 April 2023</i></b> at Tien Phong Plastic Joint Stock Company and jointly accept the full effect of this Charter.	Monthly update
<b><i>Some other detailed adjustments on sentence structure, words used, acronyms and some reference to terms to ensure consistency in form and content of the Charter but do not change the content of terms.</i></b>		