



**VMG MEDIA JOINT
STOCK COMPANY**

No.: 03/TTr-VMG/AGM

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, date 13 month 05 2026

DRAFT

PROPOSAL

(Re: Approval of the 2026 business plan)

To: The General Meeting of Shareholders of VMG Media Joint Stock Company

- Pursuant to the Charter on Organization and Operation of VMG Media Joint Stock Company;
- Pursuant to the 2025 audited financial statements of VMG Media Joint Stock Company;
- Based on the actual business situation of the Company and the forecast for the Technology, Information and Communication sector in 2026.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the 2026 Business Plan including the following contents:

- | | |
|--------------------------------|-------------------------|
| 1. 2026 Revenue | : 1.481.524 million VND |
| 2. 2026 Profit before tax | : 38.565 million VND |
| 3. Expected 2026 dividend rate | : 5% / Charter capital |

Respectfully submit to the General Meeting of Shareholders for consideration and approval!

Recipients:

- AGM;
- Filing: Admin Office.

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

Nguyen Hoang Nam



**VMG MEDIA JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

No.: 05/TTr-VMG/AGM

Hanoi, date 13 month 05 2026

DRAFT

PROPOSAL

(Re: 2026 Remuneration plan for the BOD and SB)

To: The General Meeting of Shareholders of VMG Media Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter on Organization and Operation of VMG Media Joint Stock Company;
- Pursuant to the Vote Counting Minutes of the Board of Directors of VMG Media Joint Stock Company No. .../2026/BBH-HĐQT dated/03/2026.

To ensure the attachment of responsibilities to the benefits of the Board of Directors and the Supervisory Board in managing and supervising the business operations of VMG Media Joint Stock Company, the Board of Directors ("BOD") respectfully submits to the General Meeting of Shareholders ("AGM") for approval the remuneration paid to the Board of Directors ("BOD") and the Supervisory Board ("SB") in 2025 and the remuneration plan for the BOD and SB in 2026 as follows:

1. Remuneration paid to BOD members and SB members in 2025:

Based on the business performance in 2025, the AGM paid the remuneration for BOD members and SB members in 2025 (**totaling 307,494,040 VND**) exactly according to the plan approved at the 2025 Annual General Meeting of Shareholders. Detailed information has been specifically reported by the BOD in the 2025 Financial Statements.

2. Remuneration plan for BOD members and SB members in 2026:

No	Position	Number of people	Remuneration (VND/month)	Number of months	Total estimated cost
1	Chairman of the BOD	1	7.000.000	12	84.000.000
2	Member of the BOD	4	5.000.000	12	240.000.000
3	Head of the SB	1	5.000.000	12	60.000.000
4	Member of the SB	2	3.000.000	12	72.000.000
Total					456.000.000
In words: Four hundred and fifty-six million VND even./.					

3. **Implementation time:** From May 13, 2026 to December 31, 2026.

4. **Implementation principles:**

- Strictly comply with the Company's regimes, policies, and provisions of law. In which:
 - + For BOD/SB members who do not receive a salary at the Company: Pay remuneration according to the norms and resolutions of the AGM.
 - + For members concurrently holding executive management positions at the Company, the BOD/SB remuneration is paid independently of the salary and other welfare benefits under the labor contract.
 - + The remuneration is accounted for in the Company's business expenses and does not include personal income tax. The Company performs tax deduction at source before payment.
- Authorize the BOD to execute the payment of remuneration and bonuses (if any) for BOD members and SB members .

Respectfully submit to the General Meeting of Shareholders for consideration and approval !

Recipients:

- AGM;
- Filing: Admin Office.

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



Nguyen Hoang Nam

No.: 07/TTr-VMG/AGM

Hanoi, date 13 month 05 2026

PROPOSAL

(Re: Amendment and supplement to the Charter of VMG Media Joint Stock Company)

For: The General Meeting of Shareholders of VMG Media Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 and its guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 and its guiding documents;
- Pursuant to the current Charter on Organization and Operation of VMG Media Joint Stock Company issued on May 03, 2024.

To perfect the internal legal framework, standardize regulations to better suit actual operations, and simultaneously improve governance efficiency and executive coordination mechanisms within the Company, the Board of Directors ("BOD") has reviewed the Company's current Charter. Accordingly, the BOD finds that a number of articles and clauses of the Charter need to be considered for amendment and supplement to ensure compatibility with current legal provisions and meet management requirements in the new period. The BOD respectfully submits to the General Meeting of Shareholders ("AGM") the amendment and supplement plan with the following specific contents

1. Updating and perfecting regulations on governance and administration: The amended and supplemented contents aim to more clearly define the authority, responsibilities, and obligations of each level, ensuring transparency and efficiency in organization and operation.
2. Standardizing document drafting techniques and citations: The new draft Charter has been reviewed and adjusted in terms of structure, wording, specialized legal terminology, and citation contents to ensure consistency and accuracy in form and content (this amendment and supplement absolutely do not change the nature or meaning of the provisions). After modifying or supplementing a number of Clauses/Articles, the order and arrangement of some contents in the new Charter are also updated and changed accordingly.

The main amended and supplemented contents to the Company's Charter are specifically presented in Appendix 01 attached to this Proposal.

The BOD respectfully submits to the General Meeting of Shareholders ("AGM") for consideration and approval of the amended and supplemented contents of the Company's Charter according to the attached Appendix 01 and the new draft Charter of the Company. This new draft Charter, after being approved by the AGM, will replace the Charter issued on May 03, 2024. Assigning the Legal Representative of the Company to organize the review, completion, and signing for promulgation of the new Charter

Respectfully submit to the General Meeting of Shareholders for consideration and approval!

ON BEHALF OF THE BOARD ODIRECTORS
CHAIRMAN

Recipients:

- AGM;
- Filing: Admin Office.

Nguyen Hoang Nam

APPENDIX I

SUMMARY TABLE OF AMENDMENTS AND SUPPLEMENTS TO THE CHARTER

VMG MEDIA JOINT STOCK COMPANY/VMG

(Attached to Proposal No.: 08/TT-VMG/DHDCD)

- I. Purpose of amendment**
To build and perfect the Company's Charter in accordance with the Law on Enterprises 2020, the Law on Securities 2019
- II. Legal basis and explanations:**
 - Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 (Law on Enterprises 2020);
 - Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 (Law on Securities 2019);
 - 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;
 - Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
 - The proposed changes in the "Current Charter" section are underlined;
 - The contents to be amended and supplemented in the "Proposed amendments and supplements" section are italicized.
- Contents of amendments and supplements**

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	Revised Charter - Content	Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item in		
Preamble	This Charter was last amended on April 24, 2024	This Charter was amended for the 2nd time on September 11, 2020, amended for the 3rd time on June 29, 2023, amended for the 4th time on April 24, 2024, and last amended on May 13, 2026.		This Charter of VMG Media Joint Stock of Company (hereinafter referred to as the "Company") is the legal basis for all activities of the Company, which is a joint stock company established and operating under the Law on Enterprises. The Charter, the Company's regulations, the Resolutions of	According to actual situation

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content	
				<p>the General Meeting of Shareholders and the Board of Directors that have been validly adopted in accordance with the relevant laws shall be binding rules and regulations for conducting the Company's business activities</p> <p>This Charter was adopted by the Resolution at the General Meeting of Shareholders officially held on October 03, 2007 and was amended and supplemented for the 5th time on May 13, 2026.</p>	Reasons, basis
Clause 1 Article 1	g) " Enterprise Executive" means the General Director, Deputy General Director, Chief Accountant and senior managers as prescribed in the Company's Charter;	g) Enterprise Executive" means the General Director, Deputy General Directors, Chief Financial Officer, Chief Accountant, Chief Human Resources Officer and senior managers as prescribed in the Company's Charter;	Item g Clause 1 Article 1	g)Enterprise Executive" means the General Director, Deputy General Directors, Chief Financial Officer, Chief Accountant and other executives as prescribed in the Company's Charter;	According to actual situation
Clause 1 Article 1	j) " Business area" means the territory of Vietnam and foreign countries.				Remove content According to

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
				Reasons, basis actual situation
Clause 1 Article 1	k) "Law" means all normative legal documents specified in Article 2 of the Law on Promulgation of Normative Legal Documents issued on June 22, 2015.			Remove content According to actual situation
Clause 1 Article 1	l) "Senior managers" means the Deputy General Directors, Chief Financial Officer, Chief Human Resources Officer, Chief Accountant of the Company and other officers appointed by the BOD as Senior managers of the Company.			Remove content due to merging with item g
Clause 1 Article 1	q) "Term" means the initial term of the Company as defined in Article 2 of this Charter and any extension period adopted by a Resolution of the General Meeting of Shareholders;			Remove content According to actual situation
Clause 1 Article 2	The legal name of the Company in Vietnamese is "Công ty cổ phần truyền thông VMG". The registered legal name of the		Clause 1 Article 22	1. Company name: a) The Company name in Vietnamese is "Công ty cổ phần truyền thông VMG". b) The Company name in English is "VMG Media Joint Stock of

Current Charter		Charter after 1st revision (approved by IOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
	Company in English is "VMG Media Joint Stock of Company"			Company". c) The abbreviated Company name is "VMG Media"
Clause 3 Article 22	3. the registered head office of the Company is: a) Address: 6th Floor, PEAKVIEW Tower, No. 36 Hoang Cau, O Cho Dua Ward, Dong Da District, Hanoi City.	3. The registered head office of the Company is: b) Address: 6th Floor, PEAKVIEW Tower, No. 36 Hoang Cau, O Cho Dua Ward, Hanoi City, Vietnam.		
Clause 1 Article 33	1. The business lines of the company are: a) Information (excluding activities)); portal press			The business lines of the Company are specifically prescribed in Appendix 01 attached to this Charter. This Appendix is an inseparable part of the Charter..
		<i>Web search portal activities and other information services (Excluding press activities)</i>		Supplement content
				Update the following business lines due to changes in legal basis and/or changes in names, business line codes according to Decision 36/2025/QĐ-TTg

Current Charter		Charter after 1st revision (approved by POD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content	Article/Clause/Item	Revised Charter - Content	Reasons, basis
b)	Retail sale via mail order houses or via internet;	Remove business line code as it no longer exists on the system		
c)	Retail sale of computers, peripheral units, software and telecommunications equipment in specialized stores;	<i>Retail sale of information and communication equipment</i>		Update the following business lines due to changes in legal basis and/or changes in names, business line codes according to Decision 36/2025/QĐ-TTg
d)	Call centre activities;	Keep unchanged		
e)	Other telecommunications activities Details: - Online game services; - Media services, distribution of publications (books, newspapers, periodicals); - Agency providing and exploiting value-added services on telecommunications networks, Internet Vietnam;	Other telecommunications activities Details: - Online game services; - Media services, distribution of publications (books, newspapers, periodicals); - Agency providing and exploiting value-added services on telecommunications networks, Internet		Update legal basis

Current Charter	Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	Revised Charter - Content	Reasons, basis
Article/Clause/Item	Content	Article/Clause/Item	Revised Charter - Content	Reasons, basis
<ul style="list-style-type: none"> - Provision of online video game services; - Digital information content services: services provided on the network operating directly to support, serve the production, distribution, exploitation, warranty, upgrading, maintenance of digital information content products and other similar activities related to digital information content; - Provision of information content services on mobile telecommunications networks; - Provision of content services on telecommunications networks; - Telecommunications service agency (Article 15 of the Law on Telecommunications) - Public digital signature 	<p>Vietnam;</p> <ul style="list-style-type: none"> - Provision of online video game services; - Digital information content services: services provided on the network operating directly to support, serve the production, distribution, exploitation, warranty, upgrading, maintenance of digital information content products and other similar activities related to digital information content; - Provision of information content services on mobile telecommunications networks; - Provision of content services on telecommunications networks; - Provision of content on telecommunications 			

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
	<p>certification services (Article 11 of Decree 130/2018/ND-CP guiding the Law on E-Transactions on Digital Signatures and Digital Signature Certification)</p> <ul style="list-style-type: none"> - Time-stamping services (Article 30 of Decree 130/2018/ND-CP guiding the Law on E-Transactions on Digital Signatures and Digital Signature Certification) - Establishment of public telecommunications networks: Establishment of terrestrial mobile telecommunications networks without using radio frequency bands (virtual mobile telecommunications networks) (Article 36 of the Law on Telecommunications, Clause 2, Article 20 of Decree 25/2011/ND-CP guiding the Law on Telecommunications) 	<p>networks;</p> <ul style="list-style-type: none"> - Telecommunications service agency (Article 14 of the Law on Telecommunications 2023) - Public digital signature certification services (Article 26 of Decree 23/2025/ND-CP regulating Electronic Signatures and Trusted Services) - Time-stamping services (Article 24 of Decree 23/2025/ND-CP regulating Electronic Signatures and Trusted Services) - Establishment of public telecommunications networks: Establishment of terrestrial mobile telecommunications networks without using radio frequency bands (virtual mobile telecommunications networks) (Article 36 of the Law on Telecommunications 2023, Clause 3, Article 32 of 		

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item in	Revised Charter - Content
		Decree 163/2024/ND-CP guiding the Law on Telecommunications		
e)	Sound recording and music publishing activities;	Keep unchanged		
f)	Printing;	Keep unchanged		
g)	Real estate activities with own or leased property; Details: Office leasing;	Keep unchanged		
h)	Educational support services; Details: Educational consultancy; Services providing educational guidance opinions; Educational testing evaluation services; Educational testing services; Organization of student exchange programs; Study abroad consultancy services	Other educational support activities Details: Educational consultancy; Services providing educational guidance opinions; Educational testing evaluation services; Educational testing services; Organization of student exchange programs; Study abroad consultancy services		Update the following business lines due to changes in legal basis and/or changes in names, business line codes according to Decision 36/2025/QD-TTgg
i)	Motion picture, video and television programme production activities;	Keep unchanged		
j)	Wholesale of other	Wholesale of other		Update the

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item in	Revised Charter - Content
	<p>machinery and equipment</p> <p>Details: - Trading in equipment, machinery serving in the media, telecommunications, information technology industries;</p> <p>- Trading in fire prevention and fighting means, equipment, supplies (Clause 9 Article 41 Decree 136/2020/ND-CP guiding the Law on Fire Prevention and Fighting</p>	<p>machinery and equipment</p> <p>Details: - Trading in equipment, machinery serving in the media, telecommunications, information technology industries;</p> <p>- Trading in fire prevention and fighting means, equipment, supplies</p>		
	<p>k) Other amusement and recreation activities n.e.c.;</p> <p>Details: Amusement and recreation services on television, mass media (excluding types of amusement and recreation prohibited by the State</p>	<p>Other amusement and recreation activities</p> <p>Details: Amusement and recreation services on television, mass media (excluding types of amusement and recreation prohibited by the State)</p>		
	<p>l) Market research and public opinion polling;</p>	<p>Keep unchanged</p>		
				<p>following business lines due to changes in legal basis and/or changes in names, business line codes according to Decision 36/2025/QD-TTg</p>
				<p>Update the following business lines due to changes in legal basis and/or changes in names, business line codes according to Decision 36/2025/QD-TTg</p>

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		Reasons, basis
Article/Clause/Item	Content	Article/Clause/Item	Revised Charter - Content		
	m) Advertising;	Keep unchanged			Update the following business lines due to changes in legal basis and/or changes in names, business line codes according to Decision 36/2025/QĐ-TTg
	n) Repair of computers and peripheral equipment Details: Repair and consulting services for computer hardware	Repair, maintenance of computers, information and communication equipment Details: Repair and consulting services for computer hardware			Update the following business lines due to changes in legal basis and/or changes in names, business line codes according to Decision 36/2025/QĐ-TTg
	o) Manufacture of computers and peripheral equipment; Details: Manufacture of computer hardware	Manufacture of computers and computer peripheral equipment Details: Manufacture of computer hardware ;			Update the following business lines due to changes in legal basis and/or changes in names, business line codes according to Decision 36/2025/QĐ-TTg
	p) Wholesale of computers, computer peripheral equipment and software Details: - Production and consulting services for computer software;	Wholesale of computers, computer peripheral equipment and software Details: - Production and consulting services for computer software;			Update the following business lines due to changes in legal basis and/or changes in names, business line

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	Revised Charter - Content	Revised Charter - Content	Revised Charter - Content
Article/Clause/Item	Content		Article/Clause/Item			Reasons, basis
	- Wholesale of software	- Wholesale of software.				codes according to Decision 36/2025/QD-TTg
q)	Data processing, hosting and related activities; Details: Providing leased information infrastructure, data processing services and related activities such as: specialized hosting activities like web hosting, streaming services or application hosting, providing time-sharing mainframe equipment application services to customers. Data processing activities include complete processing and reporting from data provided by customers or automated data entry and processing	Information technology infrastructure, data processing, hosting and related activities Details: Providing leased information infrastructure, data processing services and related activities such as: specialized hosting activities like web hosting, streaming services or application hosting, providing time-sharing mainframe equipment application services to customers. Data processing activities include complete processing and reporting specific outputs from data				Update the following business lines due to changes in legal basis and/or changes in names, business line codes according to Decision 36/2025/QD-TTg

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content	
		provided by customers or automated data entry and processing			
r)	Activities of insurance agents and brokers;	Keep unchanged			
s)	Other retail sale in non-specialized stores;	<i>Other general retail sale</i>			Update the following business lines due to changes in legal basis and/or changes in names, business line codes according to Decision 36/2025/QĐ-TTg
t)	Other information service activities n.e.c. Details: - Information services over the phone; - Information search services on a contract or fee basis; - Information clipping, press clipping services, etc... - Electronic contract certification activities	Web search portal activities and other information services Details: - Information services over the phone; - Information search services on a contract or fee basis; - Information clipping, press clipping services, etc... - Information clipping, press clipping services, etc...			Update the following business lines due to changes in legal basis and/or changes in names, business line codes according to Decision 36/2025/QĐ-TTg

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content	
	(Article 63 Decree 52/2013 on e-commerce)	- Electronic contract certification activities (Clause 22 Article 1 Decree No. 85/2021/ND- CP amending and supplementing a number of articles of Decree No. 52/2013/ND-CP of the Government on E- commerce			
	u) Other sports activities;	Keep unchanged			
	v) Organization conventions and trade shows.	Keep unchanged			
	w) Agents, brokers, auctioneers of goods Details: Goods sales agents; Goods brokerage	Keep unchanged			
	x) Photocopying, document preparation and other specialized office support activities. Details: Photocopying, document preparation	Administrative and office support activities Details: Photocopying, document preparatio			Update the following business lines due to changes in legal basis and/or changes in names, business line

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content	
					codes according to Decision 36/2025/QD-TTg
	y) Child-care education;	Keep unchanged			
	z) Kindergarten education;	Keep unchanged			
	aa) Primary vocational training;	Keep unchanged			
	bb) Secondary vocational training;	Keep unchanged			
	cc) College vocational training;	Keep unchanged			
	dd) Sports and recreation education;	Keep unchanged			
	ee) Cultural and arts education.	Keep unchanged			
	Other education n.e.c	Keep unchanged			
	Details: Teaching foreign languages and conversational skills; Computer training; Undefined level education at training and fostering centers; Tutoring services; Preparatory education; Learning centers offering courses for weak students; Driving instruction for non-professional drivers.				
	ff) Details: Payment intermediary services (Clause 10 Article 6 Law on the State Bank of	Payment and credit support service activities Details: Payment			Update the following business lines due to

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
	<p>Vietnam), e-wallet services (Clause 1 Article 1 Decree 80/2016/ND-CP dated July 01, 2016), payment gateway services (Point a, Clause 1, Article 15 Decree 101/2012/ND-CP dated November 22, 2012);</p> <p>Collection and payment support services (Point b, Clause 1, Article 15 Decree 101/2012/ND-CP dated November 22, 2012);</p> <p>Electronic money transfer support services (Point b, Clause 1, Article 15 Decree 101/2012/ND-CP dated November 22, 2012);</p> <p>Provision of payment intermediary services (Article 15 Decree 101/2012/ND-CP dated November 22, 2012);</p> <p>Provision of payment intermediary services (Article 15 Decree 101/2012/ND-CP dated November 22, 2012);</p>	<p>intermediary services, e-wallet services, payment gateway services;</p> <p>Collection and payment support services; Electronic money transfer support services;</p> <p>Provision of payment intermediary services (Article 22 Decree 52/2024/ND-CP regulating cashless payment) (operating under the License of the State Bank)</p>		<p>changes in legal basis and/or changes in names, business line codes according to Decision 36/2025/QĐ-TTg</p>

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
	<p>gg) Other telecommunications activities</p> <p>Details: Telecommunications service agency (Article 15 Law on Telecommunications)</p> <p>Establishment of public telecommunications networks;</p> <p>Establishment of terrestrial mobile telecommunications networks without using radio frequency bands (virtual mobile telecommunications networks).</p> <p>(Article 36 Law on Telecommunications, Clause 2 Article 20 Decree 25/2011/ND-CP guiding the Law on Telecommunications).</p> <p>Public digital signature certification services (Article 11 Decree 130/2018/ND-CP guiding the Law on E-Transactions on Digital Signatures and Digital Signature Certification).</p> <p>Time-stamping services (Article 30 Decree 130/2018/ND-CP guiding the Law on E-</p>	Keep unchanged		

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
	Transactions on Digital Signatures and Digital Signature Certification)			
	<p>Other information service activities n.e.c.</p> <p>Details: - Information services over the phone;</p> <p>- Information search services on a contract or fee basis;</p> <p>- Information clipping, press clipping services, etc...</p> <p>- Electronic contract certification activities (Article 63 Decree 52/2013 on e-commerce</p>	<p>Web search portal activities and other information services</p> <p>Details: - Information services over the phone;</p> <p>- Information search services on a contract or fee basis;</p> <p>- Information clipping, press clipping services, etc...</p> <p>- Electronic contract certification activities (Clause 22 Article 1 Decree No. 85/2021/ND-CP amending and supplementing a number of articles of Decree No. 52/2013/ND-CP of the Government on E-commerce</p>		Update the following business lines due to changes in legal basis and/or changes in names, business line codes according to Dec
	<i>jj) Wireless</i>			Update the

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		Reasons, basis
Article/Clause/Item	Content	Article/Clause/Item	Revised Charter - Content		
	telecommunications activities.	satellite telecommunications activities.			following business lines due to changes in legal basis and/or changes in names, business line codes according to Decision 36/2025/QD-TTg
	ii) <i>Wired telecommunications activities</i>				
		Development of video games, video game software and video game software tools Other computer programming			Update the following business lines due to changes in legal basis and/or changes in names, business line codes according to Decision 36/2025/QD-TTg
	ii) <i>Computer programming</i>				
	kk) <i>Computer consultancy and computer systems administration activities</i>	<i>Computer consultancy and computer systems management activities</i>			Update the following business lines due to changes in legal basis and/or changes in names, business line codes according to Decision

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content	
	ll) Information technology service activities and other computer-related services	<i>Computer service activities and other information technology services</i>			36/2025/QD-TTg Update the following business lines due to changes in legal basis and/or changes in names, business line codes according to Decision 36/2025/QD-TTg
	mm) Wholesale of other machinery and equipment Details: Trading in fire prevention and fighting means, equipment, supplies (Clause 9 Article 41 Decree 136/2020/ND-CP guiding the Law on Fire Prevention and Fighting	Keep unchanged			
	nn) Retail sale of computers, peripheral units, software and telecommunications equipment in specialized stores	Keep unchanged			
	nn) Wholesale of computers, computer peripheral	Keep unchanged			

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content	
	equipment and software Details: - Wholesale of software				
	oo) Wholesale of electronic and telecommunications equipment and parts	Keep unchanged			
	pp) Creative, arts and entertainment activities				Update the following business lines due to changes in legal basis and/or changes in names, business line codes according to Decision
	qq)	<i>Activities of employment placement agencies.</i>			Supplement the following business lines to suit the orientation of expanding the Company's production and business areas in the next phase
	rr)	<i>Temporary employment agency activities.</i>			
	ss)	<i>Domestic labor supply and management</i>			
			Article 3	Legal representative of the Company.	Add new conten

Current Charter	Charter after 1st revision (approved by LOD) Charter – First Amendment	Revised Charter - Content	Revised Charter - Content
Article/Clause/Item	Content	Article/Clause/Item in	Reasons, basis
			<p>1. The Company has one (01) legal representative who is the Chairman of the BOD or the General Director. .</p> <p>2. Rights and obligations of the Legal representative:</p> <p>a) The legal representative is the person representing the Company to exercise rights and obligations arising from the Company's transactions, representing the Company as a requester, resolving civil matters, plaintiff, defendant, person with related rights and obligations before arbitration, courts, and other rights and obligations under the provisions of the Law.</p> <p>b) The legal representative of the Company is responsible for: Exercising the assigned rights and obligations honestly, carefully, loyally for the best interests of the Company; Not abusing their position, title or using information, know-how, business opportunities and assets of the Company for personal gain or to serve the interests of any other organization or individual.</p> <p>c) Promptly, fully and accurately</p>

Current Charter	Charter after 1st revision (approved by EOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content	Article/Clause/Item	Revised Charter - Content
			<p>notifying the Company of enterprises in which they or their Related Persons own or hold shares, capital contributions in accordance with the law.</p> <p>The legal representative of the Company is personally liable for damages caused to the Company due to violation of the obligations specified in Clause 3 of this Article</p>
Clause 1 Article 3		Clause 1 Article 4	<p>The business lines of the Company are specifically prescribed in Appendix 01 attached to this Charter. This Appendix is an inseparable part of the Charter.</p>
Clause 2 Article 3	<p>The objectives of the Company are:</p> <ul style="list-style-type: none"> a) To become a reputable and successful business company in the Vietnamese and international markets in the aforementioned fields; b) To generate profits for Shareholders and employment for society. c) If any of these objectives requires approval from a 	Clause 2 Article 4	<p>The objective of the Company is to constantly develop production and business activities in the Company's business fields to: (1) maximize benefits and enhance the value of the Company in harmony with the interests of Shareholders; (2) constantly improve the living standards, income and working environment of employees; and (3) ensure the interests of other stakeholders</p>

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	Revised Charter - Content	Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item in	Revised Charter - Content	
	regulatory agency, the Company may only implement such objective after receiving approval from the competent authority.			towards sustainable and responsible development.	
Clause 1 Article 4	The Company is allowed to plan and conduct all business activities as stipulated in the business registration certificate and this Charter in accordance with the provisions of law and take appropriate measures to achieve the Company's objectives.		Clause 1 Article 5	The Company is allowed to conduct business activities according to the registered business lines (specified in this Charter), notify changes in registration contents to the business registration authority and in accordance with the provisions of the Law.	Edit content Supplement content
Clause 1 Article 5	Shares issued by the Company are ordinary shares, including shares held by the State. Where necessary, the company may issue other types of preference shares after approval by the GMS and in accordance with the provisions of law.				Based on the Model Charter Circular 116.
Clause 2 Article 5	On the date of initial adoption of the Charter, the Charter capital of the Company is VND 26,000,000,000 (twenty-six billion dong). On the date of the latest amendment of this			The Charter capital of the Company is VND 203,930,000,000 (two hundred and three billion nine hundred and thirty million dong). The total charter capital of the	Edit content Summarize content according to the Model Charter in Circular

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
	Charter, the Charter capital of the company is VND 203,930,000,000 (two hundred and three billion nine hundred and thirty million dong). The total charter capital of the Company is divided into 20,393,000 shares with a par value of VND 10,000/share		Clause 1 Article 6	Company is divided into 20,393,000 shares with a par value of VND 10,000/share
Clause 4 Article 5	The names, addresses, and number of shares and other details of the Founding Shareholders as prescribed by the Law on Enterprises shall be stated in Appendix 1 attached. This Appendix is a part of this Charter	Revise content: The names, addresses, and number of shares and other details of the Founding Shareholders as prescribed by the Law on Enterprises.	Clause 4 Article 6	Remove content according to the Model Charter in Circular No. 116/2020/TT-BTC
Clause 5 Article 5	Newly proposed ordinary shares to be issued shall be offered preferentially to shareholders in proportion to the percentage of ordinary shares of each			Ordinary shares must be offered preferentially to existing shareholders in proportion to their ownership percentage of ordinary shares in the Company.

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	Revised Charter - Content	Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content	
	<p>shareholder in the Company.</p> <p>The Company must announce the offering, clearly stating the number of shares offered and a reasonable time limit (not less than twenty days), for shareholders to subscribe.</p> <p>Any shares not fully subscribed by shareholders are subject to the control of the BOD. The BOD may distribute the option to purchase such shares to subjects, under conditions and methods that the BOD deems appropriate, provided that such shares are not sold on more favorable terms than those offered to the shareholders, unless the General Meeting of Shareholders approves otherwise or the securities law provides otherwise</p>		<p>III</p> <p>Clause 5 Article 6</p>	<p>unless the General Meeting of Shareholders decides otherwise; the number of shares not fully subscribed by shareholders will be decided by the Board of Directors of the Company.</p> <p>The Board of Directors may distribute such shares to shareholders and other persons provided that the conditions are not more favorable than those offered to existing shareholders, unless the General Meeting of Shareholders approves otherwise</p>	
Clause 6 Article 5	<p>The Company may repurchase shares previously issued by the Company itself in manners prescribed in this Charter and current laws.</p>				

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
Clause 7 Article 5	The Company may issue secured or unsecured bonds, and upon approval by the GMS, may issue bonds convertible into shares and subscription warrants, allowing warrant holders the right to purchase shares in accordance with the law on securities and the securities market.		Clause 6 Article 6	The Company may issue other types of securities according to the provisions of law
Clause 3 Article 6	2. Within 30 days from the date of submitting a full dossier requesting the transfer of share ownership according to the Company's regulations or within 30 days from the date of full payment of the share purchase price according to the Company's share issuance plan (or another time limit according to the issuance terms), the owner of the shares shall be granted a share certificate	Supplement content: 3. he shares of the Company are issued in the form of certificates or book entries or electronic data. For shares that have been registered and centrally deposited as prescribed, ownership is established by recording on the account system of the competent organization for securities registration and depository and complying with the provisions of law. 4. For shares that have not been deposited or are allowed to be issued in the form of certificates	Clause 3 and Clause 4 Article 7	Based on Article 121 Law on Enterprises. According to Article 61, Article 62 Law on Securities 2019 and Clause 1 Article 149 Decree 155/2020/ND-CP

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
	The share owner does not have to pay the Company the cost of printing the share certificate	according to the law: Within 30 days from the date of submitting a full valid request dossier or from the date of fulfilling the payment obligation to purchase shares according to the issuance plan, the share owner will be granted a Share Certificate by the Company." The share owner does not have to pay the Company the printing cost for this certificate		
Clause 4 Article 6	In case the share certificate is lost, damaged or otherwise destroyed, the shareholder may be reissued a share certificate by the Company upon request. The request of the shareholder must include the following contents: a) Information about the share certificate that was lost, damaged or otherwise destroyed; b) Commitment to take		Clause 5 Article 7	In case the share certificate is lost, damaged or otherwise destroyed, the shareholder may be reissued a share certificate by the Company upon request. The request of the shareholder must include the following contents: a) Information about the share certificate that was lost, damaged or otherwise destroyed; b) Commitment to take responsibility for disputes arising from the reissue of the
				According to the Model Charter in Circular No. 116/2020/TT-BTC According to actual situation

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		
Article/Clause/item	Content		Article/Clause/Item	Revised Charter - Content	Reasons, basis
	responsibility for disputes arising from the reissue of the new share certificate			new share certificate.	
Khoản 1 Điều 7	<p>1. All shares are freely transferable unless this Charter and the law provide otherwise.</p> <p>All shares listed on the Securities Trading Center will be transferred according to the regulations of the State Securities Commission and the Securities Trading Center</p>	<p>Revise content:</p> <p>1. All shares of the Company are freely transferable, except for cases restricted from transfer under the Law and this Charter; The Company's shares that have been registered, centrally deposited and listed/registered for trading on the system of the Stock Exchanges shall be transferred in accordance with the law on securities and the securities market; including regulations on trading methods, clearing and settlement of regulatory agencies and relevant market operating organizations."</p>	Clause 1 Article 8	All shares are freely transferable unless this Charter and the law provide otherwise. Shares listed on the Stock Exchange are transferred according to the provisions of Law on securities and the securities market.	According to the Model Charter in Circular No. 116/2020/TT-BTC According to actual situation
Clause 3 Article 7	2. Within 03 (three) years	Edit entire content:		Revise to content:	Based on Clause 3

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content	Article/Clause/Item	Revised Charter - Content	Reasons, basis
	from the date of establishment, Founding Shareholders are not allowed to transfer their shares; special cases must have the consent of the GMS.	Within 03 (three) years from the date the Company is granted the initial Enterprise Registration Certificate, ordinary shares of a Founding Shareholder are freely transferable to other Founding Shareholders and may only be transferred to a person who is not a founding shareholder if approved by the General Meeting of Shareholders. In this case, the founding shareholder intending to transfer ordinary shares does not have the voting right regarding the transfer of such shares	The transfer of ordinary shares of Founding Shareholders complies with the current Law on Enterprises. Remove content because the effective period for restricting the transfer of shares for Founding Shareholders has expired	and Clause 4 Article 120 Law on Enterprises 2020
Clause 4 Article 7	3. The transfer of shares must be made in writing and registered in the Shareholder register. After the time of registration in the Shareholder register, the parties have no right to sue	Edit entire content: 4. <i>Share transfer procedures:</i> <i>a. he transfer of shares is made in writing in the usual way or by handing over the share certificate.</i>	Revise to content: From the time the Company's shares are listed or registered for trading on the securities trading system, the transfer of shares is carried out in accordance with the provisions of law.	Based on Article 127 Law on Enterprises 2020 and Article 62 Law on Securities 2019

Current Charter	Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content	Article/Clause/Item	Revised Charter - Content
	<p>regarding the transfer of shares.</p> <p>Only Shareholders whose names are in the Shareholder register are recognized as lawful Shareholders of the Company.</p> <p>The transfer document is signed by or on behalf of the transferor and (except for fully paid shares) by or on behalf of the transferee.</p> <p>The transferor remains the owner of the relevant shares until the name of the transferee is entered in the Shareholder register, unless the transferor authorizes the transferee to attend the GMS taking place during that time according to the Law on Enterprises</p>	<p>Clause 4 Article 8</p>	<p>Remove content because the effective period for restricting the transfer of shares for Founding Shareholders has expired</p>
Clause 5 Article 7	4. The BOD has the full right	Revise content:	Merge into content at clause 4
			According to

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		Revised Charter - Content	Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item			
	to refuse to register the transfer of any registered shares that have not been fully paid.	The BOD is responsible for refusing to register the transfer for registered shares that have not been fully paid under the Law and this Charter.		Article 8		Clause 3 Article 127 Law on Enterprises 2020
Clause 6 Article 7	5. When the company lists securities on the securities market, the transfer of freely offered shares on the securities market shall be carried out according to the provisions of the securities law.	Edit entire content: From the time the Company's shares are listed or registered for trading on the securities trading system, the transfer of shares is carried out in accordance with the provisions of the law on securities and the securities market, including regulations on trading, registration, depository, clearing and central settlement of securities	Clause 4 Article 8		From the time the Company's shares are listed or registered for trading on the securities trading system, the transfer of shares is carried out in accordance with the provisions of law.	According to Article 62 Law on Securities 2019
Clause 7 Article 7	6. In case a Shareholder dies, only the following person shall be recognized by the Company as having ownership rights over the shares of the deceased: a) The heir by will or by law	Revise and supplement content: In case a Shareholder dies, only the following person shall be recognized by the Company as having ownership rights			In case an individual Shareholder dies (for shares not yet deposited), loses civil act capacity, or has restricted civil act capacity, the heirs (including heirs by will or by law) or the lawful property managers of that	Theo Khoản 1 Điều 127 Luật Doanh nghiệp 2020; Điều 611 đến Điều 662, Điều 658 Bộ luật

Current Charter	Charter after 1st revision (approved by I.O.D) Charter – First Amendment	Revised Charter - Content	Reasons, basis	
Article/Clause/Item	Content	Article/Clause/Item	Revised Charter - Content	
b)	<p>of that shareholder;</p> <p>If there are multiple legal co-heirs, they must appoint a single ownership representative through notarized authorization procedures.</p> <p>The Company only recognizes this ownership representative and does not resolve disputes among the heirs.</p> <p>These regulations do not release the estate of the deceased Shareholder from any liabilities attached to any shares held by that person</p>	<p>over the shares of the deceased:</p> <p>a) The heir by will or by law of that shareholder.</p> <p>The determination of heirs is carried out in accordance with civil law/</p> <p>b) n case there are multiple legal co-heirs for a number of shares, the co-heirs must appoint a single representative in writing with notarization/authentication to exercise rights and obligations towards the Company</p> <p>The Company only recognizes and works with this representative in related governance relations;</p> <p>Any disputes among the co-heirs shall be resolved by the parties themselves or according</p>	<p>Shareholder shall be the only person(s) recognized by the Company as having rights or benefits regarding the shares; and this provision shall not be construed as the deceased Shareholder, or the Shareholder losing or having restricted civil act capacity, being exempted from their liabilities for any obligations attached to any shares they hold</p> <p>a) The heir is determined according to civil law;</p> <p>b) If there are multiple legal co-heirs, they must appoint a single ownership representative through notarized authorization procedures. The Company only recognizes this ownership representative and does not resolve disputes among the heirs</p> <p>c) The heir only establishes shareholder rights after completing the estate acceptance procedures and registering information in accordance with the Law</p>	Civil Code 2015
		Clause 4 Article 8		

Current Charter	Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	Reasons, basis
Article/Clause/Item	Content	Article/Clause/Item	Revised Charter - Content
	<p>to the decision of the competent state agency</p> <p>c) <i>The heir only establishes shareholder rights after completing the estate acceptance procedures and registering information in accordance with the Law and the depository organization.</i></p> <p>d) <i>The inheritance of shares does not terminate the financial obligations or legal liabilities attached to those shares that the deceased has not fulfilled towards the Company.</i></p> <p>e) <i>For shares that have been registered and centrally deposited, the order and procedures for transferring ownership to the heir shall be carried out according to the regulations of the securities registration, depository and clearing organization</i></p>	<p>and the depository organization.</p> <p>d) The inheritance of shares does not terminate the financial obligations or legal liabilities attached to those shares that the deceased has not fulfilled towards the Company.</p>	
Clause 8 Article 7	8. In case an individual	In case an individual shareholder	Clause 2 Article

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
	shareholder dies without an heir, the heir refuses the inheritance or is disinherited, the shares of that shareholder shall be resolved according to civil law.	an individual shareholder dies (or is declared dead by the Court) without an heir, the heir refuses or is disinherited, those shares shall be resolved according to the provisions of civil law and relevant regulations on securities.	Clause 5 Article 88	dies (or is declared dead by the Court) without an heir, the heir refuses or is disinherited, those shares shall be resolved according to the provisions of law.
Clause 9 Article 7	9. A shareholder has the right to donate part or all of their shares in the company to other individuals or organizations; to use shares to pay debts. Individuals or organizations receiving donations or debt payments in shares will become shareholders of the company.	Supplement content: A shareholder has the right to donate part or all of their shares in the company to other individuals or organizations; to use shares to pay debts. Individuals or organizations receiving donations or debt payments in shares will become shareholders of the company from the time their information is fully recorded in the Shareholder Register or the central securities depository system.	Clause 6 Article 8	A shareholder has the right to donate part or all of their shares in the company to other individuals or organizations; to use shares to pay debts. Individuals or organizations receiving donations or debt payments in shares will become shareholders of the company in accordance with the law.
				Clause 5 Article 127 Law on Enterprises 2020

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item in	Revised Charter - Content	
Clause 10 Article 7	10. Individuals or organizations receiving shares in the cases specified in this Article only become company shareholders from the time their information specified in Clause 2, Article 122 of the Law on Enterprises is fully recorded in the shareholder register.	Supplement content: Individuals or organizations receiving shares in the cases specified in this Article only become company shareholders from the time their information specified in Clause 2, Article 122 of the Law on Enterprises is fully recorded in the shareholder register or recorded on the depository account system of the securities registration, depository and clearing organization.	Clause 7 Article 8	Keep the content approved by BOD unchanged	Article 122 Law on Enterprises 2020
Clause 11 Article 7	11. The company must register the change of shareholders in the shareholder register at the request of the relevant shareholder within 24 hours from the receipt of the request according to the Company's Charter.	Edit entire content: For shares not yet centrally deposited, the Company shall register the change of shareholders in the Shareholder Register within 03 (three) working days from the receipt of a full valid dossier as prescribed. For shares that have been registered and centrally deposited, the recording of ownership rights is based on	Clause 8 and Clause 9 Article 8	Keep the content approved by BOD unchanged	Clause 6 Article 127 Law on Enterprises 2020 Article 62 Law on Securities 2019

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
		the list of shareholders provided by the securities registration, depository and clearing organization or according to the confirmation of the depository member		
Article 8	Revocation of shares			Remove content because Revocation of shares only applies in the case of business establishment registration According to the Model Charter in Circular No. 116/2020/TT-BTC
Article 9	Management organizational structure The organizational and management structure of the Company includes: a) General Meeting of Shareholders; b) Supervisory Board c) Board of Directors; and d) General Director..	Organizational, governance and control structure The organizational, governance and control structure of the Company includes: a) General Meeting of Shareholder; b) <i>Board of Directors</i> ; c) <i>Supervisory Board</i> ; d) General Director.	ause 1 Article 9	The organizational, governance and control structure of the Company includes -a) General Meeting of Shareholders; b) Board of Directors c) Supervisory Board; and
				According to the Model Charter in Circular No. 116/2020/TT-BTC Point a Clause 1 Article 137 Law on Enterprises 2020

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
		<i>The Board of Directors is responsible for appointing at least one (01) person as Corporate Governance Officer concurrently acting as Company Secretary to support governance and administration activities in accordance with the law for public companies.</i>		d) General Director
Clause 1 Article 10	Shareholders are owners of the Company, whose names are in the Shareholder register and have corresponding rights and obligations according to the number and class of shares they own. The liability of each Shareholder is limited to the proportion of shares held by the Shareholder		Mục e Khoản 2 Điều 10	Shareholders eligible to participate in the GMS have the right to inspect information relating to their personal data and request correction of inaccurate information
Item f Clause 2 Article 10	10In case the company is dissolved, receive the Company's assets corresponding to the proportion of shares owned, but only after the		Item f Clause 2 Article 10	In case the company is dissolved or bankrupt, Shareholders shall receive a portion of the remaining assets corresponding to the proportion of shares owned in the
				According to the Law on Personal Data Protection No. 91/2025/QH15
				Clause 1, Article 115 Law on Enterprises 2020 Clause 5, Article 208 Law

Current Charter		Charter after 1st revision (approved by BOD)Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
	Company has paid all debts and obligations and after preference Shareholder			Company, after the Company has paid all debts (including debt obligations to the State, taxes, fees and payments to shareholders holding other classes of shares of the company according to the Law)
Item i Clause 2 Article 10	Be informed regularly and extraordinarily about the Company's operation situation; have the right to request the BOD to provide information on business results related to Shareholders' interests (excluding business secrets of the Company including: business tactics, partner selection methods, business operational methods...);		Item i Clause 2 Article 10	Edit content: Be provided full access to periodic and extraordinary information disclosed by the Company according to the provisions of law
Clause 1 Article 12	The General Meeting of Shareholders includes all shareholders with voting rights, is the highest decision-making body of the Company.		Clause 1 Article 13	The General Meeting of Shareholders includes all shareholders with voting rights, is the highest competent body of the Company.
Clause 3 Article 12	The Board of Directors convenes the annual General Meeting of Shareholders and selects an appropriate venue.		Clause 3 Article 123	The Board of Directors convenes the annual General Meeting of Shareholders and selects an appropriate venue (in-person meeting or online meeting or a
				on Enterprises 2020
				According to the Model Charter in Circular No. 116/2020/TT-BTC
				According to actual situation
				Article 144 According to actual situation

Current Charter		Charter after 1st revision (approved by 1.0D) Charter – First Amendment	Revised Charter - Content		
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content	
	<p>The annual General Meeting of Shareholders decides on matters prescribed by law and the Company's Charter, especially approving the audited annual financial statements.</p> <p>In case the Audit Report on the Company's annual financial statements contains material exceptions, adverse audit opinions or disclaimers of opinion, the Company must invite a representative of the approved audit organization that audited the Company's financial statements to attend the annual General Meeting of Shareholders and the representative of the above-mentioned approved audit organization is obliged to attend the Company's annual General Meeting of Shareholders</p>			<p>combination of in-person and online).</p> <p>The annual General Meeting of Shareholders decides on matters prescribed by law and the Company's Charter, especially approving the audited annual financial statements.</p> <p>In case the Audit Report on the Company's annual financial statements contains material exceptions, adverse audit opinions or disclaimers of opinion, the Company must invite a representative of the approved audit organization that audited the Company's financial statements to attend the annual General Meeting of Shareholders and the representative of the above-mentioned approved audit organization is obliged to attend the Company's annual General Meeting of Shareholders</p>	<p>Law on Enterprises 2020</p>
Item b Clause 4 Article 12	When the number of remaining members of the BOD and the		Item b Clause 4 Article 123	When the number of remaining members of the BOD,	Clause 3 Article 140 Law on

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
	Supervisory Board is less than the number prescribed by law or less than half of the number stipulated in the Charter;			Independent members of the BOD, Supervisory Board is less than the number prescribed by Law or the number of BOD Members is reduced by more than one-third (1/3) compared to the number stipulated in this Charter.
Clause 5 Article 12	The BOD must convene an extraordinary General Meeting of Shareholders within 30 days from the date the remaining number of BOD members is as specified in point b Clause 4 or upon receiving the request mentioned in point c or point d Clause 4 above.		Item a Clause 5 Article 12	The procedure for convening an extraordinary General Meeting of Shareholders is as follows: a) The BOD must convene an extraordinary General Meeting of Shareholders within 30 (thirty) days from the date the remaining number of BOD members is as specified in point b Clause 4 of this Charter or upon receiving the request mentioned in point d or point e Clause 4 of this Charter;
Clause 8 Article 12	The convenor must perform the following tasks to organize the General Meeting of Shareholders.....			Remove due to overlapping content in Article 16 Convening meetings, agenda and meeting invitations of the General Meeting of Shareholders
Clause 2 Article 13	The GMS has the following rights and obligations		Clause 1 Article 13	The GMS has the following rights and obligations
				Enterprises 2020
				According to the Model Charter in Circular No. 116/2020/TT-BTC
				Readjust the order of items according to the Model

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content	Reasons, basis
					Charter in Circular No. 116/2020/TT-BTC
Khoản 1 Điều 13	The GMS has the following rights and obligations		Clause 2 Article 13	The GMS has the following rights and obligations	Readjust the order of items according to the Model Charter in Circular No. 116/2020/TT-BTC
Khoản 1 Điều 14	Shareholders entitled to attend the GMS under the law may attend in person or authorize their representatives to attend. The authorized representative does not necessarily have to be a Shareholder.	Supplement content: Shareholders entitled to attend the GMS under the law may attend in person or authorize their representatives to attend. The authorized representative does not necessarily have to be a Shareholder. In case there is more than one authorized representative, the specific number of authorized shares for each representative must be determined	Clause 1 Article 14	Shareholders, authorized representatives of institutional shareholders may attend the meeting in person or authorize one or a number of other individuals, organizations to attend the meeting or attend the meeting through one of the forms specified in Clause 3, Article 144 of the Law on Enterprises.	According to actual situation
Clause 2 Article 14	The authorization for an individual, organization to		Clause 2 Article 14	The authorization for an individual, organization to	According to the Model Charter in

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	Revised Charter - Content	Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item		
	<p>represent at the General Meeting of Shareholders must be made in writing. The authorization document is made in accordance with the civil law and must clearly state the name of the authorized individual, organization and the number of authorized shares. The authorized individual, organization attending the General Meeting of Shareholders must present the authorization document upon registering to attend before entering the meeting room.</p>			<p>represent at the General Meeting of Shareholders under Clause 1 of this Article must be made in writing. The authorization document is made in accordance with the civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual, organization, the number of authorized shares, the authorization content, the authorization scope, the authorization term, the signatures of the authorizing party and the authorized party. The authorized person attending the General Meeting of Shareholders must submit the authorization document upon registering to attend. In case of sub-authorization, the attendee must additionally present the initial authorization document of the shareholder, the authorized representative of the institutional shareholder (if not previously registered with the Company).</p>	<p>Circular No. 116/2020/TT-BTC</p>
Clause 3 Article 14	<p>In case the document appointing an authorized representative is signed by a lawyer on behalf of the principal, the power of</p>		<p>Clause 3 Article 15</p>	<p>In case a lawyer signs the document appointing a representative on behalf of the</p>	<p>According to the Model Charter in Circular No.</p>

Current Charter	Charter after 1st revision (approved by BOB) Charter – First Amendment	Revised Charter - Content		Reasons, basis
Article/Clause/Item	Content	Article/Clause/Item	Revised Charter - Content	
	attorney for the lawyer or a duly certified copy of such power of attorney must be (if not previously registered with the Company) submitted along with the application appointing the authorized representative. If this is not done, the appointment of proxy will be considered invalid..		principal, the appointment of the representative in this case shall only be deemed valid if such appointment document is presented together with the power of attorney for the lawyer (if not previously registered with the Company)	116/2020/TT-BTC; According to actual situation
Clause 4 Article 14	The voting ballot of the authorized representative within the authorized scope will be valid even if the Shareholder appointing such authorized representative has: a) Died or is unable to control their own behavior; b) evoked the appointment of proxy; c) Revoked the authority of the person making the authorization.	Clause 4 Article 15	Except for the case specified in Clause 3 of this Article, the voting ballot of the authorized attendee within the authorized scope remains valid when one of the following cases occurs: a) The authorizing person has revoked the appointment of proxy; or; b) he authorizing person has revoked the appointment of proxy; or c) The authorizing person has revoked the authority of the person making the authorization.	According to the Model Charter in Circular No. 116/2020/TT-BTC; According to actual situation
Clause 5 Article 14	A Shareholder is deemed to attend and vote at the General Meeting of Shareholders in the following cases:.....	Article 14	Remove content because it overlaps with the content already stated in Clause 1 Article 14	According to the Model Charter in Circular No. 116/2020/TT-

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content	
Article 16	Convening the General Meeting of Shareholders, meeting agenda and notice		Article 16	Convening meetings, meeting agenda and meeting invitations to the General Meeting of Shareholders	BTC; According to actual situation According to the Model Charter in Circular No. 116/2020/TT-BTC; According to actual situation
Clause 5 Article 16	The convenor of the GMS only has the right to reject petitions relating to Clause 4 of this Article if:		Clause 5 Article 16	The convenor of the General Meeting of Shareholders has the right to reject the petition specified in Clause 4 of this Article if falling into one of the following cases:	According to the provisions of Clause 3 Article 142 Law on Enterprises; According to the Model Charter in Circular No. 116/2020/TT-BTC
Article 17	Conditions for holding BOD meetings and minuting the GMS		Article 17	Add content and split Article 17 into articles: 1. Conditions for holding the GMS 2. Procedures for holding and voting at the GMS meeting 3. Conditions for approving the GMS Resolution	According to the Model Charter in Circular No. 116/2020/TT-BTC
Clause 10 Article 17 If there is not a sufficient number of necessary delegates		Clause 2 Article 17	In case the first General Meeting of Shareholders is not eligible to proceed as prescribed in Clause 1	According to the Model Charter in

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content	Article/Clause/Item	Revised Charter - Content	Reasons, basis
	<p>within 30 minutes from the scheduled opening time of the meeting, the general meeting must be reconvened within 30 days from the scheduled date of the first GMS.</p> <p>In the reconvened GMS, the number of attending members being Shareholders and authorized representatives must represent at least 51% of the voting shares</p>		<p>of this Article, the invitation to the 2nd (second) meeting shall be sent within thirty (30) days from the scheduled date of the first General Meeting of Shareholders.</p> <p>The 2nd (second) General Meeting of Shareholders when the number of Attending Shareholders represents at least fifty-one percent (51%) of the total voting shares</p>	<p>Circular No. 116/2020/TT-BTC; According to actual situation</p>
<p>Clause 10 Article 17</p>	<p>When the second general meeting does not have a sufficient number of necessary delegates within 30 minutes from the scheduled opening time of the meeting, a third General Meeting of Shareholders may be convened within 20 days from the scheduled date of the second general meeting, and in this general meeting, any number of attending Shareholders or authorized representatives shall be valid and have the right to decide all matters that the first GMS could have validly</p>		<p>In case the second General Meeting of Shareholders is not eligible to proceed as prescribed in Clause 2 of this article, the invitation to the 3rd meeting must be sent within 20 (twenty) days from the scheduled date of the 2nd (second) meeting.</p> <p>In this case, the GMS is held regardless of the number of attending shareholders or authorized representatives and is considered valid and has the right</p>	<p>According to the Model Charter in Circular No. 116/2020/TT-BTC</p>

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
	approved			to decide all matters that the 1st (first) GMS could approve
			Article 18	Procedures for holding and voting at the GMS meeting
Clause 1 Article 17	Upon registering shareholders, the Company issues each shareholder or authorized representative with voting rights a voting card, bearing the registration number, full name of the shareholder, full name of the authorized representative and the number of votes of that shareholder. The General Meeting of Shareholders discusses and votes on each issue in the agenda content. Voting is conducted by voting for, against		Clause 1 Article 189	Add content: Before the opening of the meeting, the Company must carry out shareholder registration procedures and must perform registration until all shareholders entitled to attend the meeting are fully registered according to the following order::
				According to the Model Charter in Circular No. 116/2020/TT-BTC
				According to the Model Charter in Circular No. 116/2020/TT-BTC; According to actual situation

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content	
			Item b Clause 1 Article 189	Shareholders, authorized representatives of institutional shareholders or authorized persons arriving after the meeting has opened have the right to register immediately and subsequently have the right to participate and vote at the general meeting right after registration. The chairperson has no responsibility to pause the general meeting to allow late shareholders to register, and the validity of matters already voted upon remains unchanged	According to the Model Charter in Circular No. 116/2020/TT-BTC; According to actual situation
			Clause 6 Article 18	The chairperson of the general meeting has the right to take necessary and reasonable measures to moderate the General Meeting of Shareholders meeting in an orderly manner, strictly according to the approved agenda, and reflecting the wishes of the majority of attendees. a) Arrange seating at the venue of the General Meeting of Shareholders; b) Ensure safety for everyone present at the meeting venues;	According to the Model Charter in Circular No. 116/2020/TT-BTC; According to actual situation

Current Charter		Charter after 1st revision (approved by LOD) Charter – First Amendment	Revised Charter - Content		
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content	Reasons, basis
				c) Create conditions for shareholders to attend (or continue attending) the general meeting. The convenor of the General Meeting of Shareholders has full authority to change the above measures and apply all necessary measures. Applied measures may include issuing admission passes or using other alternative forms	
Class 3, 4 and 5 Article 1	Conditions for holding BOD meetings and minuting the GMS - A resolution on the following contents is approved if represented by a number of shareholders from 75% of the total.....		Article 19	Change to Article 20: Conditions for approving the GMS Resolutio.....	According to the Model Charter in Circular No. 116/2020/TT-BTC
Article 19	Approving Resolutions via written opinion collectio		Article 20	Adjust heading while keeping content unchanged: Authority and procedures for collecting shareholders' written opinions to approve GMS Resolutions	According to the Model Charter in Circular No. 116/2020/TT- BTC;
Article 17	Conditions for holding BOD meetings and minuting the		Article 21	Adjust heading: GMS	According to the Model Charter in

Current Charter		Charter after 1st revision (approved by IOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item in	Revised Charter - Content
	GMS			Resolutions and Meeting Minute
Clause 8 Article 17	The General Meeting of Shareholders must be minuted and may be voice-recorded or recorded and stored in other electronic forms. The minutes must be prepared in Vietnamese, may additionally be prepared in a foreign language, and have the following main contents.		Clause 1 Article 21	Keep content unchanged
			Clause 2 Article 212	The General Meeting of Shareholders minutes must be completed and approved before the end of the meeting. The chairperson and secretary of the meeting and others signing the meeting minutes are jointly responsible for the truthfulness and accuracy of the minutes' content.
			Clause 3 Article 21	Minutes prepared in Vietnamese or in a foreign language have

Reasons, basis

Circular No.
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According to the
Model Charter in
Circular No.
116/2020/TT-BTC

According to the
Model Charter in
Circular No.
116/2020/TT-
BTC; According
to actual situation

According to the
Model Charter in

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	Revised Charter - Content	Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content	
				equal legal validity. In case of any discrepancy in content between the Vietnamese minutes and the foreign language minutes, the content in the Vietnamese minutes shall apply	Circular No. 116/2020/TT-BTC
Clause 9 Article 17	Minutes of the General Meeting of Shareholders meeting, the appendix listing shareholders registered to attend, approved resolutions, and relevant documents attached to the meeting invitation must be archived at the company's head office.		Clause 4 Article 21	Resolutions, Minutes of the General Meeting of Shareholders, the appendix listing shareholders registered to attend with shareholders' signatures, documents authorizing attendance, all documents attached to the Minutes (if any) and relevant documents attached to the meeting invitation must be disclosed according to the law on information disclosure on the securities market and must be archived at the head office of the Company	According to the Model Charter in Circular No. 116/2020/TT-BTC
			Article 23	Nomination and candidacy of BOD members	According to the Model Charter in Circular No. 116/2020/TT-BTC
Clause 4 Article 20	In case BOD candidates have		Clause 1 Article	Adjust heading while keeping	According to the

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
	been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the GMS meeting...		23	content unchanged: Candidacy for BOD member: In case BOD candidates have been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the GMS meeting.
			Item dc Clause 2 Article 23	BOD members must meet the standards and conditions prescribed in Clause 1, Clause 2 Article 155 of the Law on Enterprises and the company's Charter.
Article 20	omposition and term		Article 24	Composition and term of BOD members
Clause 3 Article 20	The composition of BOD members is as follows: The composition of the Company's BOD must ensure at least 1/3 of the total BOD members are non-executive members The Company minimizes BOD	3. The composition of BOD members is as follows: The composition of the Company's BOD must ensure at least 1/3 of the total BOD members are non-executive members. The Company minimizes		
				Model Charter in Circular No. 116/2020/TT-BTC
				According to the Model Charter in Circular No. 116/2020/TT-BTC
				According to the Model Charter in Circular No. 116/2020/TT-BTC
				Clause 4 Article 276 Decree 155