

APPENDIX 2
PROPSAL ON AMENDMENT OF THE COMPANY’S CHARTER

Pursuant to:

- *Law on Enterprise 2020 no. 59/2020/QH14;*
- *Law on Securities 2019 no. 54/2019/QH14;*
- *Decree 155/2020/NĐ-CP effective from 01/01/2021 guiding Law on Securities 2019;*
- *Circular 116/2020/TT-BTC effective from 15/02/2021 guiding on Corporate Governance for listed Company following Decree 155;*
- *Circular 96/2020/TT-BTC effective from 01/01/2021 guiding on Information disclosure on stock market;*
- *Actual practices at Company;*

Summary of amendments:

| No. | Article | Current charter | | Reference |
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| | | Content proposed to amend | Amend/Supplement | |
| 1 | Article 1 clause 1 | Definition | Amend+ Supplement | Article 4 Enterprises Law |
| 2 | Article 2 clause 4 | Legal representative | Amend | Current situation |
| 3 | Article 4 | Bussiness scope and operation | Supplement | Article 7, 8 Enterprises Law |
| 4 | Article 5 clause 2,3 | Charter capital, shares | Amend | Article 6 – Model Charter |
| 5 | Article 6 clause 2 | Share Certificate | Amend | Article 121 Enterprises Law |
| 6 | Article 9 clause 4 | Share withdrawing | Amend | Article 112 Enterprises Law |
| 7 | Article 11 | Rights of shareholders | Amend + Supplement | Article 4, 115, 132 Enterprises Law |
| 8 | Article 12 clause 6 | Obligations of shareholders | Amend + Supplement | Article 13 – Model Charter |
| 9 | Article 13 | General Shareholders’ Meeting | Amend + Supplement | Article 138, 139, 140 Enterprises Law Article 273 Decree 155 |
| 10 | Article 14 clause 2 | Rights and obligation of the General Shareholders’ Meeting | Amend + Supplement | Article 138, 139 Enterprises Law |
| 11 | Article 15 | Authorized representatives for GSM | Amend + Supplement | Article 144 Enterprises Law |

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| 12 | Article 16 clause 1 | Changing of rights for preference shares | Amend | Article 148 Enterprises Law |
| 13 | Article 17 | Convening of General Shareholders' Meeting, agenda and notice of the GSM | Amend | Article 140, 142 Enterprises Law Article 10 Circular 96 |
| 14 | Article 18 | Conditions to convene General Shareholders' Meeting | Amend | Article 145 Enterprises Law |
| 15 | Article 19 | Procedures for conducting and voting at the General Shareholders' Meeting | Amend + Supplement | Article 146 Enterprises Law |
| 16 | Article 20 | Passing of resolutions of General Shareholders' Meeting | Amend + Supplement | Article 148, 152 Enterprises Law |
| 17 | Article 21 | Authority and procedures for collecting written opinions in order to pass resolutions of the General Shareholders' Meeting | Amend | Article 149 Enterprises Law |
| 18 | Article 22 | Minutes of General Shareholders' Meeting | Supplement | Article 150 Enterprises Law |
| 19 | Article 23 | Demand for cancellation of resolutions of General Shareholders' Meeting | Amend | Article 151 Enterprises Law |
| 20 | Article 24 | Thành phần và nhiệm kỳ của thành viên Hội đồng quản trị | Amend + Supplement | Article 154, 155 Enterprises Law Article 276, Decree 155 |
| 21 | Article 25 | Term of Office and Numbers of Members of the Board of Directors. | Amend + Supplement | Article 153, 163 Enterprises Law Article 137, 138 Enterprises Law Article 27 – Model Charter |
| 22 | Article 26 clause 1,6 | Chairman, Vice Chairman of the Board of Directors | Amend + Supplement | Article 156 Enterprises Law |
| 23 | Article 27 clause 8 | Voting method in the meetings of the Board of Directors | Amend + Supplement | Article 157 Enterprises Law |
| 24 | Article 30 clause 3 | Roles and responsibilities of Persons in charge of corporate governance and Company secretary | Supplement | Article 281 Decree 155 |
| 25 | Article 31 | Members of the Board of Supervisors | Amend + Supplement | Article 168, 169, 115 Enterprises Law |
| 26 | Article 32 clause 1,4 | Board of Supervisors | Amend + Supplement | Article 170, 172 Enterprises Law |

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| 27 | Article 34 clause 12 | Obligation to be honest and avoiding conflict of interest | Supplement | Article 167 Enterprises Law |
| 28 | XI. RIGHTS IN INVESTIGATING THE COMPANY'S DOCUMENTATION AND RECORDS | XI. RIGHTS TO ACCESS THE COMPANY'S DOCUMENTATION AND RECORDS | Amend | As the nature of its contents |
| 29 | Article 36 | Right to access documentation and records of the company | Amend | Article 49 Model Charter |
| 30 | Article 41 | Reserved fund for charter capital | Delete | No longer relevant |
| 31 | Article 44 clause 1,6 | Quarter, Monthly and Annual report | Amend | Circular 96 Article 175 Enterprises Law |
| 32 | Article 46 | Audit | Amend | Article 57 – Model Charter |
| 33 | Article 48 | Stamp | Supplement | Article 43 Enterprises Law |
| 34 | Article 55 clause 2 | Charter made in 10 copies | Delete | No longer relevant |

Detail amendments:

| No | Current charter | Amendment | Legal reference |
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| 1 | Article 1. Clause 1: Definition | | |
| | a. "Charter capital" means the capital contributed by all Shareholders and stipulated at Article 5 of this Charter | "Charter capital" means the total of nominal values of the sold or subscribed shares at establishment. | Clause 34, Article 4 Enterprises Law |
| | Add | "Voting capital" means the stake or share that endows the holder the right to vote on the issues within the jurisdiction of the General Meeting of Shareholders | Clause 33, Article 4 Enterprises Law |
| | c. "Enterprise law" means the Enterprise Law No. 68/2014/QH13 has been approved by National Assembly on November 26th, 2014. | c. "Enterprise law" means the Enterprise Law No. 59/2020/QH14 has been approved by National Assembly on 17/06/2020 . | |
| | d. "Law on securities" refers to the Law on securities dated June 29, 2006 and the amendments to the Law on securities dated November 24th, 2010 | "Law on securities" refers to the Law on securities no. 54/2019/QH14 has been approved by National Assembly on 26/11/2019 | |
| | e. "Date of Establish" means the date of receiving Investment License (which also takes effect as Business license) of the company | e. "Date of Establish" means the date of receiving the initial Enterprise Registration Certificate (or Business license or equivalent paper) of the company | |
| | f. "Managerial person" means Director or General Director, Vice Director or Vice General Director, Chief Accountant, and other managerial personnel of the company approved by the Board of Directors | "Managerial person" means the managerial personnel of the company, including Chairman of BOD, BOD members, Director or General Director and other managerial individuals as stated in the Company Charter | clause 24, Article 4 Enterprises Law |
| | g. "Related person" means any individual or organization stipulated in Article 4.17 of the Enterprises Law and Clause 34 Article 6 of the Law on Securities | "Related person" means any individual or organization stipulated in clause 23 Article 4 Enterprises Law, clause 46 Article 4 Law on Securities | |
| 2 | Article 2. Name, form, head office, branch, rep. office and operation period of the company | | |
| | 4. BOD Chairman and/or General Director is | 4. General Director is company's legal representative | According to current ERC |

| No | Current charter | Amendment | Legal reference |
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| | company's legal representative | | |
| 3 | Article 4. Bussiness scope and operation | | |
| | Add | The Company has right to freely engage in any business line that is not banned by law. In case due to the development of the market, the Company can actively adjust the scale and business scopes to grasp business opportunities, but must be approved by the General Meeting of Shareholders and registered to change according to the law. | Clause 1, clause 2 Article 7 Enterprises Law. To help the Company get ready for taking any sudden business opportunity |
| | Add | The Company must maintain the fulfillment of conditions for conducting conditional business lines and business lines conditional to foreign investors prescribed by law throughout the course of business operation | Clause 1, Article 8 Enterprises Law |
| 4 | Article 5. Charter capital, shares, founding shareholders | | |
| | <p>2. The company can increase charter capital where the General Shareholders' Meeting approved and complying with the current law of Vietnam.</p> <p>3. All the shares of the company on the date of approval of this charter are ordinary shares. The rights and obligations of these shares are stipulated in Article 11 of this charter.</p> <p>[...]</p> <p>8. Regarding to convertible bond and bond with warrant: Shareholders will approve on bond issuing method. Regarding to other types of bonds and securities: Board of Directors will approve on the issuing method, based on company organizational structure and objective of the</p> | <p>2. The company can change charter capital where the General Shareholders' Meeting or Board of Directors approved and complying with the current law of Vietnam.</p> <p>3. All the shares of the company on the date of approval of this charter are ordinary shares. The rights and obligations of these shares are stipulated in Article 11 and Article 12 of this charter.</p> <p>[...]</p> <p>8. The Company may issues other types of shares as prescribed by law</p> | <p>Charter: Article 12. Obligations of shareholders.</p> <p>Circular 116: Article 6 – Model Charter</p> |

| No | Current charter | Amendment | Legal reference |
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| | issuance. | | |
| 5 | Article 6: Share Certificate | | |
| | 2. Share certificate must contain company stamp and signature of legal representative according to the Enterprise Law. Share certificate must indicate number of shares, class of shares, full name of shareholder (in case of named share certificate) and other information as stipulated by the Enterprise Law. Each named share certificate indicates only one class of shares. | 2. The share certificate is a type of securities that certify the holder's lawful rights and interests to part of the share capital of the issuer. A share certificate shall contain all information specified in Clause 1 Article 121 of the Law on Enterprises | Article 121 Enterprises Law |
| 6 | Article 9: Share withdrawing | | |
| | 4. The withdrawn shares shall be assets of the company. [...] | 4. Withdrawn shares shall be considered authorized shares as prescribed in Clause 3 Article 112 of the Law on Enterprises | Article 112 Enterprises Law |
| 7 | Article 11. Rights of shareholders | | |
| | 1. Shareholders are the owners of the company having the rights and obligations proportionally to the number of shares and class of shares they owned. Shareholders are responsible for the debt and other material responsibilities of the company within the capital amount they contributed to the company. | 1. Shareholders means the individual or organization that holds at least a share of a joint stock company, and are deemed to be owner of the Company, having the rights and obligations proportionally to the number of shares and class of shares they owned. Shareholders are responsible for the debt and other material responsibilities of the company within the capital amount they contributed to the company. | Clause 3, Article 4 Enterprises Law |
| | 2. Ordinary shareholders shall have the following rights: a. To attend General Shareholders' Meeting and to exercise voting powers in person or via the authorized representatives or by postal vote | 2. Ordinary shareholders shall have the following rights: a. Participate, comment in the GSM; exercise the right to vote directly or through authorized representatives or another method prescribed by the Company's Charter | Clause 1, Article 115 Enterprises Law Article 132 Enterprises Law |

| No | Current charter | Amendment | Legal reference |
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| | <p>[...]</p> <p>h. To request the company to redeem their shares as stipulated in the Article 129.1 of the Law on enterprise</p> | <p>and the law. Each ordinary share has one vote;</p> <p>[...]</p> <p>h. Request the Company to repurchase shares in the cases specified in Article 132 of the Law on Enterprises</p> | |
| | <p>3. A shareholder or a group of shareholders holding more than ten (10%) per cent of the total ordinary shares for a consecutive period of six months or more, shall have the following rights:</p> <p>a. To nominate candidates to the Board of Directors and the Board of Supervisors as stipulated in Articles 24 and 31;</p> <p>b. To request the convening of a General Shareholders Meeting</p> <p>c. To sight, receive a copy and look up the list of shareholders with attending the shareholder meeting and voting rights.</p> <p>d. To request the Board of Supervisors to inspect each part the Board of Supervisors relating to the management and administration of the operation of the company where it is considered necessary. The request must be in writing, must contain full name, permanent address, nationality, number of people's identity card, passport or other lawful personal identify the Board of Supervisors action of a shareholder being an individual; name, permanent address, nationality, number of the decision on establishment or number of business registration of a shareholder being an organization; number of shares and time of registration of shares of each shareholder, total number of shares of the group of shareholders and the percentage of ownership in the total number of shares of the company; issues to be inspected and purposes of the inspection;</p> | <p>3. The shareholder or group of shareholders that holds at least 5% of the ordinary shares shall have the following rights:</p> <p>a. To request the convening of a General Shareholders Meeting in case that The Board of Directors seriously violates the shareholders' rights and obligations of executives, or issues decisions beyond the authority. Execution method follows the provisions clause 4 Article 155 Enterprises Law;</p> <p>b. To sight, receive a copy and look up the list of shareholders with attending the shareholder meeting and voting rights;</p> <p>c. To request the Board of Supervisors to inspect specific matters relevant to the company's administration where necessary. The request shall be made in writing and contain the full names, mailing addresses, nationalities, legal document numbers of shareholders that are individuals; names, EID numbers or legal document numbers, headquarters addresses of shareholders that are organizations; quantities of shares and time of shares registration of each shareholder, total quantity of shares of the group and their holdings in the company; the matter that needs investigating and the purposes of investigation;</p> <p>d. Examine, extract the minutes, resolutions and decisions of the Board of Directors, biannual and annual financial statements, reports of the Board of Controllers, contracts and transactions subject to approval by the Board of Directors and other documents, except documents relevant to the Company's trade secrets.</p> | <p>Clause 2 Article 115 Enterprises Law</p> |

| No | Current charter | Amendment | Legal reference |
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| | e. To sight, copy Minutes and Resolutions of BOD, biannual/ annual financial reports and Audited Committee's reports f. Other rights stipulated in this charter | e. Propose inclusion of the issues in the agenda of the GSM in accordance with clause 4 Article 17 this Charter. f. Other rights stipulated by the law and this charter. | |
| | Add | 4. The shareholder or group of shareholders that holds at least 10% of the ordinary shares is entitled to nominate candidates for the Board of Directors and the Board of Supervisors in accordance with Article 24 và Article 31 this Charter, and Internal Regulation of Corporate Governance. | Article 115 Enterprises Law |
| 8 | Article 12. Obligations of shareholders | | |
| | 6. Participate in the General Shareholders Meeting and exercise their rights to vote in person or through authorized representative or remote voting. Shareholders may authorize the BOD member to represent them at the General Shareholders Meeting. | 6. Participate in the General Shareholders Meeting and exercise their rights to vote in the following manners: a. Participate and vote in person at the meeting; b. Authorize other organizations and individuals to participate and vote at the meeting; c. Participate and vote at online meeting; cast electronic votes or in other electronic forms; d. Send votes by mail, fax or email; e. Send votes using other means accepted by the law. | Circular 116: Article 13 – Model Charter |
| | Add | 7. Protect the confidential of information provided by the Company in accordance with the Company's Charter and the law; only use the provided information for exercising and protecting their lawful rights and interests; do not copy, send the information provided by the Company to any other organizations and individuals. | Circular 116: Article 13 – Model Charter |
| 9 | Article 13. General Shareholders' Meeting | | |
| | 1. The General Shareholders' Meeting is the highest decision-making authority of the company. The General Meeting shall be held once per year. The General Shareholders' Meeting must hold an annual meeting within a time-limit | 1. The General Shareholders' Meeting (GSM) consists of all voting shareholders and is the highest decision-making body of the Company. The GSM shall be conducted annually and within 04 months from the ending date of the fiscal year. The Board of Directors | Clause 1 Article 138 Enterprises Law Clause 2 Article 139 Enterprises Law |

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| | of four months from the end of the financial year | may delay the date of conducting the annual GSM but still within 06 months from the ending date of the fiscal year. | |
| | 2. The Board of Directors shall organize and choose the suitable place for the meeting. The General Shareholders' Meeting to pass resolution on the issues stipulated by this charter and current law, especially to approve annual financial report and financial budget for the following fiscal year. The independent auditors are invited to attend the General Meeting of shareholder to provide consulting upon approving annual financial reports | 2. The Board of Directors shall organize and choose the suitable place for the meeting. The annual GSM shall decide the issues prescribed by law and the Company's Charter and consider approving the audited annual financial statement. In case the audit report contains unqualified opinions, adverse opinions or disclaimer of opinion, the Company shall invite representative of the accredited audit organization that audited the Company's financial statement to participate in the annual GSM. The invited representative of the audit organization has the responsibility to participate in the annual GSM. | Clause 4 Article 273 Decree 155/2020/NĐ-CP |
| | 3. The Board of Directors must convene an Extraordinary General Shareholders Meeting in the following cases: a. The Board of Directors considers it necessary to do so in the interests of the company; b. The annual balance sheet, quarterly or semi-annual reports or the audit report of a financial year reflects the loss of half of the equity in comparison with the amount at the beginning of the same period; c. The number of the remaining members of the Board of Directors is less than the number of members required by law; d. Upon request in writing by a shareholder or group of shareholders stipulated in Article 11.3 of this charter. The writing official request must indicate the reason and objective of the meeting and contain signatures of all the related shareholders (the official notice may be made in several copies to collect signature of all the related shareholders). | 3. The Board of Directors must convene an Extraordinary General Shareholders Meeting in the following cases: a) The Board of Directors considers it necessary to do so in the interests of the company; b) The number of the remaining members of the Board of Directors is less than the number of members required by law; c) Upon request in writing by a shareholder or group of shareholders stipulated in Article 11.3 of this charter. The writing official request must indicate the reason and objective of the meeting and contain signatures of all the related shareholders (the official notice may be made in several copies to collect signature of all the related shareholders); d) Upon demand by the Board of Supervisors when it has reason to believe that members of the Board of Directors or high-level managers seriously violated their obligations stipulated in Article 160 of the Law on enterprise e) In other cases stipulated by law and the charter of the | Clause 1, Article 140 Enterprises Law |

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| | <p>e. Upon demand by the Board of Supervisors when it has reason to believe that members of the Board of Directors or high-level managers seriously violated their obligations stipulated in Article 160 of the Law on enterprise</p> <p>f. In other cases stipulated by law and the charter of the company.</p> | company. | |
| | Article 13. Clause 4. | | |
| | a. The Board of Directors must convene the General Shareholders' Meeting within 60 days from the date of members of the Board of Directors as stipulated in clause 3c Article 13 or receiving request stipulated in clause 3d and 3e Article 13 | a. The Board of Directors must convene the General Shareholders' Meeting within 60 days from the date of members of the Board of Directors or Board of Supervisors as stipulated in clause 3c Article 13 or receiving request stipulated in clause 3d and 3e Article 13 | Point b, Clause 1, Article 140 Enterprises Law |
| | b. Where the Board of Directors fails to convene the General Shareholders' Meeting as per clause 4a Article 13, then within following 30 days the Board of Supervisors must replace the Board of Directors in convening the General Shareholders' Meeting as stipulated in clause 5 Article 136 of the Law on enterprise. | b. Where the Board of Directors fails to convene the General Shareholders' Meeting as per clause 4a Article 13, then within following 30 days the Board of Supervisors must replace the Board of Directors in convening the General Shareholders' Meeting as stipulated in clause 3 Article 140 of the Law on Enterprise. | Clause 3 Article 140 Enterprises Law |
| | c. Where the Board of Supervisors fails to convene the General Shareholders' Meeting as per clause 4b Article 13 then within following 30 days, the requesting shareholder, group of shareholders stipulated in clause 3d Article 13 are entitled to replace the Board of Directors and Board of Supervisors in convening the General Shareholders' Meeting in accordance with clause 6 Article 136 of the Law on enterprise | c. Where the Board of Supervisors fails to convene the General Shareholders' Meeting as per clause 4b Article 13 then within following 30 days, the requesting shareholder, group of shareholders stipulated in clause 3d Article 13 are entitled to replace the Board of Directors and Board of Supervisors in convening the General Shareholders' Meeting in accordance with Article 140 of the Law on enterprise | Article 140 Enterprises Law |
| 10 | Article 14. Rights and obligation of the General Shareholders' Meeting | | |
| | <p>2. General Shareholders have these following rights and duties: [...]</p> <p>i. Dividend rate of each class of shares</p> | <p>2. Đại hội đồng cổ đông có các quyền và nghĩa vụ sau đây: [...]</p> <p>i. Amendment and supplementation of the company</p> | Article 138, 139 Enterprises Law |

| No | Current charter | Amendment | Legal reference |
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| | <p>j. Class of shares and numbers of shares [...]</p> <p>k. Amendment and supplementation of the company charter</p> <p>m. Redeem over than 10% of one class of shares;</p> <p>n. Selecting auditing company</p> <p>o. BOD's Chairman concurrently holds General Director position, unless otherwise regulated by law.</p> <p>r. Company or branch of company sign contract with the objects mentioned in Clause 1 Article 162 Enterprises Law at the value equal or above 35% of total asset of the company or branch of company in the latest audit financial statement;</p> | <p>charter; internal regulation of corporate governance; Operation regulation of BOD and AC;</p> <p>k. Decide repurchase of over 10% of shares of each type unless otherwise provided by law;</p> <p>l. Approve the list of accredited audit organizations; decide whether to allow accredited audit organizations to inspect the Company's operation; dismiss accredited auditors where necessary;</p> <p>o. Company or branch of company sign contract with the objects mentioned in Clause 1 Article 167 Enterprises Law at the value equal or above 35% of total asset of the company or branch of company in the latest audit financial statement;</p> <p>r. Transactions specified in Clause 4 Article 293 of the Government's Decree No. 155/2020/ND-CP dated December 31, 2020 elaborating some Articles of the Law on Securities;</p> | |
| 11 | Article 15. Authorized representatives | | |
| | <p>1. Shareholders are entitled to participate the General Shareholders' Meeting themselves and directly vote at the meeting; participate and vote via online meeting; raise online vote card or other electric voting form; send voting card to the meeting by post, fax, electric mail, or authorize a person to represent. Each shareholder shall appoint one (01) authorized representative.</p> | <p>1. Shareholders and representatives of shareholders that are organizations may directly participate in the GSM or authorize one or some other organizations and individuals to participate the GSM, or participate in the GSM in one of the forms specified in Clause 3 Article 144 Enterprises Law</p> | <p>Clause 1, Article 144 Enterprises Law</p> |
| | <p>2. Proxy of representative to attend the General Shareholders' Meeting should be made in writing in the form provided by the company and sign as stipulated in the followings:</p> <p>a. If the individual shareholder is the authorizer, the power of attorney must bear signatures of that shareholder and the individual or legal</p> | <p>2. The authorization of participants in the GSM shall be made in writing in a form in accordance with civil laws or following the Company's form, and specify the name of the authorizing shareholder, the authorized individual or organization, the quantity of shares authorized, authorization contents and scope, authorization period, signatures of the authorizing party and the authorized party.</p> | <p>Clause 2, Article 144 Enterprises Law</p> |

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| | <p>representative of the organization authorized to attend the meeting;</p> <p>b. If the organization shareholder is the authorizer, the power of attorney must bear signatures of the authorized representative, the legal representative and the individual or legal representative of the organization authorized to attend the meeting;</p> <p>c. In other cases, the power of attorney must bear signatures of the legal representative of the shareholder and the person authorized to attend the meeting.</p> | | |
| | <p>4. Unless stipulated in clause 3 Article 15, the votes of authorized person to attend the meeting within its proxy power shall also be effected in the following cases: [...] This Article is not applicable if the company is informed by writing about one of the above mentioned situation 48 hours before opening of the General Shareholders' Meeting or before re-convening the meeting.</p> | <p>4. Unless stipulated in clause 3 Article 15, the votes of authorized person to attend the meeting within its proxy power shall also be effected in the following cases: [...] This Article is not applicable if the company is informed by writing about one of the above mentioned situation before opening of the General Shareholders' Meeting or before re-convening the meeting.</p> | <p>Circular 116: Article 16 – Model Charter</p> |
| 12 | Article 16. Changing of rights | | |
| | <p>1. The change or cancellation of any special right attached to a class of preference shares shall take effect when such change or cancellation is approved by the shareholders holding at least fifty one (51%) percent of ordinary shares who are in attendance and concurrently approved by the shareholders holding at least sixty five (65%) percent of voting rights of the above class of preference shares</p> | <p>1. The change or cancellation of special rights associated with a certain type of preference shares is effective when it is voted for by a number of shareholders that represent at least 65% of the votes. The GSM's resolution that contains adverse changes to the rights and obligations of preference shareholders may only be ratified if it is voted for by a number of participating preference shareholders that hold at least 75% of preference shares of the same type, or approved by a number of preference shareholders that hold at least 75% of preference shares of the same type in case of</p> | <p>Clause 6, Article 148 Enterprises Law</p> |

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| | | consulting written opinions. | |
| 13 | Article 17. Convening of General Shareholders' Meeting, agenda and notice of the GSM | | |
| | <p>2. The convener's duties are as follows:</p> <p>a. Announce the information of closing the list of shareholders that have right to attend GSM at least 20 days in prior to the closing date.</p> <p>b. List of shareholders satisfying all conditions for attending and voting at the General Shareholders' Meeting shall be formed no sooner than 10 days before the date of sending the general shareholders' meeting invitation;</p> <p>c. Determine time and place of the meeting;</p> <p>d. Inform and send an invitation to the meeting to each shareholder entitled to attend the meeting.</p> | <p>2 The convener's duties are as follows:</p> <p>a. Announce the information of closing the list of shareholders that have right to attend GSM at least 20 days in prior to the closing date.</p> <p>b. Compile the list of shareholders eligible to participate in and vote at the GSM. This list shall be compiled within 10 days before the day on which the invitation to the GSM is sent.</p> <p>c. Provide information and settle complaints relevant to the aforementioned list;</p> <p>d. Prepare the meeting agenda and contents;;</p> <p>e. Prepare documents for the meeting;</p> <p>f. Draft the resolution of the GSM according to the meeting agenda;</p> <p>g. Inform and send an invitation to the meeting to each shareholder entitled to attend the meeting.</p> <p>h. Perform other tasks for the general meeting.</p> | Clause 5 Article 140 Enterprises Law |
| | <p>3. Meeting Notice must be sent at least ten (10) days before holding General Shareholder meeting. The notice must have name, headquarter address, business code; shareholder's name, home address, meeting time and address and other requirements to attending person.</p> <p>The notice must be send by guarantee method to their home address or address given by them; and publish in company's website and daily newspaper when necessary as regulated in Company charter. In case shareholders working for the company, the meeting invitation may be given directly in sealed envelope in the office.</p> <p>GSM's agenda, related documents being voted in</p> | <p>3. Meeting Notice must be sent at least twenty one (21) days before holding General Shareholder meeting. The notice must have name, headquarter address, business code; shareholder's name, home address, meeting time and address and other requirements to attending person.</p> <p>The notice must be send by guarantee method to their home address or address given by them; and posted on the websites of the Company, SSC and the Stock Exchange where the Company's shares are listed or registered. In case shareholders working in the company, the meeting invitation may be given directly in sealed envelope in the office.</p> <p>The agenda of the GSM and documents relevant to the issues to be voted on at the GSM shall be sent to the</p> | <p>Clause 1 Article 143 Enterprises Law;</p> <p>Clause 3, Article 10 Circular 96/2020/TT-BTC</p> |

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| | the meeting shall be published in company's website at least 10 days before the meeting date. If the documentation is not sent with the Meeting notice, the invitation notice must point out the website address that the shareholders can access. | shareholders and/or posted on the Company's website. In case these documents are not enclosed with the invitations, the invitations must contain the URL for these documents for the access of shareholders. | |
| | 4. Shareholders or group of shareholders holding more than 10% of the total ordinary shares for a consecutive period of six months or more, are entitled to propose the issues to be included in meeting agenda | 4. Shareholders or group of shareholders mentioned in Clause 3 Article 11 this Charter are entitled to propose the issues to be included in meeting agenda. | Article 142 Enterprises Law |
| | 5. The convener of General Meeting of shareholders is entitled to refuse the aforementioned proposal in the following cases: a) The proposal is not sent on time; b) At the moment of proposal, shareholders or group of shareholders do not have enough at least 10% of total ordinary shares for a consecutive period of six months or more; c) Proposing issue is not allowed to be discussed and approved in GSM. | 5. The convener of General Meeting of shareholders is entitled to refuse the aforementioned proposal in the following cases: a) The proposal is not sent on time; b) At the moment of proposal, shareholders or group of shareholders do not have enough at least 5% of total ordinary shares; c) Proposing issue is not allowed to be discussed and approved in GSM. d) Other cases prescribed by law and this Charter | Article 142 Enterprises Law |
| | 6. The decisions of all the entitled to vote shareholders of 100% shares attending the Meeting or through their legal authorized representative being approved at the General Shareholders' Meeting are valid even in case the convening of the meeting is not according to procedure or the content of voting is not included in the meeting program | 6. The person who convenes the GSM shall accept and include the proposed issues mentioned in Clause 4 of this Article to the intended meeting agenda, except in the cases specified in Clause 5 of this Article; the proposed issues shall be officially included in the meeting agenda if approved by the GSM | Clause 4, Article 142 Enterprises Law |
| 14 | Article 18. Conditions to convene General Shareholders' Meeting | | |
| | 1. The General Shareholders' Meeting shall be conducted where the number of attending shareholders represent at least 51% of total voting | 1. The General Shareholders' Meeting shall be conducted where the number of attending shareholders represent over 50% of total voting shares. | Clause 1, Article 145 Enterprises Law |

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| | shares. | | |
| | 2. In case the necessary number of shareholders convened for the meeting is not sufficient within 30 minutes from the intended opening time, the General Meeting shall be re-convened within 60 days from the intended opening date of the first meeting. The second General Shareholders' Meeting shall be conducted where the number of attending shareholders or their authorized representatives represent at least 33% of the voting shares. | 2. In case the necessary number of shareholders convened for the meeting is not sufficient within 60 minutes from the intended opening time, the General Meeting shall be re-convened within 60 days from the intended opening date of the first meeting. The second General Shareholders' Meeting shall be conducted where the number of attending shareholders or their authorized representatives represent at least 33% of the voting shares. | Article 145 Enterprises Law |
| | 3. In case the second meeting cannot be convened due to insufficient of attending shareholders within 30 minutes from intended opening time, the third meeting can be re-convened within 20 days from the intended opening date of the second meeting, in this case the General meeting shall be conducted without reference to the number of attending shareholders or their authorized representatives and such meeting entitled to approve all the issues might be approved by the first meeting. | 3. In case the second meeting cannot be convened due to insufficient of attending shareholders within 60 minutes from intended opening time, the third meeting can be re-convened within 20 days from the intended opening date of the second meeting, in this case the General meeting shall be conducted without reference to the number of attending shareholders or their authorized representatives and such meeting entitled to approve all the issues might be approved by the first meeting. | Article 145 Enterprises Law |
| | 4. As per request of the Meeting chairman, the program of the meeting can be changed as stipulated at Article 17 of this charter. | 4. GSM has the right to change the agenda enclosed with the invitation prescribed in Article 17 of this charter. | Clause 4, Article 145 Enterprises Law |
| 15 | Article 19. Procedures for conducting and voting at the General Shareholders' Meeting | | |
| | 1. Prior to the opening date of the meeting, procedures shall be carried out for registration for attendance at the General Shareholders' Meeting until there is registration of sufficient number of shareholders with the right to attend the meeting | 1. Prior to the opening date of the meeting, before opening , procedures shall be carried out for registration for attendance at the General Shareholders' Meeting until there is registration of sufficient number of shareholders with the right to attend the meeting | Clause 1, Article 146 Enterprises Law |
| | 2. Upon registration of attending shareholders, company shall provide to the shareholders or their | 2. Upon registration of attending shareholders, company shall provide to the shareholders or their legal | Clause 5 Article 146 Enterprises Law |

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| | <p>legal representative voting card contained registration number, full name of shareholders and authorized representative and number of voting card of that shareholder. Voting shall be conducted by collecting yes votes cards first, thereafter collecting noes votes cards, and finally checking the overall numbers of yes and noes votes, and abstentions. The chairman shall inform the result of voting count, the total of yes votes, noes votes and abstentions of each issue immediately after voting of that issue. The General Shareholders' Meeting shall elect the persons who shall be responsible to check the votes or to supervise the checking of votes at the request of the chairman. The number of members of the vote-counting committee shall be decided by the General Shareholders' Meeting but must not exceed three (03) persons</p> | <p>representative voting card contained registration number, full name of shareholders and authorized representative and number of voting card of that shareholder. Voting shall be conducted by collecting yes votes cards first, thereafter collecting noes votes cards, and finally checking the overall numbers of yes and noes votes, and abstentions. The chairman shall inform the result of voting count, the total of yes votes, noes votes and abstentions of each issue immediately after voting of that issue or at the end of the meeting. The General Shareholders' Meeting shall elect the persons who shall be responsible to check the votes or to supervise the checking of votes at the request of the chairman. The number of members of the vote-counting committee shall be decided by the General Shareholders' Meeting but must not exceed three (03) persons</p> | |
| 5. | <p>The chairman has the right to decide on the order, procedures and other contents arising out of the program of the General Shareholders' Meeting</p> | <p>5. The meeting agenda and contents shall be approved by the GSM during the opening session</p> | <p>Clause 3 Article 146 Enterprises Law</p> |
| 6. | <p>The Chairman may adjourn a meeting upon unanimous agreement or request of the General Shareholders' Meeting for which sufficient attendees are present as required</p> | <p>6. The chair is entitled to delay the meeting after an adequate number of participants have registered for up to 03 days from the initial meeting date. The GSM may only be delayed or relocated in the following cases: a) The current location does not have adequate convenient seats for all participants; b) Communications equipment is not sufficient for discussion and voting by participating shareholders; c) The meeting is disrupted by one or some participants thus threatening the fairness and legitimacy of the meeting</p> | <p>Clause 8 Article 146 Enterprises Law</p> |
| 8. | <p>The Chairman of the General Shareholders' Meeting shall have the right to take the necessary measures to direct the conduct of the meeting in an appropriate and orderly manner, correctly in</p> | <p>8. The Chairman of the General Shareholders' Meeting shall have the right to take the necessary measures to direct the conduct of the meeting in an appropriate and orderly manner, correctly in accordance with the agenda</p> | <p>Clause 4 Article 146 Enterprises Law</p> |

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| | accordance with the agenda as passed and so that it reflects the wishes of the majority of attendees | and timing as passed and so that it reflects the wishes of the majority of attendees | |
| | 9. The Board of Directors shall have the right to require all the attendants of the meeting to be checked or subject to other security measures, to request a competent body to maintain order during the meeting, to expel from the General Shareholders' Meeting anyone who fails to comply with the chairman's right to control the meeting, who intentionally disrupt or prevents normal progress of the meeting or who fails to comply with a request to undergo a security check. | 9. The person who convenes the GSM or the chair has the rights to: a) Request all participants to undergo inspection or other lawful and reasonable security measures; b) Request a competent authority to maintain order during the meeting; expel those who refuse to comply with the chair's requests, disrupt the order, obstruct the progress of the meeting or refuse to undergo security measures. | Clause 7 Article 146 Enterprises Law |
| 16 | Article 20. Passing of resolutions of General Shareholders' Meeting | | |
| | 2. Other resolutions shall be approved when at least 51% of total voting shares amongst attending shareholders. | 2. Other resolutions shall be approved when over 50% of total voting shares amongst attending shareholders, except for the cases specified in Clause 3, clause 4 this Article này và Article 16 this Charter. | Clause 2, Article 148 Enterprises Law |
| | 4. Getting approval through written opinion form needs at least 51% of total voting shares | 4. Getting approval through written opinion form needs over 50% of total voting shares | |
| | 5. Getting resolution approval of General Shareholder's Meeting a. General Shareholders approve such decisions via voting at the meeting or collecting written opinion. b. Based on the decision of BOD, these following issues can be passed via voting at the meeting or collecting written opinion - Admentment, supplementation of Company charter. - Company's developing strategy; - Class of shares and total number of shares in | 5. The GSM approves the issues within its authorizatin in the form of direct votes or through written opinions or other forms accepted by law and this Chapter. | Double content with Article 21 Charter |

| No | Current charter | Amendment | Legal reference |
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| | <p>each class;</p> <ul style="list-style-type: none"> - Appointment, dismiss and replace the member of the Board of Directors and Board of Supervisors; - Decisions on investment or the sale of assets of the company or branch of the company valued equal to or more than 35% percent of the total value of assets recorded in the most recent auditted financial statement of the company - Annual financial statement; - Reorganization and dissolution of companies | | |
| Add | | <p>6. A resolution of the GSM that is voted for by 100% of the voting shares shall be lawful and effective even if the procedures for convening the meeting and ratifying the resolution are not conformable with the Law on Enterprises and the Company's Charter.</p> | Clause 2 Article 152 Enterprises Law |
| 17 | <p>Article 21. Authority and procedures for collecting written opinions in order to pass resolutions of the General Shareholders' Meeting</p> | | |
| | <p>3. The written opinion form must contain the following basic information: [...] g. Full name and signature of the chairman of the Board of Directors and of the legal representative of the company;</p> | <p>3. The written opinion form must contain the following basic information: [...] g. Full name and signature of the chairman of the Board of Directors or the legal representative of the company;</p> | |
| | <p>4. Any completed written opinion form must bear the signature of a shareholder being an individual, and of the authorized representative or of the legal representative of a shareholder being an organization.</p> <p>Shareholders can return the answered written opinion form to the company by post, fax or email. Written opinion form which are returned to</p> | <p>4. Any completed written opinion form must bear the signature or other valid confirmation of a shareholder being an individual, and of the authorized representative or of the legal representative of a shareholder being an organization.</p> <p>Shareholders can return the answered written opinion form to the company by post, fax or email or other method as regulation. Written opinion form which are</p> | Article 149 Enterprises Law |

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| | <p>the company must be in a sealed envelope and no one shall be permitted to open the envelope prior to counting of the votes. Any completed written form which is returned to the company after the expiry of the time-limit stipulated in the written opinion form or any form which has been opened shall be invalid.</p> | <p>returned to the company must be in a sealed envelope and no one shall be permitted to open the envelope prior to counting of the votes. Written opinion form sent by other method must be kept confidential until vote counting. Any completed written form which is returned to the company after the expiry of the time-limit stipulated in the written opinion form or any form which has been opened shall be invalid. Written forms that are not submitted shall be deemed to no vote.</p> | |
| | <p>5. The Board of Directors shall conduct counting of the votes and shall prepare minutes of the counting of the votes in the presence of the Board of Supervisor of a shareholder who does not hold a management position in the company. The minutes of counting of votes shall contain the following basic information: [...] c. Number of shareholders with total numbers of votes who have participated in the vote, classifying the votes into valid and invalid, and including an appendix being a list of the shareholders who participated in the vote e. Resolution which have been passed; f. Full name and signature of the chairman of the Board of Directors, of the legal representative of the company and of the person who supervised the counting of votes. The members of the Board of Directors and the person who supervised the counting of votes shall be jointly liable for the truthfulness and accuracy of the minute of counting of votes, and shall be jointly liable for any damage arising from a resolution which is passed due to an untruthful or inaccurate counting of votes.</p> | <p>5. The Board of Directors shall conduct counting of the votes and shall prepare minutes of the counting of the votes in the presence of the Board of Supervisor of a shareholder who does not hold a management position in the company. The minutes of counting of votes shall contain the following basic information: [...] c. Number of shareholders with total numbers of votes who have participated in the vote, classifying the votes into valid/invalid and sending method, and including an appendix being a list of the shareholders who participated in the vote; e. Resolution which have been passed and the respective “passed” voting ratio f. Full name and signature of the chairman of the Board of Directors or the legal representative of the company, of the person who counted the votes and the person who supervised the counting of votes. The members of the Board of Directors, the person who counted the votes and the person who supervised the counting of votes shall be jointly liable for the truthfulness and accuracy of the minute of counting of votes, and shall be jointly liable for any damage arising from a resolution which is passed due to an untruthful or inaccurate counting of votes.</p> | <p>Clause 5, Article 149 Enterprises Law</p> |
| 18 | <p>Article 22. Minutes of General Shareholders’ Meeting</p> | | |

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| | Add: | <p>The GSM minutes shall be completed and ratified before the meeting ends with the contents following Article 150 Enterprises Law.</p> <p>In case the chair or secretary refuses to sign the meeting minutes, this minutes shall be effective if signed by all other members of the Board of Directors attending the meeting and fully contain the contents as prescribed in this clause. The meeting minutes clearly states that the chairman and secretary refused to sign the minutes of the meeting.</p> <p>The chair and secretary or other persons who sign the minutes are joint responsible for its accuracy and truthfulness.</p> | Article 150 Enterprises Law |
| 19 | Article 23. Demand for cancellation of resolutions of General Shareholders' Meeting | | |
| | <p>Within ninety (90) days from the date the minutes of the General Shareholders' Meeting are received or the minutes of the results of counting of votes being written opinions from the General Shareholders' Meeting are received, shareholders or a group of shareholders holding more than 10% of the total ordinary shares shall have the right to request a court or an arbitrator to consider and cancel a resolution of the General Shareholders' Meeting in the following cases:</p> <p>1.The order and procedures for convening the General Shareholders' Meeting did not comply with this Law and the charter of the company, except the GSM's resolution is passed with 100% of total voting shares [...]</p> | <p>Within ninety (90) days from the date the minutes or resolutions of the General Shareholders' Meeting are received or the minutes of the results of counting of votes being written opinions from the General Shareholders' Meeting are received, shareholders or a group of shareholders holding from 5% and above of the total ordinary shares shall have the right to request a court or an arbitrator to consider and cancel a resolution of the General Shareholders' Meeting in the following cases:</p> <p>1. The order and procedures for convening the General Shareholders' Meeting violated seriously Enterprise Law and the charter of the company, except the GSM's resolution is passed with 100% of total voting shares [...]</p> | Article 151 Enterprises Law |
| 20 | Article 24: Term of Office and Numbers of Members of the Board of Directors | | |
| | 1. The Board of Directors shall have at least three (05) members and not more than eleven (11) | 1. The Board of Directors shall have at least three (05) members and not more than eleven (11) members. The | Article 154 – 155, Enterprises Law |

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| | <p>members. The term of office of the Board of Directors is five years; The term of office of members of the Board of Directors shall not exceed five years; members of the Board of Directors may be re-elected for an unlimited number of terms. Member of BOD may not live in Vietnam. The total number of independent non-directing members of the Board of Directors should be at least one third of total number of members of the Board of Directors. The minimum number of independent non-directing members of BOD is defined in principle of round down method.</p> | <p>term of office of the Board of Directors is five years; The term of office of members of the Board of Directors shall not exceed five years; members of the Board of Directors may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of Board of Directors of a company for up to 02 consecutive terms. In case the term of office of all members of the Board of Directors end at the same time, they shall remain members of the Board of Directors until new members are elected and take over the works.</p> <p>Composition of the Board of Directors must ensure at least 1/3 is non-executive member.</p> <p>Number of independent members shall meet the following conditions:</p> <ul style="list-style-type: none"> a) At least 01 independent member if the Board of Directors has 03 – 05 members; b) At least 02 independent members if the Board of Directors has 06 – 08 members; c) At least 03 independent members if the Board of Directors has 09 – 11 members. | <p>Article 276, Decree 155</p> |
| | <p>Nominating a person to BOD or Audited Committee can be implemented as follow: Common shareholders who group together to nominate person into BOD or Audited Committee shall inform BOD about the meeting as soon as it happens and inform other shareholders about the meeting before the date of General Shareholder Meeting.</p> <p>3.Shareholders owning shares over 6 constantly months are entitled to merge their shares to make it minimum 10% to have right for nominating members of the Board of Directors. Shareholders or group of shareholders owning under 15% of voting shares within at least 06 months are</p> | <p>Nominating a person to BOD or Audited Committee according to clause 4 Article 11 this Charter can be implemented as follow: Common shareholders who group together to nominate person into BOD or Audited Committee shall inform BOD about the meeting as soon as it happens and inform other shareholders about the meeting at least 10 working days before the date of General Shareholder Meeting.</p> <p>Shareholders or group of shareholders owning from 10% to under 15% of common shares are entitled to nominate one (01) member; from 15% to 30% are entitled to nominate two (02) members; from 30% to 40% are entitled to nominate three (03) members; from</p> | |

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| | entitled to nominate one (01) member; from 15% to 30% are entitled to nominate two (02) members; from 30% to 40% are entitled to nominate three (03) members; from 40% to 50% are entitled to nominate four (04) members; from 50% to 60% are entitled to nominate five (05) members; from 60% to 70% are entitled to nominate six (06) members; from 70% to 80% are entitled to nominate seven (07) members; from 80% to 90% are entitled to nominate eight (08) members | 40% to 50% are entitled to nominate four (04) members; from 50% to 60% are entitled to nominate five (05) members; from 60% to 70% are entitled to nominate six (06) members; from 70% to 80% are entitled to nominate seven (07) members; from 80% to 90% are entitled to nominate eight (08) members | |
| | 2. Five (05) members of the Board of Directors nominated by the founding shareholders according to the percentage of shares. The founding shareholders are entitled to merge their shares for electing members of the Board of Directors | Delete | No longer relevant |
| 21 | Article 25. Rights and duties of the Board of Directors | | |
| | e. To make decision on re-purchasing company shares as prescribed at Clause 1 Article 130 of Law on Enterprise | e. To make decision on re-purchasing company shares as prescribed at clause 1 and 2 Article 133 Enterprises Law | |
| | Add | f. Decide the investment plan and investment projects within its jurisdictions and limitations prescribed by law t. Other rights and obligations prescribed by the Law and this charter | Clause 2 Article 153 Enterprises Law |
| | g. To pass the contract of sales, borrowing, lending, investment plan, investment project, borrowing or carrying out the mortgage, secured, guarantee, compensation and other contracts with the value equal or more than 35% of total asset recorded in consolidated financial statement. This is not applied to transaction or contract prescribed at Point d, Clause 2 Article 135, Clause 1 and 3 Article 162 of Law on Enterprise | g. To pass the contract of sales, borrowing, lending, investment plan, investment project, borrowing or carrying out the mortgage, secured, guarantee, compensation and other contracts with the value equal or more than 35% of total asset recorded in consolidated financial statement. This is not applied to transaction or contract under authority of GSM prescribed at Point d, Clause 2 Article 138, Clause 1 and 3 Article 167 of Law on Enterprise | Clause 2 Article 153 Enterprises Law |
| | o. Determine the internal regulations on corporate | o. Decide the issuance of operation regulations of the | Article 137, 138 Enterprises Law |

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| | governance and get the approval of the General meeting of shareholders to protect shareholders; | Board of Directors , internal regulations on corporate governance after approved by the GSM; decide promulgation of operating regulations of the Board of Supervisors under the BOD , regulations on information disclosure (if any); | |
| | 3. The Board of Directors should report to the General Shareholders' Meeting about their activities, such as the Board of Directors's supervision of director or general director and other managers within that financial year. In case the Board of Directors has not submit the report to the General Shareholders' Meeting, the annual financial statement is not valid and considered that it is not approved by the Board of Directors. | 3. The Board of Directors shall submit reports on its performance Pursuant to Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 elaborating some Articles of the Law on Securities | Circular 116 Article 27 – Model Charter |
| | 5. Members of the Board of Directors (excluded authorized representatives) shall receive remuneration as per their title of the Board of Directors. The total amount of remuneration of the Board of Directors is decided by General Shareholders' Meeting. Remuneration amount shall be decided as per agreement of the members, in case the members cannot come up with agreement then remuneration amount shall be divided equally between them. 6. The total amount of money paid to each member of the Board of Management comprising remuneration, expenses, commission, right to purchase shares and other benefits conferred by the Company, its subsidiary companies and affiliated companies and other companies in which a member of the Board of Directors is the capital contribution representative must be disclosed in detail in the annual report of the Company. | 5. Members of the Board of Directors are entitled to remunerations and bonuses. Remunerations are calculated according to the number of working days necessary for completion of their tasks and the daily rate. The Board of Directors shall estimate the remuneration of each member under unanimity rule. The total remunerations and bonuses for the Board of Directors shall be decided by the annual GSM 6. Remunerations of each member of the Board of Directors shall be recorded as the Company's operating costs in accordance with regulations of law on corporate income tax, presented in a separate section of the Company's annual financial statement and reported at the annual GSM. | Article 163 Enterprises Law |

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| 22 | Article 26. Chairman, Vice Chairman of the Board of Directors | | |
| | 1. General Shareholders' Meeting or the Board of Directors shall elect among the members of the Board of Directors one Chairman and one vice chairman. Unless otherwise decided by the General Shareholders' Meeting or by law, the Chairman shall not be a General director of the company at the same time. | 1. The President and Vice President of the BOD shall be elected among the members of the Board of Directors by the BOD, and dismissed by the BOD. Unless otherwise decided by the General Shareholders' Meeting or by law, the Chairman shall not be a General director of the company at the same time | Clause 1 Article 156 Enterprises Law |
| | Add: Clause 6 | 6. In case the President of the Board of Directors is not present or is not able to perform his duties, he/she shall authorize another member in writing to perform the rights and obligations of the President of the Board of Directors in accordance with the Company's Charter. In case no one is authorized or the President of the Board of Directors is dead, missing, held in police custody, imprisoned, detained in a mandatory rehabilitation center or correctional institution, has fled the residence, has limited capacity or is incapacitated, has difficulties controlling his/her behaviors, is prohibited by the Court from holding certain positions or doing certain works, the remaining members shall elect one of them to hold the position of President of the Board of Directors under the majority rule until a new decision is issued by the Board of Directors | Clause 4 Article 156 Enterprises Law |
| 23 | Article 27: Meeting of the Board of Directors | | |
| | 8. A meeting of Board of Directors shall be held and all the resulting resolutions/decisions shall be put through when the meeting is attended by at least three fourths of the members. The BOD members are considered attending the meeting if they (i) attend in person; or (ii) attend by representative/ authorization; or (iii) have valid ballots; or (iv) attend in the form of collecting written opinion. The BOD members may | 8. A meeting of Board of Directors shall be held and all the resulting resolutions/decisions shall be put through when the meeting is attended by at least three fourths of the members. The BOD members are considered attending the meeting in the following cases: a) Participate and vote in person at the meeting; b) Authorizes another person to participate in the meeting and vote; c) Participate and vote at online meeting; cast electronic | Article 157 Enterprises Law |

| No | Current charter | Amendment | Legal reference |
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| | authorize another person to attend the BOD meeting if approved by majority of BOD members. | <p>votes or in other electronic forms; d) Send votes by mail, fax or email; e) Sends his/her votes using other means accepted by the BOD.</p> <p>The BOD members shall participate in all meetings of the Board of Directors, and may authorize another person to attend the BOD meeting if approved by majority of BOD members.</p> | |
| 24 | Article 28. Organization of management | | |
| | The company shall establish a managing system according to that it shall be responsible and acting under the management of the Board of Directors. The company shall have a general director and/or some deputy general directors and one chief of accountant appointed by the Board of Directors. The general director and deputy general directors may concurrently be members of the Board of Directors, and are appointed or dismissed by the Board of Directors through decision approved by legal way. | The company shall establish a managing system according to that it shall be responsible and acting under the management of the Board of Directors. The company shall have a general director and/or some deputy general directors and one chief of accountant (if any) appointed by the Board of Directors. The general director and deputy general directors may concurrently be members of the Board of Directors, and are appointed or dismissed by the Board of Directors through decision approved by legal way | As the fact |
| 24 | Article 30. Persons in charge of corporate governance and Company secretary | | |
| | 3. Roles and duties of Persons in charge of corporate governance and company secretary are the followings: [Add] | i. Be contact person with other stakeholders | Article 281 Decree 155 |
| 25 | Article 31. Members of the Board of Supervisors | | |
| | 1. Board of Supervisors shall have three (3) members. BOS members have a term of office of up to 05 years without term limit. BOS members must not work in the accounting and finance departments of the company, or be a member or employee of the independent audit firm auditing the financial statements of the company over the | 1. Board of Supervisors shall have three (3) members appointed by GSM. BOS members have a term of office of up to 05 years without term limit. BOS members must satisfy the standards and conditions required by law, and not work in the accounting and finance departments of the company, or be a member or employee of the independent audit firm auditing the | Article 168, 169 Enterprises Law |

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| | last 3 years. The members of the Audit Committee must not be related persons of the members of the Board of Directors, of the executive Director (General Director) and other managers of the Company | financial statements of the company over the last 3 years. The members of the Board of Supervisors must not be related persons of the members of the Board of Directors, of the executive Director (General Director) and other managers of the Company. More than half of the Supervisors shall have permanent residences in Vietnam. | |
| | 2.The Chief Supervisor must be a full-time auditor or professional accountant at the company. The rights and duties of the Chief Supervisor are as follows: | 2. The Chief Supervisor shall have a bachelor's degree or higher in economics, finance, accounting, audit, law, business administration or another major that is relevant to the enterprise's operation. The Chief Supervisor shall be elected by the Board of Supervisors among its members under the majority rule. The rights and duties of the Chief Supervisor are as follows: | Article 168 Enterprises Law |
| | 3. The shareholders owning shares over 6 constantly months are entitled to merge their shares to make it minimum 10% to have right for nominating members of the Audit Committee. Shareholders or group of shareholders owning under 15% of voting shares within at least 06 months are entitled to nominate one (01) member; from 15% to 30% are entitled to nominate two (02) members; from 30% to 40% are entitled to nominate three (03) members; from 40% to 50% are entitled to nominate four (04) members; from 50% to 60% are entitled to nominate five (05) members | 3. The shareholders are entitled to merge their shares to have right for nominating Supervisors. Shareholders or group of shareholders owning from 10% to under 20% of ordinary shares are entitled to nominate one (01) member; from 20% to under 50% are entitled to nominate two (02) members; from 50% and above are entitled to nominate three (03) members. | Clause 5 Article 115 Enterprises Law |
| 26 | Article 32. Board of Supervisors | | |
| | 1. The company must have the Board of Supervisors and it shall have the rights and obligations as stipulated in Article 165 of the law on enterprises and this charter, mainly are the followings: [...] | 1. The company must have the Board of Supervisors and it shall have the rights and obligations as stipulated in Article 170 of the Enterprises Law and this charter, and the followings: [...] | Article 170 Enterprises Law |
| | i. Carry out an inspection at the request of the shareholder or group of shareholders that owns | i. Carry out an inspection at the request of the shareholder or group of shareholders defined in Clause | Clause 6 Article 170 Enterprises Law |

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| | <p>10% of the volume shares or more for a period of at least 06 months, within 07 working days from the day on which the request is received. Within 15 days from the end of the inspection, the Board of Supervisors shall report the issues that need inspecting to Board of Directors and the shareholder or group of shareholders that made the request.</p> <p>[Add]</p> | <p>3, Article 11 this Charter within 07 working days from the day on which the request is received. Within 15 days from the end of the inspection, the Board of Supervisors shall report the issues that need inspecting to Board of Directors and the shareholder or group of shareholders that made the request. The inspection must not obstruct normal operation of the Board of Directors or interrupt the company's business operation.</p> <p>j. Formulate the Operation regulation of the Board of Supervisors and submit to the GSM for approval.</p> | |
| | <p>4. Total remuneration for the Board of Supervisors members shall not be over VND 150,000,000 (one hundred and fifty million) per year. The remuneration amount may be increased as per decision of the General Shareholders' Meeting. Members of the Board of Supervisors shall be reimbursed for expenses for meals, accommodation, travel and other reasonable expenses for participation the meetings of the Board of Supervisors or doing some work related to business of the company</p> | <p>4. Members of the Board of Supervisors shall receive salaries, remunerations, bonuses and other benefits under the decision of the GSM. The GSM shall decide the salaries, remunerations, bonuses and other benefits and annual budget of the Board of Supervisors. Members of the Board of Supervisors shall be reimbursed for expenses for meals, accommodation, travel and other reasonable expenses for participation the meetings of the Board of Supervisors or doing some work related to business of the company</p> | <p>Article 172 Enterprises Law</p> |
| 27 | <p>Article 34. Obligation to be honest and avoiding conflic of interest</p> | | |
| | <p>Add</p> | <p>12. Members of the Board of Directors, members of the Board of Supervisors, the General Director and other managers shall send written notices to the Board of Directors and the Board of Supervisors of the transactions between the Company, subsidiary companies, companies that over 50% of charter capital of which is held by the Company with them or with their related persons as prescribed by law. The Company shall disclose information about the transactions that are approved by the GSM or the Board of Directors in accordance with regulations of the Law on Securities on information disclosure.</p> | |
| 28 | <p>XI. RIGHTS OF INVESTIGATING</p> | <p>XI. RIGHTS TO ACCESS THE COMPANY'S</p> | <p>Change wording from Investigate</p> |

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| | COMPANY'S DOCUMENTATION AND RECORDS | DOCUMENTATION AND RECORDS | to Access as the nature of contents |
| 29 | Article 36. Right of investigating documentation and records of the company | | |
| | 1. Shareholders or group of shareholders mentioned in Article 24 and 31 of this charter may directly or through their lawyers or authorized person send written notice requesting to check in working time at the head office the list of shareholders, minutes of meeting of the General Shareholders' Meeting and make copy of that documents. The lawyer or authorized person must send notice requesting to check together with letter of attorney of the shareholder he represents or the notarized copy of that letter. | <p>1. Ordinary shareholders have the rights to access the Company's documents and records in accordance with Article 11 this Charter.</p> <p>2. In case the authorized representatives of the aforementioned shareholder or group of shareholders request access to documents and records, the request shall be enclosed with the authorization letter (or its notarized copy) issued by the shareholder or group of shareholders.</p> | Article 49 Model Charter |
| 30 | Article 41. Reserved fund for charter capital | Delete | No longer relevant to current law |
| 31 | Article 44. Quarter, Monthly and Annual report | | |
| | 1. The company must prepare annual financial statements as stipulated by law and Government Stock Committee and be audited according to Article 48 of this charter, and within 90 days from the ending date of fiscal year the company must submit annual financial statement approve by the General Shareholders' Meeting to the government authority, Government Stock Committee , Stock exchange department/ Stock exchange center and business registration authority. | 1. The company must prepare annual financial statements as stipulated by law and State Securities Committee and be audited as prescribed by law and this Charter. Within the time as regulated , the Company must submit annual financial statement to the Tax authority, State Securities Committee, Stock exchange department/center, other authorities and disclose information as required by law. | Circular 96/2020/TT-BTC |
| | 6. The reports and documents must be sent to the | 6. The reports and documents for ASM must be sent to the Board of Supervisors for verification as prescribed | Article 175 Enterprises Law |

| No | Current charter | Amendment | Legal reference |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| | Board of Supervisors for verification at least 15 days before the opening date of the General Shareholders' Meeting. Unless otherwise prescribed by the company's charter | in Article 175 Enterprises Law | |
| 32 | Article 46. Audit | | |
| | 1. The annual the General Shareholders' Meeting shall elect an independant auditing company operating legally in Vietnam and approved by the Government Stock Committee to carry out auditing work of the company for the following fiscal year as per Articles and argreement of the Board of Directors. For the first fiscal year, the Board of Directors shall elect a auditing company to carry out auditing work after receiving business registration license | 1. The GSM shall appoint an independent audit company or authorize the Board of Directors to select one on the list of independent audit companies, which will audit the Company's financial statements of the next year under agreements with the Board of Directors | Article 57 – Model Charter |
| | 2. The company shall prepare and send annual financial statement to independent auditing company after closing of fiscal year. 3. The independent auditing company shall check, verify and report on the annual financial statements informing receipts and expenses of the company; it must prepare auditing repports and submit to the Board of Directors within two (02) months from the closing date of fiscal year. The auditors carrying out auditing work for the company must be approved by the Government Stock Committee. | Delete | No longer relevant |
| | 4. Each auditing report must be sent together with each annual financial report of the company. | 2. Audit reports shall be enclosed with the Company's annual financial statements | Article 57 – Model Charter |
| 33 | Article 48. Stamp | | |

| No | Current charter | Amendment | Legal reference |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|----------------------------|
| | Add: | The enterprise's seals can be physical or digital as prescribed by e-transaction laws. | Article 43 Enterprises Law |
| 34 | Article 55. Effective date | | |
| | 2. This charter is made in 10 copies with equal value, in which: a. 01 copy submitted to the local government notary office. b. 05 registered at the government administration authority as per regulation of the city people committee. c. 04 for filing in the company office. | Delete | No longer relevant |