

APPENDIX:

COMPARISON TABLE OF AMENDED AND SUPPLEMENTED CONTENT DRAFT COMPANY CHARTER PROPOSAL FOR APPROVAL OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

(Attached to Submission No. 433/TTr-HĐQT, May 26, 2025)

Note:

- This appendix provides an update on the key amendments in the Draft Charter submitted for approval at the 2025 Annual General Meeting of Shareholders, for shareholders' convenience in tracking and comparison.
- The proposed changes under the section “Provisions in the Current Charter” are indicated with underlined text.
- The amendments and additions under the section “Provisions in the Amended Charter” are presented in **bold**, black text.

No.	Provisions in the Current Charter	Provisions in the Amended Charter	Reason/ Explanation/ Note
1.	<p>INTRODUCTION</p> <p>Pursuant to the Law on Enterprises 2020 and detailed regulations and implementation instructions;</p> <p>Pursuant to the Securities Law 2019 and detailed regulations and implementation instructions;</p> <p>This Charter is amended and supplemented on December 27, 2024 according to Resolution No. 1361/NQ-ĐHĐCĐ dated December 27, 2024 of the Company's General Meeting of Shareholders.</p> <p>The full text of this Charter is as follows:</p>	<p>INTRODUCTION</p> <p>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, amended and supplemented by Law No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022 and implementing documents;</p> <p>Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, amended and supplemented by Law No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024 and implementing documents;</p> <p>This Charter is issued on June...., 2025 according to Resolution No./NQ-ĐHĐCĐ dated June, 2025 of the Company's General Meeting of Shareholders.</p> <p>The full text of this Charter is as follows:</p>	<p>Amend to clearly state the legal basis for promulgation and the time of promulgation of the Charter.</p>

No.	Provisions in the Current Charter	Provisions in the Amended Charter	Reason/ Explanation/ Note
2.	<p>Article 1. Interpretation of terms</p> <p>1. In this Charter, the following terms are construed as follows:</p> <p>....</p> <p>c) <i>Enterprise Law</i> is Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;</p> <p>d) <i>Securities Law</i> is Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;</p> <p>...</p> <p>h) <i>Enterprise managers</i> are company managers, including the Chairman of the Board of Directors, members of the Board of Directors, CEO and individuals holding other management positions as prescribed in the Company Charter;</p>	<p>Article 1. Interpretation of terms</p> <p>1. In this Charter, the following terms are construed as follows:</p> <p>....</p> <p>c) <i>Enterprise Law</i> is Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; amended and supplemented by Law No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022 and implementing documents;</p> <p>d) <i>Securities Law</i> is Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; amended and supplemented by Law No. 56/2024/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024, and its guiding implementation documents.</p> <p>...</p> <p>h) <i>Enterprise managers</i> are company managers, including the Chairman of the Board of Directors, members of the Board of Directors, CEO and individuals holding other management positions as prescribed in the Company Charter and directly appointed by the Board of Directors;</p>	<p>Amend to clearly show the legal basis for issuance and clarify the criteria of the <i>Enterprise Manager</i></p>
3.	<p>Article 2. Name, form, headquarters, branches, representative offices, business locations and term of operation of the Company</p> <p>...</p> <p>- E-mail: ctcpbenhvienquoctethainguyen@gmail.com</p>	<p>Article 2. Name, form, headquarters, branches, representative offices, business locations and term of operation of the Company</p> <p>...</p> <p>- Email: lr.tnh@tnh.com.vn</p>	<p>Change Company Email; update reference to clause 5</p>

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	<p>...</p> <p>5. Unless the operation is terminated before the deadline specified in Clause 2, Article 54 or the operation is extended according to the provisions in Article 55 of this Charter, the term of operation of the Company begins from the date of establishment and is indefinite.</p>	<p>...</p> <p>5. Unless the operation is terminated before the deadline specified in Clause 2, Article 52 or the operation is extended according to the provisions in Article 53 of this Charter, the term of operation of the Company begins from the date of establishment and is indefinite.</p>	
4.	<p>Article 11. Organizational structure, administration and control</p> <p>The Company's organizational, management, administration and control structure includes:</p> <ol style="list-style-type: none"> 1. General meeting of shareholders . 2. Board of Directors . 3. Board of Supervisors. 4. Chief Executive Officer. 	<p>Article 11. Organizational structure, administration and control</p> <p>The Company's organizational, management, administration and control structure includes:</p> <ol style="list-style-type: none"> 1. General Meeting of Shareholders 2. Board of Directors 3. Audit Committee under the Board of Directors 4. Chief Executive Officer. 	<p>Change the management structure of the TNH from the model specified in Point a to the model specified in Point b, Clause 1, Article 137 of the Enterprise Law - from the Board of Supervisors to the Audit Committee under the Board of Directors.</p>
5.	<p>Article 12. Rights of shareholders</p> <p>...</p> <p>2. Shareholders or groups of shareholders owning 05% or more of total common shares have the following rights:</p> <p>...</p> <p>b) Review, look up, and extract the minutes and resolutions and decisions of the Board of Directors, semi-</p>	<p>Article 12. Rights of shareholders</p> <p>...</p> <p>2. Shareholders or groups of shareholders owning 05% or more of total common shares have the following rights:</p> <p>...</p> <p>b) Review, look up, and extract the minutes and resolutions and decisions of the Board of Directors, semi-annual and</p>	<p>Amendment due to change in management structure from Board of Supervisors to Audit Committee under Board of Directors</p>

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	<p>annual and annual financial reports, reports of the Board of Supervisors, contracts and transactions that must be approved by the Board of Directors and other documents, except for documents related to the Company's trade secrets and business secrets;</p> <p>c) Request the Board of Supervisors to inspect each specific issue related to the management and operation of the Company when deemed necessary. The request must be in writing and must include the following contents: full name, contact address, nationality, legal document number of the individual for individual shareholders; name, enterprise code or legal document number of the organization, head office address for institutional shareholders; number of shares and time of share registration of each shareholder, total number of shares of the entire group of shareholders and ownership ratio in the total number of shares of the Company; issues to be inspected, purpose of inspection;</p> <p>3. Shareholders or groups of shareholders owning ten percent (10%) or more of the total number of common shares have the right to nominate people to the Board of Directors and the Board of Supervisors. The nomination of people to the Board of Directors and the Board of Supervisors is carried out as follows:</p> <p>a) Ordinary shareholders forming a group to nominate candidates for the Board of Directors and the Board of Supervisors must notify the shareholders attending the meeting of the group meeting before the opening of the General Meeting of Shareholders;</p> <p>b) Based on the number of members of the Board of Directors and the Board of Supervisors , the shareholder or group of shareholders specified in this clause has the</p>	<p>annual financial reports, contracts and transactions that must be approved by the Board of Directors and other documents, except for documents related to the Company's trade secrets and business secrets;</p> <p>c) Request <u>the Board of Directors</u> to inspect each specific issue related to the management and operation of the Company when deemed necessary. The request must be in writing and must include the following contents: full name, contact address, nationality, legal document number of the individual for individual shareholders; name, enterprise code or legal document number of the organization, head office address for organizational shareholders; number of shares and time of share registration of each shareholder, total number of shares of the entire group of shareholders and ownership ratio in the total number of shares of the Company; issues to be inspected, purpose of inspection. <u>In this case, the inspection shall be directly carried out and reported by the Internal Audit Committee;</u></p> <p>3. Shareholders or groups of shareholders owning ten percent (10%) or more of the total number of common shares have the right to nominate people to the Board of Directors. Nomination of people to the Board of Directors is carried out as follows:</p> <p>a) Ordinary shareholders forming a group to nominate candidates for the Board of Directors must notify the shareholders attending the meeting of the group meeting before the opening of the General Meeting of Shareholders;</p> <p>b) Based on the number of members of the Board of Directors, shareholders or groups of shareholders specified in this clause have the right to nominate one or several people as decided by the General Meeting of Shareholders as candidates for the Board of Directors . In case the number</p>	

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	right to nominate one or several people according to the decision of the General Meeting of Shareholders as candidates for the Board of Directors and the Board of Supervisors. In case the number of candidates nominated by the shareholder or group of shareholders is lower than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Board of Supervisors and other shareholders.	of candidates nominated by shareholders or groups of shareholders is lower than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders.	
6.	<p>Article 14. General meeting of shareholders</p> <p>...</p> <p>3. The Board of Directors must convene an extraordinary meeting of the General Meeting of Shareholders in the following cases:</p> <p>a) The Board of Directors deems it necessary for the benefit of the Company;</p> <p>b) The number of remaining members of the Board of Directors and <u>the Board of Supervisors</u> is less than the minimum number of members as prescribed by law or the number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number of members prescribed in this Charter;</p> <p>c) At the request of a shareholder or group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises ; the request to convene a meeting of the General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders or the request must be made in multiple</p>	<p>Article 14. General meeting of shareholders</p> <p>...</p> <p>3. The Board of Directors must convene an extraordinary meeting of the General Meeting of Shareholders in the following cases:</p> <p>a) The Board of Directors deems it necessary for the benefit of the Company;</p> <p>b) The number of remaining members of the Board of Directors is less than the minimum number of members prescribed by law or the number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number of members prescribed in this Charter;</p> <p>c) At the request of a shareholder or group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises; the request to convene a meeting of the General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders or the request must be made in multiple copies and must include sufficient signatures of the relevant shareholders;</p>	Amendment due to change in management structure from Board of Supervisors to Audit Committee under Board of Directors

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	<p>copies and must include sufficient signatures of the relevant shareholders;</p> <p>d) At the request of the Board of Supervisors;</p> <p>e) Other cases as prescribed by law.</p> <p>4. Convening an extraordinary meeting of shareholders</p> <p>a) The Board of Directors must convene a meeting of the General Meeting of Shareholders within 30 days from the date the number of members of the Board of Directors, independent members of the Board of Directors or members of the Board of Supervisors remaining as prescribed in Point b, Clause 3 of this Article or receiving the request prescribed in Point c and Point d, Clause 3 of this Article. The Board of Directors must convene a meeting of the General Meeting of Shareholders within sixty (60) days from the date the number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number of members prescribed in this Charter;</p> <p>b) In case the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, within the next 30 days, the Board of Supervisors shall replace the Board of Directors in convening the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises ;</p> <p>c) In case the Board of Supervisors fails to convene the General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, the shareholder or group of shareholders prescribed in Point c, Clause 3 of this Article shall have the right to request the Company representative to convene the General Meeting of</p>	<p>d) Other cases as prescribed by law.</p> <p>4. Convening an extraordinary meeting of shareholders</p> <p>a) The Board of Directors must convene a meeting of the General Meeting of Shareholders within 30 days from the date the number of members of the Board of Directors and independent members of the Board of Directors is reduced as prescribed in Point b, Clause 3 of this Article or from the date of receipt of the request prescribed in Point c and Point d, Clause 3 of this Article. The Board of Directors must convene a meeting of the General Meeting of Shareholders within sixty (60) days from the date the number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number of members prescribed in this Charter;</p> <p>b) In case the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, within the next thirty (30) days, the shareholder or group of shareholders prescribed in Point c, Clause 3 of this Article shall have the right to request the Company representative to convene the General Meeting of Shareholders as prescribed in the Law on Enterprises;</p> <p>In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the order and procedures for convening, conducting the meeting and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. These costs do not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including</p>	<p>Amendment due to change in management structure from Board of Supervisors to Audit Committee under Board of Directors</p>

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	<p>Shareholders as prescribed in the Law on Enterprises;</p> <p>In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the order and procedures for convening, conducting the meeting and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. These costs do not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.</p> <p>d) Procedures for organizing the General Meeting of Shareholders as prescribed in Clause 5, Article 140 of the Law on Enterprises .</p> <p>5. Members of the Board of Directors and members of the Supervisory Board must attend the annual General Meeting of Shareholders to answer shareholders' questions at the meeting (if any); in case of force majeure and inability to attend, members of the Board of Directors and members of the Supervisory Board must report in writing to the Board of Directors and the Supervisory Board.</p>	<p>accommodation and travel expenses.</p> <p>c) Procedures for organizing a General Meeting of Shareholders as prescribed in Clause 5, Article 140 of the Law on Enterprises.</p> <p>5. Members of the Board of Directors must attend the annual General Meeting of Shareholders to answer shareholders' questions at the meeting (if any); in case of force majeure and inability to attend, members of the Board of Directors must report in writing to the Board of Directors.</p>	<p>Amendment due to change in management structure from Board of Supervisors to Audit Committee under Board of Directors</p>
7.	<p>Article 15. Rights and obligations of the General Meeting of Shareholders</p> <p>1. The General Meeting of Shareholders has the following rights and obligations:</p> <p>...</p> <p>c) Elect, dismiss, remove members of the Board of Directors and members of the Board of Supervisors ;</p>	<p>Article 15. Rights and obligations of the General Meeting of Shareholders</p> <p>1. The General Meeting of Shareholders has the following rights and obligations:</p> <p>...</p> <p>c) Elect, dismiss, remove members of the Board of Directors;</p>	<p>Amendment due to change in management structure from Board of Supervisors to Audit Committee under Board of</p>

No.	Provisions in the Current Charter	Provisions in the Amended Charter	Reason/ Explanation/ Note
	<p>...</p> <p>h) Review and handle violations by members of the Board of Directors and members of the Board of Supervisors that cause damage to the Company and its shareholders;</p> <p>k) Decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors and the Board of Supervisors ;</p> <p>l) Approve the internal governance regulations ; regulations on the operation of the Board of Directors and the Board of Supervisors ;</p> <p>...</p> <p>2. The General Meeting of Shareholders discusses and approves the following issues:</p> <p>...</p> <p>d) Report of the Board of Supervisors on the Company's business results, performance of the Board of Directors and General Director;</p> <p>d) Self-assessment report on the performance of the Board of Supervisors and members of the Board of Supervisors ;</p> <p>e) Dividend level for each share of each type;</p> <p>g) Number of members of the Board of Directors and Board of Supervisors ;</p> <p>h) Elect, dismiss, remove members of the Board of Directors and members of the Board of Supervisors ;</p> <p>i) Decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors and Board of</p>	<p>...</p> <p>h) Review and handle violations by members of the Board of Directors that cause damage to the Company and its shareholders;</p> <p>k) Decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors;</p> <p>l) Approve the Internal regulations on corporate governance ; Regulations on the operation of the Board of Directors;</p> <p>...</p> <p>2. The General Meeting of Shareholders discusses and approves the following issues:</p> <p>...</p> <p>d) Report of the General Director on the Company's business results and the Board of Directors ' performance ;</p> <p>e) Report of independent member of the Board of Directors in the Audit Committee ;</p> <p>f) Dividend level for each share of each type;</p> <p>g) Number of members of the Board of Directors;</p> <p>h) Elect, dismiss, remove members of the Board of Directors;</p> <p>i) Decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors;</p> <p>...</p> <p>t) Approve the internal regulations on corporate governance and the Board of Directors' operating regulations;</p>	Directors

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	Supervisors ; ... t) Approve the internal regulations on corporate governance, the regulations on the operation of the Board of Directors, and the regulations on the operation of the Board of Supervisors; u) Other issues as prescribed by law, or at the request of the Board of Directors and the Board of Supervisors.	u) Other matters as prescribed by law, or as requested by the Board of Directors.	
8.	Article 16. Authorization to attend the General Meeting of Shareholders 1. Shareholders and authorized representatives of organizational shareholders may directly attend the meeting or authorize one or more other individuals or organizations to attend the meeting or attend the meeting through one of the forms prescribed in Clause 3, Article 144 of the Law on Enterprises .	Article 16. Authorization to attend the General Meeting of Shareholders 1. An individual shareholder or an organization shareholder may directly attend the meeting or authorize another person to attend the meeting . An organization shareholder owning at least 10% of the total number of common shares may authorize up to 03 authorized representatives to attend the meeting; or attend the meeting through one of the forms prescribed in Clause 3, Article 144 of the Law on Enterprises.	Amendment to clarify the number of authorized representatives of shareholders being organizations as prescribed in Article 14 of the Law on Enterprises
9.	Article 18. Convening meetings, meeting agenda and notice of invitation to the General Meeting of Shareholders 2. The person convening the General Meeting of Shareholders must perform the following tasks: ... d) Draft resolution of the General Meeting of Shareholders according to the expected content of the meeting; list and detailed information of candidates in	Article 18. Convening meetings, meeting agenda and notice of invitation to the General Meeting of Shareholders 2. The person convening the General Meeting of Shareholders must perform the following tasks: ... d) Draft resolution of the General Meeting of Shareholders according to the expected content of the meeting; list and detailed information of candidates in case of election of	Amendment due to change in management structure from Board of Supervisors to Audit Committee under Board of Directors

No.	Provisions in the Current Charter	Provisions in the Amended Charter	Reason/ Explanation/ Note
	<p>case of election of members of the Board of Directors and Supervisors;</p> <p>...</p> <p>3. In case the documents are not sent with the notice of the General Meeting of Shareholders, the meeting invitation must clearly state the link to the entire meeting documents so that shareholders can access them, including:</p> <p>a) Meeting agenda and documents used in the meeting;</p> <p>b) List and detailed information of candidates in case of election of members of the Board of Directors and members of the Board of Supervisors;</p> <p>...</p>	<p>members of the Board of Directors;</p> <p>...</p> <p>3. In case the documents are not sent with the notice of the General Meeting of Shareholders, the meeting invitation must clearly state the link to the entire meeting documents so that shareholders can access them, including:</p> <p>a) Meeting agenda and documents used in the meeting;</p> <p>b) List and detailed information of candidates in case of election of members of the Board of Directors;</p> <p>...</p>	
10.	<p>Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders</p> <p>...</p> <p>2. The election of the chairman, secretary and vote counting committee is regulated as follows:</p> <p>a) The Chairman of the Board of Directors shall chair or authorize another member of the Board of Directors to chair the General Meeting of Shareholders convened by the Board of Directors. In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to chair the meeting according to the majority principle. In case no one can be elected as chair, the Head of the Supervisory Board shall direct the General Meeting of Shareholders to elect the meeting chair and the person with the highest number of votes shall chair the meeting;</p>	<p>Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders</p> <p>...</p> <p>2. The election of the chairman, secretary and vote counting committee is regulated as follows:</p> <p>a) The Chairman of the Board of Directors shall chair or authorize another member of the Board of Directors to chair the General Meeting of Shareholders convened by the Board of Directors. In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to chair the meeting according to the majority principle. In case no one can be elected as chair, the Chairman of the Audit Committee shall conduct the General Meeting of Shareholders to elect the meeting chair and the person with the highest number of votes shall chair the meeting;</p>	<p>Amendment due to change in management structure from Board of Supervisors to Audit Committee under Board of Directors</p>

No.	Provisions in the Current Charter	Provisions in the Amended Charter	Reason/ Explanation/ Note
11.	<p>Article 21. Conditions for the Resolution of the General Meeting of Shareholders to be passed</p> <p>1. Resolutions on the following contents shall be passed if approved by shareholders representing 65% or more of the total votes of all shareholders attending and voting at the meeting, except for the cases specified in Clauses 3 , 4 and 6, Article 148 of the Law on Enterprises :</p> <p>a) Type of shares and total number of shares of each type;</p> <p>b) Change of industry, profession and business field;</p> <p>c) Change the Company's management structure;</p> <p>d) Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial report;</p> <p>d) Reorganize and dissolve the Company;</p> <p>...</p> <p>3. Voting to elect members of the Board of Directors and the Supervisory Board may be carried out by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of elected members of the Board of Directors or the Supervisory Board and shareholders have the right to accumulate all or part of their total votes for one or several candidates. The elected members of the Board of Directors or Supervisory Board are determined by the number of votes from high to low, starting from the candidate with the highest number of votes until the number of members specified in the Company Charter is sufficient. In case there are two (02) or more candidates with the same number of votes for the</p>	<p>Article 21. Conditions for the Resolution of the General Meeting of Shareholders to be passed</p> <p>1. The resolution on the following content shall be passed if approved by shareholders representing 65% or more of the total number of votes of all shareholders attending and voting at the meeting, <u>or 65% or more of the total number of votes of all shareholders with voting rights in case of obtaining shareholders' opinions in writing</u> , except for the cases specified in Clauses 3 and 6, Article 148 of the Law on Enterprises.</p> <p>a) Type of shares and total number of shares of each type;</p> <p>b) Change of industry, profession and business field;</p> <p>c) Changes in the Company's management structure; Company Charter</p> <p>d) Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial report;</p> <p>d) Reorganize and dissolve the Company;</p> <p>...</p> <p>3. Voting to elect members of the Board of Directors may be carried out by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of elected members of the Board of Directors and shareholders have the right to accumulate all or part of their total votes for one or several candidates. The elected members of the Board of Directors are determined by the number of votes from high to low, starting from the candidate with the highest number of votes until the number of members specified in the</p>	<p>Amendment to clarify the conditions for passing resolutions of the General Meeting of Shareholders (strengthening the authority of the General Meeting of Shareholders)</p>

No.	Provisions in the Current Charter	Provisions in the Amended Charter	Reason/ Explanation/ Note
	<p>final member of the Board of Directors or the Supervisory Board, a re-election will be conducted among the candidates with the same number of votes or selection will be made according to the criteria specified in the election regulations. In addition, voting to elect members of the Board of Directors and the Board of Supervisors can be carried out in other ways as prescribed in the Election Regulations of each election period.</p> <p>4. In case of passing a resolution in the form of collecting written opinions, the resolution of the General Meeting of Shareholders shall be passed if it is approved by the number of shareholders owning more than fifty percent (50%) of the total number of votes of all shareholders with voting rights.</p> <p>...</p>	<p>Company's Charter is sufficient. In case there are two (02) or more candidates with the same number of votes for the final member of the Board of Directors, a re-election will be held among the candidates with the same number of votes or selection will be made according to the criteria specified in the election regulations. In addition, voting to elect members of the Board of Directors may be carried out by other methods specified in the election regulations of each member election period.</p> <p>4. In case of passing a resolution in the form of collecting written opinions, the resolution of the General Meeting of Shareholders shall be passed if it is approved by the number of shareholders owning more than fifty percent (50%) of the total number of votes of all shareholders with voting rights, except for the cases specified in Clause 1 of this Article.</p> <p>...</p>	
12.	<p>Article 22. Authority and procedures for obtaining shareholders' written opinions to pass Resolutions of the General Meeting of Shareholders</p> <p>The authority and procedures for obtaining written opinions of shareholders to pass the Resolution of the General Meeting of Shareholders shall be implemented according to the following provisions:</p> <p>1. When deemed necessary for the benefit of the Company, the Board of Directors has the right to obtain written opinions from shareholders to pass resolutions of the General Meeting of Shareholders on all matters within its authority, except for the cases specified in Clause 2, Article 147 of the Law on Enterprises.</p> <p>...</p>	<p>Article 22. Authority and procedures for obtaining shareholders' written opinions to pass Resolutions of the General Meeting of Shareholders</p> <p>The authority and procedures for obtaining written opinions of shareholders to pass the Resolution of the General Meeting of Shareholders shall be implemented according to the following provisions:</p> <p>1. When deemed necessary for the benefit of the Company, the Board of Directors has the right to obtain written opinions from shareholders to pass resolutions of the General Meeting of Shareholders on all matters within its authority, including but not limited to the cases specified in Clause 2, Article 147 of the Law on Enterprises.</p> <p>...</p>	<p>Amendment due to change in management structure from Board of Supervisors to Audit Committee under Board of Directors</p>

No.	Provisions in the Current Charter	Provisions in the Amended Charter	Reason/ Explanation/ Note
	<p>5. The Board of Directors shall count the votes and prepare a vote counting record under the witness of the Board of Supervisors or of shareholders who do not hold management positions in the Company. The vote counting record must contain the following main contents:</p> <p>....</p> <p>8. A resolution is passed by way of obtaining written opinions from shareholders if it is approved by shareholders holding more than 50% of the total votes of all shareholders with voting rights and has the same value as a resolution passed at a meeting of the General Meeting of Shareholders.</p>	<p>5. The Board of Directors shall count the votes and prepare the vote-counting minutes under the supervision of the person in charge of corporate governance or a shareholder who does not hold a managerial position in the Company. The vote-counting minutes must include the following main contents:</p> <p>....</p> <p>8. A resolution is passed by way of obtaining written opinions of shareholders if approved by shareholders owning more than 50% of the total number of votes of all shareholders with voting rights and shall have the same value as a resolution passed at a meeting of the General Meeting of Shareholders, except for the case specified in Clause 1, Article 21 of this Charter.</p>	
13.	<p>Article 26. Composition and term of office of members of the Board of Directors</p> <p>1. The number of members of the Board of Directors is 9 people.</p> <p>2. The term of office of a member of the Board of Directors shall <u>not exceed</u> 05 years and can be re-elected for an unlimited number of terms. An individual can only be elected as an independent member of the Board of Directors of a company for no more than 02 consecutive terms. In case all members of the Board of Directors end their terms at the same time, those members will continue to be members of the Board of Directors until a new member is elected to replace and take over the work.</p> <p>3. The composition of the Board of Directors is as follows:</p> <p>The structure of the Board of Directors of the company</p>	<p>Article 26. Composition and term of office of members of the Board of Directors</p> <p>1. The number of members of the Board of Directors is 7 people.</p> <p>2. The term of office of a member of the Board of Directors is 05 years from the date of election and can be re-elected for an unlimited number of terms. An individual can only be elected as an independent member of the Board of Directors of the company for no more than 02 consecutive terms. In case all members of the Board of Directors end their terms at the same time, those members will continue to be members of the Board of Directors until a new member is elected to replace and take over the work.</p> <p>3. The composition of the Board of Directors is as follows:</p> <p>The structure of the Board of Directors of the company must ensure that there are at least 3 members of the Board of</p>	<p>Modified due to change in number of Board members</p>

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	<p>must ensure that at least 1/3 (minimum 2) of the total number of members of the Board of Directors are non-executive members. The company limits the number of Board of Directors members who concurrently hold executive positions of the Company to ensure the independence of the Board of Directors.</p> <p>The company must also ensure that there are 02 independent members of the Board of Directors.</p> <p>...</p>	<p>Directors who are non-executive members. The company limits the number of Board of Directors members who concurrently hold executive positions of the Company to ensure the independence of the Board of Directors.</p> <p>The company must also ensure that at least 02 members of the Board of Directors are independent members.</p> <p>...</p>	
14.	<p>Article 30. Meeting of the Board of Directors</p> <p>...</p> <p>3. The Chairman of the Board of Directors convenes a meeting of the Board of Directors in the following cases:</p> <p>a) At the request of the Board of Supervisors or an independent member of the Board of Directors;</p> <p>...</p> <p>7. The Chairman of the Board of Directors or the convener shall send the meeting invitation and accompanying documents to the members of the Supervisory Board as to the members of the Board of Directors.</p> <p>Members of the Board of Supervisors have the right to attend meetings of the Board of Directors; have the right to discuss but not to vote.</p> <p>11. Members must attend all Board of Directors meetings. Members may authorize others to attend meetings and vote <u>if approved by a majority of Board of Directors members.</u></p>	<p>Article 30. Meeting of the Board of Directors</p> <p>...</p> <p>3. The Chairman of the Board of Directors convenes a meeting of the Board of Directors in the following cases:</p> <p>a) At the request of an independent member of the Board of Directors;</p> <p>...</p> <p>7. A meeting of the Board of Directors shall be held when at least 3/4 of the total number of members attend the meeting. In case the meeting convened in accordance with the provisions of this clause does not have the required number of members, it shall be convened for the second time within 07 days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half of the members of the Board of Directors attend the meeting.</p> <p>10. Members must attend all meetings of the Board of Directors. Members may authorize another person to attend meetings and vote if approved in writing by a majority of the Board of Directors or approved directly before the opening of the meeting at the request of the authorized</p>	<p>Amendment due to change in management structure from Board of Supervisors to Audit Committee under Board of Directors</p>

No.	Provisions in the Current Charter	Provisions in the Amended Charter	Reason/ Explanation/ Note
	12. Resolutions and decisions of the Board of Directors are passed if approved by the majority of members attending the meeting; In case of equal votes, the final decision belongs to the side with the opinion of the Chairman of the Board of Directors.	person (direct approval must be recorded in the minutes of the Board of Directors meeting). 11. Resolutions and decisions of the Board of Directors are passed if approved by 2/3 or more of the members attending the meeting ; in case of equal votes, the final decision belongs to the side with the opinion of the Chairman of the Board of Directors.	
15.	Article 32. Person in charge of corporate governance ... 3. The person in charge of corporate governance has the following rights and obligations: ... b) Prepare meetings of the Board of Directors , Supervisory Board and General Meeting of Shareholders at the request of the Board of Directors or Supervisory Board ; ... e) Provide financial information, copies of Board of Directors meeting minutes and other information to Board of Directors members and Supervisory Board members ;	Article 32. Person in charge of corporate governance ... 3. The person in charge of corporate governance has the following rights and obligations: ... b) Prepare meetings of the Board of Directors and General Meeting of Shareholders as requested by the Board of Directors; ... e) Provide financial information, copies of Board of Directors meeting minutes and other information to Board of Directors members;	Amendment due to change in management structure from Board of Supervisors to Audit Committee under Board of Directors
16.	CHAPTER VIII. CHIEF EXECUTIVE OFFICER AND OTHER OPERATING OFFICERS	CHAPTER VIII. AUDIT COMMITTEE UNDER THE BOARD OF DIRECTORS	
17.	Article 37. Nomination, Candidacy, and Election of Supervisory Board Members (Supervisors) 1. The nomination and candidacy for members of the Supervisory Board shall be conducted in accordance with Clauses 1 and 2, Article 25 of this Charter.	Article 33. Nomination and candidacy for members of the Audit Committee 1. The Chairperson and other members of the Audit Committee shall be nominated by the Board of Directors, must not be Company executives, and must meet the	

No.	Provisions in the Current Charter	Provisions in the Amended Charter	Reason/ Explanation/ Note
	<p>2. In case the number of candidates for the Supervisory Board through nomination and self-nomination is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations in accordance with the Company's Charter, the internal corporate governance regulations, and the Supervisory Board's operational regulations. The nomination of additional candidates by the incumbent Supervisory Board must be clearly disclosed prior to the General Meeting of Shareholders voting on the election of Supervisory Board members, as prescribed by law.</p> <p>Article 38. Composition of the Supervisory Board</p> <p>1. The Supervisory Board of the Company shall consist of 3 members. The term of each member shall not exceed 5 years and members may be re-elected for an unlimited number of terms.</p> <p>2. Members of the Supervisory Board must meet the standards and conditions prescribed in Article 169 of the Law on Enterprises and must not fall into the following categories:</p> <p>a) Working in the Company's accounting or finance department;</p> <p>b) Being a member or employee of an independent auditing firm that audited the Company's financial statements within the last 3 consecutive years.</p> <p>3. A member of the Supervisory Board shall be dismissed in the following cases:</p> <p>a) No longer meeting the standards and conditions to be a Supervisory Board member as stipulated in Clause 2 of this Article;</p>	<p>qualification requirements specified in Article 34 of this Charter.</p> <p>2. The appointment of the Chairperson and other members of the Audit Committee must be approved by the Board of Directors at a Board meeting.</p> <p>Article 34. Composition of the Audit Committee</p> <p>1. The Audit Committee shall consist of at least two (02) members. The Chairperson of the Audit Committee must be an independent member of the Board of Directors. The other members of the Audit Committee must be non-executive members of the Board of Directors.</p> <p>2. Audit Committee members must have knowledge of accounting and auditing, a general understanding of law and the Company's operations, and must not fall into the following categories:</p> <p>a) Working in the Company's accounting or finance department;</p> <p>b) Being a member or employee of an approved auditing firm that audited the Company's financial statements during the preceding three (03) consecutive years.</p> <p>3. The Chairperson of the Audit Committee must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or higher standards as specified in this Charter, the Company's internal corporate governance regulations, or the Audit Committee's operating regulations.</p> <p>4. The appointment of the Chairperson and other members of the Audit Committee must be approved by the Board of Directors at a Board meeting.</p>	

No.	Provisions in the Current Charter	Provisions in the Amended Charter	Reason/ Explanation/ Note
	<p>b) Submitting a resignation letter that is accepted.</p> <p>4. A member of the Supervisory Board shall be removed from office in the following cases:</p> <p>a) Failing to fulfill assigned duties and tasks;</p> <p>b) Failing to perform their rights and obligations for 6 consecutive months, except in cases of force majeure;</p> <p>c) Repeatedly or seriously violating the duties of a Supervisory Board member as prescribed by the Law on Enterprises;</p> <p>d) Other cases as decided by resolution of the General Meeting of Shareholders.</p> <p>Article 39. Head of the Supervisory Board</p> <p>1. The Head of the Supervisory Board shall be elected by the Supervisory Board from among its members; the election, dismissal, or removal shall be carried out based on majority voting. The Supervisory Board must have more than half of its members residing in Vietnam. The Head of the Supervisory Board must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or another discipline relevant to the company's business operations.</p> <p>2. Rights and duties of the Head of the Supervisory Board:</p> <p>a) Convene meetings of the Supervisory Board;</p> <p>b) Request the Board of Directors, the CEO, and other executives to provide relevant information for reporting to the Supervisory Board;</p> <p>c) Prepare and sign the Supervisory Board's report after</p>	<p>Article 35. Rights and obligations of the Audit Committee</p> <p>The Audit Committee has the rights and obligations as prescribed in Article 161 of the Law on Enterprises and the following rights and obligations:</p> <p>1. Have the right to access documents related to the Company's operations, and to communicate with other members of the Board of Directors, the CEO, the Chief Accountant, and other management personnel to gather information for the activities of the Audit Committee.</p> <p>2. Have the right to request the representative of the approved auditing firm to attend and respond to matters related to the audited financial statements at meetings of the Audit Committee.</p> <p>3. Outsource the legal, accounting or other consultancy as needed.</p> <p>4. Develop and submit to the Board of Directors policies on risk detection and management; propose to the Board of Directors solutions for handling risks arising in the Company's operations.</p> <p>5. Prepare a written report to the Board of Directors when discovering that a member of the Board of Directors, the CEO and other managers do not fully perform their responsibilities as prescribed in the Law on Enterprises and the Company's Charter.</p> <p>6. Develop the Audit Committee's operating regulations and submit them to the Board of Directors for approval.</p> <p>7. Other rights and obligations under this Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Audit Committee approved by the Board</p>	

No.	Provisions in the Current Charter	Provisions in the Amended Charter	Reason/ Explanation/ Note
	<p>consulting with the Board of Directors for submission to the General Meeting of Shareholders.</p> <p>Article 40. Rights and Duties of the Supervisory Board</p> <p>The Supervisory Board shall have the rights and duties as stipulated in Article 170 of the Law on Enterprises and the following additional rights and duties:</p> <ol style="list-style-type: none"> 1. Propose and recommend that the General Meeting of Shareholders approve the list of approved auditing firms to audit the Company's financial statements; decide on the auditing firm to review the Company's operations; and dismiss the approved auditor when deemed necessary. 2. Be accountable to the shareholders for its supervisory activities. 3. Monitor the Company's financial status and ensure compliance with the law by members of the Board of Directors, the CEO, and other managers. 4. Ensure coordination of activities with the Board of Directors, the CEO, and shareholders. 5. In cases where violations of the law or the Company Charter by members of the Board of Directors, the CEO, or other executives are detected, the Supervisory Board must notify the Board of Directors in writing within 48 hours, request the violators to cease their actions, and propose solutions for remediation. 6. Develop the Supervisory Board's Rules of Operation and submit them to the General Meeting of Shareholders for approval. 7. Report to the General Meeting of Shareholders in 	<p>of Directors and prescribed by Law.</p> <p>Article 36. Meetings of the Audit Committee</p> <ol style="list-style-type: none"> 1. The Audit Committee must meet at least two (02) times a year. Minutes of the meeting must be detailed, clear and fully saved. The person taking the minutes and the Audit Committee members attending the meeting must sign the minutes of the meeting. 2. The Audit Committee shall pass decisions by voting at meetings, by collecting written opinions or by other means as prescribed by the Audit Committee's Regulations on operations. Each member of the Audit Committee shall have one vote. Unless the Regulations on operations of the Audit Committee stipulate a higher percentage, the decision of the Audit Committee shall be passed if approved by a majority of the members present at the meeting; in the event of equal vote, the final decision shall be made by the side with the opinion of the Chairman of the Audit Committee. <p>Article 37. Report on the activities of independent members of the Board of Directors in the Audit Committee at the annual General Meeting of Shareholders</p> <p>The independent member of the Board of Directors in the Audit Committee is responsible for reporting on its activities at the Annual General Meeting of Shareholders. The report on the activities of the independent member of the Board of Directors in the Audit Committee at the Annual General Meeting of Shareholders must ensure the following contents:</p> <ol style="list-style-type: none"> 1. Remuneration, operational expenses, and other benefits of the Audit Committee and each of its members, in accordance with the Law on Enterprises and the Company 	

No.	Provisions in the Current Charter	Provisions in the Amended Charter	Reason/ Explanation/ Note
	<p>accordance with Article 290 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Law on Securities.</p> <p>8. Have the right to access the Company's records and documents stored at the head office, branches, and other locations; and to visit the workplace of the Company's managers and employees during working hours.</p> <p>9. Have the right to request the Board of Directors, members of the Board of Directors, the CEO, and other managers to provide complete, accurate, and timely information and documents on the Company's management, operations, and business activities.</p> <p>10. Exercise other rights and perform other duties as prescribed by law.</p> <p>Article 41. Meetings of the Supervisory Board</p> <p>1. The Supervisory Board shall meet at least twice a year. The number of members attending the meeting must be at least two-thirds of the total number of Supervisory Board members. Meeting minutes must be prepared in a detailed and clear manner. The minute-taker and all attending members of the Supervisory Board must sign the minutes. All meeting minutes of the Supervisory Board must be archived to determine the responsibility of each member.</p> <p>2. The Supervisory Board has the right to request members of the Board of Directors, the CEO, and representatives of the approved auditing firm to attend the meetings and clarify relevant issues.</p> <p>Article 42. Salaries, Remuneration, Bonuses, and Other Benefits of Supervisory Board Members</p>	<p>Charter;</p> <p>2. Summary of the Audit Committee's meetings, conclusions, and recommendations;</p> <p>3. Results of oversight related to financial statements, operational performance, and the financial status of the Company;</p> <p>4. Report on the assessment of transactions between the Company, subsidiaries, other companies in which the Company controls more than ten percent (10%) or more of the charter capital with members of the Board of Directors, CEO, other executives of the enterprise and related persons of that entity; transactions between the Company and companies in which members of the Board of Directors, CEO, other executives of the enterprise are founding members or managers of the enterprise within the three (03) most recent years prior to the time of the transaction;</p> <p>5. Assessment results of the Company's internal control and risk management system;</p> <p>6. Results of supervision of the Board of Directors, the CEO, and other executives of the Company;</p> <p>7. Results of the assessment of the coordination of activities between the Audit Committee, the Board of Directors, the CEO, and shareholders;</p> <p>8. Other relevant contents (if any).</p>	

No.	Provisions in the Current Charter	Provisions in the Amended Charter	Reason/ Explanation/ Note
	<p>Salaries, remuneration, bonuses, and other benefits of Supervisory Board members shall be implemented as follows:</p> <p>1. Members of the Supervisory Board shall receive salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall determine the total amount for salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Supervisory Board.</p> <p>2. Members of the Supervisory Board shall be reimbursed for reasonable expenses related to meals, accommodation, travel, and the use of independent consulting services. The total remuneration and expenses shall not exceed the annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.</p> <p>3. Salaries and operational expenses of the Supervisory Board shall be included in the Company's business expenses in accordance with the provisions of the Law on Corporate Income Tax and other relevant legal regulations, and must be presented as a separate item in the Company's annual financial statements.</p>		
18.	<p>CHAPTER X. RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE SUPERVISORY BOARD, GENERAL DIRECTOR AND OTHER MANAGERS</p> <p>Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer and other executives are responsible for performing their duties,</p>	<p>CHAPTER X. RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, GENERAL DIRECTOR AND OTHER MANAGERS</p> <p>Members of the Board of Directors, the Chief Executive Officer and other executives are responsible for performing their duties, including those as members of subcommittees of the Board of Directors, honestly and carefully for the</p>	<p>Amendment due to change in management structure from Board of Supervisors to Audit Committee</p>

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	including those as members of subcommittees of the Board of Directors, honestly and carefully for the benefit of the Company.	benefit of the Company.	under Board of Directors
19.	<p>Article 43. Responsibility to be honest and avoid conflicts of interest</p> <p>1. Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer and other managers must publicly disclose related interests in accordance with the provisions of the Law on Enterprises and relevant legal documents.</p> <p>2. Members of the Board of Directors, members of the Supervisory Board, the the Chief Executive Officer, other managers and their related persons may only use information obtained through their positions to serve the interests of the Company.</p> <p>3. Members of the Board of Directors, members of the Supervisory Board, the the Chief Executive Officer and other managers are obliged to notify in writing the Board of Directors and the Supervisory Board of transactions between the Company, its subsidiaries, other companies in which the public company controls 50% or more of the charter capital with that entity itself or with related persons of that entity in accordance with the provisions of law. For the above transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions in accordance with the provisions of the securities law on information disclosure.</p> <p>4. A member of the Board of Directors is not allowed to vote on transactions that benefit that member or a related person of that member according to the provisions of the</p>	<p>Article 42. Responsibility to be honest and avoid conflicts of interest</p> <p>1. Members of the Board of Directors, the Chief Executive Officer and other managers must publicly disclose related interests in accordance with the provisions of the Law on Enterprises and relevant legal documents.</p> <p>2. Members of the Board of Directors, the Chief Executive Officer, other managers and their related persons may only use information obtained through their positions to serve the interests of the Company.</p> <p>3. Members of the Board of Directors, the the Chief Executive Officer and other managers are obliged to notify the Board of Directors in writing of transactions between the Company, its subsidiaries, other companies in which the public company controls <u>10% or more of the charter capital</u> with that entity itself or with related persons of that entity in accordance with the provisions of law. For the above transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions in accordance with the provisions of the law on securities on information disclosure.</p> <p>4. A member of the Board of Directors is not allowed to vote on transactions that benefit that member or a related person of that member according to the provisions of the Law on Enterprises.</p> <p>5. Members of the Board of Directors, the Chief Executive</p>	<p>Amendment due to change in management structure from Board of Supervisors to Audit Committee under Board of Directors</p> <p>Amending the value level for notification of transactions between the Company, subsidiaries, other companies controlled by the Company with insiders and related persons of insiders of the Company from the level of over fifty percent (50%) of charter capital down to the level of ten</p>

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	<p>Law on Enterprises.</p> <p>5. Members of the Board of Directors, members of the Board of Supervisors, the Chief Executive Officer, other managers and related persons of these subjects are not allowed to use or disclose to others inside information to carry out related transactions.</p> <p>6. Transactions between the Company and one or more members of the Board of Directors, members of the Board of Supervisors, the Chief Executive Officer, other executives and individuals and organizations related to these subjects are not invalid in the following cases:</p> <p>a) For transactions with a value of less than or equal to 35% of the total asset value recorded in the most recent financial report, the important contents of the contract or transaction as well as the relationships and interests of the members of the Board of Directors, members of the Board of Supervisors, the Chief Executive Officer, and other executives have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of the members of the Board of Directors who have no related interests;</p> <p>b) For transactions with a value greater than 35% or transactions resulting in a transaction value arising within 12 months from the date of the first transaction with a value of 35% or more of the total asset value recorded in the most recent financial report, the important contents of this transaction as well as the relationships and interests of the members of the Board of Directors, members of the Board of Supervisors, the Chief Executive Officer, and other executives have been announced to shareholders and approved by the General Meeting of Shareholders by</p>	<p>Officer, other managers and related persons of these subjects are not allowed to use or disclose to others inside information to carry out related transactions.</p> <p>6. Transactions between the Company and one or more members of the Board of Directors, the Chief Executive Officer, other executives and individuals and organizations related to these subjects are not invalid in the following cases:</p> <p>a) For transactions with a value of less than or equal to 35% of the total asset value recorded in the most recent financial report, the important contents of the contract or transaction as well as the relationships and interests of the members of the Board of Directors, the Chief Executive Officer, and other executives have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of the Board of Directors members who have no related interests;</p> <p>b) For transactions with a value greater than 35% or transactions resulting in a transaction value arising within 12 months from the date of the first transaction with a value of 35% or more of the total asset value recorded in the most recent financial report, the important contents of this transaction as well as the relationships and interests of the members of the Board of Directors, the Chief Executive Officer, and other executives have been announced to shareholders and approved by the General Meeting of Shareholders by votes of shareholders with no related interests.</p>	<p>percent (10%) of charter capital or more to enhance transparency in internal transactions of the Company.</p>

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	votes of shareholders with no related interests.		
20.	<p>Article 44. Liability for damage and compensation</p> <p>1. Members of the Board of Directors, members of the Board of Supervisors, the Chief Executive Officer and other executives who violate their obligations and responsibilities of honesty and prudence and fail to fulfill their obligations shall be responsible for damages caused by their violations.</p> <p>2. The Company shall indemnify those who have been, are or may become a party to any claim, lawsuit or prosecution (including civil and administrative cases and not lawsuits initiated by the Company) if such person has been or is a member of the Board of Directors, member of the Board of Supervisors, the Chief Executive Officer, other executive, employee or representative authorized by the Company who has been or is performing duties as authorized by the Company, acting honestly and carefully for the benefit of the Company on the basis of compliance with the law and there is no evidence confirming that such person has violated his/her responsibilities.</p> <p>3. Compensation costs include judgment costs, fines, and actual payments (including attorney fees) incurred in resolving these cases within the framework of the law. The Company may purchase insurance for these people to avoid the above compensation liabilities.</p>	<p>Article 43. Liability for damage and compensation</p> <p>1. Members of the Board of Directors, the Chief Executive Officer and other executives who violate their obligations and responsibilities of honesty and prudence and fail to fulfill their obligations shall be responsible for damages caused by their violations.</p> <p>2. The Company shall indemnify any person who has been, is or may become a party to any claim, lawsuit or prosecution (including civil and administrative cases and not lawsuits initiated by the Company) if such person has been or is a member of the Board of Directors, the Chief Executive Officer, other executive officer, employee or representative authorized by the Company who has been or is performing duties authorized by the Company, acting honestly and prudently for the benefit of the Company on the basis of compliance with the law and there is no evidence confirming that such person has breached his/her responsibilities.</p> <p>3. Compensation costs include judgment costs, fines, and actual payments (including attorney fees) incurred in resolving these cases within the framework of the law. The Company may purchase insurance for these people to avoid the above compensation liabilities.</p>	Amendment due to change in management structure from Board of Supervisors to Audit Committee under Board of Directors
21.	<p>Article 45. Right to look up books and records</p> <p>1. Common shareholders have the right to look up books and records, specifically as follows:</p> <p>...</p>	<p>Article 44. Right to look up books and records</p> <p>1. Common shareholders have the right to look up books and records, specifically as follows:</p> <p>...</p>	Amendment due to change in management structure from Board of Supervisors to

No.	Provisions in the Current Charter	Provisions in the Amended Charter	Reason/ Explanation/ Note
	<p>b) Shareholders or groups of shareholders owning 5% or more of the total number of common shares or have the right to review, look up, and extract the minutes and resolutions and decisions of the Board of Directors, mid-year and annual financial reports, reports of the Board of Supervisors, contracts, transactions that must be approved by the Board of Directors and other documents, except for documents related to trade secrets and business secrets of the Company.</p> <p>...</p> <p>3. Members of the Board of Directors, members of the Supervisory Board, the Chief Executive Board and other executives have the right to look up the Company's shareholder register, list of shareholders, books and other records of the Company for purposes related to their positions, provided that this information must be kept confidential.</p> <p>4. The Company must keep this Charter and amendments to the Charter, the Certificate of Business Registration, regulations, documents proving ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Board of Supervisors, annual financial statements, accounting books and other documents as prescribed by law at the head office or another place provided that shareholders and the Business Registration Authority are notified of the location where these documents are stored.</p> <p>...</p>	<p>b) Shareholders or groups of shareholders owning 5% or more of the total number of common shares or have the right to review, look up, and extract the minutes and resolutions and decisions of the Board of Directors, mid-year and annual financial reports, contracts, transactions that must be approved by the Board of Directors and other documents, except for documents related to the Company's trade secrets and business secrets.</p> <p>...</p> <p>3. Members of the Board of Directors, the Chief Executive Board and other executives have the right to look up the Company's shareholder register, list of shareholders, books and other records of the Company for purposes related to their positions, provided that such information must be kept confidential.</p> <p>4. The Company must keep this Charter and amendments to the Charter, the Certificate of Business Registration, regulations, documents proving ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of meetings of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, annual financial statements, accounting books and other documents as prescribed by law at the head office or another place provided that shareholders and the Business Registration Authority are notified of the location where these documents are stored.</p> <p>...</p>	<p>Audit Committee under Board of Directors</p>

No.	Provisions in the Current Charter	Provisions in the Amended Charter	Reason/ Explanation/ Note
22.	<p>Article 53. Dissolution of the company</p> <p>...</p> <p>2. The dissolution of the Company is decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified or approved by the competent authority (if required) according to regulations.</p>	<p>Article 52. Dissolution of the company</p> <p>...</p> <p>2. The dissolution of the Company before the deadline is decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified or approved by the competent authority as prescribed by law.</p>	<p>Modify the presentation style to be clearer</p>
23.	<p>Article 56. Resolution of internal disputes</p> <p>1. In case of disputes or complaints related to the Company's operations, the rights and obligations of shareholders as prescribed in the Law on Enterprises, the Company's Charter, other legal provisions or agreements between:</p> <p>a) Shareholders with the Company;</p> <p>b) Shareholders with the Board of Directors, Supervisory Board, Chief Executive Board or other executives;</p> <p>The parties concerned shall attempt to resolve such dispute through negotiation and conciliation. Except in the case of a dispute involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the resolution of the dispute and shall request each party to present information relating to the dispute within 30 working days from the date the dispute arises. In the case of a dispute involving the Board of Directors or the Chairman of the Board of Directors, any party may request the Head of the Supervisory Board to appoint an independent expert to act as a mediator for the dispute resolution process.</p>	<p>Article 55. Resolution of internal disputes</p> <p>1. In case of disputes or complaints related to the Company's operations, the rights and obligations of shareholders as prescribed in the Law on Enterprises, the Company's Charter, other legal provisions or agreements between:</p> <p>a) Shareholders with the Company;</p> <p>b) Shareholders with the Board of Directors, Chief Executive Board or other executives;</p> <p>The parties concerned shall attempt to resolve such dispute through negotiation and conciliation. Except in the case of a dispute involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the resolution of the dispute and shall request each party to present information relating to the dispute within 30 working days from the date the dispute arises. In the case of a dispute involving the Board of Directors or the Chairman of the Board of Directors, any party may request the appointment of an independent expert to act as a mediator for the dispute resolution process.</p>	<p>Amendment due to change in management structure from Board of Supervisors to Audit Committee under Board of Directors</p>

No.	Provisions in the Current Charter	Provisions in the Amended Charter	Reason/ Explanation/ Note
24.	Article 58. Effective date 1. This Charter consists of 18 chapters and 58 articles; unanimously approved by the General Meeting of Shareholders of Thai Nguyen International Hospital Joint Stock Company on December 27, 2024 at the extraordinary general meeting of shareholders in 2024 and also approved the full validity of this Charter.	Article 57. Effective date 1. This Charter consists of 18 chapters and 57 articles; unanimously approved by the General Meeting of Shareholders of TNH Hospital Group Joint Stock Company on June, 2025 at the 2025 annual general meeting of shareholders and jointly approved the full validity of this charter.	Amendment due to change of Company name and time of issuance of charter
25.	APPENDIX 01 DETAILS OF THE COMPANY'S CHARTER CAPITAL FROM THE DATE OF ESTABLISHMENT UNTIL PRESENT AND OWNERSHIP RATIO OF FOUNDING SHAREHOLDERS AT THE DATE OF ESTABLISHMENT OF THE COMPANY	APPENDIX 01 DETAILS OF THE COMPANY'S CHARTER CAPITAL FROM THE DATE OF ESTABLISHMENT UNTIL PRESENT AND OWNERSHIP RATIO OF FOUNDING SHAREHOLDERS AT THE DATE OF ESTABLISHMENT OF THE COMPANY 1. Details of the Company's charter capital from the date of establishment to the present	Complete with all relevant details
Certain other detailed adjustments regarding the order of Articles and Clauses; sentence structure, wording, abbreviations, and cross-references in the Charter have been made to ensure consistency in form and content, without altering the substantive content of the Articles and Clauses			