



**VMG MEDIA JOINT  
STOCK COMPANY**

No.: 03/TTr-VMG/AGM

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

Hanoi, date 13 month 05 2026

DRAFT

## **PROPOSAL**

*(Re: Approval of the 2026 business plan)*

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

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

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

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

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

**Recipients:**

- AGM;
- Filing: Admin Office.

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

**Nguyen Hoang Nam**



**VMG MEDIA JOINT  
STOCK COMPANY**

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

No.: 05/TTr-VMG/AGM

Hanoi, date 13 month 05 2026

DRAFT

## PROPOSAL

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

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

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

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

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

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

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

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

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

4. **Implementation principles:**

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

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

*Recipients:*

- AGM;
- Filing: Admin Office.

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



**Nguyen Hoang Nam**

No.: 07/TTr-VMG/AGM

Hanoi, date 13 month 05 2026

**PROPOSAL**

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

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

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

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

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

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

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

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

ON BEHALF OF THE BOARD ODIRECTORS  
CHAIRMAN

Recipients:

- AGM;
- Filing: Admin Office.

Nguyen Hoang Nam

**APPENDIX I**

**SUMMARY TABLE OF AMENDMENTS AND SUPPLEMENTS TO THE CHARTER**

**VMG MEDIA JOINT STOCK COMPANY/VMG**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Reasons, basis

Circular No.  
116/2020/TT-BTC

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

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

According to the  
Model Charter in

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

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

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		Reasons, basis
Article/Clause/Item	Content	Article/Clause/Item	Revised Charter - Content		
	members holding concurrent executive positions in the Company to ensure the independence of the BOD. The total number of independent BOD members must ensure the requirement of having at least 01 independent member ;	BOD members holding concurrent executive positions in the Company to ensure the independence of the BOD. The total number of independent BOD members must ensure the requirement of having at least 01 independent member	<b>Clause 3 Article 245</b>		
			<b>Khoản 4 Điều 24</b>	Add content A BOD member ceases to hold the status of a BOD member in case of being dismissed, removed, or replaced by the General Meeting of Shareholders according to Article 160 of the Law on Enterprises.	According to the Model Charter in Circular No. 116/2020/TT-BTC
			<b>Clause 5 Article 24</b>	The appointment of BOD members must be disclosed according to the law on information disclosure on the securities market.	According to the Model Charter in Circular No. 116/2020/TT-BTC
<b>Clause 3 Article 20</b>	BOD members do not necessarily have to be persons		<b>Clause 5 Article</b>	BOD members do not necessarily have to be Shareholders of the	According to the Model Charter in

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content	
	holding shares of the Company		<b>25</b>	Company.	Circular No. 116/2020/TT-BTC
Article 21	Powers and duties of the BOD		<b>Article 25</b>	Powers and duties/obligations of the BOD T	According to the Model Charter in Circular No. 116/2020/TT-BTC
Clause 3 Article 21	Rights and obligations of the BOD are stipulated by law, the Charter, internal regulations of the Company and the GMS. Specifically, the BOD has the following powers and duties		<b>Clause 2 Article 25</b>	Rights and obligations of the BOD are stipulated by law, the Charter, internal regulations of the Company and the GMS. Specifically, the BOD has the following powers and obligations	According to the Model Charter in Circular No. 116/2020/TT-BTC
Item f Clause 2 Article 21	Decide on selling new shares within the authorized offering limit of each class; decide on mobilizing additional capital in other forms;		<b>Item f Clause 2 Article 25</b>	Decide on selling unsold shares within the authorized offering limit of each class; decide on mobilizing additional capital in other forms;	According to the Model Charter in Circular No. 116/2020/TT-BTC
Item i Clause 2 Article 21	Elect, dismiss, remove the Chairman of the BOD; appoint, dismiss, sign contracts, terminate contracts with the General Director and Senior Managers; decide on the salaries, remunerations, bonuses and other benefits of those managers; appoint authorized representatives to participate in the Board of Members or the		<b>Item j Clause 2 Article 25</b>	Adjust senior managers to Enterprise Executive: Elect, dismiss, remove, appoint the Chairman of the BOD, sign contracts, terminate contracts; Decide on salaries, remunerations, bonuses and other benefits for the Chairman of the BOD; Enterprise Executive; appoint authorized	According to actual situation; Adjust title

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		Reasons, basis
Article/Clause/Item	Content	Article/Clause/Item	Revised Charter - Content		
	General Meeting of Shareholders in other companies, decide on the remuneration and other benefits of those persons;		representatives to participate in the Board of Members or the General Meeting of Shareholders in other companies, decide on the remuneration and other benefits of those persons		
Item j Clause 2 Article 21	Supervise and direct the General Director in directing the day-to-day business operations of the company according to the law and this Charter;		Adjust senior managers to Enterprize Executive: Supervise and direct the General Director and Enterprize Executive in directing the day-to-day business operations of the company ;	Item j Clause 2 Article 25	According to actual situation; Adjust title
Item i Clause 2 Article 21	Decide to promulgate the Regulation on the Operation of the BOD, the Internal Regulation on Corporate Governance after being approved by the General Meeting of Shareholders; decide to promulgate the Regulation on the Operation of the Audit Committee under the BOD, the Regulation on Information Disclosure of the company;		Remove Audit Committee content because there is no such Committee in the current model:  Decide to promulgate the Regulation on the Operation of the BOD, the Internal Governance Regulation, the Regulation on Information Disclosure of the company after being approved by the GMS	Item i Clause 2 Article 256	According to actual situation; Edit content

Current Charter		Charter after 1st revision (approved by FOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
Clause 5 Article 21	The BOD may authorize lower-level officers and managers to represent and act on behalf of the company, even when the matter requires evaluation and conclusions, unless the law and the Charter provide otherwise.	Add content:  The BOD may authorize lower-level officers and managers to represent and act on behalf of the company, even when the matter requires evaluation and conclusions, unless the law and the Charter provide otherwise.  Authorization does not alter the ultimate responsibility of the Board of Directors before the General Meeting of Shareholders and the law		
Clauses 6, 7, 8, 9, 10 and 11 Article 21	The company has the right to pay remuneration and bonuses to BOD members according to business results and efficiency...		Article 26	Revise to a separate Article; keep the contents of the current regulations unchanged. Article 26: Remuneration, bonuses and other benefits of BOD members
				Clause 4 Article 153 Law on Enterprises 2020
				According to the Model Charter in Circular No. 116/2020/TT-BTC; Edit content;

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item	
Article 22	Chairman, BOD members.....		Article 27	According to the Model Charter in Circular No. 116/2020/TT-BTC;
Clause 1 and 2 Article 22	<p>1. The Chairman of the BOD is elected, dismissed, removed by the BOD from among the BOD members.</p> <p>2. The Chairman of the BOD cannot concurrently be the General Director.</p>	<p>Add content</p> <p>1. The Chairman of the BOD is elected, dismissed, removed by the BOD from among the BOD members.</p> <p>2. The Chairman of the BOD cannot concurrently be the General Director of the company.</p> <p>3. <i>The Company may have one or more legal representatives.</i>  <i>The Chairman of the BOD and/or the General Director are legal representatives of the Company under this Charter and as assigned by the Board of Directors.</i>  <i>The Board of Directors decides on assigning rights, obligations and representation scope of each</i></p>	<p>Clause 1 and 2 Article 27</p> <p>Keep content unchanged as per current regulations.</p> <p>1. The Chairman of the BOD is elected, dismissed, removed by the BOD from among the BOD members.</p> <p>2. The Chairman of the BOD does not hold concurrent position of General Director of the Company</p>	<p>Article 275. Decree 155/2020/ND-CP on securities law; Article 12. Law on Enterprises; Legal representative of the enterprise (Law on Enterprises); According to the Model Charter in Circular No. 116/2020/TT-BTC</p>

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
		<i>legal representative in accordance with the law.</i>		
Khoản 3 Điều 22	<p>The Chairman of the BOD has the following rights and obligations:</p> <p>a) Formulate BOD operation programs and plans;</p> <p>b) Prepare agendas, contents, and documents for the meetings;</p> <p>c) convene, preside over and chair BOD meetings;</p> <p>d) Organize the approval of BOD resolutions and decisions;</p> <p>e) Supervise the process of implementing BOD resolutions and decisions;</p> <p>f) Supervise the process of implementing BOD resolutions and decisions</p> <p>Other rights and obligations according to the Law on Enterprises and the Company's Charter.</p>	<p>Add content:</p> <p>c) Organize the approval and sign to promulgate BOD resolutions, decisions and other important documents under the BOD's authority on behalf of the BOD.</p> <p>g) <i>The Chairman of the BOD directly directs the Corporate Governance Officer (Company Secretary) and has the right to mobilize the assisting apparatus and Company resources to serve the activities of the Board of Directors, affiliated Committees, and the organization of the General Meeting of Shareholders.</i></p>	Clause 3 Article 27	Keep content unchanged as per the Article in current regulations
Clause 6 Article 22	The duties of other BOD members are assigned by the Chairman of the BOD in conformity with the Company's activities and work conditions of each member		Clause 6 Article	The duties of other BOD members are assigned by the Chairman of the BOD in conformity with the Company's activities and work conditions of each member. Regulations on

Current Charter	Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		
Article/Clause/Item	Content	Article/Clause/Item	Revised Charter - Content	Reasons, basis
		27	decentralization of responsibility and detailed work contents are implemented by referencing the Regulation on the Operation of the BOD.	
Clauses 6 and 7 Article 22	<p>6. The duties of other BOD members are assigned by the Chairman of the BOD in conformity with the Company's activities and work conditions of each member</p> <p>7. The duties and powers of BOD members are as follows: b) Have the right to request officers and titles within the Company to fully provide all documents related to the Company's activities to perform their duties</p>	<p>Clause 6 Article 28</p>	<p>he duties of other BOD members are assigned by the Chairman of the BOD in conformity with the Company's activities and work conditions of each member. Regulations on decentralization of responsibility and detailed work contents are implemented by referencing the Regulation on the Operation of the BOD.</p>	Clause 1 Article 159 Law on Enterprises 2020
Article 23	<p><b>BOD meetings</b></p> <p>1. The Chairman of the BOD must convene periodic and extraordinary BOD meetings, set the agenda, time and venue at least three (03) working days before the meeting date. The Chairman may convene a meeting when</p>	<p>Clause 1 Article 28</p>	<p>Keep content approved by BOD unchanged</p>	Clause 1 Article 157 Law on Enterprises 2020

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
	<p>deemed necessary, but must meet at least once (01) per quarter</p> <p>2. The Chairman of the BOD convenes a BOD meeting in the following cases:</p> <p>a) Upon proposal of the Supervisory Board or an independent BOD member;</p> <p>b) Upon proposal of the General Director or at least 05 other managers;</p> <p>c) Upon proposal of at least 02 BOD members;</p>	<p>convened and chaired by the member with the highest number of votes or highest vote percentage.</p> <p>In case there is more than one member with the highest and equal number of votes or vote percentages, the members shall vote on a majority principle to select 01 person among them to convene the BOD meeting.</p> <p>2. The Chairman of the BOD must convene periodic and extraordinary BOD meetings, set the agenda, time and venue at least three (03) working days before the meeting date. The Chairman may convene a meeting when deemed necessary, but must meet at least once (01) per quarter.</p>		

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
Item b Clause 2 Article 23	Upon proposal of the General Director or at least 05 other managers;		Item b Clause 3 Article 289	Upon proposal of the General Director or at least 05 other executives;
Clause 3 Article 23	The Chairman of the BOD must convene a BOD meeting within 07 working days from the date of receiving the proposal specified in Clause 2 of this Article. In case of failure to convene a BOD meeting upon request, the Chairman of the BOD must be responsible for damages caused to the Company; The proposer has the right to replace the Chairman of the BOD to convene the BOD meeting		Clause 4 Article 29	The Chairman of the BOD must convene a BOD meeting within 07 (seven) working days from the date of receiving the proposal specified in Clause 2 of this Article. In case of failure to convene a BOD meeting upon request, the Chairman of the BOD must be responsible for damages caused to the Company; Those proposing the meeting stated in Clause 3 Article 28 have the right to replace the Chairman of the BOD to convene the BOD meeting.
Clause 4 Article 23	Meeting venue: BOD meetings will be conducted at the		Clause 5 Article 28	BOD meetings will be conducted at the Company's head office or
				Reasons, basis
				According to actual situation; Definition of "Executive" in the Model Charter Circular 116/2020/TT-BTC
				According to actual situation
				Edit meeting venue content;

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
	registered address of the Company or other addresses in Vietnam or abroad as decided by the Chairman of the Board and agreed by the BOD			other addresses in Vietnam or abroad as decided by the Chairman of the BOD and agreed by the BOD.
Item b Clause 7 Article 23	A BOD member shall not vote on any contracts or transactions in which that member or any related person has an interest that may conflict with the Company's interests. A Board member shall not be counted in the minimum quorum present at the meeting for any resolution on which that member has no voting right		Item b Clause 7 Article 28	A BOD member shall not vote on any contracts, transactions or proposals in which that member or any related person to that member has an interest and such interest conflicts or may conflict with the Company's interests. A BOD member shall not be counted in the minimum quorum present to hold the BOD meeting regarding decisions for which that member has no voting right
Item c Clause 7 Article 23	According to item 7d of this Article, during a BOD meeting, if any issue arises related to the extent of a Board member's interest or related to any member's voting right that is not resolved by the voluntary waiver of voting right by that Board member, such issue shall		Item c Clause 7 Article 28	According to item 7d of this Article, when an issue arises at a BOD meeting related to the interest or voting right of a BOD member and that member does not voluntarily waive their voting right, the chairperson's ruling is the final decision unless the nature or scope of the involved
				According to actual situation
				Edit contentg
				Edit content

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
	be referred to the meeting chairperson and the chairperson's ruling relating to all other BOD members shall be final unless the nature or scope of the involved Board member's interest has not been adequately disclosed.			Board member's interest has not been fully disclosed.
Clause 8 Article 23	Declaration of interest: A BOD member who in one way or another, directly or indirectly benefits from a contract or transaction that has been signed or is intended with the Company must declare the nature and content of such interest at the meeting where the BOD first considers the signing of this contract or transaction if the member already knew they had an interest in it then. Alternatively, this member may declare it at the first Board meeting held after this member becomes aware that they have or will have an interest in the relevant transaction or contract		Clause 8 Article 28	A BOD member directly or indirectly benefiting from a contract or transaction that has been signed or is intended to be signed with the Company and knows they are the interested party is responsible for disclosing this interest at the first BOD meeting discussing such signing or transaction. In case the BOD member does not know that they and their related persons have an interest at the time the contract/transaction is signed with the Company, this BOD member must disclose the related interests at the first BOD meeting held after this member becomes aware that they have or will have an interest in the

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content	
Clause 11 Article 23	<p>Meeting via telephone or other forms: A BOD meeting can be held in the form of a conference among BOD members while all or some members are at different locations provided that each participating member can:</p> <p>a) Hear every other participating Board member speaking at the meeting;</p> <p>b) If desired, that person can speak to all other participating members simultaneously.</p> <p>Discussions among members can be conducted in person, by telephone or other telecommunication means (whether currently in use at the time of adopting this Charter or later used) or a combination of these methods.</p> <p>Under this Charter, each Board member participating in such a meeting is deemed "present" at that meeting.</p> <p>A meeting held under this</p>		<p>Clause 10 Article 28</p>	<p>relevant transaction or contract</p> <p>A BOD meeting can be held in the form of an online conference among BOD members when all or some members are at different locations provided that each participating member can:</p> <p>c) Hear every other participating Board member speaking at the meeting;</p> <p>d) A member participates and speaks to all other participating members simultaneously.</p> <p>Discussions and exchanges among members can be conducted in person, by telephone or other telecommunication means or a combination of these methods. A Board member participating in such a meeting is deemed "present" at that meeting.</p> <p>The location of a meeting held under this provision is the location with the most BOD members present or the location where the Meeting Chairperson is present will be deemed the</p>	<p>Chỉnh sửa nội dung</p>

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content	Reasons, basis
	provision is deemed to take place at the location where the largest group of BOD members gathers, or if there is no such group, the location where the Meeting Chairperson is present will be deemed the meeting location			meeting location	
<b>Khoản 11 Điều 23</b>	Resolutions adopted in a telephone meeting properly organized and conducted shall take effect immediately upon the meeting's conclusion but must be confirmed by signatures in the minutes of all BOD members attending this meeting	Resolutions adopted in a telephone meeting properly organized and conducted shall take effect immediately upon the meeting's conclusion but must be confirmed by signatures in the minutes of all BOD members attending this meeting.	<b>Clause 10 Article 29</b>	Keep the content approved by BOD unchanged	Article 22 and 23 Law on E-Transactions
<b>Clause 12 Article 23</b>	12 Written resolution, A written resolution must be signed by all the following Board members: a) Members having voting rights on the Resolution at the Board meeting; b) The number of members	Add content 12. A written resolution must be signed by all the following Board members: a) Members having voting rights on the Resolution at the Board meeting; b) The number of members present is not lower than the	<b>Clause 11 Article 28</b>	Keep the content approved by BOD unchanged	Clause 2 Article 153 Law on Enterprises

Current Charter	Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content	Article/Clause/Item	Revised Charter - Content
	<p>present is not lower than the minimum number of members required to hold a Board meeting.</p> <p>This type of Resolution has the same effect and validity as a Resolution adopted by Board members at a regularly convened and organized meeting.</p> <p>A resolution may be passed by using multiple copies of the same document if each copy is signed by one or more members.</p>	<p>minimum number of members required to hold a Board meeting.</p> <p>This type of Resolution has the same effect and validity as a Resolution adopted by Board members at a regularly convened and organized meeting.</p> <p>A resolution may be passed by using multiple copies of the same document if each copy is signed by one or more members.</p> <p>The Chairman of the BOD or the authorized person sends the opinion collection ballot along with documents via secured methods (registered mail, designated email or governance software).</p> <p>The minimum response time is 03 working days from the date of successful sending.</p> <p>If upon expiry of the prescribed time limit a member fails to return the</p>	Reasons, basis

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
		voting ballot, it is deemed disapproval and the Secretariat must clearly record this case in the Minutes summarizing the opinion collection results.		
Clause 17 Article 23	17. Members must fully attend the Board of Directors meetings. A member may authorize another person to attend and vote if approved by a majority of the Board of Directors members	Add content: 17. Members must fully attend the Board of Directors meetings. A member may authorize another person to attend and vote if approved by a majority of the Board of Directors members. This approval can be made in writing or confirmed directly in the meeting minutes	Clause 15 Article 28	Keep the content approved by BOD unchanged
Clause 18 Article 23	The BOD may establish affiliated sub-committees in charge of.....		Article 29	Sub-committees under the BOD
Clause 1 Article 24	The Company's Board of Directors must appoint at least 01 corporate governance officer		Clause 1 Article 30	The Company's Board of Directors must appoint at least 01 Corporate Governance Officer to
				Reasons, basis
				Add heading
				Edit content

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		Reasons, basis
Article/Clause/Item	Content	Article/Clause/Item	Revised Charter - Content		
	to support corporate governance work at the enterprise. The corporate governance officer may concurrently act as the Company Secretary according to Clause 5, Article 156 of the Law on Enterprises		support the Company's governance work. The Corporate Governance Officer may concurrently act as the Company Secretary according to Clause 5, Article 156 of the Law on Enterprises		
Chapter VIII	General Director, Managers and Company Secretary Management organizational structure The Company shall promulgate a management system whereby the management apparatus is responsible to and under the leadership of the BOD. The Company has one General Director, several Deputy General Directors and one Chief Financial Officer appointed by the BOD. The General Director and Deputy General Directors may concurrently be BOD members		Chapter VIII General Director, Enterprise Executive. The Company shall promulgate a management system, whereby the management apparatus is responsible to the BOD and subject to the supervision and direction of the BOD in the day-to-day business operations of the Company. The Company has one General Director, several Deputy General Directors, one Chief Financial Officer and a Chief Accountant. The appointment, dismissal, removal of the above titles must be approved by a BOD		According to the Model Charter in Circular No. 116/2020/TT-BTC Article 162. Law on Enterprises 2020
Điều 25		Add content: The Company shall promulgate a management system whereby the management apparatus is responsible to and under the leadership of the BOD. The Company organizes its management apparatus under the model of Board of Directors, Board of General Directors, Board of Management, and other titles according to law and this	Article 312		

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
	and be appointed or dismissed by the BOD by a properly adopted Resolution	<p>Charter.</p> <p>The executive apparatus is under the management and supervision of the Board of Directors.</p> <p>In which:</p> <ul style="list-style-type: none"> <li>- Board of General Directors (BTGD): Is the leadership part making decisions directly directing day-to-day business operations.</li> <li>- Board of Management (BEH): Is a broader management system, including BTGD and functional management titles, playing execution and advisory roles.</li> <li>a. Board of General Directors: Includes the General Director and Deputy General Directors. The Board of General Directors is the core, leading the activities of the Board of Management.</li> </ul>		Resolution

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
		<p>The General Director is the head of the Board of General Directors, responsible to the Board of Directors for organizing the implementation of GMS and BOD resolutions and management decisions under the law and the company's Charter.</p> <p>b. Board of Management: Includes the Board of General Directors; Chief Financial Officer (CFO); Chief Human Resources Officer (CHRO); Chief Accountant; Directors of functional units/centers/blocks and other management titles by decision of the BOD or General Director</p> <p>The Board of Management operates under the assignment of the General Director and internal management regulations.</p> <p>Members of BDH are</p>		

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
		<p>responsible for inter-professional coordination, advising solutions and reporting execution results to BTGD.</p> <p>2. The General Director, Deputy General Directors, Chief Financial Officer may concurrently be BOD members and be appointed or dismissed by the BOD by a properly adopted Resolution.</p> <p>3. The Company has a General Director, Deputy General Directors and a Chief Financial Officer whose appointment, dismissal, contract signing, contract termination and salary, remuneration, and other benefit regimes are decided by the Board of Directors.</p> <p>4. The General Director is the person directing the day-to-day business operations of the Company, subject to the</p>		

Current Charter		Charter after 1st revision (approved by FOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
		<p>supervision of the Board of Directors and responsible before the Board of Directors and the law for the execution of assigned rights and obligations.</p> <p>5. The Board of Directors decides on the organizational structure, management decentralization, executive authorization and promulgates the Company's internal management regulations</p>		
Article 26	<p><i>Senior managers</i></p> <p>1. Senior managers must have the necessary diligence to ensure the Company's activities and organization achieve the set objectives.</p> <p>2. Senior managers of the company are the Deputy General Directors, Chief Financial Officer, Chief</p>	<p>Add content</p> <p>1. Senior managers must have the necessary diligence to ensure the Company's activities and organization achieve the set objectives.</p> <p>2. Senior managers are persons appointed and dismissed by the Board of Directors, including: General Director; Deputy General Director; Chief Financial Officer; Chief Accountant; Chief Human Resources</p>	Article 32	<p><i>Enterprise Executive.</i></p> <p>1. Enterprise Executives include the General Director, Deputy General Director, Chief Financial Officer, Chief Accountant and other Executives as prescribed in the Company's Charter;</p> <p>2. Upon the proposal of the General Director and approval of the BOD, the Company may recruit other</p>
				According to the Model Charter in Circular No. 116/2020/TT-BTC

Current Charter		Charter after 1st revision (approved by IOD) Charter – First Amendment	Revised Charter - Content	Revised Charter - Content	Reasons, basis
Article/Clause/Item	Content	Article/Clause/Item	in	Revised Charter - Content	Reasons, basis
	Human Resources Officer and Chief Accountant of the company. 3. Upon the proposal of the General Director and approval of the BOD, the company may have additional management titles as Senior managers.	Officer and other management titles within the Board of Management by decision of the Board of Directors upon the proposal of the General Director. 3. Other management titles in the executive apparatus not falling into the subjects specified in this clause shall be appointed and dismissed by the General Director according to the management decentralization promulgated by the Board of Directors 4. Upon the proposal of the General Director and approval of the BOD, the company may have additional other management titles as Senior managers.		Executives with quantities and standards appropriate to the Company's structure and management regulations stipulated by the BOD. Enterprise Executives must have the diligence to help the Company achieve its operational and organizational objectives 3. The salary and bonus of the General Director/Executive shall be decided by the BOD. 4. The salary and bonus of other Executives shall be included in the Company's business expenses according to corporate income tax laws, and presented as a separate item in the Company's annual financial statements.	
Điều 27	As decided by the General Director, the company will have a certain number and types of other managers necessary or appropriate to implement management structures and practices. The BOD has the right to	Add content As decided by the General Director, the Company may have a certain number and types of other managers necessary or suitable to implement the organizational structure and management activities of the		Remove Senior managers content	

Current Charter		Charter after 1st revision (approved by POD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
	<p>review and propose changes to the structure of other managers if deemed necessary for the best interests of the Company.</p> <p>Managers must have the necessary diligence to ensure the Company's activities and organization achieve the set objectives.</p> <p>These other managers do not include the senior managers decided by the BOD in Article 26</p>	<p>Company according to the internal management regulations and management decentralization promulgated by the Board of Directors. The Board of Directors decides on the organizational structure, management decentralization and has the right to request adjustments to the management personnel structure when deemed necessary for the interests of the Company.</p> <p>Managers must have the necessary diligence to ensure the Company's activities are organized and implemented to achieve the set objectives.</p> <p>Managers specified in this Article do not include senior managers appointed and dismissed by the Board of Directors according to Article 26 of this Charter</p>		

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content		Reasons, basis
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content	
Article 28	Appointment, dismissal, duties and powers of the General Director		Clause 2 Article 334	The General Director is the person directing the day-to-day business operations of the Company, subject to the supervision of the BOD, responsible before the BOD and before the law for the execution of assigned rights and obligations.	According to the Model Charter in Circular No. 116/2020/TT-BTC;
Clause 2 Article 28	Term: The term of the General Director is 05 (five) years unless the BOD specifies otherwise. Re-appointment is allowed. The appointment may expire according to the provisions in the labor contract. The General Director is not allowed to be persons prohibited by law from holding this position, namely minors, persons lacking civil act capacity, persons sentenced to prison, persons serving prison sentences, armed forces personnel, State civil servants, and persons judged to have caused the bankruptcy of a company they previously led		Clause 3 Article 34	The term of the General Director shall not exceed 05 (five) years and can be re-appointed for an unlimited number of terms. The appointment may expire according to the provisions in the labor contract. The General Director is not allowed to be a person prohibited by law from holding this position and must meet the standards and conditions prescribed by the Law and the Company's Charter	According to the Model Charter in Circular No. 116/2020/TT-BTC

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
Item b Clause 3 Article 28	<p>Powers and duties: The General Director has the following powers and responsibilities:</p> <p>a) Decide on all matters not within the authority of the General Meeting of Shareholders and the Board of Directors, including signing financial and commercial contracts on behalf of the company, organizing and directing the day-to-day production and business activities of the Company according to the best management practices;</p>	<p>Add content:</p> <p>a) Decide on all matters not within the authority of the General Meeting of Shareholders and the Board of Directors, including signing financial and commercial contracts on behalf of the company, organizing and other transactions within the limits and authority specifically stipulated in this Charter; the Internal Governance Regulation and the Financial Management Regulation of the Company; Conduct directing the day-to-day production and business activities of the Company according to the best management practices</p>	Item b Clause 4 Article 34	Decide on all matters not within the authority of the General Meeting of Shareholders and the Board of Directors, including signing financial and commercial contracts on behalf of the company, organizing and directing the day-to-day production and business activities of the Company according to the best management practices;
Clause 3 Article 27	The General Director has the following powers and responsibilities:		Clause 4 Article 33	The General Director has the following powers and obligations:
			Item c Clause 4 Article 33	Add content: Recommend organizational structure plans, internal management regulations
				According to the Model Charter in Circular No. 116/2020/TT-BTC
				According to the Model Charter in Circular No.

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
Items c, d, e Clause 3 Article 23	<p>c) Recommend the number and types of senior managers that the Company needs to hire (or discontinue using) for the BOD to appoint or dismiss when necessary to implement the best management practices;</p> <p>- Propose the BOD to decide the salary, remuneration, benefits and other terms of the labor contracts of senior managers.</p> <p>d) Decide the number and types of other managers (excluding senior managers) that the Company needs to hire to implement the best management practices and decide the salary, remuneration, benefits and other terms of the labor contracts of these other managers.</p> <p>In case the BOD deems it necessary to change the number of these other managers and the salary, remuneration, other benefits of other managers, decisions under this clause must be approved by the BOD</p>	<p>Revise content</p> <p>b) For senior managers falling under the appointment authority of the BOD:</p> <p>- Recommend the number and types of senior managers that the Company needs to hire (or discontinue using) for the BOD to appoint or dismiss when necessary to implement the best management practices;</p> <p>- Propose the BOD to decide the salary, remuneration, benefits and other terms of the labor contracts of senior managers.</p>	Item d Clause 4 Article 33	<p>of the Company.</p> <p>Recommend the number and other Executives that the Company needs to recruit for the BOD to appoint or dismiss according to the Internal Regulation and recommend remuneration, salary and other benefits for the BOD to decide.</p>
				<p>116/2020/TT-BTC</p> <p>According to actual situation</p>

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item in	Revised Charter - Content
Item e Clause 4 Article 28 Điều 28	The number of employees, salary level, allowances, benefits; appointment, dismissal and other terms related to their labor contracts shall be decided by the General Director within the limits of labor costs according to the annual business plan approved by the BOD and GMS.		Item e Clause 4 Article 33	Consult with the BOD to decide the number of employees, salary level, allowances, benefits, appointment, dismissal and other terms related to their Labor contracts
Clause 5 Article 27	Dismissal: The BOD may dismiss the General Director with at least 50% of the voting Board members approving (excluding the General Director's vote in this case) and appoint a new replacement General Director. In case of a tie vote, the final decision belongs to the side with the opinion of the Chairman of the Board of Directors. The dismissed General Director has the right to object to this dismissal at the next GMS		Clause 5 Article 33	The BOD may dismiss the General Director with the majority of attending BOD members having voting rights approving and appoint a new replacement General Director.  In case of a tie vote, the final decision belongs to the side with the opinion of the Chairman of the Board of Directors
				According to actual situation
				According to the Model Charter in Circular No. 116/2020/TT-BTC; Edit content



Current Charter		Charter after 1st revision (approved by FOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
Article 31	than 35% or transactions leading to a transaction value incurred within 12 months from the date of the first transaction valued at 35% or more of the total asset value recorded in the latest financial statements, important contents of this transaction as well as the relationships and interests of the Board of Directors members, Supervisory Board members, General Director, other executives must be disclosed to shareholders and approved by the General Meeting of Shareholders through the voting ballots of shareholders with no related interests.	35% or more or transactions leading to a transaction value incurred within 12 months from the date of the first transaction valued at 35% or more of the total asset value recorded in the latest financial statements, important contents of this transaction as well as the relationships and interests of the Board of Directors members, Supervisory Board members, General Director, other executives must be disclosed to shareholders and approved by the General Meeting of Shareholders through the voting ballots of shareholders with no related interests.	Article 35	less than 35% of the total asset value recorded in the latest financial statements, the material contents of the contract or transaction, as well as the relationships and interests of the members of the Board of Directors, members of the Supervisory Board, the General Director, and other Executives, must be reported to the Board of Directors and approved by the Board of Directors by a majority of affirmative votes from the members of the Board of Directors who have no related interests
Clause 1 Article 32	Liability: BOD members, General Director, and managers who violate the obligation to act honestly, fail to fulfill their obligations with care, diligence, and professional competence shall be liable for damages caused by their violating acts.		Clause 1 Article 367	Liability: BOD members, General Director, and other executives who violate the obligation to act honestly, fail to fulfill their obligations with care, diligence, and professional competence shall be liable for damages caused by their violating acts.
				Reasons, basis Clause 3, Article 167 of the Law on Enterprises 2020 Theo Điều lệ mẫu tại Thông tư số 116/2020/TT-BTC

Current Charter		Charter after 1st revision (approved by BOD) Charter – First Amendment	Revised Charter - Content	
Article/Clause/Item	Content		Article/Clause/Item	Revised Charter - Content
Clause 3 Article 35	BOD members, Supervisory Board members, General Director and managers have the right to inspect the Company's Shareholder register, list of Shareholders and other books and records of the company for purposes related to their positions provided that such information must be kept confidential.		Clause 3 Article 39 / Article 34	BOD members, Supervisory Board members, General Director and executives have the right to inspect the Company's Shareholder register, list of Shareholders and other books and records of the company for purposes related to their positions provided that such information must be kept confidential.
				Adjust managers to Executives; Add heading

*Note: In case the supplementary clauses are approved, the amended and supplemented Company Charter will be appropriately renumbered without changing the approved contents.*





7	Total accounting profit before tax	38.565	40.192	43.064	46.185	48.149
8	Expected dividend payout ratio	5%	5%	5%	5%	5%

The detailed summary table of the 2026-2030 Business Plan is attached to this document.

## II. OVERALL OBJECTIVES WHEN BUILDING THE FIVE-YEAR PLAN (2026-2030)

### 1. Goal of stable revenue growth

Net revenue is expected to increase over the years, although there may be slight fluctuations between periods. The growth rate reflects the expectation of expanding market share at a reasonable level, while being cautious with market conditions.

### 2. Goal of maintaining the Gross Profit growth trend

Gross profit improves slightly over the years, corresponding to the growth in revenue and cost of goods sold. The absolute increase in gross profit is modest compared to revenue; the Company builds the plan with caution in assessing the fierce competition in the market, while ensuring high feasibility for the plan.

### 3. Goal of stable financial income

Financial profit is expected to remain stable, providing supplementary contributions to the overall results. The growth rate is moderate, consistent with the orientation of safe investment and risk control.

### 4. Goal of stable operating expenses according to scale

Operating expenses are expected to fluctuate reasonably according to scale. The Company aims to:

- Control costs at a reasonable level,
- While ensuring resources to serve growth.

### 5. Target dividend payout ratio

- The expected dividend payout ratio is maintained at 5% during the 2026-2030 period. The actual payment depends on the business results, cash flow, and the Resolution of the General Meeting of Shareholders each year

## III. 2026-2030 ACTION PLAN

To achieve the revenue, profit, and dividend targets in the 5-year plan mentioned above, VMG needs to implement strategic actions according to the following main pillars:

### 1. Business development & market expansion, investment in new technology

- Consolidating core business segments: Strengthening cooperation, expanding market share in the fields of VAS, Digital Copyright, SMS Brandname.

- Developing digital service platforms: Investing in digital music, book, and game platforms to diversify revenue sources.

- Expanding domestic and international cooperation: Joint ventures - associating with domestic and foreign technology partners to improve product and service quality.

### 2. Operations optimization & Cost control

- Improving operational efficiency: Applying technology and automation to reduce operating costs and improve profit margins.

- Controlling management costs: Streamlining the apparatus, optimizing personnel and management systems to keep costs growing slower than revenue.

3. Investing in human resources development, creating a solid foundation for development

- Strengthening training, building a high-quality, professional human resources team, which is the foundation for the company's solid and long-term development.

- Building company culture, making the company an attractive working environment for employees, attracting talent, and encouraging creativity.

4. Financial management

- Ensuring stable cash flow: Optimizing cash flow management, maintaining solvency at a safe level.

- Diversifying financial investment products to increase profits.

5. Risk management & Legal compliance

- Proactively adapting to new regulations: Proactively researching, ensuring compliance with tax and financial policies, and state management regulations regarding the company's business fields.

- Updating technology trends to adjust business plans promptly i.

The above is the BOD's Report on the 2026-2030 Business Plan of VMG Media Joint Stock Company.

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

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN

**Recipients:**

- AGM;

- Filing: Admin Office.

Nguyen Hoang Nam



VMG Media Joint Stock Company

SUMMARY TABLE OF 2026 - 2030 BUSINESS PLAN

1. Business plan

ĐVT: VND

No	Indicator	2026	2027	2028	2029	2030
1	Net revenue	1.481.523.655.466	1.470.113.655.466	1.587.722.747.903	1.714.740.567.736	1.800.477.596.123
	(YoY Growth)		99%	108%	108%	105%
2	Cost of goods sold	1.430.636.417.652	1.429.446.417.652	1.543.802.131.064	1.667.306.301.549	1.750.671.616.626
	(YoY Growth)		100%	108%	108%	105%
	<i>Of which: * Depreciation expense</i>					
3	Gross profit	50.887.237.814	40.667.237.814	43.920.616.840	47.434.266.187	49.805.979.496
			80%	108%	108%	105%
4	Financial profit	28.382.091.742	38.046.377.844	38.426.841.622	38.811.110.038	39.199.221.139
5	Operating expenses	40.704.198.921	38.668.988.975	39.442.368.755	40.231.216.130	41.035.840.452
6	Other profit	-	147.000.000	159.000.000	171.000.000	180.000.000
7	Total profit before tax	38.565.130.635	40.191.626.683	43.064.089.707	46.185.160.095	48.149.360.182
8	Corporate income tax expense	7.713.026.127	8.038.325.337	8.612.817.941	9.237.032.019	9.629.872.036
9	Profit after corporate income tax	30.852.104.508	32.153.301.346	34.451.271.766	36.948.128.076	38.519.488.146
10	Expected dividend payout ratio	5%	5%	5%	5%	5%

2. Working capital plan

ĐVT: VND

No	Indicator	31/12/2026	31/12/2027	31/12/2028	31/12/2029	31/12/2030
1.	Short-term receivables	288.833.675.183	265.666.151.295	277.773.471.228	290.195.581.480	304.411.253.343
2.	Inventory	1.104.048.026	1.103.129.682	1.191.380.056	1.286.690.461	1.351.024.984
3.	Other short-term assets	5.931.590.358	6.167.839.831	6.427.008.982	6.680.587.027	6.986.196.001
4.	Short-term payables (excluding short-term borrowings)	35.275.966.463	35.246.623.997	38.066.353.917	41.111.662.230	47.483.969.876
5.	Non-cash working capital and short-term non-operating assets	260.593.347.105	237.690.496.810	247.325.506.351	257.051.196.738	265.264.504.453

3. Kế hoạch vay vốn và đầu tư mua sắm

ĐVT: VND

No	Indicator	2026	2027	2028	2029	2030
1.	Proceeds from borrowings	233.255.755.405	256.581.330.946	282.239.464.040	310.463.410.444	341.509.751.488
2.	Repayment of borrowings	233.255.755.405	256.581.330.946	282.239.464.040	310.463.410.444	341.509.751.488
3.	Purchases of fixed assets and other long-term assets	-	-	-	-	-





**VMG MEDIA JOINT  
STOCK COMPANY**

No.: 12/TTr-VMG/AGM

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

Hanoi, date 13 month 05, 2026

DRAF

## **PROPOSAL**

*Re: Amending and supplementing the Operating Regulation of the Board of Directors in 2026*

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

- Pursuant to the Enterprise Law and current guiding documents;
- Pursuant to the Securities Law and current guiding documents;
- Pursuant to the draft Charter of organization and operation of VMG Media Joint Stock Company (amended and supplemented version in 2026) submitted to the 2026 Annual General Meeting of Shareholders.

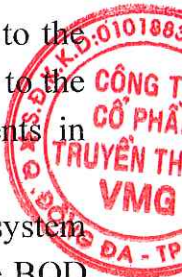
The Board of Directors (BOD) of VMG Media Joint Stock Company respectfully submits to the General Meeting of Shareholders (GMS) for consideration and approval of the amendments and supplements to the Operating Regulation of the Board of Directors with the following specific contents:

### **I. Necessity of amending the BOD's Operating Regulation**

- At the 2026 Annual General Meeting of Shareholders, the BOD submitted to the Meeting for consideration and approval of the amendments and supplements to the Company's Charter of organization and operation to meet new requirements in corporate governance.
- To ensure consistency and uniformity in the internal governance document system and avoid legal conflicts during operations, the Operating Regulation of the BOD needs to be reviewed, amended, and updated to closely follow the new provisions in the 2026 draft Charter.

### **II. Amendments and proposals :**

1. Amended and supplemented contents: The Appendix and detailed draft Regulation are attached to this proposal.
2. Effective date: The 2026 Operating Regulation of the Board of Directors will officially take effect immediately after the 2026 Annual General Meeting of Shareholders votes to approve the draft Charter of organization and operation of the Company. This Regulation will completely replace the BOD's Operating Regulation promulgated under Decision No. 247/2023/QĐ-HDQT dated June 29, 2023.
3. Assign and authorize the Chairman of the BOD to perfect the document format, sign the official promulgation decision, and organize the implementation in accordance with the provisions of the law and the Company's Charter.



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

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN

Recipients::

- GMS;
- Archived: Office.

Nguyen Hoang Nam



**REGULATION ON THE OPERATION OF THE BOARD OF DIRECTORS VMG  
MEDIA JOINT STOCK OF COMPANY**

*(Promulgated together with Decision No. .../2026/QĐ-HĐQT dated May ..., 2026 of the  
Board of Directors of VMG Media Joint Stock of Company)*

**Pursuant to:**

- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly on November 26, 2019 (Law on Securities).
- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly on June 17, 2020 (Law on Enterprises).
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.
- Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.
- Pursuant to the Charter on Organization and Operation of VMG Media Joint Stock of Company.
- Pursuant to the Resolution of the General Meeting of Shareholders No. .../2026/NQ-DHĐCD dated May 13, 2026.

The Regulation on the Operation of the Board of Directors of VMG Media Joint Stock of Company includes the following contents:

**Chapter I  
GENERAL PROVISIONS**

**Article 1. Governing scope and subjects of application**

1. **Governing scope:** The Regulation on the operation of the Board of Directors stipulates the organizational structure of personnel, operational principles, powers, and obligations of the Board of Directors and its members in order to operate in accordance with the Law on Enterprises, the Company's Charter, and other relevant provisions of law.
2. **Subjects of application:** This Regulation applies to the Board of Directors and members of the Board of Directors.

**Article 2. Operational principles of the Board of Directors**

1. Members of the Board of Directors shall be personally responsible for their own work and jointly responsible before the General Meeting of Shareholders and the law for the resolutions and decisions of the Board of Directors regarding the Company's development.
2. The Board of Directors assigns the General Director the responsibility to organize, direct, and implement the resolutions and decisions of the Board of Directors.

**Chapter II**

**MEMBERS OF THE BOARD OF DIRECTORS**

**Article 3. Rights and obligations of members of the Board of Directors**

1. Members of the Board of Directors have full rights under the Law on Securities, relevant laws, and the Company's Charter, including the right to be provided with information and documents on the financial situation and business operations of the Company and units within the Company.
2. Members of the Board of Directors have obligations as prescribed in the Company's Charter and the following obligations:
  - a) To perform their duties honestly, prudently for the best interests of the shareholders and the Company;
  - b) To fully attend the meetings of the Board of Directors and give opinions on the issues raised for discussion;
  - c) To promptly and fully report to the Board of Directors the remunerations received from subsidiaries, affiliated companies, and other organizations;
  - d) To report to the Board of Directors at the latest meeting the transactions between the Company, its subsidiaries, and other companies of which the Company controls 50% or more of the charter capital with members of the Board of Directors and their related persons; transactions between the Company and companies in which a member of the Board of Directors was a founding member or a corporate manager within the 03 latest years prior to the time of transaction;
  - e) To disclose information when trading the Company's shares according to the provisions of law.
3. Independent members of the Board of Directors of the Company must prepare a report evaluating the operation of the Board of Directors.

**Article 4. Rights to be provided with information of members of the Board of Directors**

1. Members of the Board of Directors have the right to request the General Director, Deputy General Directors, and other Managers in the Company to provide information and documents on the financial situation and business operations of the Company and of units in the Company.
2. The requested Manager must provide timely, fully, and accurately information and documents at the request of the members of the Board of Directors. The order and procedures for requesting and providing information are stipulated by the Company's Charter

**Article 5. Term of office and number of members of the Board of Directors**

1. The Board of Directors consists of 05 members. The Company's Charter specifically stipulates the number of members of the Board of Directors.
2. The term of office of a member of the Board of Directors shall not exceed 05 years, and they can be re-elected for an unlimited number of terms. An individual is only elected as an independent member of the Board of Directors of a company for no more than 02 consecutive terms
3. In case all members of the Board of Directors end their terms at the same time, such members shall continue to be members of the Board of Directors until new members are elected as replacements and take over the work, unless otherwise stipulated in the Company's Charte.
4. The Company's Charter specifically stipulates the number, rights, obligations, organizational method, and operational coordination of independent members of the Board of Directors.

**Article 6. Standards and conditions for members of the Board of Directors**

1. Members of the Board of Directors must meet the following standards and conditions:
  - a) Not falling into the categories specified in Clause 2, Article 17 of the Law on Enterprises;
  - b) Having professional qualifications and experience in business administration or in the business sectors and industries of the Company and not necessarily being a shareholder of the Company, unless otherwise stipulated by the Company's Charter;
  - c) A member of the Board of Directors of the Company may concurrently be a member of the Board of Directors of another company;

- d) For state-owned enterprises under Point b, Clause 1, Article 88 of the Law on Enterprises and subsidiaries of state-owned enterprises under Clause 1, Article 88 of the Law on Enterprises, members of the Board of Directors must not be family members of the General Director and other Managers of the company; of the manager, the competent person to appoint the manager of the parent company;
  - e) Other standards and conditions according to the Company's Charter.
2. Independent members of the Board of Directors as prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises must meet the following standards and conditions:
- a) Not being a person currently working for the Company, the parent company, or a subsidiary of the Company; not being a person who has worked for the Company, the parent company, or a subsidiary of the Company for at least the 03 preceding consecutive years;
  - b) Not being a person currently receiving salary or remuneration from the company, except for allowances that members of the Board of Directors are entitled to under regulations;
  - c) Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling is a major shareholder of the Company; or is a manager of the Company or a subsidiary of the Company;
  - d) Not being a person directly or indirectly owning at least 01% of the total voting shares of the Company;
  - e) Not being a person who has been a member of the Board of Directors or the Supervisory Board of the Company for at least the 05 preceding consecutive years, unless appointed continuously for 02 terms;
  - f) Other standards and conditions according to the Company's Charter.
3. An independent member of the Board of Directors must notify the Board of Directors of no longer meeting the standards and conditions specified in Clause 2 of this Article and naturally ceases to be an independent member of the Board of Directors from the date of not meeting the standards and conditions. The Board of Directors must notify the case of an independent member of the Board of Directors no longer meeting the standards and conditions at the nearest General Meeting of Shareholders or convene a General Meeting of Shareholders to elect an additional or replacement independent

member of the Board of Directors within 06 months from the date of receiving the notice from the relevant independent member of the Board of Directors.

**Article 7. Chairman of the Board of Directors**

1. The Chairman of the Board of Directors is elected, dismissed, and removed by the Board of Directors from among its members.
2. The Chairman of the Board of Directors of the Company cannot concurrently be the General Director.
3. The Chairman of the Board of Directors has the following rights and obligations:
  - a) To formulate the operation programs and plans of the Board of Directors;
  - b) To prepare agendas, contents, and documents for the meetings; to convene, preside over, and chair the meetings of the Board of Directors;
  - c) To organize the adoption of resolutions and decisions of the Board of Directors;
  - d) To supervise the implementation process of resolutions and decisions of the Board of Directors;
  - e) To chair the General Meeting of Shareholders;
  - f) Other rights and obligations under the Law on Enterprises and the Company's Charter.
4. In case the Chairman of the Board of Directors submits a resignation letter or is dismissed, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation letter or being dismissed. In case the Chairman of the Board of Directors is absent or unable to perform their duties, they must authorize in writing another member to exercise the rights and obligations of the Chairman of the Board of Directors in accordance with the principles set forth in Clause 5, Article 22 of the Company's Charter. In case there is no authorized person, or the Chairman of the Board of Directors dies, goes missing, is in temporary detention, is serving a prison sentence, is serving an administrative handling measure at a compulsory detoxification establishment or a compulsory educational establishment, absconds from the place of residence, is restricted or loses civil act capacity, has difficulties in cognition and behavioral control, or is prohibited by the Court from holding certain positions, practicing certain professions or doing certain jobs, the remaining members shall elect one person among the members to hold the position of Chairman of the Board of Directors according to the principle of majority approval by the remaining members until there is a new decision of the Board of Directors
5. When deemed necessary, the Board of Directors decides to appoint a company secretary, The company secretary has the following rights and obligations:

- a) To support the convening of the General Meeting of Shareholders and the Board of Directors; to record meeting minutes;
- b) To support members of the Board of Directors in exercising their assigned rights and obligations;
- c) To support the Board of Directors in applying and implementing corporate governance principles;
- d) To support the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; complying with obligations to provide information, disclose information, and administrative procedures;
- e) Other rights and obligations according to the Company's Charter.

**Article 8. Dismissal, removal, replacement, and addition of members of the Board of Directors**

1. The General Meeting of Shareholders dismisses a member of the Board of Directors in the following cases:
  - a) Not fully meeting the standards and conditions prescribed in Article 155 of the Law on Enterprises;
  - b) Having a resignation letter that is approved;
  - c) Other cases stipulated in the Company's Charter.
2. The General Meeting of Shareholders removes a member of the Board of Directors in the following cases:
  - a) Not participating in the activities of the Board of Directors for 06 consecutive months, except in force majeure events;
  - b) Other cases stipulated in the Company's Charter.
3. When deemed necessary, the General Meeting of Shareholders decides to replace members of the Board of Directors; dismiss or remove members of the Board of Directors outside the cases prescribed in Clause 1 and Clause 2 of this Article.
4. The Board of Directors must convene a General Meeting of Shareholders to elect additional members of the Board of Directors in the following cases:
  - a) The number of members of the Board of Directors is reduced by more than one-third compared to the number stipulated in the Company's Charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third;

- b) The number of independent members of the Board of Directors decreases, not ensuring the ratio as prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises;
- c) Except for the cases specified in Points a and b of this Clause, the General Meeting of Shareholders elects new members to replace the members of the Board of Directors who have been dismissed or removed at the nearest meeting.

**Article 9. Method of electing, dismissing, and removing members of the Board of Directors trị**

1. A shareholder or a group of shareholders owning 10% or more of the total ordinary shares has the right to nominate candidates to the Board of Directors. Unless otherwise stipulated by the Company's Charter, the nomination of candidates to the Board of Directors is carried out as follows:
  - a) Ordinary shareholders forming a group to nominate candidates to the Board of Directors must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders;
  - b) Based on the number of members of the Board of Directors, the shareholder or group of shareholders specified in this Clause has the right to nominate one or a number of persons as candidates for the Board of Directors according to the decision of the General Meeting of Shareholders.
2. In case the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient as prescribed in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations according to the provisions of the Company's Charter, the Internal Regulation on Corporate Governance, and the Regulation on the Operation of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.
3. Voting to elect members of the Board of Directors must 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 members to be elected to the Board of Directors, and the shareholder has the right to accumulate all or part of their total votes for one or a number of candidates. 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 required number of members stipulated in the Company's Charter is reached. In case 02 or more candidates achieve

the same number of votes for the last member of the Board of Directors, a re-election shall be conducted among the candidates with equal votes or selected according to the criteria of the election regulation or the Company's Charter

4. The election, dismissal, and removal of members of the Board of Directors are decided by the General Meeting of Shareholders according to the voting principle.

**Article 10. Notification of election, dismissal, and removal of members of the Board of Directors**

1. Once candidates for the Board of Directors have been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must have written commitments on the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, prudently, and for the best interests of the Company if elected as members of the Board of Directors, Information related to candidates for the Board of Directors to be disclosed includes:
  - a) Full name, date, month, and year of birth;
  - b) Professional qualifications;
  - c) Work history;
  - d) Other management positions (including Board of Directors positions in other companies)
  - e) Interests related to the Company and related parties of the Company;
  - f) Other information (if any) according to the Company's Charter;;
  - g) The Company is responsible for disclosing information about companies where the candidate is holding the position of member of the Board of Directors, other management titles, and interests related to the company of the candidate for the Board of Directors (if any).
2. The notification of the results of election, dismissal, and removal of members of the Board of Directors shall comply with guiding regulations on information disclosure.

**Chapter III**  
**THE BOARD OF DIRECTORS**

**Article 11. Rights and obligations of the Board of Directors**

1. The Board of Directors is the management body of the Company, having full authority in the name of the Company to decide on and exercise the rights and obligations of the company, except for those belonging to the authority of the General Meeting of Shareholders.
2. Rights and obligations of the Board of Directors are stipulated by law, the Company's Charter, and the General Meeting of Shareholders, Specifically, the Board of Directors has the following powers and obligations:
  - a) To decide on strategies, medium-term development plans, and annual business plans of the Company;
  - b) To recommend the types of shares and the total number of shares authorized to be offered for each type;
  - c) To decide on selling unsold shares within the authorized offering limit of each type; to decide on raising additional capital in other forms;
  - d) To decide on the selling price of shares and bonds of the Company;
  - e) To decide on share repurchases under Clause 1 and Clause 2, Article 133 of the Law on Enterprises;
  - f) To decide on investment plans and investment projects within the authority and limits prescribed by law;
  - g) To decide on market development, marketing, and technology solutions;
  - h) To approve contracts for purchase, sale, borrowing, lending, and other contracts/transactions valued at 35% or more of the total asset value recorded in the Company's latest financial statements, except for contracts and transactions falling under the decision authority of the General Meeting of Shareholders as specified in Point d, Clause 2, Article 138, and Clause 1 and Clause 3, Article 167 of the Law on Enterprises;
  - i) To elect, dismiss, and remove the Chairman of the Board of Directors; to appoint, dismiss, sign contracts, and terminate contracts with the General Director and enterprise managers as stipulated by the Company's Charter; to decide on the salaries, remunerations, bonuses, and other benefits of those managers; to assign authorized representatives to participate in the Board of

- Members or the General Meeting of Shareholders in other companies, and decide on the remuneration and other benefits of those persons;
- j) To supervise and direct the General Director and other enterprise managers in directing the day-to-day business operations of the Company;
  - k) To decide on the organizational structure, internal management regulations of the Company, decide on the establishment of subsidiaries, branches, representative offices, and capital contributions or share purchases of other enterprises;
  - l) To approve the agenda, content, and documents serving the General Meeting of Shareholders, convene the General Meeting of Shareholders, or collect written opinions for the General Meeting of Shareholders to pass resolutions;
  - m) To submit the audited annual financial statements to the General Meeting of Shareholders;
  - n) To recommend the dividend payout rate; decide on the deadline and procedures for paying dividends or handling losses arising in the course of business;
  - o) To propose the reorganization or dissolution of the Company; request bankruptcy of the Company;
  - p) To decide on promulgating the Regulation on the Operation of the Board of Directors, the Internal Regulation on Corporate Governance; the Regulation on Information Disclosure of the Company after being approved by the General Meeting of Shareholders;
  - q) Other rights and obligations according to the provisions of the Law on Enterprises, the Law on Securities, other legal regulations, and the Company's Charter.
3. The Board of Directors passes resolutions and decisions by voting at meetings, collecting written opinions, or other forms stipulated by the Company's Charter. Each member of the Board of Directors has one vote.
  4. In case a resolution or decision passed by the Board of Directors contradicts the law, a resolution of the General Meeting of Shareholders, or the Company's Charter, causing damages to the Company, members who voted in favor of such resolution or decision shall be jointly and personally liable for it and must compensate the Company; members who voted against such resolution or decision are exempted from liability. In this case, shareholders of the Company have the right to request the Court to suspend or cancel the aforementioned resolution or decision.

**Article 12. Duties and powers of the Board of Directors in approving and signing transaction contracts**

1. The Board of Directors approves contracts and transactions valued at less than 35% or transactions leading to a total transaction value generated within 12 months from the date of the first transaction of less than 35% of the total asset value recorded in the latest financial statement, or a smaller ratio/value as prescribed in the Company's Charter between the Company and any of the following subjects:
  - a) Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and related persons of these subjects;
  - b) Shareholders, authorized representatives of shareholders owning more than 10% of the total ordinary share capital of the Company and their related persons;
  - c) Enterprises related to the subjects specified in Clause 2, Article 164 of the Law on Enterprises.
2. The Company's representative signing the contract or transaction must notify the members of the Board of Directors and members of the Supervisory Board about the related subjects regarding that contract or transaction and attach the draft contract or the main content of the transaction. The Board of Directors decides on the approval of the contract or transaction within 15 days from the date of receiving the notice, unless the Company's Charter provides another time limit; members of the Board of Directors who have interests related to the parties in the contract or transaction do not have the right to vote.

**Article 13. Responsibilities of the Board of Directors in convening the extraordinary General Meeting of Shareholders**

1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:
  - a) The Board of Directors deems it necessary for the interests of the Company;
  - b) The number of remaining members of the Board of Directors or the Supervisory Board is less than the minimum number required by law;
  - c) Upon the request of a shareholder or a group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises; the request to convene a General Meeting of Shareholders must be made in writing, clearly stating the reason and purpose of the meeting, with full signatures of the relevant shareholders, or the request document is made in multiple copies and gathers enough signatures of relevant shareholders;

- d) Upon the request of the Supervisory Board;;
  - e) Other cases as prescribed by law and the Company's Charter.
2. Convening the extraordinary General Meeting of Shareholders: The Board of Directors must convene the General Meeting of Shareholders within 30 days from the date the number of remaining members of the Board of Directors, independent members of the Board of Directors, or members of the Supervisory Board is less than the minimum number required by the Company's Charter or upon receiving the requests specified in Points c and d, Clause 1 of this Article;
3. The convenor of the General Meeting of Shareholders must perform the following tasks:
- a) Compile the list of shareholders entitled to attend the meeting;
  - b) Provide information and resolve complaints regarding the shareholder list;
  - c) Prepare the agenda and content of the meeting;
  - d) Prepare documents for the meeting;
  - e) Draft resolutions of the General Meeting of Shareholders according to the proposed contents of the meeting; list and detailed information of candidates in case of electing members of the Board of Directors, members of the Supervisory Board;
  - f) Determine the time and venue of the meeting;
  - g) Send the invitation notice to each entitled shareholder under the Law on Enterprises;
  - h) Other works serving the meeting.

**Article 14. Assisting sub-committees of the Board of Directors.**

1. The Board of Directors may establish affiliated sub-committees in charge of development policies, human resources, remuneration, internal audit, and risk management. The number of members of a sub-committee decided by the Board of Directors is at least 03 (three) persons, including members of the Board of Directors and outside members. Independent members of the Board of Directors/non-executive members of the Board of Directors should account for the majority in the sub-committee, and one of these members shall be appointed as the Head of the sub-committee by decision of the Board of Directors. The operation of the sub-committee must comply with the regulations of the Board of Directors. A resolution of a sub-committee is only valid when a majority of members attend and vote for approval at the meeting of the sub-committee

2. The implementation of decisions of the Board of Directors or of the sub-committees affiliated with the Board of Directors must comply with current laws and the regulations in the Company's Charter and the Internal Regulation on Corporate Governance.

#### **Chapter IV**

### **MEETINGS OF THE BOARD OF DIRECTORS**

#### **Article 15. Meetings of the Board of Directors**

1. The Chairman of the Board of Directors shall be elected in the first meeting of the Board of Directors within 07 (seven) working days from the date of concluding the election of that Board of Directors. This meeting is convened and chaired by the member with the highest number of votes or highest vote percentage. In case there is more than one member with the highest and equal number of votes or vote percentages, the members shall vote on a majority principle to select 01 person among them to convene the Board of Directors meeting.
2. The Board of Directors must meet at least once every quarter and may hold extraordinary meetings.
3. The Chairman of the Board of Directors convenes a meeting of the Board of Directors in the following cases:
  - a) There is a proposal from the Supervisory Board or an independent member of the Board of Directors;
  - b) There is a proposal from the General Director or at least 05 other managers;
  - c) There is a proposal from at least 02 members of the Board of Directors;
  - d) Other cases stipulated by the Company's Charter.
4. The proposal specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and decisions falling under the authority of the Board of Directors.
5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving the proposal specified in Clause 3 of this Article. If not convening a meeting of the Board of Directors as requested, the Chairman of the Board of Directors must bear responsibility for the damages caused to the Company; the proposer has the right to act on behalf of the Chairman of the Board of Directors to convene the Board of Directors meeting.
6. The Chairman of the Board of Directors or the convenor of the Board of Directors meeting must send a notice of invitation to the meeting at least 03 (three) working days before the meeting date. The meeting invitation must specifically specify the time

and venue of the meeting, the agenda, and issues for discussion and decision. The meeting invitation must be accompanied by documents to be used at the meeting and members' voting ballots.

The notice of invitation to the Board of Directors meeting can be sent via an invitation letter, telephone, fax, electronic means, or other methods prescribed by the Company's Charter and must ensure it reaches the contact address of each member of the Board of Directors registered at the Company.

The Chairman of the Board of Directors or the convenor sends meeting invitations and accompanying documents to members of the Supervisory Board similarly as to members of the Board of Directors. Members of the Supervisory Board have the right to attend meetings of the Board of Directors; have the right to discuss but not to vote.

7. A Board of Directors meeting is conducted when 3/4 or more of the total members are present. In case a meeting convened as prescribed in this clause does not have sufficient members to attend as required, it shall be convened for a second time within 07 days from the planned date of the first meeting. In this case, the meeting is conducted if more than half of the members of the Board of Directors attend
8. A member of the Board of Directors is considered to attend and vote at the meeting in the following cases:
  - a) Attending and voting directly at the meeting;
  - b) Authorizing another person to attend and vote in accordance with Clause 11 of this Article;
  - c) Attending and voting via an online conference, electronic voting, or other electronic forms;
  - d) Sending voting ballots to the meeting via mail, fax, or email;
  - e) Sending voting ballots by other means.
9. In case of sending voting ballots to the meeting via mail, the voting ballot must be sealed in an envelope and must be delivered to the Chairman of the Board of Directors at least 01 hour before the opening. The voting ballots can only be opened with the witness of all attendees.
10. Members must fully attend the meetings of the Board of Directors. A member may authorize another person to attend and vote at the meeting if approved by a majority of members of the Board of Directors.
11. Resolutions and decisions of the Board of Directors are passed if approved by a majority of the attending members; in case of a tie vote, the final decision belongs to the side with the opinion of the Chairman of the Board of Directors.

**Article 16. Minutes of the Board of Directors meeting**

1. Meetings of the Board of Directors must be minuted and can be voice-recorded, recorded, and stored in other electronic forms. The minutes must be made in Vietnamese and can be additionally made in a foreign language, including the following main contents:
  - a) Name, head office address, enterprise code;
  - b) Time and venue of the meeting;;
  - c) Purpose, agenda, and content of the meeting;
  - d) Full names of each member attending the meeting or the authorized person attending the meeting and the method of attendance; Full names of members not attending the meeting and reasons
  - e) Issues discussed and voted on at the meeting;
2. Summary of speeches of each member attending the meeting in the chronological order of the meeting;
3. Voting results, clearly stating those members who approve, disapprove, and have no opinion;
4. Issues passed and corresponding approval voting ratios;
5. Full names and signatures of the chairperson and the minute-taker, except for the case specified in Clause 2 of this article.
6. In case the chairperson or the minute-taker refuses to sign the meeting minutes, such minutes shall be valid if all other attending members of the Board of Directors agree to approve the minutes, sign them, and ensure they have full contents as prescribed in points a, b, c, d, e, f, g, h, and i mentioned in Clause 1 of this Article.
7. The meeting minutes shall clearly state that the chairperson and/or the minute-taker refuse to sign the meeting minutes. The persons signing the meeting minutes are jointly responsible for the accuracy and truthfulness of the content of the Board of Directors' meeting minutes. The chairperson and the minute-taker are personally responsible for the damages caused to the enterprise due to their refusal to sign the meeting minutes in accordance with the Law on Enterprises, the Company's Charter, and relevant laws.
8. The minutes of the Board of Directors meeting and documents used in the meeting must be kept at the head office of the Company.
9. Minutes made in Vietnamese and in a foreign language have equal legal validity. In case of any discrepancy in content between the Vietnamese minutes and the foreign language minutes, the content in the Vietnamese minutes shall apply.

**Chapter V**  
**REPORTING AND DISCLOSURE OF INTERESTS**

**Article 17. Submission of annual reports**

1. At the end of the fiscal year, the Board of Directors must submit the following reports to the General Meeting of Shareholders:
  - a) Report on the Company's business results;
  - b) Financial statements;
  - c) Report evaluating the management and administration of the Company;
  - d) Appraisal report of the Supervisory Board.
2. The reports specified in points a, b, and c of Clause 1 of this Article must be sent to the Supervisory Board for appraisal at least 30 days before the opening date of the Annual General Meeting of Shareholders unless otherwise stipulated by the Company's Charter.
3. The reports specified in Clauses 1 and 2 of this Article, the appraisal report of the Supervisory Board, and the audit report must be kept at the head office of the Company at least 10 days before the opening date of the Annual General Meeting of Shareholders unless the Company's Charter prescribes a longer period. A shareholder owning shares of the Company continuously for at least 01 year has the right, individually or together with a lawyer, accountant, or auditor possessing a practicing certificate, to directly review the reports specified in this Article.

**Article 18. Remuneration, bonuses, and other benefits of members of the Board of Directors**

1. The Company has the right to pay remuneration and bonuses to members of the Board of Directors according to business results and efficiency.
2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days necessary to complete the duties of a member of the Board of Directors and the daily remuneration rate. The Board of Directors estimates the remuneration for each member on a consensus principle. The total remuneration and bonuses for the Board of Directors are decided by the General Meeting of Shareholders at the annual meeting.
3. The remuneration of each member of the Board of Directors is included in the business expenses of the Company in accordance with the law on corporate income

tax, presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

4. A member of the Board of Directors holding an executive position, working in sub-committees of the Board of Directors, or performing other tasks beyond the normal scope of duties of a Board member may be paid additional remuneration in the form of a lump-sum payment per occasion, salary, commission, percentage of profit, or in other forms decided by the Board of Directors.
5. Members of the Board of Directors are entitled to reimbursement for all reasonable travel, food, accommodation, and other expenses they incur when performing their responsibilities as Board members, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or sub-committees of the Board of Directors.
6. Members of the Board of Directors may have liability insurance purchased for them by the Company after approval from the General Meeting of Shareholders. This insurance does not cover the liabilities of members of the Board of Directors related to violations of the law and the Company's Charter.

**Article 19. Disclosure of related interests**

Unless the Company's Charter contains stricter regulations, the disclosure of interests and related persons of the Company shall be conducted as follows:

1. Members of the Board of Directors of the Company must declare their related interests to the company, including:
  - a) Name, enterprise code, head office address, and business sectors of enterprises in which they own capital contributions or shares; the percentage and time of ownership of such capital contributions or shares;
  - b) Name, enterprise code, head office address, and business sectors of enterprises in which their related persons jointly or separately own capital contributions or shares exceeding 10% of the charter capital.
2. The declaration specified in Clause 1 of this Article must be carried out within 07 working days from the date the related interest arises; any amendments or supplements must be notified to the Company within 07 working days from the date of such amendment or supplement.
3. Members of the Board of Directors performing work in any form within the scope of the Company's business, in their personal capacity or on behalf of others, must explain the nature and content of such work to the Board of Directors and may only perform it when approved by the majority of the remaining members of the Board of Directors; if

carried out without declaration or without the approval of the Board of Directors, all income derived from such activity belongs to the Company.

## **Chapter VI**

### **RELATIONSHIPS OF THE BOARD OF DIRECTORS**

#### **Article 20. Relationships among members of the Board of Directors**

1. The relationship among members of the Board of Directors is a cooperative relationship; members of the Board of Directors have the responsibility to inform each other about relevant issues during the handling of assigned tasks.
2. During the handling of work, the member of the Board of Directors assigned with the main responsibility must proactively coordinate to handle issues if there are matters related to areas managed by other members of the Board of Directors. In case there are different opinions among members of the Board of Directors, the member with the main responsibility shall report to the Chairman of the Board of Directors for consideration and decision within their authority, or organize a meeting, or collect opinions from members of the Board of Directors in accordance with the law, the Company's Charter, and this Regulation
3. In case of reassignment among members of the Board of Directors, the members must hand over the works, records, and related documents. This handover must be made in writing and reported to the Chairman of the Board of Directors.

#### **Article 21. Relationship with the Board of Management**

With a governance role, the Board of Directors promulgates resolutions for the General Director and the executive apparatus to implement. Simultaneously, the Board of Directors inspects and supervises the implementation of such resolutions.

#### **Article 22. Relationship with the Supervisory Board**

1. The relationship between the Board of Directors and the Supervisory Board is a coordinative relationship. The working relationship between the Board of Directors and the Supervisory Board is based on the principles of equality and independence, while closely coordinating and supporting each other in the process of performing tasks.
2. Upon receiving inspection minutes or general reports from the Supervisory Board, the Board of Directors is responsible for studying and directing relevant departments to build plans and take prompt corrective actions

**Chapter VII  
IMPLEMENTATION PROVISIONS**

**Article 23. Effective Date**

The Regulation on the operation of the Board of Directors of VMG Media Joint Stock of Company comprises 07 chapters, 24 articles, and takes effect from May 13, 2026.

**Article 24. Transitional provisions**

This Regulation replaces the Regulation on the operation of the Board of Directors of VMG Media JSC issued together with Decision No. 247/2023/QĐ-HĐQT dated June 29, 2023 of VMG Media JSC.

The Regulation on the operation of the Board of Directors of VMG Media JSC issued together with Decision No. ..../2026/QĐ-HĐQT dated May 13, 2026 of the Board of Directors of VMG Media JSC becomes invalid from the time this Regulation is promulgated.

Matters not stipulated in this Regulation shall apply under the provisions of law.

**ON BEHALF OF THE BOARD DIRECTORS  
CHAIRMAN**

Nguyen Hoang Nam



**VMG MEDIA JOINT  
STOCK COMPANY**

No.: 13/TTr-VMG/AGM

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

Hanoi, date 13 month 05, 2026

### **PROPOSAL**

*Re: Plan on share issuance for dividend payment to existing shareholders in 2025 of VMG Media Joint Stock Company*

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

**According to:**

- The Enterprise Law of 2020 was passed by the National Assembly on June 17, 2020;
- The Securities Law No. 54/2019/QH14 was passed by the National Assembly on November 26, 2019;
- Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing some provisions of the Securities Law;
- Government Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing some provisions of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing some provisions of the Securities Law;
- Circular No. 118/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding some contents on offering and issuing securities, public tender offers, share buybacks, and registration of public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing some articles of the Law on Securities;
- Company charter of VMG Media Joint Stock Company.

The Board of Managers (BOM) VMG Media Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders (GSM) 2026 the following plan for issuing shares to pay dividends to shareholders:

#### **I. SHARE ISSUANCE PLAN**

1	<b>Issuing organization :</b>	<b>VMG Media Joint Stock Company</b>
2	<b>Name of issuing share:</b>	<b>VMG Media Joint Stock Company</b>
3	<b>Stock code:</b>	ABC
4	<b>Type of stock:</b>	Common stock
5	<b>Face value:</b>	10,000 VND / share ticket
6	<b>Current charter capital:</b>	203.930.000.000 VND
7	<b>Treasury stock:</b>	4000 share

8	<b>Total number of floating shares:</b>	203.890.000.000 shares
9	<b>Total number of expected issuing shares:</b>	6.116.700 shares
10	<b>Total number of issuing capital :</b>	<b>61.167.000.000 VND</b>
12	<b>Method of issuing:</b>	Issuing shares through the exercise of rights.
13	<b>Capital after issuing:</b>	<b>265.097.000.000 VND</b>
14	<b>Target recipients of dividend payment (in shares)</b>	Existing shareholders whose names are included in the List of Securities Holders at the time of closing the shareholder list for the public offering, provided by the Vietnam Securities Depository and Clearing Corporation (VSDC).
15	<b>Rate of exercise rights:</b>	<b>30%</b> On the record date for exercising the rights, shareholders are owning 10 shares will receive 3 additional shares.
16	<b>Funding source</b>	From the Company's equity capital as shown in the most recent audited financial statements by an approved auditing firm, including the Development Investment Fund, Undistributed After-Tax Profits, and Other Funds (if any), the charter capital is supplemented in accordance with the law. The specific funding source will be decided by the Board of Managers.
17	<b>Estimated time of implementation</b>	In 2026, the Board of Managers will decide on an appropriate timeframe after obtaining approval from the State Securities Commission.
18	<b>Method for handling fractional shares ( if Have )</b>	The number of shares issued to pay dividends will be rounded down to the nearest whole number. Any fractional shares or stock resulting from rounding down will be canceled.

## II. APPROVED THROUGH INCREASING CHARTER CAPITAL AND AMENDMENT OF COMPANY CHARTER:

- Increase the company's charter capital corresponding to the total par value of the actual number of additional shares issued.;
- Amend the Company Charter; amend the Business Registration Certificate to reflect the increased charter capital after the issuance.



### III. THE GENERAL MEETING OF SHAREHOLDERS AUTHORIZES AND DELEGATES AUTHORITY TO THE BOARD OF MANAGERS

- Determine the specific time for issuing shares to pay dividends; determine the record date for shareholders to exercise their rights after receiving written notification from the State Securities Commission that all necessary documents for the Company's share issuance to pay dividends have been received, ensuring compliance with legal regulations;
- Carry out the necessary procedures and tasks as prescribed by the Enterprise Law, the company's charter, and the laws on securities and the securities market to implement the above-mentioned issuance plan, including preparing, finalizing, and explaining the registration dossier and reporting on the issuance of shares to pay dividends as required by the competent authorities.;
- Decide on other matters related to the issuance according to the plan outlined above;
- Decide and carry out all necessary tasks and procedures related to: (i) changing the charter capital, amending/supplementing the provisions on charter capital in the Company's Charter; (ii) registering the change in the Company's Business Registration Certificate; (iii) registering, depositing additional and registering the change in the Company's Securities Registration Certificate at the Vietnam Securities Depository and Clearing Corporation; and (iv) registering the additional listing of the Company's shares on the Ho Chi Minh Stock Exchange corresponding to the number of additional shares issued according to the above-mentioned plan in accordance with legal regulations.
- Carry out the necessary legal procedures as required by law and handle any related issues that arise to complete the issuance of shares to pay dividends.

*We respectfully submit this to the General Meeting of Shareholders for consideration and approval.!*

**Recipients:**

- *AGM;*
- *Filing, Admin Office.*

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**

**Nguyen Hoang Nam**

