

Hanoi, ... 2026

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**SUMMARY TABLE OF PROPOSED AMENDMENTS AND SUPPLEMENTS
TO INTERNAL REGULATIONS ON CORPORATE GOVERNANCE AND REGULATION ON OPERATION OF THE BOD
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

1. Amendments and Supplements to the Internal regulations on Corporate Governance

TT	Clause		Current Regulation	Proposed Amendments/Supplements	Notes
	Current Regulation	Amended Regulation			
1	Legal basis		<p>- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 adopted by the National Assembly on 11 January 2022</p> <p>- Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities</p>	<p>- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 adopted by the National Assembly on 11 January 2022 and Law No. 76/2025/QH15 adopted on 17 June 2025;</p> <p>- Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government and Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities</p>	

TT	Clause		Current Regulation	Proposed Amendments/Supplements	Notes
	Current Regulation	Amended Regulation			
2	Article 1. Scope of regulation	Article 1. Scope of regulation	Scope of Regulation: This internal regulation on corporate governance stipulates the roles, rights, and obligations of the General Meeting of Shareholders, the Board of Directors, and the General Director; the procedures and protocols for convening the General Meeting of Shareholders; the nomination, candidacy, election, dismissal, and removal of members of the Board of Directors, the Supervisory Board and the General Director; as well as other activities in accordance with the Company Charter and other current legal regulations.	Scope of Regulation: This internal regulation on corporate governance stipulates the roles, rights, and obligations of the General Meeting of Shareholders, the Board of Directors, and the General Director; the procedures and protocols for convening the General Meeting of Shareholders; the nomination, candidacy, election, dismissal, and removal of members of the Board of Directors and the General Director; as well as other activities in accordance with the Company Charter and other current legal regulations.	
3	Article 2. Subjects of application	Article 2. Subjects of application	Applicable subjects: This regulation applies to members of the Board of Directors, the Supervisory Board and the General Director, and other related individuals.	Applicable subjects: This regulation applies to members of the Board of Directors, the General Director, and other related individuals.	
4	Article 4. Order and procedures for convening the General Meeting of Shareholders and adopting resolutions by voting at the General Meeting of Shareholders	Article 4. Order and procedures for convening the General Meeting of Shareholders and adopting resolutions by voting at the General Meeting of Shareholders	<p>8. Conditions for convening the meeting</p> <p>a. The General Meeting of Shareholders shall be conducted when shareholders attending the meeting represent 51% or more of the voting shares</p> <p>12. Conditions for passing resolutions</p> <p>a. Resolutions on the following matters shall be adopted if approved by shareholders representing at least 65% of the total voting rights of all shareholders attending the meeting:</p> <p>- Classes of shares and the total number of shares of each class;</p>	<p>8. Conditions for convening the meeting</p> <p>a. The General Meeting of Shareholders shall be conducted when shareholders attending the meeting represent 51% or more of the total voting rights;</p> <p>12. Conditions for adoption of resolutions</p> <p>a. Resolutions on the following matters shall be adopted if approved by shareholders representing 65% or more of the total voting rights of all shareholders attending and voting at the meeting:</p> <p>- Classes of shares and the total number of shares of each class;</p>	

TT	Clause		Current Regulation	Proposed Amendments/Supplements	Notes
	Current Regulation	Amended Regulation			
			<ul style="list-style-type: none"> - Changes to business lines and sectors; - Changes to the Company's management organizational structure; - Investment projects or sale of assets with a value equal to or greater than 35% of the total assets recorded in the most recent financial statements of the Company; - Reorganization or dissolution of the Company; <p>b. Other resolutions shall be adopted if approved by shareholders representing 51% or more of the total voting rights of all shareholders attending and voting at the meeting;</p>	<ul style="list-style-type: none"> - Changes to business lines and sectors; - Changes to the Company's management organizational structure; - Investment projects or sale of assets with a value equal to or greater than 35% of the total assets recorded in the most recent financial statements of the Company; - Reorganization or dissolution of the Company; <p>b. Other resolutions shall be adopted if approved by shareholders owning 51% or more of the total voting rights of all shareholders attending and voting at the meeting;</p>	
5	Article 5. Roles, rights, and obligations of the Board of Directors; responsibilities of Board Members	Article 5. Roles, rights, and obligations of the Board of Directors; responsibilities of Board Members (Point h; Clause 1)	<p>i. Elect, dismiss, or remove the Chairperson of the Board of Directors; appoint or dismiss the General Director, Chief Accountant, branch managers; sign or terminate labor contracts for the General Director, and Chief Accountant; decide on the salary, remuneration, bonuses, and other benefits of these executives; appoint authorized representatives to participate in the Board of Members or General Meeting of Shareholders of other companies and decide on their remuneration and benefits.</p>	<p>i. Elect, dismiss, or remove the Chairperson of the Board of Directors; appoint or dismiss the General Director, Chief Financial Officer, Chief Accountant, branch managers; sign or terminate labor contracts for the General Director; decide on the salary, remuneration, bonuses, and other benefits of these executives; appoint authorized representatives to participate in the Board of Members or General Meeting of Shareholders of other companies and decide on their remuneration and benefits.</p>	

TT	Clause		Current Regulation	Proposed Amendments/Supplements	Notes
	Current Regulation	Amended Regulation			
6	Article 6. Nomination, candidacy, election, dismissal, and removal of members of the Board of Directors	Article 6. Nomination, candidacy, election, dismissal, and removal of members of the Board of Directors	2. Composition, Criteria, and Qualifications of Board Members: Board members must ensure that at least one-third (1/3) of the Board consists of non-executive members. There must be at least one independent member if the Company has three (03) to five (05) Board members. The criteria and conditions for Board membership are as prescribed in Clauses 1 and 2, Article 155 of the Law on Enterprises. A Board member may simultaneously serve as a member of the Board of Directors in no more than five (05) other companies.	2. Composition, Criteria, and Qualifications of Board Members: Board members must ensure that at least one-third (1/3) of the Board consists of non-executive members. There must be at least one independent member if the Company has three (03) to five (05) Board members. The criteria and conditions for Board membership are as prescribed in Clauses 1 and 2, Article 155 of the Law on Enterprises. A Board member may simultaneously serve as a member of the Board of Directors or Board of Members in no more than five (05) other companies.	
7	Article 13. Coordination of activities between the Board of Directors and the General Director	Article 13. Coordination of activities between the Board of Directors and the General Director	1. Procedures for convening meetings, sending invitations, recording minutes, and notifying meeting results between the Board of Directors, the Supervisory Board and the General Director	1. Procedures for convening meetings, sending invitations, recording minutes, and notifying meeting results between the Board of Directors and the General Director.	
			6. Matters the General Director must report, provide information on, and the method of notifying the Board and the Supervisory Board	6. Matters the General Director must report, provide information on, and the method of notifying the Board and the Audit Committee.	

2. Amendments and Supplements to the Regulation on Operation of the Board of Directors

No.	Clause		Current Regulation	Proposed Amendments/Supplements	Notes
	Current Regulation	Amended Regulation			
1	Legal basis		<p>- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 adopted by the National Assembly on 11 January 2022</p> <p>- Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities</p>	<p>- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 adopted by the National Assembly on 11 January 2022 and Law No. 76/2025/QH15 adopted on 17 June 2025;</p> <p>- Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government and Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities</p>	
2	Article 6. Standards and conditions for members of the Board of Directors	Article 6. Standards and conditions for members of the Board of Directors	c) A member of the Board of Directors of the Company may concurrently serve as a member of the Board of Directors of other companies, but not in more than five companies.	c) A member of the Board of Directors of the Company may concurrently serve as a member of the Board of Directors or Board of Members of no more than five (05) other companies.	
3	Article 11. Rights and obligations of the Board of Directors	Article 11. Rights and obligations of the Board of Directors	i) To elect, dismiss, and remove the Chairperson of the Board of Directors; to appoint and dismiss the General Director, Deputy General Directors, Chief Accountant, and Branch Directors; to sign and terminate employment contracts with the	i) To elect, dismiss, and remove the Chairperson of the Board of Directors; to appoint and dismiss the General Director, Deputy General Directors, Chief Financial Officer , Chief Accountant, and Branch Directors; to sign and terminate	

No.	Clause		Current Regulation	Proposed Amendments/Supplements	Notes
	Current Regulation	Amended Regulation			
			General Director, and Chief Accountant ; to decide on salaries, remuneration, bonuses, and other benefits of such managers; to appoint authorized representatives to participate in Members' Councils or General Meetings of Shareholders of other companies, and to decide on their remuneration and other benefits;	employment contracts with the General Director; to decide on salaries, remuneration, bonuses, and other benefits of such managers; to appoint authorized representatives to participate in Members' Councils or General Meetings of Shareholders of other companies, and to decide on their remuneration and other benefits;	