

Ho Chi Minh City, date 3rd month April 2025

PROPOSAL

Re: Amendment and Supplement of the Company Charter

To: **GENERAL MEETING OF SHAREHOLDERS OF SEAREFICO CORPORATION**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter of SEAREFICO Corporation ("Company");
- Consider the actual needs of the Company.

The Board of Directors of SEAREFICO Corporation respectfully submits to the General Meeting of Shareholders for approval the amendment and supplementation of the Company Charter is to comply with current legal regulations, enhance the effectiveness of the Company's management and business operations, meet the needs of strategic development and approach good governance practices in the world. The amendments and supplements include:

No	Content before adjustment	Content after adjustment	Purpose of adjustment
1	Do not have	<p>"Branch" is a subsidiary unit of the Company, responsible for performing all or part of the Company's functions, including authorized representation. The branch's business lines must be consistent with the Company's business lines.</p> <p>"Representative Office" is a subsidiary unit of the Company, with the task of representing the Company's interests by authorization and protecting those interests.</p> <p>"Authorized representative" is a person authorized by a shareholder to exercise his/her shareholder rights in accordance with the provisions of law.</p>	Add additional definitions to clarify terms used in the Charter

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		<p>“Corporate Governance Regulations” is internal regulations on corporate governance developed by the Board of Directors and submitted to the General Meeting of Shareholders for approval to regulate issues on corporate governance and operations in accordance with the provisions of law and the Company's Charter at each point in time.</p> <p>“Insiders” are individuals defined under Clause 45, Article 4 of the Securities Law.</p>	
2	Point m Article 1: “Enterprise manager” means the Chairman of the Board of Directors, members of the Board of Directors, the General Director, and other individuals holding the position of legal representative of the Company.	Point m Article 1: “Enterprise manager” means the Chairman of the Board of Directors, members of the Board of Directors, General Director, and individuals holding other management positions approved by the Board of Directors from time to time.	Adjust in accordance with the provisions of Clause 24, Article 4 of the Law on Enterprises.
3	Clause 2, Article 1: In this Charter, references to one or more other provisions or documents include their amendments, supplements, or replacement documents .	Clause 2, Article 1: In this Charter, references to one or more other regulations or documents shall include amendments, supplements, or documents replacing such regulations or documents .	Supplement to make the regulation clearer
4	Not yet	Add the title “Business Development Director” to the definition of Business Executive.	In accordance with the Company's adjusted Organizational Chart issued on October 30, 2024.
5	Executive General Director/ Deputy Executive General Director	General Director/ Deputy General Director	Adjusted to comply with the Law on

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			Enterprises and the Model Charter issued together with Circular 116/2020/TT-BTC of the Ministry of Finance ("Model Charter") and the Company's current Business Registration Certificate .
6	Article 2. Name, form, headquarters, branches, representative offices and time of operation of the Company 1. Company Name - Vietnamese name: CÔNG TY CỔ PHẦN SEAREFICO - English name: SEAREFICO CORPORATION - Trading name: SEAREFICO CORP	Article 2. Name, form, headquarters, branches, representative offices and term of operation of the Company 1. Company Name - Vietnamese name : CÔNG TY CỔ PHẦN SEAREFICO - English name : SEAREFICO CORPORATION - Abbreviation: SEAREFICO CORP	Amend to comply with the Law on Enterprises and information in the Company's Business Registration Certificate.
7	Certificate of Business Registration	Certificate of enterprise registration	Adjust to comply with the Enterprise Law and Model Charter.
8	Clause 2, Article 5: The Company may conduct business activities in other industries and professions permitted by law and approved by the General Meeting of	Clause 2, Article 5: The Company may conduct business activities in other industries and professions that are not prohibited by law and approved by the General Meeting of	Amended to comply with the provisions of Clause 1, Article 7 of the Law on

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	Shareholders.	Shareholders.	Enterprises.
9	Article 8: Bond certificates or other securities certificates issued by the Company must have the signature of the legal representative and the seal of the Company.	Article 8: Bond certificates or other securities certificates of the Company (except for offer letters, temporary certificates and similar documents) issued shall bear the signature of the legal representative and the seal of the Company, unless otherwise provided by the terms and conditions of issuance.	Add content to clarify regulations
10	Clause 4, Article 10: Issued shares are restricted from transfer for at least one (01) year from the date of closing of the issuance, or another period as decided by the Board of Directors in accordance with the provisions of law.	Clause 4, Article 10: Issued shares are restricted from transfer for at least one (01) year from the date of completion of the issuance, or another period as decided by the Board of Directors in accordance with the provisions of law. In case the employee terminates the labor contract before the transfer restriction period, the handling of the distributed shares will comply with the provisions of the program and the decision of the Board of Directors.	Supplementing content on handling shares in case the employee terminates the labor contract before the transfer restriction period
11	Point e, Clause 2, Article 12: Shareholders' rights: To review, look up and extract information about names and contact addresses in the list of shareholders with voting rights, and request correction of inaccurate information .	Point e, Clause 2, Article 12: Shareholders' rights: To review, look up and extract information about names and contact addresses in the list of shareholders with voting rights, and request correction of inaccurate information of such shareholders.	Edited to clarify content
12	Point f, Clause 2, Article 12: Shareholders' rights: Access to information on the list of shareholders entitled to attend the General Meeting of Shareholders.	Do not have	Remove this provision because the Enterprise Law does not stipulate it.

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13	Article 13: Obligations of shareholders: Common shareholders has the following obligations:	Article 13: Obligations of shareholders: Shareholders have the following obligations:	Amend to comply with Article 119 of the Law on Enterprises
14	Point b, Clause 3, Article 14: General Meeting of Shareholders: quarterly, six (06) month or audited annual financial statements reflect that equity has been lost by half (1/2) compared to the beginning of the period.	Do not have	This provision is removed because this content is specified in Point b, Clause 3, Article 14, Appendix 01 of Circular 95/2017/TT-BTC and this content has been replaced by Clause 3, Article 14, Appendix 01 of Circular 116/2020/TT-BTC
15	Clause 4, Article 14 Convening of extraordinary General Meeting of Shareholders: The Board of Directors must convene a meeting of the General Meeting of Shareholders within thirty (30) days from the date the number of remaining members of the Board of Directors and independent members of the Board of Directors is as prescribed in Point c, Clause 3 of this Article or from the date of receipt of the request prescribed in Point d,	Clause 4, Article 14 Convening of extraordinary General Meeting of Shareholders: The Board of Directors must convene a General Meeting of Shareholders within thirty (30) days from the date the number of remaining members of the Board of Directors and independent members of the Board of Directors is as prescribed in Point c, Clause 3, Article 14 of this Charter or from the date of receipt of the request prescribed in Point d, Clause 3, Article 14 of this Charter .	Edited to clarify content Remove this content because it is not suitable for reality, the business registration authority only supervises through the content in the business

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	<p>Clause 3 of this Article .</p> <p>In case the Board of Directors fails to convene a meeting as prescribed in Clause 4 of this Article , the shareholder or group of shareholders prescribed in Clause 4, Article 12 of this Charter has the right to represent the Company to convene a meeting of the General Meeting of Shareholders as prescribed in the Law on Enterprises and this Charter, and may request the Business Registration Authority to supervise the order and procedures for convening, conducting meetings and making decisions of the General Meeting of Shareholders . All expenses for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. These expenses do not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.</p>	<p>In case the Board of Directors fails to convene a meeting as prescribed in Clause 4, Article 14 above , the shareholder or group of shareholders prescribed in Clause 4, Article 12 of this Charter has the right to represent the Company to convene a General Meeting of Shareholders as prescribed in the Law on Enterprises and this Charter. All expenses for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. This expense does not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.</p>	<p>registration dossier in Clause 6, Article 15, Decree 01/2021/ND-CP</p>

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16	<p>Article 15. Rights and duties of the General Meeting of Shareholders</p> <p>2. The General Meeting of Shareholders adopts decisions on the following issues:</p> <p>a. Supplement and amend the Company Charter;</p> <p>b. Types of shares and number of new shares issued for each type of shares;</p> <p>c. Decision to buy back more than ten percent (10%) of the total number of shares sold of each type;</p> <p>d. The annual dividend payment for each type of share is in accordance with the Enterprise Law and the rights attached to that type of share. This dividend is not higher than the level proposed by the Board of Directors after consulting with shareholders at the General Meeting of Shareholders;</p> <p>e. Decision to invest or sell assets with a value equal to or greater than thirty-five percent (35%) of the total asset value recorded in the Company's most recent financial statement;</p> <p>f. Decide on the signing of contracts between the Company or its branches with those specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than thirty-five percent (35%) or transactions resulting in a total transaction value arising within twelve (12) months from the date of the first</p>	<p>Article 15. Rights and duties of the General Meeting of Shareholders</p> <p>2. The General Meeting of Shareholders adopts decisions on the following issues:</p> <p>a. The Company's annual business plan;</p> <p>b. Supplement and amend the Company Charter;</p> <p>c. The type of shares and the number of new shares to be issued for each type of shares;</p> <p>d. Decision to buy back more than ten percent (10%) of the total number of shares sold of each type;</p> <p>e. The annual dividend payment for each type of share is in accordance with the Enterprise Law and the rights attached to that type of share. This dividend is not higher than the level proposed by the Board of Directors after consulting with shareholders at the General Meeting of Shareholders;</p> <p>f. Decision to invest or sell assets worth thirty -five percent (35%) or more of the total asset value recorded in the Company's most recent financial report;</p> <p>g. The Company signs contracts and transactions with the entities specified in Clause 1, Article 167 of the Enterprise Law with a value equal to or greater than 35% of the total value of the Company's assets recorded in the most recent financial report;</p> <p>h. Approve the transactions specified in Clause 4, Article 293 of</p>	<p>Adjust to comply with the provisions of the Enterprise Law</p> <p>Adjust to comply with the provisions of Clause 2, Article 15, Appendix 01, Circular 116/2020/TT-BTC</p>

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	<p>transaction with a value of thirty-five percent (35%) or more of the total asset value of the Company and its branches as recorded in the most recent audited financial statements, or contracts, loan transactions, asset sales with shareholders owning fifty-one percent (51%) or more of the total number of voting shares or related persons of such shareholders with a value greater than ten percent (10%) of the total asset value of the Company as recorded in the most recent audited financial statements;</p> <p>g. Granting loans or guarantees to members of the Board of Directors, CEOs, other business managers who are not shareholders and related individuals and organizations of these subjects;</p> <p>h. Approve the internal regulations on corporate governance and the Board of Directors' operating regulations;</p> <p>i. Approve the annual financial report and development orientation of the Company;</p> <p>j. Division, separation, consolidation, merger, or conversion of the Company;</p> <p>k. Reorganize and dissolve (liquidate) the Company and appoint a liquidator;</p> <p>l. Number of members of the Board of Directors;</p> <p>m. Elect, dismiss, remove, and</p>	<p>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;</p> <p>i. Granting loans or guarantees to Board of Directors, General Directors, other business managers who are not shareholders and related individuals and organizations of these subjects;</p> <p>j. Approve the internal regulations on corporate governance and the Board of Directors' operating regulations;</p> <p>k. Approval of annual financial reports;</p> <p>l. Division, separation, consolidation, merger, or conversion of the Company;</p> <p>m. Reorganize and dissolve (liquidate) the Company and appoint a liquidator;</p> <p>n. Number of members of the Board of Directors;</p> <p>o. Elect, dismiss, remove, and replace members of the Board of Directors;</p> <p>p. Review and handle violations by members of the Board of Directors that cause damage to the Company and shareholders;</p> <p>q. Budget or total remuneration, bonuses and other benefits for the Board of Directors;</p> <p>r. Approve the list of approved auditing companies; decide on the approved auditing company to conduct audits of the Company's operations, and dismiss approved</p>	

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	<p>replace members of the Board of Directors;</p> <p>n. Review and handle violations by members of the Board of Directors that cause damage to the Company and shareholders;</p> <p>o. Budget or total remuneration , bonuses and other benefits for the Board of Directors;</p> <p>p. Approve the list of approved auditing firms; decide on the approved auditing firm to conduct audits of the Company's operations, and dismiss approved auditors when deemed necessary;</p> <p>q. Other issues as prescribed by law and this Charter.</p> <p>1. Shareholders and authorized representatives of institutional shareholders may directly attend the meeting or authorize in writing one or more other individuals or organizations to attend the meeting or attend the meeting through one of the forms specified in Clause 2, Article 13 of this Charter. In case more than one authorized representative is appointed, the number of shares and votes of each representative must be specifically determined.</p>	<p>auditors when deemed necessary;</p> <p>s. Other issues as prescribed by law and this Charter.</p> <p>t. Shareholders and authorized representatives of institutional shareholders may directly attend the meeting or authorize in writing one or more other individuals or organizations to attend the meeting or attend the meeting through one of the forms specified in Clause 2, Article 13 of this Charter. In case more than one authorized representative is appointed, the number of shares and votes of each representative must be specifically determined.</p>	
17	<p>Clause 1, Article 16: Authorized representatives: Shareholders and authorized representatives of institutional shareholders may directly attend the meeting or authorize in writing one or more other individuals or organizations</p>	<p>Article 16. Authorization to attend the General Meeting of Shareholders</p> <p>1. Shareholders who are entitled to attend the General Meeting of Shareholders as prescribed by law may attend in person or authorize in</p>	<p>Adjust to comply with the provisions of Article 16, Appendix 1, Circular 116/2020/TT-</p>

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	to attend the meeting or attend the meeting through one of the forms specified in Clause 2, Article 13 of this Charter. In case more than one authorized representative is appointed, the number of shares and votes of each representative must be specifically determined.	writing one or more other individuals or organizations to attend or attend the meeting through one of the forms specified in Clause 2, Article 13 of this Charter. In case more than one authorized representative is appointed, the number of shares and votes of each representative must be specifically determined.	BTC
18	Article 17.1: The change or cancellation of special rights attached to a type of preferred shares shall be effective when approved by shareholders holding at least sixty-five percent (65%) of the common shares attending the meeting and at the same time approved by shareholders holding at least sixty-five percent (65%) of the voting rights of the above type of preferred shares. A resolution of the General Meeting of Shareholders on the content that adversely changes the rights and obligations of shareholders owning preferred shares shall only be approved if approved by the number of preferred shareholders of the same type attending the meeting owning at least seventy-five percent (75%) of the total number of preferred shares of that type or approved by the preferred shareholders of the same type owning at least seventy-five percent (75%) of the total number of preferred shares of that type in the case of passing the resolution in the form of obtaining written	Article 17. Change of rights 1. The change or cancellation of special rights attached to a type of preferred shares shall be effective when approved by shareholders holding at least sixty-five percent (65%) of the common shares attending the meeting. A resolution of the General Meeting of Shareholders on the content of an adverse change in the rights and obligations of shareholders owning preferred shares shall only be approved if it is approved by the number of preferred shareholders of the same type attending the meeting owning at least seventy-five percent (75%) of the total number of preferred shares of that type or approved by the preferred shareholders of the same type owning at least seventy-five percent (75%) of the total number of preferred shares of that type in the case of a resolution being approved by way of written opinion.	It is proposed to remove this content to be consistent with Article 17 of the Model Charter. On the other hand, if the type of preferred shares mentioned in this provision is non-voting shares, the requirement of "65% of the voting rights of the preferred shares" would be unreasonable.

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	opinions.		
	Do not have	The convener of the General Meeting of Shareholders must accept and include the proposal specified in Clause 4 of this Article in the proposed agenda and content of the meeting, except for the case specified in Clause 5 of this Article; the proposal shall be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.	Supplement to clarify the provisions in Article 18 according to the provisions in Clause 4, Article 142 of the Law on Enterprises
19	Clause 2, Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders: When registering shareholders, the Company shall issue to each shareholder or authorized representative with voting rights a voting card/ballot, on which is recorded the registration number, full name of the shareholder, full name of the authorized representative and the number of votes of that shareholder. When voting at the meeting, the cards approving the Resolution shall be collected first, the cards disapproving the Resolution shall be collected later, and finally the total number of votes approving or disapproving shall be counted to decide. The total number of votes approving, disapproving, abstaining or invalid for each issue shall be announced by the Chairman immediately after voting on that	Clause 2, Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders: When registering shareholders, the Company shall issue to each shareholder or authorized representative with voting rights a voting card/ballot, on which is recorded the registration number, full name of the shareholder, full name of the authorized representative and the number of votes of that shareholder. When voting at the meeting, the cards approving the Resolution shall be collected first, the cards disapproving the Resolution shall be collected later, and finally the total number of votes approving or disapproving shall be counted to decide. The vote counting results shall be announced by the Chairman of the meeting or the person authorized/empowered by the Chairman immediately before the closing of the meeting. The General Meeting of Shareholders shall elect those responsible for counting votes	Remove this content because in reality the vote counting results are announced before the closing of the meeting and according to the provisions of Clause 5, Article 146 of the Law on Enterprises.

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	<p>issue. The vote counting results shall be announced by the Chairman or the person authorized/empowered by the Chairman immediately before closing the meeting. The General Meeting of Shareholders shall elect persons responsible for counting votes or supervising the counting of votes at the request of the Chairman. The number of members of the vote counting committee is decided by the General Meeting of Shareholders based on the proposal of the Chairman of the meeting.</p>	<p>or supervising the counting of votes upon the proposal of the Chairman. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairman of the meeting.</p>	
20	<p>Article 21. Approval of decisions of the General Meeting of Shareholders</p> <p>1. Resolution, The decision on the following content shall be passed if approved by shareholders representing at least sixty-five percent (65%) of the total number of votes of all shareholders (or authorized representatives) attending the meeting :</p> <p>a. Types of shares and total number of shares of each type;</p> <p>b. Change of industry, profession and business field;</p> <p>c. Change the Company's management structure;</p> <p>d. <u>Investment transactions</u> or sale of assets with a value equal to or greater than thirty-five percent (35%) of the total value of the Company's assets calculated</p>	<p>Article 21. Approval of Resolutions of the General Meeting of Shareholders</p> <p>1. The resolution on the following content shall be passed if approved by shareholders representing sixty-five percent (65%) of the total number of votes of all shareholders attending and voting at the meeting :</p> <p>a. Types of shares and total number of shares of each type;</p> <p>b. Change of industry, profession and business field;</p> <p>c. Change the Company's management structure;</p> <p>d. <u>Investment project</u> or sale of assets with a value equal to or greater than thirty-five percent (35%) of the total value of the Company's assets calculated according to the most recent Financial Statement; or</p> <p>e. Reorganization and dissolution of</p>	<p>Adjusted to comply with the provisions of Clause 5, Article 7 of the Law amending the Law on Public Investment, the Law on Investment under the public-private partnership model, the Investment Law, the Housing Law, the Bidding Law, the Electricity Law, the Enterprise</p>

No	Content before adjustment	Content after adjustment	Purpose of adjustment
	<p>according to the most recent Financial Statement; or</p> <p>e. Reorganization and dissolution of the Company.</p> <p>2. Other Resolutions and decisions shall be passed when approved by shareholders representing more than fifty percent (50%) of the total number of votes of all shareholders (or authorized representatives) attending the meeting or by more than fifty percent (50%) of the total number of votes with voting rights approved by obtaining shareholders' opinions in writing, except for the cases specified in Clause 1, Clause 3 and Clause 5 of this Article.</p>	<p>the Company.</p> <p>2. Other Resolutions shall be passed when approved by the number of shareholders owning more than fifty percent (50%) of the total number of votes of all shareholders attending and voting at the meeting or by more than fifty percent (50%) of the total number of votes of all shareholders with voting rights approved by obtaining shareholders' opinions in writing, except for the cases specified in Clause 1, Clause 3 and Clause 5 of this Article.</p>	<p>Law, the Law on Special Consumption Tax and the Law on Civil Judgment Enforcement 2022 effective from March 1, 2022.</p>
21	<p>Article 21, Clause 3: The election of 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 elected members of the Board of Directors and shareholders have the right to accumulate all or part of their total votes for one or several candidates. The elected members of the Board of Directors are determined by the number of votes from high to low, starting from the candidate with the highest number of votes until the number of members specified in the Company's Charter is sufficient.</p>	<p>Article 21, Clause 3: 3. The election of 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 elected members of the Board of Directors and shareholders have the right to accumulate all or part of their total votes for one or several candidates. The elected members of the Board of Directors are determined by the number of votes from high to low, starting from the candidate with the highest number of votes until the number of members specified in the Company's Charter is sufficient.</p> <p>In case two (02) or more candidates receive the same number of votes for</p>	<p>Added to clarify the regulation.</p> <p>Remove this provision to comply with the provisions of Article 148.3 of the Law on Enterprises and Article 12.3 of the Internal Regulations on Corporate Governance.</p>

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	<p>In case two (02) or more candidates receive the same number of votes for the final member of the Board of Directors, a re-election will be held among the candidates with the same number of votes or selection will be made according to the election regulations criteria.</p> <p>If the number of candidates is less than or equal to the number of members of the Board of Directors to be elected, the election of members of the Board of Directors can be carried out by cumulative voting as above or by voting (approval, disapproval, no opinion). The percentage of votes passed by the voting method is carried out according to Clause 2 of this Article.</p>	<p>the final member of the Board of Directors, a re-election will be held among the candidates with the same number of votes or selection will be made according to the criteria specified in the election regulations.</p>	
22	<p>Clause 6, Article 22: Authority and procedures for obtaining written opinions of shareholders to pass decisions of the General Meeting of Shareholders: The Board of Directors shall count the votes and prepare minutes of the vote counting under the witness and supervision of shareholders who do not hold management positions in the Company. The minutes of the vote counting must contain the following main contents:</p>	<p>Clause 6, Article 22: Authority and procedures for obtaining written opinions of shareholders to pass decisions of the General Meeting of Shareholders: The Board of Directors shall organize the vote counting and prepare the vote counting minutes under the witness and supervision of shareholders who do not hold management positions in the Company. The vote counting minutes must contain the following main contents:</p>	<p>Adjust to comply with the provisions of Clause 5, Article 149 of the Law on Enterprises.</p>

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23	<p>Clause 1, Article 26. Candidacy and nomination of members of the Board of Directors</p> <p>f . Assessment report on the candidate's contribution to the Company, in case the candidate is currently a member of the Company's Board of Directors</p> <p>h. Full name of the shareholder or group of shareholders nominating that candidate (if any); and</p>	<p>Clause 1, Article 26. Nomination and candidacy for members of the Board of Directors:</p> <p>The Company is responsible for disclosing information about the companies in which the candidate is holding the position of Board member, other management positions and the interests related to the company of the candidate for Board of Directors (if any).</p>	<p>Remove points f and h in Clause 1, Article 26 and add provisions on CBTT as prescribed in Article 274.1 of Decree 155/2020/ND-CP</p>
24	<p>Clause 2, Article 27: 2. The structure of the Board of Directors' members is as follows: The total number of independent members of the Board of Directors is at least two (02) people.</p>	<p>Clause 2, Article 27: 2. The structure of the Board of Directors is as follows: The total number of independent members of the Board of Directors is at least two (02) people.</p> <p>The structure of the Company's Board of Directors must ensure that at least 1/3 of the total number of Board members are non-executive members.</p>	<p>Supplement to comply with the provisions on the structure of the Board of Directors at public companies as prescribed in Article 276 of Decree 155/2020 of the Government on guiding the implementation of the Securities Law.</p>
25	<p>Point m, Clause 3, Article 28 Powers and obligations of the Board of Directors: Submit audited annual financial statements and corporate governance reports to the General Meeting of Shareholders;</p>	<p>Point m, Clause 3, Article 28 Powers and obligations of the Board of Directors: Submit audited annual financial statements to the General Meeting of Shareholders;</p>	<p>Article 153 and Article 157 of the Law on Enterprises do not have this provision.</p>

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26	Point w, Clause 3, Article 28 Powers and obligations of the Board of Directors: Appoint the Person in charge of corporate governance.	Point w, Clause 3, Article 28 Powers and obligations of the Board of Directors: Appointing the Person in charge of Corporate Governance, Company Secretary;	Additional authority to appoint Company Secretary
27	Point b, Clause 4, Article 28 The following issues must be approved by the Board of Directors: Establishment, merger, reorganization and dissolution of the Company's subsidiaries;	Point b, Clause 4, Article 28 The following issues must be approved by the Board of Directors: Establishment, merger, reorganization and dissolution of the Company's subsidiaries;	Adjust to comply with the provisions of Article 4.31 of the Law on Enterprises
28	Clause 2, Article 29. Remuneration, salary and other benefits of members of the Board of Directors: The total amount paid to each member of the Board of Directors, including remuneration, expenses, commissions, stock purchase rights and other benefits received from the Company, Subsidiaries, Affiliates of the Company and other Companies in which the Board of Directors member represents the capital contribution, must be disclosed in detail in the Company's Annual Report. Remuneration of members of the Board of Directors must be shown as a separate item in the Company's Annual Financial Report.	Clause 2, Article 29. Remuneration, salary and other benefits of members of the Board of Directors: The total amount paid to each member of the Board of Directors, including remuneration, expenses, commissions, stock purchase rights and other benefits received from the Company, Subsidiaries, Affiliates of the Company and other Companies in which the Board of Directors member represents the capital contribution, must be disclosed in detail in the Company's Annual Report. The remuneration of members of the Board of Directors must be shown as a separate item in the Company's Annual Financial Report and must be reported to the General Meeting of Shareholders at the annual meeting.	Supplement according to the provisions of Article 163.3 of the Law on Enterprises

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29	Clause 3, Article 30. The Chairman of the Board of Directors is responsible for ensuring that the Board of Directors submits the annual financial report, the Company's operational report, the audit report and the Board of Directors' inspection report to the shareholders at the General Meeting of Shareholders.	Clause 3, Article 30. The Chairman of the Board of Directors is responsible for ensuring that the Board of Directors sends the Company's Business Performance Report, Annual Financial Report , and Report on the evaluation of the Company's management and operation to shareholders at the General Meeting of Shareholders.	Adjust to comply with the provisions of Article 175.1 of the Law on Enterprises
30	Article 32.15.15. Board of Directors Meeting: The Chairman of the Board of Directors is responsible for sending the Resolution and minutes of the Board of Directors meeting to the members. The Resolution and minutes of the Board of Directors meeting are prepared in Vietnamese and can be prepared in a foreign language, with equal legal effect. In case of any conflict in content, the content in Vietnamese shall prevail. The minutes must have full content as prescribed in Article 158 of the Law on Enterprises, and have the signatures of the chairman and the person recording the minutes , or other members of the Board of Directors attending the meeting if the chairman and the person recording the minutes refuse to sign the minutes.	Clause 15, Article 32, Board of Directors Meeting: The Chairman of the Board of Directors is responsible for sending the Resolution and minutes of the Board of Directors meeting to the members. The Resolution and minutes of the Board of Directors meeting are prepared in Vietnamese and can be prepared in a foreign language, with equal legal effect. In case of any conflict in content, the content in Vietnamese shall prevail. Minutes of the Board of Directors' meeting must have full content as prescribed in Article 158 of the Law on Enterprises, and have full signatures of the chair and the person recording the minutes. In case the chairman or the minutes taker refuses to sign the meeting minutes, but if all other members of the Board of Directors attending and agreeing to sign the meeting minutes and having full contents as prescribed in points a, b, c, d, dd, e, g and h, Clause 1, Article 158 of the Law on Enterprises, then these	Supplement to clarify the content of the Board of Directors meeting minutes.

No	Content before adjustment	Content after adjustment	Purpose of adjustment
		minutes shall be valid. The meeting minutes clearly state that the chairperson and the person taking the minutes refused to sign the meeting minutes. The person signing the meeting minutes is jointly responsible for the accuracy and truthfulness of the content of the Board of Directors' meeting minutes. The chairperson and the person taking the minutes are personally responsible for any damage caused to the enterprise due to their refusal to sign the meeting minutes in accordance with the provisions of the Enterprise Law, the Company Charter and relevant laws.	
31	Clause 3, Article 42: Responsibility for honesty and avoiding conflicts of interest: Members of the Board of Directors, the General Director and other business managers are obliged to notify the Board of Directors of all transactions between the Company, its subsidiaries, other companies in which the Company controls more than fifty percent (50%) of the charter capital with that entity itself or with related persons of that entity as prescribed by law.	Clause 3, Article 42: Responsibility for honesty and avoiding conflicts of interest: Members of the Board of Directors, the General Director and other business managers are obliged to notify the Board of Directors of all transactions between the Company, its subsidiaries, other companies in which the Company controls more than fifty percent (50%) of the charter capital with that entity itself or with related persons of that entity as prescribed by law. For the above transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions in accordance with the provisions of the securities law on information disclosure.	Supplementing regulations on information disclosure attached to Circular 116/2020/TT-BTC of the Ministry of Finance.

No	Content before adjustment	Content after adjustment	Purpose of adjustment
32	Clause 1, Article 44: Shareholders have the right to review, look up and extract information about their names and contact addresses in the list of shareholders with voting rights as prescribed in Point e, Clause 2, Article 12 of this Charter. Shareholders or groups of shareholders specified in Clause 4, Article 12 of this Charter have the right to review, look up and extract the minutes and resolutions, decisions of the Board of Directors, mid-year and annual financial reports, contracts, transactions that must be approved by the Board of Directors and other documents, except for documents related to trade secrets and business secrets of the Company.	Article 44. Right to look up books and records Clause 1, Article 44: Ordinary shareholders have the right to review, look up and extract information about their names and contact addresses in the list of shareholders with voting rights as prescribed in Point e, Clause 2, Article 12 of this Charter. Shareholders or groups of shareholders specified in Clause 4, Article 12 of this Charter have the right to review, look up and extract the minutes and resolutions, decisions of the Board of Directors, mid-year and annual financial reports, contracts, transactions that must be approved by the Board of Directors and other documents, except for documents related to trade secrets, business secrets of the Company.	Amend to comply with the provisions at Point d, Clause 1, Article 115 of the Law on Enterprises;
33	Clause 4, Article 44: The Company Charter must be published on the Company's website.	Clause 4, Article 44: The Company Charter, Internal Regulations on Corporate Governance, Operating Regulations of the Board of Directors and Information Disclosure Regulations must be published on the Company's website.	Adjust to comply with the provisions at Point c, Clause 2, Article 7, Circular 96/2020/TT-BTC
34	Do not have	Article 56, Clause 1: Termination of operations: b. The Court declares the Company bankrupt in accordance with the provisions of current Law.	Added to clarify the regulation.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and

approval, and at the same time allows the Board of Directors to adjust the wording, spelling, structure and form of the Articles in the Charter to make them clearer, more transparent and more accurate, but does not change the content and meaning of the Articles stipulated in the previous Charter.

Recipient:

- As above;
- Save to BOD/VT;
- Information disclosure.

**Board of Directors
CHAIRPERSON**

(signed and stamped)

LE TAN PHUOC