

Tay Ninh, October 3rd, 2026

PROPOSAL 08
TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
FOR THE FISCAL YEAR 2025 – 2026

(Re: Amendments and Supplements to the Company's Charter)

To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly on 17 June 2020, as amended and supplemented from time to time (the “**Law on Enterprises**”);
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly on 26 November 2019, as amended and supplemented from time to time (the “**Law on Securities**”);
- Pursuant to Decree No. 155/2020/NĐ-CP date 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/NĐ-CP dated 11 September 2025 (“**Decree 155**”);
- Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 by the Ministry of Finance providing guidance on corporate governance applicable to public company under Decree 155 (“**Circular 116**”);
- Pursuant to the Charter of Thanh Thanh Cong – Bien Hoa Joint Stock Company (the “**Company's Charter**”).

The Board of Directors of Thanh Thanh Cong – Bien Hoa Joint Stock Company (the “Company”) respectfully submits to the General Meeting of Shareholders for approval the amendments and supplements to the Company's Charter, with the details as follows:

Based on a review of the current Charter, the Board of Directors has determined that certain provisions should be updated, amended and supplemented to ensure compliance with the applicable laws, while further enhancing the Company's corporate governance framework in line with good corporate governance practices and the Company's practical governance requirements.

The proposed amendments and supplements to the Charter are set out in detail in the Appendix attached to this Proposal.

The Board of Directors respectfully submits this Proposal to the General Meeting of Shareholders for its consideration and approval.

Respectfully./.

Recipients:

- As above;
- Archived: Corporate Secretary.

OBO. THE BOARD OF DIRECTORS
CHAIRLADY



DANG HUYNH UC MY

APPENDIX: PROPOSED AMENDMENTS AND SUPPLEMENTS TO THE COMPANY'S CHARTER

(Attached to Proposal No. 08 dated 03/10/2026 regarding the Amendments and Supplements to the Company's Charter)

Notes:

- Articles not specifically addressed in the Appendix remain unchanged;
- The proposed amendments appearing under the column “Current provision” are italicized;
- The proposed amendments appearing under the column “Proposed Amendment/ Supplement” represented the proposed revisions are bold and underlined.

	Current Provision	Proposed Amendment/Supplement	Basis for Amendment	Rationale for Amendment
1	Article 6. Share Certificates <i>7. The holder of a bearer share certificate shall be solely responsible for safekeeping such certificate, and the Company shall not be liable in cases where such certificate is stolen or used for fraudulent purposes.</i>	Article 6. Share Certificates <u>Delete Clause 7 of Article 6.</u>	Clause 1, Article 121 of the Law on Enterprises	Under applicable law, there is no concept of a bearer share certificate; therefore, this clause should be deleted.
2	Article 10. Management Structure The Company's management structure comprises: a. General Meeting of Shareholders; b. Board of Directors and Audit Committee under the Board of Directors; c. General Director.	Article 10. Management Structure The Company's management structure comprises: a. General Meeting of Shareholders; b. Board of Directors and Audit Committee under the Board of Directors; <u>c. Other committees, sub-committees, boards and support units under the Board of Directors established by decision of the Board of Directors;</u> d. General Director.		To supplement the structure in line with the Company's current governance model.
3	Article 11. Rights of Shareholders 3. A shareholder or group of shareholders holding 5% or more of the total ordinary shares shall have the following rights: b. To review, inspect and extract minutes books	Article 11. Rights of Shareholders 3. A shareholder or group of shareholders holding 5% or more of the total ordinary shares shall have the following rights: b. To review, inspect and extract minutes books	Point a, Clause 2, Article 115 of the Law on Enterprises 2020; Point b, Clause 1,	To amend the provision to conform with Point b, Clause 1, Article 37 of the Charter.

	Current Provision	Proposed Amendment/Supplement	Basis for Amendment	Rationale for Amendment
	and resolutions and decisions of the Board of Directors, interim and annual financial statements prepared in accordance with the Vietnamese accounting system, contracts and transactions subject to approval by the Board of Directors, and other documents, except documents relating to the Company's trade secrets and business secrets as determined under the Company's internal rules and regulations issued by the Board of Directors.	and resolutions and decisions of the Board of Directors, <u>reports of the Audit Committee</u> , interim and annual financial statements prepared in accordance with the Vietnamese accounting system, contracts and transactions subject to approval by the Board of Directors, and other documents, except documents relating to the Company's trade secrets and business secrets as determined under the Company's internal rules and regulations issued by the Board of Directors.	Article 37 of the Charter	
4	Article 12. Obligations of Shareholders 2. To attend meetings of the General Meeting of Shareholders and exercise voting rights through the following forms: e. To submit voting ballots by other means as provided in the Company's Charter.	Article 12. Obligations of Shareholders 2. To attend meetings of the General Meeting of Shareholders and exercise voting rights through the following forms: e. To cast electronic votes through the electronic voting system designated by the Company from time to time, <u>or to submit voting opinions by other means as provided in the Company's Charter.</u>	Point dd, Clause 3, Article 144 of the Law on Enterprises 2020	To align with the forms of conducting General Meeting of Shareholders meetings and facilitate shareholders' exercise of their rights in accordance with applicable law and the Charter.
5	Article 14. Rights and Responsibilities of the General Meeting of Shareholders 4. A shareholder may not vote in any of the following cases: a. Contracts specified in Clause 3 of Article 14 of this Charter where such shareholder or a related person of such shareholder is a party to the contract;	Article 14. Rights and Responsibilities of the General Meeting of Shareholders 4. A shareholder may not vote in any of the following cases: a. Contracts specified in <u>Point j</u>, Clause 3 of Article 14 of this Charter where such shareholder or a related person of such shareholder is a party to the contract;		Technical amendment to the cross-reference.

	Current Provision	Proposed Amendment/Supplement	Basis for Amendment	Rationale for Amendment
6	Article 17. Convening the General Meeting of Shareholders, Meeting Agenda and Notice of Meeting 4. A shareholder or group of shareholders specified in Clause 3 of Article 11 of this Charter has the right to propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal must be made in writing and sent to the Company at least 3 working days before the opening date of the General Meeting of Shareholders. The proposal must include the shareholder's full name, permanent address, nationality and legal identification document number in the case of an individual shareholder; name, enterprise identification number or establishment decision number and head office address in the case of an organizational shareholder; the number and type of shares held by such shareholder; and the proposed matter to be included in the agenda.	Article 17. Convening the General Meeting of Shareholders, Meeting Agenda and Notice of Meeting 4. A shareholder or group of shareholders specified in Clause 3 of Article 11 of this Charter has the right to propose matters to be included in the agenda of the General Meeting of Shareholders. The proposal must be made in writing and sent to the Company at least 3 working days before the opening date of the General Meeting of Shareholders. The proposal must include the shareholder's full name, <u>contact address</u>, nationality and legal identification document number in the case of an individual shareholder; name, enterprise identification number or <u>legal document number of the organization</u> and head office address in the case of an organizational shareholder; the number and type of shares held by such shareholder; and the proposed matter to be included in the agenda.	Point c, Clause 2, Article 115 of the Law on Enterprises 2020	To amend legal terminology for consistency with the Law on Enterprises 2020.
7	Article 19. Procedures for conducting meetings and voting at the General Meeting of Shareholders No provision.	Article 19. Procedures for conducting meetings and voting at the General Meeting of Shareholders Add Clause 1: <u>1. Meetings of the General Meeting of Shareholders shall be convened and conducted in accordance with applicable law and this Charter, allowing shareholders to attend in person at one location, participate online through electronic</u>	Clause 1, Article 139 of the Law on Enterprises 2020; Clause 3, Article 144 of the Law on Enterprises 2020	To clarify that a General Meeting of Shareholders may be conducted in person, online, or in a hybrid format.

	Current Provision	Proposed Amendment/Supplement	Basis for Amendment	Rationale for Amendment
		<u>means, or combine both forms, for the purpose of discussing, voting on and deciding matters within the authority of the General Meeting of Shareholders.</u>		
8	Article 19. Procedures for conducting meetings and voting at the General Meeting of Shareholders 1. Before the meeting opens, the Company must carry out shareholder registration and continue registration until all shareholders entitled to attend have registered.	Article 19. Procedures for conducting meetings and voting at the General Meeting of Shareholders Renumber Clause 1 as Clause 2 and revise it as follows: 2. Before the General Meeting of Shareholders opens, the Company must carry out registration of shareholders attending the meeting.	Clause 1, Article 146 of the Law on Enterprises 2020	To ensure consistency with the forms in which General Meeting of Shareholders meetings may be conducted.
9	Article 19. Procedures for conducting meetings and voting at the General Meeting of Shareholders 8. The Chair of the meeting has the right to take necessary and reasonable measures to conduct the meeting in an orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of attendees, including but not limited to: b. Ensuring safety for everyone present at the meeting venues;	Article 19. Procedures for conducting meetings and voting at the General Meeting of Shareholders 8. The Chair of the meeting has the right to take necessary and reasonable measures to conduct the meeting in an orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of attendees, including but not limited to: b. Ensuring safety for everyone present at the meeting venue;	Clause 1, Article 139 of the Law on Enterprises 2020	Wording adjustment for accuracy, as the General Meeting of Shareholders meeting venue can only be one location.
10	Article 20. Adoption of Resolutions of the General Meeting of Shareholders 3. Except for the cases specified in Clause 2 of this Article and Clause 1 of Article 16 of this	Article 20. Adoption of Resolutions of the General Meeting of Shareholders 3. Except for the cases specified in Clause 2 of this Article and Clause 1 of Article 16 of this	Clause 2, Article 148 of the Law on Enterprises 2020	To amend legal terminology for consistency with the Law on Enterprises 2020.

	Current Provision	Proposed Amendment/Supplement	Basis for Amendment	Rationale for Amendment
	Charter, a resolution of the General Meeting of Shareholders adopted by voting at the meeting shall be approved when shareholders representing more than 50% of all shareholders attending and voting at the meeting vote in favor.	Charter, a resolution of the General Meeting of Shareholders adopted by voting at the meeting shall be approved when shareholders representing more than 50% of the total voting rights of all shareholders attending and voting at the meeting vote in favor.		
11	Article 25. Powers and Responsibilities of the Board of Directors 2. The powers and responsibilities of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and responsibilities: a. To decide on the Company's strategy, medium-term development plans and annual business plans.	Article 25. Powers and Responsibilities of the Board of Directors 2. The powers and responsibilities of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and responsibilities: a. To decide on the Company's strategy, medium-term development plans and annual business plans, <u>and supervise the implementation and execution of the Company's strategy, including reviewing and monitoring implementation progress and results and material issues arising during strategy execution in accordance with the Company's internal rules and regulations.</u>	Principle 1.2.2 of the VNCG Code 2026	Added in accordance with the VNCG Code 2026 recommendation that the Board of Directors should institutionalize a process for reviewing, monitoring and supervising the implementation of the Company's strategy.
12	Article 25. Powers and Responsibilities of the Board of Directors 2. The powers and responsibilities of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of	Article 25. Powers and Responsibilities of the Board of Directors 2. The powers and responsibilities of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of	Clause 24, Article 4 of the Law on Enterprises 2020 and Point g, Clause 1, Article 1 of the Charter	To align with the definition of Company Manager under Point g, Clause 1, Article 1 of the Charter.

	Current Provision	Proposed Amendment/Supplement	Basis for Amendment	Rationale for Amendment
	Directors has the following powers and responsibilities: k. To supervise and direct the General Director <i>and other managers</i> in the day-to-day operation of the Company's business;	Directors has the following powers and responsibilities: k. To supervise and direct the General Director in the day-to-day operation of the Company's business;		
13	Article 25. Powers and Responsibilities of the Board of Directors 2. The powers and responsibilities of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and responsibilities: No provision.	Article 25. Powers and Responsibilities of the Board of Directors 2. The powers and responsibilities of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and responsibilities: <u>u. To provide strategic direction and supervision over the system of subsidiaries, affiliated companies and entities within the Company's scope, interests and responsibilities in its capacity as parent company, owner, capital-contributing member or shareholder, based on applicable law, the charters of relevant legal entities and lawful agreements between the parties.</u>		To supplement and improve provisions on allocation of authority, responsibilities and coordination mechanisms, thereby providing a legal basis for consistent implementation of the Company's governance model.
14	Article 25. Powers and Responsibilities of the Board of Directors 2. The powers and responsibilities of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and responsibilities:	Article 25. Powers and Responsibilities of the Board of Directors 2. The powers and responsibilities of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and responsibilities:	Sections C.3.1, C.3.2 and C.3.3 of ACGS 2024; Principle 4.5 of the VNCG Code 2026	To supplement and improve provisions on allocation of authority, responsibilities and coordination mechanisms, thereby providing a legal basis for consistent implementation of the Company's governance model.

	Current Provision	Proposed Amendment/Supplement	Basis for Amendment	Rationale for Amendment
	responsibilities: No provision.	<u>v. To supervise and assess the implementation and execution of the Company's strategy, development plans and key objectives; and to require the General Director and executive officers to take remedial or corrective measures or provide explanations when necessary. The Board of Directors' supervision, direction and requests for explanations shall not alter or replace the General Director's responsibility for the day-to-day operation of the business.</u> Article 25. Powers and Responsibilities of the Board of Directors		
15	Article 25. Powers and Responsibilities of the Board of Directors 2. The powers and responsibilities of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and responsibilities: No provision.	Article 25. Powers and Responsibilities of the Board of Directors 2. The powers and responsibilities of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and responsibilities: <u>w. To supervise the establishment and operation of the Company's risk management, internal control, compliance and sustainable development governance systems and, within the Company's authority as parent company, the implementation of corresponding governance frameworks by companies within the Group.</u>		To supplement and improve provisions on allocation of authority, responsibilities and coordination mechanisms, thereby providing a legal basis for consistent implementation of the Company's governance model.

	Current Provision	Proposed Amendment/Supplement	Basis for Amendment	Rationale for Amendment
16	Article 25. Powers and Responsibilities of the Board of Directors 2. The powers and responsibilities of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and responsibilities: No provision.	Article 25. Powers and Responsibilities of the Board of Directors 2. The powers and responsibilities of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and responsibilities: <u>x. To establish, issue and amend the Company's system of delegation, authorization and assignment of authority, including the authority matrix, in accordance with the Company's strategy, organizational structure, risk appetite and management and operational governance needs from time to time.</u>		To supplement and improve provisions on allocation of authority, responsibilities and coordination mechanisms, thereby providing a legal basis for consistent implementation of the Company's governance model.
17	Article 25. Powers and Responsibilities of the Board of Directors 2. The powers and responsibilities of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and responsibilities: No provision.	Article 25. Powers and Responsibilities of the Board of Directors 2. The powers and responsibilities of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and responsibilities: <u>y. To consider and decide on governance conflicts, disagreements or differences arising between the Company and its subsidiaries or affiliated companies, or among entities within the Company's governance scope, within the Company's authority as parent company, owner,</u>		To supplement and improve provisions on allocation of authority, responsibilities and coordination mechanisms and resolution of intra-Group conflicts, thereby providing a legal basis for consistent implementation of the Company's governance model.

	Current Provision	Proposed Amendment/Supplement	Basis for Amendment	Rationale for Amendment
		<u>capital-contributing member or shareholder and in accordance with applicable law, the charters of relevant legal entities and lawful agreements between the parties.</u>		
18	Article 25. Powers and Responsibilities of the Board of Directors 2. The powers and responsibilities of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and responsibilities: No provision.	Article 25. Powers and Responsibilities of the Board of Directors 2. The powers and responsibilities of the Board of Directors are prescribed by law, the Company's Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and responsibilities: <u>z. To fully attend meetings of the General Meeting of Shareholders.</u>	Principle 8.2.4 of the VNCG Code 2026	Added in accordance with the recommendation of the VNCG Code 2026.
19	Article 25. Powers and Responsibilities of the Board of Directors 5. The Company may pay remuneration and bonuses to members of the Board of Directors based on <i>business results and performance</i>. Members of the Board of Directors shall receive remuneration and bonuses. <i>Remuneration is calculated based on the number of working days required to perform the duties of a Board member and the daily remuneration rate</i>. The Board of Directors shall estimate the remuneration for each member on the basis of consensus. <i>The total remuneration and bonuses of the Board of Directors shall be decided by the</i>	Article 25. Powers and Responsibilities of the Board of Directors 5. The Company may pay remuneration, bonuses and other benefits to members of the Board of Directors <u>as decided by the General Meeting of Shareholders, in accordance with applicable law, the Company's Charter, the Company's remuneration policy,</u> and the Company's business results and performance. Members of the Board of Directors shall receive remuneration <u>based on their position, duties, responsibilities, level of contribution, time and commitment required to perform their duties,</u>	Sections C.3.1, C.3.2 and C.3.3 of ACGS 2024; Principle 4.5 of the VNCG Code 2026	Added with reference to the recommendations of the ASEAN Corporate Governance Scorecard (ACGS), Version 2, 2024 and the VNCG Code 2026.

	Current Provision	Proposed Amendment/Supplement	Basis for Amendment	Rationale for Amendment
	<i>General Meeting of Shareholders at its annual meeting.</i>	<u>participation in Board committees and other additional responsibilities.</u> The Board of Directors shall estimate the remuneration for each member on the basis of consensus and <u>submit it to the General Meeting of Shareholders for approval.</u>		
20	Article 25. Powers and Responsibilities of the Board of Directors 7. A member of the Board of Directors holding an executive position (<i>including Chair or Vice Chair</i>), or a Board member working in boards, committees or support units/functions supporting the Board of Directors, or performing other work which, in the opinion of the Board of Directors, falls outside the ordinary duties of a Board member, may receive additional remuneration in the form of <i>a lump-sum payment for each assignment, salary, commission, profit share</i> or other form as decided by the Board of Directors.	Article 25. Powers and Responsibilities of the Board of Directors 7. <u>The Company may apply remuneration, bonus and other benefit mechanisms appropriate to the role and function of each Board member.</u> A Board member holding an executive position may, <u>in addition to remuneration for serving as a Board member, receive salary, bonuses and other benefits according to the executive position, assigned responsibilities and performance, in accordance with the Company's human resources policies, salary and bonus policies and applicable law.</u> A Board member working in boards, committees or support units/functions supporting the Board of Directors, or performing other work which, in the opinion of the Board of Directors, falls outside the ordinary duties of a Board member, may <u>receive additional remuneration or other payment</u> as decided by the Board of Directors and <u>in accordance with applicable law.</u>	Sections C.3.1, C.3.2 and C.3.3 of ACGS 2024; Principle 4.5 of the VNCG Code 2026	Added with reference to the recommendations of the ASEAN Corporate Governance Scorecard (ACGS), Version 2, 2024 and the VNCG Code 2026.

	Current Provision	Proposed Amendment/Supplement	Basis for Amendment	Rationale for Amendment
		<u>For non-executive and independent Board members, the remuneration structure must ensure objectivity and independence in performing governance and oversight functions and protecting the long-term interests of the Company and its shareholders.</u>		
22	Article 32. Appointment, Dismissal, Duties and Powers of the General Director 5. To report to the Board of Directors and shareholders. The General Director shall be responsible to the Board of Directors for the performance of assigned duties and powers and shall report to these bodies upon request.	Article 32. Appointment, Dismissal, Duties and Powers of the General Director 5. The General Director shall be responsible to the Board of Directors for the performance of assigned duties and powers and shall report to the Board of Directors and the General Meeting of Shareholders upon request.		Wording adjustment to ensure the sentence is complete in meaning.
23	Article 25. Powers and Responsibilities of the Board of Directors 9. Subject to compliance with this Charter, <i>these Regulations</i> , the Regulations on Organization and Operation of the Board of Directors and the Company's internal rules and regulations, a Board member has the right to request the General Director, Deputy General Director <i>and other Company Managers</i> to provide information and documents on the financial position and business operations of the Company and its member units and branches (if any). [...]	Article 25. Powers and Responsibilities of the Board of Directors 9. Subject to compliance with this Charter, the Regulations on Organization and Operation of the Board of Directors and the Company's internal rules and regulations, a Board member has the right to request the General Director and Deputy General Director to provide information and documents on the financial position and business operations of the Company and its member units and branches (if any). [...]	Clause 24, Article 4 of the Law on Enterprises 2020 and Point g, Clause 1, Article 1 of the Charter	To align with the definition of Company Manager under Point g, Clause 1, Article 1 of the Charter.

	Current Provision	Proposed Amendment/Supplement	Basis for Amendment	Rationale for Amendment
24	Article 28. Meetings of the Board of Directors 2. The Board of Directors must meet at least once every quarter and may hold extraordinary meetings.	Article 28. Meetings of the Board of Directors 2. The Board of Directors must meet at least once every quarter and may hold extraordinary meetings, <u>at least 6 times in a year.</u>	Principle 1.4.4 of the VNCG Code 2026	Added in accordance with the good practice recommendation of the VNCG Code 2026.
25	Article 28. Meetings of the Board of Directors No provision.	Article 28. Meetings of the Board of Directors <u>Non-executive Board members shall meet at least twice a year without the presence of executive Board members.</u>	Principle 1.4.4 of the VNCG Code 2026	Added in accordance with the good practice recommendation of the VNCG Code 2026.
26	Article 28. Meetings of the Board of Directors 3. The Chair of the Board of Directors shall convene a Board meeting in any of the following cases: [...] b. At the request of the General Director <i>or at least five other Company Managers;</i>	Article 28. Meetings of the Board of Directors 3. The Chair of the Board of Directors shall convene a Board meeting in any of the following cases: [...] b. At the request of the General Director;	Clause 24, Article 4 of the Law on Enterprises 2020 and Point g, Clause 1, Article 1 of the Charter	To align with the definition of Company Manager under Point g, Clause 1, Article 1 of the Charter.
27	Article 28. Meetings of the Board of Directors 16. The Board of Directors may establish boards, committees or support units/functions to support the activities of the Board of Directors. The number, term of office, standards and conditions for members of each board, committee or support unit/function shall be decided by the Board of Directors. The Board of Directors shall issue regulations on organization	Article 28. Meetings of the Board of Directors 16. The Board of Directors may establish boards, committees or support units/functions to support the activities of the Board of Directors. The number, term of office, standards and conditions for members of each board, committee or support unit/function shall be decided by the Board of Directors. The Board of Directors shall issue regulations on		To provide a basis for the Board of Directors to issue coordination principles and procedures among the Board of Directors, committees, the General Director and the Executive Management, ensuring effective coordination within the Company.

	Current Provision	Proposed Amendment/Supplement	Basis for Amendment	Rationale for Amendment
	and operation to provide detailed provisions on the establishment of boards, committees and support units/functions, responsibilities of each committee, responsibilities of committee members, organizational structure, meeting and voting procedures, decision-making methods, remuneration, evaluation and other matters relating to the operation of such boards, committees and support units/functions. The activities of committees must comply with the regulations of the Board of Directors.	organization and operation to provide detailed provisions on the establishment of boards, committees and support units/functions, responsibilities of each committee, responsibilities of committee members, organizational structure, meeting and voting procedures, decision-making methods, remuneration, evaluation and other matters relating to the operation of such boards, committees and support units/functions. The activities of committees must comply with the regulations of the Board of Directors. <u>The Board of Directors shall prescribe the coordination principles among the Board of Directors, committees under the Board of Directors and the General Director.</u>		
28	Article 33. Company Secretary and Person in Charge of Corporate Governance 4. The Person in Charge of Corporate Governance has the following rights and responsibilities: [...] No provision.	Article 33. Company Secretary and Person in Charge of Corporate Governance 4. The Person in Charge of Corporate Governance has the following rights and responsibilities: [...] <u>j. To act as the focal point for coordinating corporate governance activities among the Board of Directors, committees under the Board of Directors, and governance bodies at subsidiaries, affiliated companies and entities within the Company's governance scope, as assigned by the Board of Directors.</u>		To supplement the role of the Person in Charge of Corporate Governance and provide a legal basis for consistent implementation of the Company's governance model.

	Current Provision	Proposed Amendment/Supplement	Basis for Amendment	Rationale for Amendment
29	Article 34. Duty of Care Members of the Board of Directors, the General Director and <i>other Company Managers</i> shall perform their duties, including duties as members of boards, committees or support units/functions of the Board of Directors, honestly in the best interests of the Company and with the degree of care that a prudent person would exercise when assuming an equivalent position and in similar circumstances.	Article 34. Duty of Care Members of the Board of Directors and the General Director shall perform their duties, including duties as members of boards, committees or support units/functions of the Board of Directors, honestly in the best interests of the Company and with the degree of care that a prudent person would exercise when assuming an equivalent position and in similar circumstances.	Clause 24, Article 4 of the Law on Enterprises 2020 and Point g, Clause 1, Article 1 of the Charter	To align with the definition of Company Manager under Point g, Clause 1, Article 1 of the Charter.
30	Article 35. Duty of Good Faith and Avoidance of Conflicts of Interest Members of the Board of Directors, the General Director <i>and other Company Managers</i> must disclose relevant interests in accordance with the Law on Enterprises and relevant laws.	Article 35. Duty of Good Faith and Avoidance of Conflicts of Interest Members of the Board of Directors and the General Director must disclose relevant interests in accordance with the Law on Enterprises and relevant laws.	Clause 24, Article 4 of the Law on Enterprises 2020 and Point g, Clause 1, Article 1 of the Charter	To align with the definition of Company Manager under Point g, Clause 1, Article 1 of the Charter.
31	Article 52. Settlement of Internal Disputes 1. Where a dispute or complaint relating to the Company's operations or shareholders' rights arises from the Charter or any right or obligation under the Law on Enterprises or other laws or agreements, between: [...] b. A shareholder and the Board of Directors, a Board member, the General Director <i>or another Company Manager</i> .	Article 52. Settlement of Internal Disputes 1. Where a dispute or complaint relating to the Company's operations or shareholders' rights arises from the Charter or any right or obligation under the Law on Enterprises or other laws or agreements, between: [...] b. A shareholder and the Board of Directors, a Board member or the General Director.	Clause 24, Article 4 of the Law on Enterprises 2020 and Point g, Clause 1, Article 1 of the Charter	To align with the definition of Company Manager under Point g, Clause 1, Article 1 of the Charter.
32	Article 50. Extension of Operating Term	Article 50. Extension of Operating Term	Clause 4, Article 148 of the Law on	To conform with applicable law and the Charter.

	Current Provision	Proposed Amendment/Supplement	Basis for Amendment	Rationale for Amendment
	2. The Company's operating term may be changed when shareholders representing 65% or more of the total voting rights of all shareholders attending the General Meeting of Shareholders vote in favor, or when shareholders representing <i>50% or more</i> of the total voting rights of all shareholders entitled to vote vote in favor in the case of written consultation of shareholders.	2. The Company's operating term may be changed when shareholders representing 65% or more of the total voting rights of all shareholders attending the General Meeting of Shareholders vote in favor, or when shareholders representing more than 50% of the total voting rights of all shareholders entitled to vote vote in favor in the case of written consultation of shareholders.	Enterprises 2020; Clause 4, Article 20 of the Charter	
33	Article 53. Rights, Obligations and Responsibilities of the Company toward Subsidiaries 3. Related-party transactions between the Company and its subsidiaries and affiliated companies [...] No provision.	Article 53. Rights, Obligations and Responsibilities of the Company toward Subsidiaries 3. Related-party transactions between the Company and its subsidiaries and affiliated companies [...] <u>c. Transactions between the Company and its subsidiaries or affiliated companies, and between legal entities within the Group, must be conducted on a lawful and transparent basis, be consistent with the interests of the parties and their common strategies, comply with laws on transactions with related persons and the Company's internal principles and regulations, and must not be used as a tool to adjust revenue or profit to evade financial obligations or conceal risks.</u>		To supplement and improve principles governing related-party transactions, thereby providing a legal basis for consistent implementation of the Company's governance model.

	Current Provision	Proposed Amendment/Supplement	Basis for Amendment	Rationale for Amendment
34	Article 53. Rights, Obligations and Responsibilities of the Company toward Subsidiaries [...] No provision.	Article 53. Rights, Obligations and Responsibilities of the Company toward Subsidiaries [...] <u>The Company has the right to require subsidiaries, affiliated companies and the Company's authorized representatives to provide information, reports and explanations necessary for the Company to exercise its rights in its capacity as parent company, owner, capital-contributing member or shareholder, and to perform its governance, oversight, capital management, risk management and consolidated reporting functions, in accordance with applicable law, the charter of the relevant legal entity and lawful agreements between the parties.</u>		To supplement and improve principles and coordination mechanisms, thereby providing a legal basis for consistent implementation of the Company's governance model.