

APPENDIX 01 ATTACHED TO THE SUBMISSION 04 ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

TABLE OF AMENDMENTS AND SUPPLEMENTS TO THE CHARTER

Saigon Telecommunication & Technologies Corporation (SAIGONTEL)

CHARTER CONTENT

Clause	CURRENT CHARTER (Contents not mentioned in this column are to remain as in the current Charter)	AMENDED CHARTER	EXPLANATION OF REASONS AND LEGAL BASIS	NOTE
	I. DEFINITION OF TERMS IN THE CHARTER			
Article 1	<p>Article 1. Definition of Terms</p> <p>1. In this Charter, the following terms are understood as follows:</p> <p>i) <i>Affiliated persons are individuals and organizations as stipulated in Clause 46, Article 4 of the Securities Law;</i></p>	<p>Article 1. Definition of Terms</p> <p>1. In this Charter, the following terms are understood as follows:</p> <p>i) <i>Affiliated persons are individuals and organizations as stipulated in Clause 46, Article 4 of the Securities Law and Clause 23, Article 4 of the Enterprise Law;</i></p>	<p>Although point g, Clause 46, Article 4 of the Securities Law refers to: "Other organizations and individuals that are affiliated persons as prescribed by the Enterprise Law," for ease of reference by shareholders/the public, it is necessary to add the phrase "and Clause 23, Article 4 of the Enterprise Law" to the definition of "Affiliated persons."</p>	
	None	<p>"Company" as stipulated in this Charter refers to Saigon Telecommunication & Technologies Corporation; the Company's name in foreign language is: SAIGON TELECOMMUNICATION & TECHNOLOGIES CORPORATION and the Company's abbreviated name is: SAIGONTEL CORP.</p>	<p>This definition is necessary because the term "Company" is frequently used in the Charter.</p>	



	None	<i>"Law" means all legal normative documents stipulated in Article 4 of the Law on Promulgation of Legal Normative Documents No. 80/2015/QH13 passed by the National Assembly of the Socialist Republic of Vietnam on June 22, 2015, effective from July 01, 2016, and any amendments and supplements thereto at each point in time.</i>	This definition is necessary because the term "Law" is frequently used in the Charter.	
	None	"Subsidiary" refers to any company in which Saigon Telecommunication & Technologies Corporation owns more than 50% of the charter capital or the total number of issued ordinary shares; or has the right to directly or indirectly appoint the majority or all members of the Board of Directors, General Director/Director; or has the right to decide on amendments and supplements to the charter of that Company;	This definition is intended to facilitate the use of the term "Subsidiary" in the Charter (Article 195 of the Enterprise Law No. 59/2020/QH14)	
	None	<i>"Business territory" refers to the geographical scope of the Company's production and business activities, including within and outside the territory of Vietnam.</i>	This definition should be included in the Charter to define the territorial scope/business territory of the Company.	
	None	<i>"The Regulations on Corporate Governance" are internal regulations on corporate governance developed by the Board of Directors, submitted to the General Meeting of Shareholders for approval, and issued by the Board of Directors, stipulating the governance and management of the Company in accordance with the provisions</i>	This definition is intended to facilitate references within the Charter to internal regulations.	

		<i>of law at each point in time.</i>		
	None.	4. Any words or terms mentioned in the Enterprise Law and the Securities Law (if not conflicting with the subject or context) shall have the same meaning as in this Charter.	This Clause 4 is added to unify the terminology in the law and in the Charter.	

II. NAME, FORM, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, TERM OF OPERATION, AND LEGAL REPRESENTATIVE OF THE COMPANY.				
<i>Article 2</i>	<p>Article 2. Name, form, head office, branches, representative offices, business locations, and term of operation of the Company.</p> <p>4. The Company may establish branches and representative offices in business areas to implement the Company's operational objectives in accordance with the Board of Directors' decisions and within the permissible scope of the law.</p>	<p>Article 2. Name, form, head office, branches, representative offices, business locations, and term of operation of the Company.</p> <p>4. The Company may establish branches, representative offices, and business locations in business areas to implement the Company's operational objectives, in accordance with decisions of the Board of Directors, and within the permissible scope of the law.</p>	<p>- Adding "business locations" as a subordinate unit (Clause 3, Article 44 of Enterprise Law No. 59/2020/QH14).</p> <p>- The remaining clauses are proposed to remain unchanged as they are consistent with legal regulations (Enterprise Law No. 59/2020/QH14, Article 2 of the Model Charter - Circular No. 116/2020/TT-BTC).</p>	

<p>Article 3</p>	<p>Article 3. Legal Representative of the Company.</p> <p>The Company has 01 legal representative, who is the Chairman of the Board of Directors.</p> <p>The Company's legal representative is the individual representing the Company in exercising rights and fulfilling obligations arising from the Company's transactions, and representing the Company as plaintiff, defendant, or person with related rights and obligations before Arbitration and Court. The responsibilities of the legal representative are carried out in accordance with Article 13 of the Enterprise Law and other rights and obligations as prescribed by applicable law.</p> <p>The legal representative of the Company must reside in Vietnam; and must authorize another person in writing to exercise the rights and obligations of the legal representative at the Company when departing from Vietnam.</p> <p>In the event the authorization expires and the Company's legal representative has not returned to Vietnam and has not issued another</p>	<p>Article 3. Legal Representative of the Company.</p> <p>1. The Company has only one (01) legal representative. Accordingly, the Chairman of the Board of Directors is the legal representative of the Company.</p> <p>2. The Company's legal representative is the individual who represents the Company in exercising rights and obligations arising from the Company's transactions, represents the Company as a petitioner for civil resolution, plaintiff, defendant, or person with related rights and obligations before Arbitration and Court, and other rights and obligations as prescribed by law.</p> <p>3. The legal representative's responsibilities are carried out in accordance with Article 13 of the Law on Enterprises and other rights and obligations as prescribed by applicable law and this Charter.</p> <p>4. The Company's legal representative must reside in Vietnam. In the event of departure from Vietnam, written authorization must be given to another individual residing in Vietnam to exercise the rights and obligations of the legal representative. In this case, the legal representative shall remain responsible for the exercise of the delegated rights and obligations. If the authorization period specified in this clause expires and the Company's legal representative has not returned to Vietnam and has not provided further authorization, the authorized individual shall continue to exercise the rights and obligations of the legal representative until the legal representative returns to work at the Company or until the Board of Directors decides to</p>	<p>This amendment and supplement aims to clarify the title, rights, and obligations of the legal representative as stipulated in Articles 12 and 13 of the Law on Enterprises No. 59/2020/QH14.</p>	<p>Enables managers and shareholder s to grasp the legal representative system relatively comprehensively by simply reading the Charter.</p>
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<p>authorization, the authorized person shall continue to exercise the rights and obligations of the Company's legal representative within the scope of the authorization granted until the Company's legal representative returns to work, or until the Board of Directors decides to appoint a replacement.</p> <p>In the event of absence from Vietnam for more than 30 days without authorizing another person to perform the rights and duties of the Company's legal representative, the Board of Directors shall appoint a replacement.</p>	<p>appoint another person as the legal representative of the Company.</p>		
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III. OBJECTIVES, SCOPE OF BUSINESS AND ACTIVITIES OF THE COMPANY

<i>Article 4</i>	<p>Article 4. Objectives of the Company's operations</p> <p>1. The Company's business lines and industries are: ...</p> <p>2. Objectives of the Company's operations: The Company is established to conduct production and business activities with the aim of maximizing profits for shareholders, creating stable jobs for employees, contributing to the State Budget, and developing the Company based on self-accumulation and reinvestment for continuous growth. Through its operations, the Company contributes to bringing high economic efficiency to society, improving working conditions, and enhancing the income and living standards of the Company's employees.</p>	<p>Article 4. Objectives of the Company's operations</p> <p>1. Maintain Clause 1 by listing the business lines as in the current charter.</p> <p>2. Objectives of the Company's operations: The Company is established to conduct production and business activities with the aim of maximizing profits for shareholders, creating stable jobs for employees, contributing to the State Budget, and developing the Company based on self-accumulation and reinvestment for sustainable and robust growth. Through its operations, the Company contributes to bringing high economic efficiency to society, improving working conditions, and enhancing the income and living standards of the Company's employees while ensuring the interests of other stakeholders, aiming for sustainable and responsible development.</p>	<p>This amendment to Clause 2 aims to further emphasize the Company's sustainability and responsibility in its business and development process, and as a public company, it needs to ensure the interests of its stakeholders.</p>	
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Article 5	<p>Article 5. Business scope and activities of the Company</p> <p>The Company is permitted to conduct business activities according to the business lines specified in this Charter that have been registered, notified of changes in registration content to the business registration authority, and published on the National Business Registration Portal. In cases where the Company engages in conditional investment and business lines, the Company must satisfy all business conditions as prescribed by the Law on Investment and relevant specialized laws.</p>	<p>Article 5. Scope of Business and Operations of the Company</p> <p>1. The Company is permitted to plan and conduct all business activities in accordance with the Company's business lines as published on the National Enterprise Registration Database and stipulated in this Charter, in compliance with prevailing legal regulations, and implement appropriate measures to achieve the company's objectives.</p> <p>2. The Company may conduct business activities in industries and professions not prohibited by law and approved by the General Meeting of Shareholders.</p> <p>3. In the event the Company engages in conditional investment business activities, the Company must satisfy all business conditions as prescribed by investment laws and relevant specialized laws.</p>	<p>This amendment aims to broaden the Company's freedom of business. Article 7 of the Enterprise Law No. 59/2020/QH14: "Rights of enterprises: 1. Freedom to conduct business in industries and professions not prohibited by law." Article 5 of the Investment Law No. 61/2020/QH14: "1. Investors have the right to conduct investment and business activities in industries and professions not prohibited by this Law."</p>	
IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS				
Article 6	<p>Article 6. Charter capital, shares, founding shareholders</p>	<p>Remain unchanged</p>	<p>Propose to maintain as stipulated in the current Charter as this provision is consistent with legal regulations. (Enterprise Law No. 59/2020/QH14, Article 6 of the Model Charter - Circular No. 116/2020/TT-BTC)</p>	



<i>Article 7</i>	Article 7. Share Certificates	Remain unchanged	Propose to maintain as stipulated in the current Charter as this provision is consistent with legal regulations. (Clause 5, Article 124 of the Enterprise Law No. 59/2020/QH14, Article 7 of the Model Charter - Circular No. 116/2020/TT-BTC)	
<i>Article 8</i>	Article 8. Other Securities Certificates	Remain unchanged	Propose to maintain as stipulated in the current Charter as this provision is consistent with legal regulations. (Article 8 of the Model Charter - Circular No. 116/2020/TT-BTC)	
<i>Article 9</i>	Article 9. Share Transfer	Remain unchanged	Propose to maintain as stipulated in the current Charter as this provision is consistent with legal regulations. (Article 127 of the Enterprise Law No. 59/2020/QH14, Article 9 of the Model Charter - Circular No. 116/2020/TT-BTC)	

Article 10	Article 10. Share Repurchase (in the case of enterprise registration)	Remain unchanged	Propose to maintain as stipulated in the current Charter as this provision is consistent with legal regulations. (Article 10 of the Model Charter - Circular No. 116/2020/TT-BTC)	
V. ORGANIZATIONAL STRUCTURE, GOVERNANCE AND CONTROL				
Article 11	Article 11. Organizational Structure, Governance and Control	Remain unchanged	Propose to maintain as stipulated in the current Charter as this provision is consistent with legal regulations. (Point a, Clause 1, Article 137 of the Enterprise Law No. 59/2020/QH14, Article 11 of the Model Charter - Circular No. 116/2020/TT-BTC)	
VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS				

Article 12	<p>Article 12. Rights of Shareholders</p> <p>1. Common shareholders have the following rights:...</p> <p>2. A shareholder or group of shareholders holding from 05% or more of the total common shares have the following rights:...</p> <p>3. A shareholder or a group of shareholders holding from 5% or more of the total common shares has the right to nominate persons to the Board of Directors and the Supervisory Board.....</p>	<p>Article 12. Shareholder Rights</p> <p>- Retain Clause 1 and Clause 2</p> <p>- Add new Clause 3 and Clause 4:</p> <p>3. A shareholder or a group of shareholders as stipulated in Clause 2 of this Article has the right to request the convening of a General Meeting of Shareholders in the event that the Board of Directors seriously violates shareholder rights, management obligations, or makes decisions exceeding the authorized authority.</p> <p>4. The request to convene a General Meeting of Shareholders as stipulated in Clause 3 of this Article must be in writing and must include the following information: full name, contact address, nationality, and legal document number of the individual for individual shareholders; name, enterprise code or legal document number of the organization, and head office address for institutional shareholders; the number of shares and the time of share registration of each shareholder, the total number of shares of the entire group of shareholders, and the percentage of ownership in the total shares of the company, the basis and reasons for requesting the convening of the General Meeting of Shareholders. Attached to the convening request must be documents and evidence of violations by the Board of Directors, the extent of the violations, or the decision exceeding authorized authority.</p> <p>5. A shareholder or a group of shareholders holding from 05% or more of the total common shares has the right to nominate persons to the Board of Directors and the Supervisory Board. The</p>	<p>- Propose to retain Clause 1 and Clause 2 as in the current Charter because this provision is consistent with the provisions of the law (Clause 1, Article 41 of the Securities Law; Article 115, Clause 2, Article 142 of Enterprise Law No. 59/2020/QH14; Article 12 of the Model Charter - Circular No. 116/2020/TT-BTC)</p> <p>- Supplement Clause 3 and Clause 4 to clarify the right to request the convening of the General Meeting of Shareholders of shareholders as prescribed in Clause 2 (Clause 3 and Clause 4, Article 115 of Enterprise Law No. 59/2020/QH14.)</p> <p>- Change the ordinal number of Clause 3 to Clause 5.</p>	
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		<p>nomination of persons to the Board of Directors and the Supervisory Board shall be carried out as follows:</p> <p>a) Common shareholders forming a group to nominate persons to the Board of Directors and the Supervisory Board must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders;</p> <p>b) Based on the number of members of the Board of Directors and the Supervisory Board, the shareholder or group of shareholders specified in this clause has the right to nominate one or more persons, as decided by the General Meeting of Shareholders, as candidates for the Board of Directors and the Supervisory Board. In the event that the number of candidates nominated by the shareholder or group of shareholders is less than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders.</p>		
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<i>Article 13</i>	Article 13. Obligations of Shareholders	Remain unchanged	Propose to retain as in the current Charter because this provision is consistent with the provisions of the law (Articles 115, 119, Clause 3, Article 144 of Enterprise Law No. 59/2020/QH14, Article 13 of the Model Charter - Circular No. 116/2020/TT-BTC)	
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<i>Article 14</i>	Article 14. General Meeting of Shareholders	Article 14. General Meeting of Shareholders 5. The General Meeting of Shareholders shall pass resolutions within its competence by means of voting at a meeting or by obtaining written opinions. The General Meeting of Shareholders may be held in the form of a physical meeting, an online meeting, or a combination of both.	<p>- Clause 3, Article 144 of the Law on Enterprises: "3. A shareholder shall be deemed to be present and voting at the General Meeting of Shareholders in the following cases:</p> <ul style="list-style-type: none"> a) Attending and voting in person at the meeting; b) Authorizing another individual or organization to attend and vote at the meeting; c) Attending and voting via online conference, electronic voting, or other electronic means; d) Sending a ballot to the meeting by mail, fax, or email; dd) Sending a ballot by other means as prescribed in the Company's Charter. <p>- Point b, Clause 2, Article 41 of the Securities Law 2019 stipulates: "b) A public company shall stipulate in the Regulations on Corporate Governance the application of modern information technology so that</p>	
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			<p>shareholders can attend and express their opinions at the General Meeting of Shareholders through online meetings, electronic voting, or other electronic forms as prescribed by the Law on Enterprises and the Company's Charter;" Concurrently, Clause 3, Article 273 of Decree 155 also stipulates similarly: "3. A public company shall stipulate in the Regulations on Corporate Governance the application of modern information technology so that shareholders can attend and express their opinions at the General Meeting of Shareholders through online meetings, electronic voting, or other electronic forms as prescribed in Article 144 of the Law on Enterprises and the Company's Charter." Currently, in Part III – Chapter 2 (from Article 23 to Article 34) of Saigontel's Regulations on Corporate Governance, the online meeting method, in addition</p>	
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			<p>to the physical meeting and written opinion methods, is stipulated in detail, ensuring compliance with the above regulations. However, the Regulations on Corporate Governance must be consistent with the Company's Charter; therefore, it is proposed to add Clause 5 to Article 14 of the Company's Charter as follows: "5. The General Meeting of Shareholders shall pass resolutions within its competence by means of voting at a meeting or by obtaining written opinions. The General Meeting of Shareholders may be held in the form of a physical meeting, an online meeting, or a combination of both."</p> <p>- Other clauses remain unchanged as in the current Charter because these regulations are consistent with legal provisions (Articles 139, 140, Clause 3, Article 155 of the Law on Enterprises No.</p>	
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			59/2020/QH14, Article 14 of the Model Charter - Circular No. 116/2020/TT-BTC).	
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<i>Article 15</i>	<p>Article 15. Rights and Obligations of the General Meeting of Shareholders</p> <p>1. The General Meeting of Shareholders has the following rights and obligations:</p> <p>k) Approving/Amending and supplementing the Internal Governance Regulations; the Regulations on the Operation of the Board of Directors and the Supervisory Board;</p> <p>2. The General Meeting of Shareholders shall discuss and approve the following matters:</p> <p>s) Approving, supplementing, and adjusting the Regulations on Corporate Governance, the Regulations on the Operation of the Board of Directors, and the Regulations on the Operation of the Supervisory Board.</p>	<p>Article 15. Rights and Obligations of the General Meeting of Shareholders</p> <p>1. The General Meeting of Shareholders has the following rights and obligations:</p> <p>k) Approve, amend, and supplement the Internal Governance Regulations, the Board of Directors' Working Regulations, and the Supervisory Board's Working Regulations;</p> <p>2. The General Meeting of Shareholders shall discuss and resolve the following matters:</p> <p>s) Approve, amend, and supplement the Internal Governance Regulations, the Board of Directors' Working Regulations, and the Supervisory Board's Working Regulations;</p>	<p>- Only adjust the terminology "amend and supplement" for consistency.</p> <p>- The remaining content remains unchanged as this provision is already in accordance with the law (Article 138, Clause 3, Article 139 of the Enterprise Law No. 59/2020/QH14, Article 15 of the Model Charter - Circular No. 116/2020/TT-BTC).</p>	
<i>Article 16</i>	<p>Article 16. Authorization to Attend the General Meeting of Shareholders</p> <p>1. Shareholders, authorized representatives of shareholders being organizations, may directly attend the meeting or</p>	<p>Article 16. Authorization to Attend the General Meeting of Shareholders</p> <p>- <i>Amend Clause 1:</i></p> <p>"1. Shareholders, authorized representatives of shareholders being organizations, may directly attend the meeting or authorize one or several other individuals or organizations to attend the meeting</p>	<p>Article 144 of Enterprise Law No. 59/2020/QH14 does not limit the number of authorized persons: "1. Shareholders, authorized representatives of shareholders being</p>	

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	<p>authorize one or several other individuals or organizations (not exceeding 3 individuals or organizations) to attend the meeting or attend the meeting through one of the forms prescribed in Clause 3, Article 144 of the Enterprise Law.</p>	<p>or attend the meeting through one of the forms prescribed in Clause 3, Article 144 of the Enterprise Law. Shareholders being organizations may only authorize a maximum of 03 authorized representatives to attend the General Meeting of Shareholders.</p> <p>- The remaining content remains unchanged.</p>	<p>organizations, may directly attend the meeting, authorize in writing one or several other individuals or organizations to attend the meeting or attend the meeting through one of the forms prescribed in Clause 3 of this Article." In addition, only for "Authorized representatives of shareholders of a joint-stock company being an organization," does the Enterprise Law allow the Charter to stipulate a limit on representatives (Point b, Clause 2, Article 14 of Enterprise Law No. 59/2020/QH14).</p> <p>- Pursuant to the provisions of Point b, Clause 2, Article 14 of the Enterprise Law No. 59/2020/QH14: "2. Unless otherwise stipulated in the company's Charter, the appointment of authorized representatives shall comply with the following provisions: b) An organization being a</p>	
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			<p>shareholder of a joint-stock company owning at least 10% of the total common shares can authorize a maximum of 03 authorized representatives.”</p> <p>- The remaining content remains unchanged as it is already in accordance with the law (Article 144 of the Enterprise Law No. 59/2020/QH14, Article 16 of the Model Charter - Circular No. 116/2020/TT-BTC).</p>	
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<i>Article 17</i>	Article 17. Changes to Rights	Remain unchanged.	Proposed to remain unchanged as it is already in accordance with the law (Clause 6, Article 148 of the Enterprise Law No. 59/2020/QH14, Article 17 of the Model Charter - Circular No. 116/2020/TT-BTC).	
<i>Article 18</i>	Article 18. Convening Meetings, Meeting Agenda, and Notice of Meeting of the General Meeting of Shareholders	Remain unchanged.	Proposed to remain unchanged as it is already in accordance with the law (Articles 141, 142, 143 of the Enterprise Law No. 59/2020/QH14, Clause 1, Article 273 of Decree No. 155/2020/ND-CP, Article 18 of the Model Charter - Circular No. 116/2020/TT-BTC).	
<i>Article 19</i>	Article 19. Conditions for Conducting the General Meeting of Shareholders	Remain unchanged	Propose to remain unchanged as it is consistent with the provisions of the law (Article 145 of the Law on Enterprises, Article 19 of the Model Charter - Circular No. 116/2020/TT-BTC).	

<i>Article 20</i>	Article 20. Procedures for Conducting Meetings and Voting at the General Meeting of Shareholders	Remain unchanged	Propose to remain unchanged as it is consistent with the provisions of the law (Article 146 of the Law on Enterprises, Clause 3, Article 273 of Decree No. 155/2020/ND-CP, Article 20 of the Model Charter - Circular No. 116/2020/TT-BTC)	
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<p><i>Article 21</i></p>	<p>Article 21. Conditions for Resolutions of the General Meeting of Shareholders to be Passed</p> <p>1. Resolutions on the following contents shall be passed if they are approved by shareholders representing at least 65% of the total voting shares of all shareholders attending the meeting, except for the cases specified in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises:</p> <ul style="list-style-type: none"> a) Type of shares and total number of shares of each type; b) Change of business lines, trades, and fields; c) Change of the organizational structure of the Company's management; d) Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the Company's latest financial statements; e) Reorganization, dissolution of the Company; f) Extension of the company's operation; 	<p>Article 21. Conditions for Resolutions of the General Meeting of Shareholders to be Passed</p> <p>1. Resolutions on the following contents shall be passed if they are approved by shareholders representing at least 65% of the total voting shares of all shareholders present and voting at the meeting, except for the cases specified in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:</p> <ul style="list-style-type: none"> h) Type of shares and total number of shares of each type; i) Change of business lines, trades, and fields; j) Change of the organizational structure of the Company's management; k) Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in the Company's latest financial statements; l) Reorganization, dissolution of the Company; m) Extension of the company's operation; n) Other matters as prescribed by this Charter. <p>2. Resolutions shall be passed when they are approved by shareholders holding more than 50% of the total voting shares of all shareholders present and voting at the meeting, except for the cases specified in Clause 1 of this Article and Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.</p> <p>3. The election of members of the Board of Directors and the Supervisory Board must be</p>	<p>- Clause 1, Clause 2, Article 148 of the Enterprise Law, as amended and supplemented by Law No. 03/2022/QH15 (Clause 5, Article 7), whereby the passing rate of Resolutions is calculated based on the total number of votes of all shareholders attending and voting in favor at the meeting.</p> <p>- Separate the last part of Clause 2, Article 21 into Clause 3: Clause 3 stipulates cumulative voting as prescribed in Clause 3, Article 148 of the Enterprise Law No. 59/2020/QH14.</p> <p>- Clause 3 of the Charter remains unchanged as it is consistent with legal provisions (Clause 2, Article 152 of the Enterprise Law, Clause 3, Article 21 of the Model Charter - Circular No. 116/2020/TT-BTC) and renumber it as Clause 4.</p>	
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	<p>g) <i>Other matters as prescribed by this Charter.</i></p> <p>2. Resolutions shall be passed when they are approved by shareholders holding more than 50% of the total voting shares of all shareholders attending the meeting, except for the cases specified in Clause 1 of this Article and Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.</p> <p>In the case of electing members of the Board of Directors and the Supervisory Board, if the number of candidates is less than or equal to the number of members of the Board of Directors/and the Supervisory Board to be elected, the election of members of the Board of Directors/and the Supervisory Board may be carried out by cumulative voting as above or by voting (approval, disapproval, abstention). The approval rate by voting method shall be carried out according to Clause 2, Article 21 of the Company's Charter.</p>	<p>conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Supervisory Board, and the shareholder has the right to cast all or part of their total votes for one or more candidates. The successful candidates for the Board of Directors or Supervisory Board members are determined by the number of votes from highest to lowest, starting with the candidate with the highest number of votes until the number of members prescribed in the Company Charter is reached. In the event that two or more candidates receive the same number of votes for the last member of the Board of Directors or the Supervisory Board, a re-election will be held among the candidates with the same number of votes, or a selection will be made according to the criteria specified in the election regulations or the Company Charter.</p> <p>4. Resolutions of the General Meeting of Shareholders passed with 100% of the total voting shares are legal and effective even if the sequence, procedures for convening the meeting, and passing the Resolution violate the provisions of the Law on Enterprises and the Company Charter.</p>		
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	3. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares are legal and effective even if the order and procedures for convening the meeting and passing the resolutions violate the provisions of the Law on Enterprises and the Company's Charter.			
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<i>Article 22</i>	Article 22. Authority and procedures for obtaining shareholder opinions in writing to pass Resolutions of the General Meeting of Shareholders	Remain unchanged	Propose to remain unchanged as it is consistent with legal provisions (Clause 4, Article 148, Article 147, Article 149 of the Enterprise Law, Article 22 of the Model Charter - Circular No. 116/2020/TT-BTC)	
<i>Article 23</i>	Article 23. Resolution, Minutes of the General Meeting of Shareholders	Remain unchanged	Propose to remain unchanged as it is consistent with legal provisions (Article 147 of Enterprise Law No. 59/2020/QH14, Article 23 of the Model Charter - Circular No. 116/2020/TT-BTC, Point c, Clause 1, Article 11, Circular No. 96/2020/TT-BTC).	
Article 24	Article 24. Request to cancel the Resolution of the General Meeting of Shareholders	Remain unchanged	Propose to remain unchanged as it is consistent with legal provisions (Article 151 of Enterprise Law No. 59/2020/QH14, Article 24 of the Model Charter - Circular No. 116/2020/TT-BTC)	

VII. CHAIRMAN OF THE BOARD OF DIRECTORS				

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<p><i>Article 25</i></p>	<p><i>Article 25. Nomination of members of the Board of Directors</i></p> <p>2. A shareholder or group of shareholders owning 5% or more of the total ordinary shares has the right to nominate candidates for the Board of Directors in accordance with the Enterprise Law and the Company Charter. Shareholders holding ordinary shares have the right to combine their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80%</p>	<p>Article 25. Nomination of Members to the Board of Directors</p> <p>2. A shareholder or a group of shareholders owning at least 5% of the total common shares has the right to nominate candidates for the Board of Directors in accordance with the Enterprise Law and the Company's Charter. Common shareholders have the right to combine their voting rights to nominate Board of Directors candidates. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% to 90% may nominate a maximum of eight (08) candidates.</p>	<p>- Amend Clause 2: Because, according to the capital structure and shareholder structure of public companies as stipulated in Point a, Clause 1, Article 33 of the Securities Law No. 54/2019/QH14 and Law No. 56/2024/QH15, major shareholders of a public company can hold up to 90% of the voting shares.</p> <p>- Propose to retain the remaining clauses as they are consistent with legal regulations (Clause 3, Article 115 of the Enterprise Law No. 59/2020/QH14, Clause of Article 274, Decree No. 155/2020/ND-CP, Article 25 of the Model Charter - Circular No. 116/2020/TT-BTC).</p>	
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	may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.			
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<i>Article 26</i>	<p>Article 26. Composition and Term of Members of the Board of Directors</p> <p>1. The number of Board of Directors members is at least 05 and at most 11.</p>	<p>Article 26. Composition and Term of Members of the Board of Directors</p> <p>- Amend Clause 1: "1. The number of members of the Board of Directors shall be at least 05 and at most 11. The specific number of Board of Directors members shall be decided by the General Meeting of Shareholders at each point in time."</p> <p>- <i>The other clauses of this Article are proposed to remain unchanged.</i></p>	<p>- Clause 1, Article 154 of the Enterprise Law No. 59/2020/QH14 stipulates: "1. The Board of Directors shall have from 03 to 11 members. The company's charter specifies the number of members of the Board of Directors." Therefore, the Company's Charter must specify the number of Board of Directors members for greater flexibility, and the Company will be more proactive in determining the number of Board of Directors members at each time/term.</p> <p>- The other clauses of this Article are proposed to remain unchanged because they are consistent with legal regulations (Article 154 of the Enterprise Law No. 59/2020/QH14, Article 276 of Decree No. 155/2020/ND-CP, Article 26 of the Model Charter - Circular No. 116/2020/TT-BTC).</p>	
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<i>Article 27</i>	<i>Article 27. Rights and Obligations of the Board of Directors</i>	Remain unchanged.	Propose to remain unchanged because it is consistent with legal regulations (Articles 153 and 159 of the Enterprise Law, Clause 3, Article 280 of Decree No. 155/2020/ND-CP, Article 27 of the Model Charter - Circular No. 116/2020/TT-BTC).	
<i>Article 28.</i>	Article 28. Remuneration, Bonuses, and Other Benefits of Members of the Board of Directors	Remain unchanged.	Propose to remain unchanged because it is consistent with legal regulations (Article 163 of the Enterprise Law No. 59/2020/QH14, Article 28 of the Model Charter - Circular No. 116/2020/TT-BTC).	
<i>Article 29</i>	Article 29. Chairman of the Board of Directors	Remain unchanged	Propose to remain unchanged as it is consistent with the provisions of the law (Article 156 of the Enterprise Law No. 59/2020/QH14, Article 29 of the Model Charter - Circular No. 116/2020/TT-BTC).	

<p>Article 30.</p>	<p>Article 30. Meeting of the Board of Directors</p> <p>11. Voting</p> <p>b) A Member of the Board of Directors may not vote on contracts, transactions, or proposals in which that Member or a person related to that Member has an interest and that interest conflicts or may conflict with the interests of the Company. A Member of the Board of Directors shall not be counted towards the quorum of Members present for a meeting of the Board of Directors on decisions on which that Member does not have the right to vote;</p>	<p><i>- Amend point b, clause 11:</i></p> <p>Article 30. Article 30. Meeting of the Board of Directors</p> <p>11. Voting</p> <p>b) A Member of the Board of Directors may not vote on a transaction that benefits that Member or a related person of that Member as prescribed by the Law on Enterprises and the Company's Charter.</p> <p><i>- Other clauses of this Article are proposed to remain unchanged.</i></p>	<p>- Clause 3, Article 167 of the Enterprise Law No. 59/2020/QH14 and Clause 4, Article 291 of Decree No. 155/2020/ND-CP only stipulate that a Member of the Board of Directors may not vote on a transaction that benefits that Member or a related person of that Member, but do not stipulate that a Member of the Board of Directors shall not be counted towards the quorum of Members present for a meeting of the Board of Directors on decisions on which that Member does not have the right to vote. The prohibition on voting and the inclusion in the quorum of Members present for a meeting of the Board of Directors are two different matters. Therefore, the Charter may not stipulate the exclusion of the presence of a Member of the Board of Directors when calculating the quorum of Members present for a meeting. This is the regulation in point b,</p>	
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			<p>clause 11, Article 30 of the Model Charter of Circular No. 95/2017/TT-BTC dated September 22, 2017, of the Minister of Finance guiding a number of articles of Decree No. 71/2017/ND-CP dated June 6, 2017, of the Government guiding corporate governance applicable to public companies, which is no longer in effect.</p> <p>- Other clauses of this Article are proposed to remain unchanged as they are consistent with the provisions of the law (Article 157 of the Enterprise Law No. 59/2020/QH14, Article 30 of the Model Charter - Circular No. 116/2020/TT-BTC)</p>	
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<i>Article 31</i>	Article 31. Sub-committees of the Board of Directors	Remain unchanged	Propose to remain unchanged as it is consistent with the provisions of the law (Enterprise Law No. 59/2020/QH14, Article 31 of the Model Charter - Circular No. 116/2020/TT-BTC)	
<i>Article 32</i>	Article 32. Person in charge of corporate governance	Remain unchanged	Propose to remain unchanged as it is consistent with the provisions of the law (Articles 153, 156 of the Enterprise Law No. 59/2020/QH14, Clause 3, Article 281 of Decree No. 155/2020/ND-CP, Article 32 of the Model Charter - Circular No. 116/2020/TT-BTC)	
VIII. GENERAL DIRECTOR AND OTHER EXECUTIVE OFFICERS				
<i>Article 33</i>	Article 33. Organization of the management apparatus	Retain.	Recommend retaining as it is consistent with legal regulations (Articles 137, 153, 162 of Enterprise Law No. 59/2020/QH14, Article 33 of the Model Charter - Circular No. 116/2020/TT-BTC).	

<i>Article 34.</i>	Article 34. Company Operator.	Retain.	Recommend retaining as it is consistent with legal regulations (Articles 137, 153, 162, 163 of Enterprise Law No. 59/2020/QH14, Article 34 of the Model Charter - Circular No. 116/2020/TT-BTC).	
<i>Article 35.</i>	Article 35. Appointment, Dismissal, Rights, and Obligations of the General Director.	<p>- Add Clause 6 to Article 35 as follows: "The General Director must manage the daily business operations of the company in accordance with the law, the Company Charter, the labor contract signed with the company, and the resolutions and decisions of the Board of Directors. In the event of operating contrary to the provisions of this clause and causing damage to the company, the General Director shall be liable before the law and shall compensate the company for damages."</p> <p>- Recommend retaining the remaining clauses.</p>	<p>- This addition of Clause 6 aims to further clarify the responsibilities of the General Director in managing the daily business operations of the company, in accordance with the spirit of Clause 4, Article 162 of Enterprise Law No. 59/2020/QH14.</p> <p>- Recommend retaining the remaining clauses as they are consistent with legal regulations (Article 162 of Enterprise Law No. 59/2020/QH14, Article 35 of the Model Charter - Circular No. 116/2020/TT-BTC).</p>	
<i>Article 36.</i>	Article 36. Company Secretary.	Retain.	Recommend retaining as it is consistent with legal regulations (Clause 5, Article 156 of Enterprise Law No. 59/2020/QH14).	
IX. BOARD OF SUPERVISORS.				

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<p>Article 37.</p>	<p>Article 37. Nomination of Supervisors.</p> <p>1. The nomination of Supervisors shall be carried out similarly to the provisions of Clause 1, Article 25 of this Charter. Shareholders holding voting shares have the right to combine their voting rights to nominate Supervisors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30%, a maximum of two (02) candidates; from 30% to less than 40%, a maximum of three (03) candidates; from 40% to less than 50%, a maximum of four (04) candidates; from 50% to less than 60%, a maximum of five (05) candidates; from 60% to less than 70%, a maximum of six (06) candidates; from 70% to 80%, a maximum of seven (07) candidates; and from 80% to less than 90%, a maximum of eight (08) candidates.</p>	<p>- Amend Clause 1 of Article 37:</p> <p>Article 37. Nomination of Supervisors.</p> <p>1. The nomination of Supervisors shall be carried out similarly to the provisions of Clause 1, Article 25 of this Charter. Shareholders holding voting shares have the right to combine their voting rights to nominate Supervisors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30%, a maximum of two (02) candidates; from 30% to less than 40%, a maximum of three (03) candidates; from 40% to less than 50%, a maximum of four (04) candidates; from 50% to less than 60%, a maximum of five (05) candidates; from 60% to less than 70%, a maximum of six (06) candidates; from 70% to 80%, a maximum of seven (07) candidates; and from 80% to 90%, a maximum of eight (08) candidates.</p> <p>- The remaining clauses are proposed to remain unchanged.</p>	<p>- Because according to the capital structure and shareholder structure of a public company stipulated in point a, clause 1, Article 33 of the Securities Law No. 54/2019/QH14 and Law No. 56/2024/QH15, major shareholders of a public company can hold up to 90% of the voting shares.</p> <p>- The remaining clauses are proposed to remain unchanged as they are consistent with legal regulations (Article 168 of the Enterprise Law No. 59/2020/QH14, Article 285 of Decree No. 155/2020/ND-CP, Article 36 of the Model Charter - Circular No. 116/2020/TT-BTC).</p>	
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<i>Article 38</i>	Article 38. Composition of the Board of Supervisors	Remain unchanged	Propose to remain unchanged as it is consistent with legal regulations (Articles 168, 169, 174 of the Enterprise Law No. 59/2020/QH14, Article 286 of Decree No. 155/2020/ND-CP, Article 37 of the Model Charter - Circular No. 116/2020/TT-BTC).	
<i>Article 39</i>	Article 39. Head of the Board of Supervisors	Remain unchanged	Propose to remain unchanged as it is consistent with legal regulations (Article 168 of the Enterprise Law No. 59/2020/QH14, Articles 286, 288 of Decree No. 155/2020/ND-CP, Article 38 of the Model Charter - Circular No. 116/2020/TT-BTC).	
<i>Article 40</i>	Article 40. Rights and Obligations of the Board of Supervisors	Remain unchanged	Propose to remain unchanged as it is consistent with legal regulations (Article 170 of the Enterprise Law, Article 288 of Decree No. 155/2020/ND-CP, Article 39 of the Model Charter - Circular No. 116/2020/TT-BTC).	

<i>Article 41</i>	Article 41. Meetings of the Board of Supervisors	Remain unchanged	Propose to remain unchanged as it is consistent with legal regulations (Article 170 of the Enterprise Law No. 59/2020/QH14, Article 289 of Decree No. 155/2020/ND-CP, Article 40 of the Model Charter - Circular No. 116/2020/TT-BTC).	
<i>Article 42.</i>	Article 42. Salary, Remuneration, Bonus, and Other Benefits of the Supervisor	Remain unchanged	Propose to remain unchanged as it is consistent with legal regulations (Article 172 of the Enterprise Law No. 59/2020/QH14, Article 41 of the Model Charter - Circular No. 116/2020/TT-BTC).	
X. RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, SUPERVISORS, GENERAL DIRECTOR, AND OTHER EXECUTIVE OFFICERS				
<i>Article 43</i>	Article 43. Responsibility for Honesty and Avoidance of Conflicts of Interest	Remain unchanged	Propose to remain unchanged as it is consistent with legal regulations (Articles 165, 167 of the Enterprise Law No. 59/2020/QH14, Article 291 of Decree No. 155/2020/ND-CP, Article 47 of the Model Charter - Circular No. 116/2020/TT-BTC).	

<i>Article 44</i>	Article 44. Liability for Damages and Compensation	Remain unchanged	Propose to remain unchanged as it is consistent with legal regulations (Articles 165, 166 of the Enterprise Law No. 59/2020/QH14, Article 48 of the Model Charter - Circular No. 116/2020/TT-BTC).	
XI. RIGHT TO INSPECT COMPANY BOOKS AND RECORDS				
<i>Article 45</i>	Article 45. Right to Inspect Books and Records	Retain	Recommend retaining as it conforms to legal regulations (Articles 11, 115 of the Enterprise Law, Article 49 of the Model Charter - Circular No. 116/2020/TT-BTC)	
XII. EMPLOYEES AND TRADE UNIONS				
<i>Article 46</i>	Article 46. Employees and Trade Unions	Retain	Recommend retaining as it conforms to legal regulations (Labor Code No. 45/2019/QH14, Article 50 of the Model Charter - Circular No. 116/2020/TT-BTC)	
XIII. PROFIT DISTRIBUTION				

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Article 47	Article 47. Profit Distribution	Retain	Recommend retaining as it conforms to legal regulations (Articles 135, 138, 153 of the Enterprise Law No. 59/2020/QH14, Article 51 of the Model Charter - Circular No. 116/2020/TT-BTC)	
XIV. BANK ACCOUNTS, FISCAL YEAR AND ACCOUNTING REGIME				
Article 48	Article 48. Bank Accounts	Retain	Recommend retaining as it conforms to tax, accounting, credit, and foreign exchange regulations, Article 52 of the Model Charter - Circular No. 116/2020/TT-BTC	
Article 49	Article 49. Fiscal Year	Retain	Recommend retaining as it conforms to legal regulations (Clause 1, Article 12 of the Accounting Law No. 88/2015/QH13, Article 53 of the Model Charter - Circular No. 116/2020/TT-BTC)	
Article 50	Article 50. Accounting Regime	Retain	Recommend retaining as it conforms to legal regulations (Accounting Law No. 88/2015/QH13, Article 54 of the Model Charter - Circular No. 116/2020/TT-BTC)	
XV. FINANCIAL STATEMENTS, ANNUAL REPORTS AND RESPONSIBILITY FOR INFORMATION DISCLOSURE				

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Article 51	Article 51. Annual, Semi-Annual, and Quarterly Financial Statements	Retain	Recommend retaining as it conforms to legal regulations (Accounting Law No. 88/2015/QH13, Independent Audit Law No. 67/2011, Securities Law No. 54/2019/QH14, Article 55 of the Model Charter - Circular No. 116/2020/TT-BTC)	
<i>Article 52</i>	Article 52. Annual Report	Retain	Recommend retaining as it conforms to legal regulations (Securities Law No. 54/2019/QH14, Circular No. 96/2020/TT-BTC, Article 56 of the Model Charter - Circular No. 116/2020/TT-BTC)	
XVI. COMPANY AUDIT				
<i>Article 53</i>	Article 53. Audit	Retain	Recommend retaining as it conforms to legal regulations (Article 138 of the Enterprise Law No. 59/2020/QH14, Article 20 of the Securities Law No. 54/2019/QH14, Article 57 of the Model Charter - Circular No. 116/2020/TT-BTC)	
XVII. COMPANY SEAL				

<i>Article 54</i>	Article 54. Company Seal	Retain	Recommend retaining as it conforms to legal regulations (Article 43 of the Enterprise Law No. 59/2020/QH14, Article 58 of the Model Charter - Circular No. 116/2020/TT-BTC)	
XVIII. DISSOLUTION OF THE COMPANY				



<p>Article 55.</p>	<p>Article 55. Dissolution of the Company</p> <p>1. The Company may be dissolved in the following circumstances:</p> <p>a) Upon expiration of the term of operation stated in the Company's Charter without a decision to extend;</p> <p>b) Pursuant to a resolution or decision of the General Meeting of Shareholders;</p> <p>c) Upon revocation of the Enterprise Registration Certificate, except as otherwise provided by the Law on Tax Administration;</p> <p>d) Other cases as prescribed by law.</p> <p>2. The dissolution of the Company prior to the expiration date (including any extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) as regulated.</p>	<p>Article 55. Dissolution of the Company</p> <p>1. The Company shall be dissolved in the following circumstances:</p> <p>a) Upon expiration of the term of operation stated in the Company's Charter without a decision for extension;</p> <p>b) Pursuant to a resolution or decision of the General Meeting of Shareholders;</p> <p>c) The Company no longer has the minimum number of shareholders as prescribed by the Law on Enterprises for a continuous period of 6 months without carrying out procedures for conversion of enterprise type;</p> <p>d) Upon revocation of the Enterprise Registration Certificate, except as otherwise provided by the Law on Tax Administration.</p> <p>2. The dissolution of the Company prior to the expiration date (including any extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) in accordance with regulations.</p>	<p>- Clause 1 is amended to comply with the provisions of Article 207 of the Law on Enterprises, Article 59 of the Model Charter - Circular No. 116/2020/TT-BTC.</p> <p>- It is proposed to maintain Clause 2 as it is already in accordance with legal provisions (Articles 138, 153, 207 of the Law on Enterprises No. 59/2020/QH14).</p>	
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Article 56.	Article 56. Extension of Operation 1. The Board of Directors shall convene a General Meeting of Shareholders at least 7 months prior to the expiration of the term of operation so that shareholders may vote on the extension of the Company's operation as proposed by the Board of Directors. 2. The term of operation shall be extended when the number of shareholders representing at least 65% of the total voting shares of all shareholders attending the General Meeting of Shareholders approves.	Article 56. Extension of Operation 1. The Board of Directors shall convene a meeting of the General Meeting of Shareholders at least 7 months before the expiration of the term of operation so that shareholders may vote on the extension of the Company's operation as proposed by the Board of Directors. 2. The term of operation is extended when approved by shareholders representing at least 65% of the total voting shares of all shareholders attending and voting at the General Meeting of Shareholders.	- It is proposed to retain Clause 1 as it is already in accordance with legal provisions (Law on Enterprises No. 59/2020/QH14). - Clause 2 is amended to comply with Clause 1, Article 148 of the Law on Enterprises, as amended and supplemented by Law No. 03/2022/QH15 (Clause 5, Article 7), accordingly, the approval rate of resolutions is calculated based on the total number of votes of all shareholders present and voting at the meeting in favor.	
Article 57	Article 57. Liquidation	Remain unchanged	Propose to remain unchanged as it is consistent with the provisions of the law (Article 208 of the Enterprise Law No. 59/2020/QH14, Article 54 of the Bankruptcy Law No. 51/2014/QH13, Article 61 of the Model Charter - Circular No. 116/2020/TT-BTC)	
XIX. INTERNAL DISPUTE RESOLUTION				

<p>Article 58. Internal Dispute Resolution</p> <p>1. In the event of any dispute or complaint arising in connection with the Company's operations, the rights and obligations of shareholders as prescribed by the Enterprise Law, the Company's Charter, other legal regulations, or agreements between:</p> <p>a) Shareholders and the Company;</p> <p>b) Shareholders and the Board of Directors, Supervisory Board, General Director, or other executive officers;</p> <p>The parties involved shall endeavor to resolve such disputes through negotiation and mediation. Except in cases of disputes involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution and request each party to present information related to the dispute within 30 working days from the date the dispute arises. In cases of disputes involving</p>	<p>Article 58. Internal Dispute Resolution</p> <p><i>* Amendment to Clause 2 regarding the choice of dispute resolution body:</i></p> <p>"2. In the event that a mediation decision is not reached within 06 weeks from the commencement of the mediation process, or if the mediator's decision is not accepted by the parties, a party may submit the dispute for resolution to Arbitration or a Court of competent jurisdiction. In the case of dispute resolution by arbitration, the place of dispute resolution shall be in Ho Chi Minh City."</p> <p><i>* The remaining clauses are proposed to remain unchanged.</i></p>	<p>The Company/shareholder has the discretion to select an arbitration organization if the Company/shareholder is the plaintiff when the two parties cannot agree on a specific arbitration organization. Clause 5, Article 43 of the Commercial Arbitration Law 2010 No. 54/2010/QH125: "In the event that the parties have an arbitration agreement but do not specify the form of arbitration or cannot determine a specific arbitration organization, then when a dispute arises, the parties must re-agree on the form of arbitration or a specific arbitration organization to resolve the dispute. If no agreement is reached, the selection of the form and arbitration organization to resolve the dispute shall be made at the request of the plaintiff."</p> <p>- The remaining clauses are proposed to remain</p>
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XX. SUPPLEMENT AND AMENDMENT OF THE CHARTER				
Article 59	Article 59. Company Charter	Remain unchanged	Propose to remain unchanged as it is consistent with the provisions of the law (Article 63 of the Model Charter - Circular No. 116/2020/TT-BTC)	
XXI. EFFECTIVE DATE				

<p>Article 60.</p>	<p>Article 60. Effective Date</p> <p>1. This Charter consists of 21 sections and 60 articles, approved by the 2024 Annual General Meeting of Shareholders of Sai Gon Technology - Information Joint Stock Company under Resolution No. dated April 19, 2024, at Metropole Conference Center - 216 Ly Chinh Thang, Ward 9, District 3, Ho Chi Minh City.</p> <p>2. The Charter is made in 10 copies, having equal validity and must be kept at the Company's headquarters:</p> <p>a. One (01) copy submitted to the local State Notary Public Office;</p> <p>b. Five (05) copies registered with the competent authorities as prescribed by the People's Committee of the Province/City;</p> <p>c. Four (04) copies kept at the Company's headquarters.</p> <p>3. This Charter is the sole and official Charter of the Company.</p>	<p>Article 60. Effective Date</p> <p>1. This Charter, consisting of 21 sections and 60 articles, was approved by the 2025 Annual General Meeting of Shareholders of Sai Gon Technology - Telecommunications Joint Stock Company under Resolution No. dated .../.../2025 at ..., and the full text of this Charter was approved. Accordingly, this Charter shall take effect from .../.../2025 and supersedes all previous Charters of the Company issued before the effective date of this Charter.</p> <p>2. The Charter is made in 10 copies, having equal validity, and must be kept at the Company's headquarters.</p> <p>3. This Charter is the sole and official Charter of the Company.</p> <p>4. Copies or excerpts of the Company's Charter are valid when signed by the Chairman of the Board of Directors or at least 1/2 of the total number of members of the Board of Directors or the Chief Executive Officer.</p>	<p>Amended to comply with Article 64 of the Model Charter - Circular No. 116/2020/TT-BTC)</p>	
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	4. Copies or excerpts of the Company's Charter are valid when signed by the Chairman of the Board of Directors or at least 1/2 of the total number of members of the Board of Directors or the Chief Executive Officer.			
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**APPENDIX 02 ATTACHED TO THE REPORT 04 OF THE 2025 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**

*Regarding consulting, reviewing, amending, and supplementing the Regulations on Corporate
Governance of Saigontel*



**SUMMARY TABLE OF AMENDMENTS AND SUPPLEMENTS TO THE REGULATIONS
ON CORPORATE GOVERNANCE - SAIGON TECHNOLOGY AND
TELECOMMUNICATIONS JOINT STOCK COMPANY (SAIGONTEL)**

CONTENT OF THE REGULATIONS ON CORPORATE GOVERNANCE				
Clause	CURRENT REGULATIONS (Content not mentioned in this column shall remain unchanged as in the current Regulations)	AMENDED REGULATIONS	EXPLANATION OF REASONS AND LEGAL BASIS	NOTES

CHAPTER 1 – GENERAL PROVISIONS

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<p>Article 1</p>	<p>Article 1. Scope of Regulation and Applicable Subjects</p> <p>1. Scope of Regulation: This regulation is formulated in accordance with Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance, stipulating the roles, rights, and obligations of the General Meeting of Shareholders, the Board of Directors, and the General Director; the procedures for the General Meeting of Shareholders; the nomination, election, dismissal, and removal of members of the Board of Directors, the Supervisory Board, and the General Director; and other activities as prescribed in the Company Charter and other applicable regulations of law.</p> <p>2. Applicable Subjects: This Regulation applies to Board of Directors' members, the Supervisory Board, the General Director, and other related individuals mentioned herein.</p>	<p>Article 1. Scope of Regulation and Applicable Subjects</p> <p>1. Scope of Regulation: This regulation is formulated in accordance with Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance, Circular No. 68/2024/TT-BTC dated September 18, 2024, of the Ministry of Finance amending Circulars regulating securities transactions on the securities trading system; clearing and settlement of securities transactions; operations of securities companies and disclosure of information in the securities market and relevant legal documents, stipulating the roles, rights, and obligations of the General Meeting of Shareholders, the Board of Directors, and the General Director; procedures of the General Meeting of Shareholders; nomination, election, dismissal, and removal of members of the Board of Directors, Supervisory Board, and General Director and other activities as prescribed in the Company Charter</p>	<p>Supplementing Circular No. 68/2024/TT-BTC and relevant legal documents to complete the scope of the basis for issuing these Regulations.</p>	
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		<p>and other applicable regulations of law.</p> <p>2. Applicable Subjects: This Regulation applies to Board of Directors' members, the Supervisory Board, the General Director, and other related individuals mentioned herein.</p>		
Article 2	<p>Article 2. Interpretation of Terms and Abbreviations</p> <p>1. Non-executive Board of Directors' members are Board of Directors' members who are not the General Director, Deputy General Director, Chief Accountant, and other executive officers as prescribed in the Company Charter.</p> <p>2. Independent Board of Directors' members (hereinafter referred to as independent members) are members as prescribed in Clause 2, Article 155 of the Law on Enterprises.</p> <p>3. Company: Saigon Technology and Telecommunications Joint Stock Company</p> <p>4. Board of Directors: is the Board of Directors</p> <p>5. Nomination: is self-nomination</p> <p>6. Member of the Board of Supervisors: is the Board of Supervisors</p> <p>7. VSD: is Vietnam Securities Depository</p> <p>8. Representative: is a Shareholder, a representative (person authorized by the shareholder)</p> <p>9. Person in charge of corporate governance: is the person with responsibilities and authorities as prescribed in Article 281 of Decree 155/2020/ND-CP.</p>	<p>Article 2. Explanation of terms and abbreviations</p> <p>1. "Non-executive Board of Directors' members" are Board of Directors' members who are not the General Director, Deputy General Director, Chief Accountant, and other executives as prescribed by the Company's Charter.</p> <p>2. "Independent Board of Directors' members" (hereinafter referred to as independent members) are members as prescribed in Clause 2, Article 155 of the Law on Enterprises No. 59/2020/QH14.</p> <p>3. "Company" is Saigon Telecommunications Technology Joint Stock Company.</p> <p>4. "Board of Directors" is the Board of Directors.</p> <p>5. "Nomination" is the act of a shareholder self-nominating.</p>	Adjust some terms for consistency and add some new terms for ease of expression and referencing in the provisions of these Regulations.	

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6. "Member of the Board of Supervisors" is the Board of Supervisors.

7. "VSDC" is Vietnam Securities Depository.

8. "Representative" is a Shareholder, representative (person authorized by the shareholder).

9. "Person in charge of corporate governance" is the person with the responsibilities and authorities prescribed in Article 281 of Decree No. 155/2020/ND-CP.

10. "Company" is Saigon Telecommunications Technology Joint Stock Company.

11. "Law on Enterprises" is the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.

12. "Law on Securities" is the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019.

13. "Decree No. 155/2020/ND-CP" is Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain articles of the

		<p>Law on Securities.</p> <p>14. "Company's Charter" is the Charter of Saigon Telecommunications Technology Joint Stock Company.</p> <p>15. "Organizing Committee" is the Organizing Committee of the General Meeting of Shareholders</p>		
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CHAPTER 2 – GENERAL MEETING OF SHAREHOLDERS

I. REGULATIONS FOR THE GENERAL MEETING OF SHAREHOLDERS PASSING RESOLUTIONS BY WAY OF VOTING AT THE GENERAL MEETING OF SHAREHOLDERS

Section 1	<p>Section 1. Role, rights, and obligations of the General Meeting of Shareholders</p> <p>The role, rights, and obligations of the General Meeting of Shareholders are prescribed in Article 138 of the Law on Enterprises No. 59/2020/QH14, the Law on Securities No. 54/2019/QH14, and Articles 14 and 15 of the Company's Charter.</p>	Remain unchanged	As it is consistent with the provisions of the Law on Enterprises No. 59/2020/QH14, the Law on Securities No. 54/2019/QH14, and Articles 14 and 15 of the Company's Charter.	
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Section 2. Regulations on procedures for convening and voting at the General Meeting of Shareholders

Article 3	<p>Article 3. Authority to Convene the General Meeting of Shareholders</p>	Remain unchanged.	As it is consistent with the provisions of current law (Articles 139, 140 of the Enterprise Law No. 59/2020/QH14) and Article 14 of the Company's Charter.	
Article 4	<p>Article 4. Personnel of the General Meeting of Shareholders</p>	Remain unchanged.	As it is consistent with the provisions of current law (Article 140 of the Enterprise Law No. 59/2020/QH14) and Article 14 of the Company's Charter. In addition, for matters not stipulated by law,	

			the Regulation has the right to add further provisions to ensure the organization of the General Meeting of Shareholders proceeds according to common practice.	
Article 5	Article 5. Establishing the List of Shareholders Eligible to Attend the Meeting and Notifying the Closing of the List of Shareholders Eligible to Attend the General Meeting of Shareholders	Remain unchanged.	As it is consistent with the provisions of current law (Article 273 of Decree 155/2020/ND-CP).	
Article 6	Article 6. Notice of Convening the General Meeting of Shareholders	Remain unchanged.	As it is consistent with the provisions of current law (Article 140 of the Enterprise Law No. 59/2020/QH14) and Article 18 of the Company's Charter.	
Article 7	<p>Article 7. Agenda and Content of the General Meeting of Shareholders</p> <ol style="list-style-type: none"> 1. The General Meeting of Shareholders shall be convened in the circumstances prescribed in Article 3 of these Regulations. 2. The convener of the General Meeting of Shareholders must carry out the following tasks: <ol style="list-style-type: none"> a. Prepare a list of shareholders eligible to participate and vote/elect at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no later than 10 days before the date of sending the notice of the General Meeting of Shareholders. The Company must publish information about the 	<p>Article 7. Agenda and Content of the General Meeting of Shareholders</p> <ol style="list-style-type: none"> 1. The General Meeting of Shareholders shall be convened in the circumstances prescribed in Article 3 of these Regulations. 2. The convener of the General Meeting of Shareholders must carry out the following tasks: <ol style="list-style-type: none"> a. Prepare a list of shareholders eligible to participate and vote/elect at the General Meeting of Shareholders. The list of shareholders entitled 	<p>- Remove the phrase: "The Company must publish information about the establishment of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the last registration date" in point a, clause 1, because this section has been mentioned in clause 1, Article 5 of these Regulations.</p> <p>- The remaining contents remain unchanged as they are consistent with the</p>	

	<p>establishment of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the last registration date. The sequence and procedures shall be implemented in accordance with the provisions of Article 6 of these Regulations;</p>	<p>to attend the General Meeting of Shareholders shall be prepared no later than 10 days before the date of sending the notice of the General Meeting of Shareholders. The sequence and procedures shall be implemented in accordance with the provisions of Article 6 of these Regulations;</p>	<p>provisions of current law (Article 142 of the Enterprise Law No. 59/2020/QH14) and Articles 12 and 18 of the Company's Charter.</p>	
Article 8	<p>Article 8. Method of Registration and Proxy Attendance at the General Meeting of Shareholders</p> <p>1. Method of registration to attend the General Meeting of Shareholders before the opening day of the General Meeting of Shareholders:</p> <p>a. The procedures for registering to attend the General Meeting of Shareholders are clearly stipulated in the Notice of the General Meeting of Shareholders, including contacting the Company or submitting the Registration Form for attending the General Meeting (attached to the Notice of the General Meeting of Shareholders sent to shareholders) to the Company.</p>	<p>Article 8. Procedures for registration and authorization to attend the General Meeting of Shareholders</p> <p>1. Procedures for registering to attend the General Meeting of Shareholders before the opening date of the General Meeting of Shareholders:</p> <p>a. The procedures for registering to attend the General Meeting of Shareholders are clearly stipulated in the Notice of the General Meeting of Shareholders, in accordance with the provisions of law and the Company's Charter, including but not limited to methods such as contacting the Company or sending the Registration Form for attending the General Meeting (attached to the</p>	<p>- As the law does not stipulate the procedures for registering to attend the General Meeting of Shareholders before the opening date of the General Meeting of Shareholders, shareholders are not obligated to do so, therefore, it needs to be revised as proposed.</p> <p>- The remaining contents remain unchanged as they are already in accordance with the provisions of current law (Article 144 of Enterprise Law No. 59/2020/QH14) and Article 16 of the Company's Charter.</p>	

		Notice of the General Meeting of Shareholders sent to shareholders) to the Company.		
Article 9	Article 9. Conditions for conducting the General Meeting of Shareholders	Remain unchanged	Remain unchanged as it is in accordance with the provisions of current law (Article 145 of Enterprise Law No. 59/2020/QH14) and Article 19 of the Company's Charter.	
Article 10	Article 10. Form of passing resolutions of the General Meeting of Shareholders	Remain unchanged	Remain unchanged as it is in accordance with the provisions of current law (Article 145 of Enterprise Law No. 59/2020/QH14)	
Article 11	<p>Article 11. Contents to be approved at the General Meeting of Shareholders</p> <ol style="list-style-type: none"> 1. Approving the Company's development orientation; 2. Considering and handling violations of members of the Board of Directors, members of the Supervisory Board causing damage to the Company and the Company's shareholders; 3. Approving the list of approved audit firms; deciding on the approved audit firm to conduct audits of the Company's operations, dismissing the approved auditor when deemed necessary; 4. The Company's annual business plan; 5. The audited annual financial statements; 6. Report of the Board of Directors on the governance and performance of the Board of Directors and each member of the Board of Directors; 	Remove Clause 16 due to duplication of content with Clause 17.	<p>- According to Clause 31, Article 4 of the Enterprise Law No. 59/2020/QH14, "Enterprise reorganization" is the division, separation, consolidation, merger, or conversion of the type of enterprise.</p> <p>- The remaining clauses remain unchanged as they are consistent with the current legal provisions (Articles 138, 139, 167 of the Enterprise Law No. 59/2020/QH14, Article 293 of Decree No. 155/2020/ND-CP).</p>	

	<ol style="list-style-type: none"> 7. Report of the Supervisory Board on the Company's business results, the performance of the Board of Directors, and the General Director; 8. Self-assessment report on the performance of the Supervisory Board and members of the Supervisory Board; 9. Dividend rate for each share of each type; 10. Number of members of the Board of Directors, Supervisory Board; 11. Electing, dismissing, and removing members of the Board of Directors, members of the Supervisory Board; 12. Deciding on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board; 13. Approving the list of approved audit firms; deciding on the approved audit firm to conduct audits of the company's operations when deemed necessary; 14. Amending and supplementing the Company's Charter; 15. Type of shares and number of new shares to be issued for each type of share and the transfer of shares of founding members within the first 03 years from the date of establishment; 16. Dividing, separating, consolidating, merging, or converting the Company; 17. Reorganizing and dissolving (liquidating) the Company and appointing the liquidator; 18. Deciding to invest in or sell assets with a value of 35% or more of the total asset value recorded in the Company's most recent Financial Statement; 			
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	<p>19. Deciding to repurchase more than 10% of the total outstanding shares of each type;</p> <p>20. The Company entering into contracts or transactions with entities specified in Clause 1, Article 167 of the Enterprise Law with a value equal to or greater than 35% of the Company's total assets recorded in the most recent financial statement;</p> <p>21. Approving transactions stipulated in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain articles of the Securities Law;</p> <p>22. Approving, supplementing, and amending the Regulations on Corporate Governance, the Board of Directors' Operating Regulations, and the Supervisory Board's Operating Regulations;</p> <p>23. Other matters as prescribed by law and the Company's Charter.</p>			
Article 12	Article 12. Voting to approve matters at the general meeting	Article 12. Voting to approve matters at the General Meeting of Shareholders	Only the title is revised for completeness; other contents remain unchanged as they are technical and comply with the provisions of the law (Article 146 of Enterprise Law No. 59/2020/QH14) and Article 20 of the Company's Charter.	
Article 13	Article 13. Voting Methods 2. Forms of voting a. Voting by ballot: When voting by raising the Ballot, the front of the Ballot must be raised towards the Presidium. If a representative does	2. Forms of voting a. Voting by ballot: When voting by raising the Ballot, the front of the Ballot must be raised towards the Presidium. If	In cases where a representative does not raise their Voting Card in all three voting rounds (Approve, Disapprove, or	

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	<p>not raise the Ballot in all three votes of Approval, Disapproval, or Abstention on a matter, they are considered to have voted in favor of that matter. If a representative raises the Ballot more than once (01) when voting Approval, Disapproval, or Abstention on a matter, the vote is considered invalid. In the form of voting by raising the Ballot, members of the Delegate Qualification Check Board/Ballot Counting Board mark the representative code and corresponding number of votes of each shareholder for Approval, Disapproval, Abstention, and Invalid.</p>	<p>a representative does not raise the Ballot in all three votes of Approval, Disapproval, or Abstention on a matter, they are considered to have not voted. If a representative raises the Ballot more than once (01) when voting Approval, Disapproval, or Abstention on a matter, the vote is considered invalid. In the form of voting by raising the Ballot, members of the Delegate Qualification Check Board/Ballot Counting Board mark the representative code and corresponding number of votes of each shareholder for Approval, Disapproval, Abstention, and Invalid.</p>	<p>Abstain) for a particular matter, it shall be deemed that they have not voted, meaning that this shareholder attended but waived their voting right, and this cannot be interpreted as an approval vote on that matter. Silence (not voting or waiving the voting right) is a shareholder's right.</p> <p>Other contents remain unchanged, as these contents are purely technical and comply with the legal regulations (Article 146 of the Enterprise Law No. 59/2020/QH14) and Article 20 of the Company Charter.</p>	
Article 14	Article 14. Voting Procedures	Remain unchanged	Remain unchanged, as these contents are purely technical and already comply with legal regulations (Article 148 of the Enterprise Law No. 59/2020/QH14) and Article 21 of the Company Charter.	
Article 15	<p>Article 15. Vote Counting Procedures</p> <p>The vote counting procedure is conducted by totaling the voting cards/ballots for approval, disapproval, and abstention.</p> <p>For sensitive matters and if a shareholder requests, the Company must</p>	<p>Article 15. Vote Counting Procedures</p> <p>The vote counting procedure is conducted by totaling the voting cards/ballots for</p>	<p>Remove the paragraph: "For sensitive matters and if a shareholder requests, the Company must appoint an independent</p>	

	<p>appoint an independent organization to collect and count the votes.</p>	<p>approval, disapproval, and abstention.</p>	<p>organization to collect and count the votes." This is an outdated regulation from Circular 121/2012/TT-BTC regarding regulations on corporate governance applied to public companies, which is no longer in effect, and subsequent replacement documents have removed this regulation. Furthermore, this regulation is easily abused by shareholders to appoint independent organizations to collect and count the votes, which is time-consuming and affects the establishment of the Resolution. The concept of "sensitive matters" is also very abstract. Typically, the General Meeting of Shareholders takes place in only one session, and the Minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting (Article 150 of the Enterprise Law No. 59/2020/QH14).</p>	
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			<p>Additionally, within 24 hours, the company must disclose unusual information.</p> <p>Therefore, if a shareholder requests the appointment of an independent organization to collect and count the votes, the meeting cannot end as scheduled. Article 151 of the Enterprise Law No. 59/2020/QH14 stipulates that shareholders have the right to request the Court or Arbitration to review and annul the resolution or part of the resolution of the General Meeting of Shareholders.</p> <p>Therefore, if they disagree with the vote counting, shareholders only have the right to request the Court or Arbitration to review and annul the resolution.</p>	
Article 16	Article 16. Conditions for Resolution Approval	<p>1. Resolutions on the following matters are approved if they receive affirmative votes from shareholders representing at least 65% of the total votes of all shareholders present at the meeting and voting, except as provided in</p>	<p>- This adjustment (adding the phrase "and voting") is in accordance with the provisions of the law (Article 148 of Enterprise Law No. 59/2020/QH14) and Article 21 of the Company's Charter.</p>	

		<p>Clauses 3, 4, and 6 of Article 148 of the Enterprise Law:</p> <ul style="list-style-type: none"> a) Share types and the total number of shares of each type; b) Changes to business lines, industries, and fields of operation; c) Changes to the Company's management organizational structure; d) Investment projects or asset sales with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement; e) Company reorganization or dissolution; f) Company operation extension; g) Other matters as prescribed by this Charter <p>2. Resolutions are passed when approved by shareholders holding more than 50% of the total voting shares of all shareholders present and voting at the meeting, except as prescribed in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Enterprise Law.</p>	<ul style="list-style-type: none"> - Structure the cumulative voting paragraph (election of members of the Board of Directors and Supervisory Board) into Clause 3 as per the corresponding provision of Article 21 of the Charter. - The remaining contents remain unchanged as they are already in accordance with the provisions of the law (Articles 148, 152 of Enterprise Law No. 59/2020/QH14) and Article 21 of the Company's Charter. 	
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		<p>3. The voting to elect members of the Board of Directors and the Supervisory Board must be conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares held multiplied by the number of members to be elected to the Board of Directors or the Supervisory Board, and the shareholder has the right to cast all or part of their total votes for one or several candidates. The winning candidates for members of the Board of Directors or Supervisory Board members are determined based on the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the number of members prescribed in the Company's Charter is reached. In the event that two or more candidates receive the same number of votes for the last member of the Board of Directors or the Supervisory Board, a re-election will be held among the candidates with the same number of votes, or a selection will</p>	
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		<p>be made based on the criteria specified in the election regulations or the Company's Charter.</p> <p>4. Resolutions of the General Meeting of Shareholders passed with 100% of the total voting shares are legal and effective even if the order, procedures for convening the meeting and passing the Resolution violate the provisions of the Enterprise Law and the Company's Charter.</p>		
Article 17	<p>Article 17. Notification of Vote Counting Results</p> <p>The Vote Counting Board shall inspect, summarize, and report the results of the inspection of each matter to the Chairperson/Vote Counting Board. The vote counting results will be announced by the Chairperson immediately before the closing of the meeting.</p>	Remain unchanged	Consistent with Article 146 of Enterprise Law No. 59/2020/QH14	
Article 18	<p>Article 18. Procedures for Objecting to Resolutions of the General Meeting of Shareholders</p>	Remain unchanged	Consistent with Articles 132, 151 of Enterprise Law No. 59/2020/QH14	
Article 19	<p>Article 19. Preparation of Minutes of the General Meeting of Shareholders</p>	Remain unchanged	Consistent with Article 150 of Enterprise Law No. 59/2020/QH14	
Article 20	<p>Article 20. Publication of the Resolution, Minutes of the General Meeting of Shareholders</p>	Remain unchanged	Consistent with Article 150 of Enterprise Law No. 59/2020/QH14	

II. REGULATIONS FOR THE GENERAL MEETING OF SHAREHOLDERS PASSING RESOLUTIONS BY WRITTEN OPINION

Article 21	Article 21. Authority and Procedures for Obtaining Shareholder Opinions in Writing	Remain unchanged	Consistent with Articles 147 and 149 of the Law on Enterprises No. 59/2020/QH14.	
Article 22	Article 22. Authority and procedures for obtaining written opinions of shareholders to pass Resolutions of the General Meeting of Shareholders.	Remain unchanged.	Remain unchanged as it is consistent with the provisions of the law (Articles 147, 148, 149 of the Law on Enterprises No. 59/2020/QH14) and Article 22 of the Company's Charter.	

III. REGULATIONS FOR THE GENERAL MEETING OF SHAREHOLDERS PASSING RESOLUTIONS BY MEANS OF ONLINE MEETINGS.

Article 23	Article 23. Notice convening the online General Meeting of Shareholders. Implement according to the provisions of Article 6 of these Regulations. Note: Ballot/voting papers do not need to be sent with the notice of meeting.	Remain unchanged.	As it is consistent with the provisions of current law (Article 140 of the Law on Enterprises No. 59/2020/QH14) and Article 18 of the Company's Charter.	
Article 24	Article 24. Method of registration to attend the online General Meeting of Shareholders.	Remain unchanged.	Remain unchanged because these contents are only technical and are consistent with the provisions of the law (Article 144 of the Law on Enterprises No. 59/2020/QH14 and Clause 3, Article 273 of Decree No. 155/2020/ND-CP).	

<p>Article 25</p>	<p>Article 25. Providing login information and conducting electronic voting. 2. When the Delegate requests to re-provide login information, the Organizing Committee of the General Meeting may notify through the following forms: directly or by email/telephone. The form of providing login information via email or phone shall only be implemented based on shareholder information from the list of shareholders entitled to vote established by the Vietnam Securities Depository Center according to the Company's notice of exercise of rights.</p>	<p>Article 25. Provision of login information and implementation of electronic voting. 2. When the Delegate requests to re-provide login information, the Organizing Committee of the General Meeting may notify through the following forms: directly or by email/telephone. The form of providing login information via email or telephone is only carried out based on shareholder information from the list of shareholders entitled to vote established by the Vietnam Securities Depository and Clearing Corporation according to the Company's notice of exercise of rights.</p>	<p>- Correct the name accordingly: Vietnam Securities Depository and Clearing Corporation.</p> <p>- The remaining content remains unchanged because it is only a technical matter.</p>	
<p>Article 26</p>	<p>Article 26. Authorization for a representative to attend the online General Meeting of Shareholders. 1. Shareholders authorize in accordance with the provisions of Clause 2, Article 8 of these Regulations. 2. Some regulations to note when authorizing online: Shareholders need to comply with providing complete information to perform online authorization, especially providing information of the authorized party: phone number, contact address, and email address. This is the basis for granting login names, access passwords, and other</p>	<p>Article 26. Authorization for a representative to attend the online General Meeting of Shareholders. 1. Shareholders shall carry out authorization as prescribed in Clause 2, Article 8 of these Regulations. 2. Some regulations to note when authorizing online: Shareholders need to comply with providing complete information to</p>	<p>Clause 2, Article 144 of the Enterprise Law No. 59/2020/QH14 stipulates: "The power of attorney shall be made in accordance with the provisions of civil law and must clearly state the name of the individual or organization authorized and the number of shares authorized." Therefore, the company is not allowed to force</p>	



	<p>identification factors (if any) to the authorized party.</p> <p>Validity of online authorization: The authorization is only legally valid when the following conditions are met:</p> <ul style="list-style-type: none"> - When shareholders fill in all information according to the online authorization form and complete the online authorization. - The power of attorney is printed according to the online power of attorney form with full signature, clearly stating the full name, and stamped (if an organization) by both the authorizing party and the authorized party. - The Company receives the original Power of Attorney sent before the official commencement of the General Meeting of Shareholders. <p>Cancellation of proxy for shareholders who have authorized online: shareholders send an official written request to cancel the online proxy to the company before the official commencement of the General Meeting of Shareholders. Note that the time of recording the effective cancellation of the proxy is calculated according to the time the Company receives the official written request to cancel the online proxy.</p> <p>The cancellation of the proxy will be void if the proxy has voted/elected on any matter of the agenda of the online General Meeting of Shareholders.</p>	<p>perform online authorization, especially providing information on the authorized party: phone number, contact address and email address. This is the basis for issuing a login name, access password and other identification factors (if any) for the authorized party.</p> <p>Validity of online authorization: the authorization is only legally valid when the following conditions are met:</p> <ul style="list-style-type: none"> - When the shareholder fills in all the information according to the online authorization form issued by the Company or as prescribed by civil law and completes the online authorization. - The Power of Attorney is printed according to the online power of attorney form with full signature, clearly stating the full name, and stamped (if an organization) of both the authorizing party and the authorized party. - The Company receives the original Power of Attorney sent before the official commencement of the General Meeting of Shareholders. 	<p>shareholders to authorize according to the form issued by the company, even for online meeting authorization.</p>	
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		<p>Cancellation of proxy for shareholders who have authorized online: shareholders send an official written request to cancel the online proxy to the company before the official commencement of the General Meeting of Shareholders. Note that the time of recording the effective cancellation of the proxy is calculated according to the time the Company receives the official written request to cancel the online proxy. The cancellation of the proxy will be void if the proxy has voted/elected on any matter of the agenda of the online General Meeting of Shareholders.</p>		
Article 27	<p>Article 27. Conditions for implementation Implemented according to the provisions of Article 9 of these Regulations.</p>	Remain unchanged	As explained above	
Article 28	<p>Article 28. Discussion at the online General Meeting of Shareholders</p>	Remain unchanged	Remain unchanged because it is only a technical issue and is also in accordance with Article 146 of the Enterprise Law No. 59/2020/QH14	
Article 29	<p>Article 29. Form of passing Resolutions of the online General Meeting of Shareholders The General Meeting of Shareholders shall pass Resolutions</p>	Retain	Retain, as it is merely a technical matter.	

	within its competence by electronic voting.			
Article 30	Article 30. Method of Online Voting	Retain	Retain, as this pertains to a technical matter. However, it should be noted that only the General Meeting of Shareholders has the authority to amend the meeting agenda appended to the meeting invitation, and the General Meeting of Shareholders shall discuss and vote on each item on the agenda pursuant to Articles 145 and 146 of Enterprise Law No. 59/2020/QH14.	
Article 31	Article 31. Method of Online Vote Counting When a Representative casts a vote/elects, the number of ballots and votes shall be recorded on the system according to the principle of affirmative votes, negative votes, and abstentions.	Retain	Retain, as this is a technical matter.	
Article 32	Article 32. Notification of Vote Counting Results Based on the minutes of vote counting recorded as prescribed in Article 31 of these Regulations, the Vote Counting Board shall examine, aggregate, and report the vote counting results for each agenda item to the Chairperson. The vote counting results shall be announced by the Chairperson/Vote Counting Board immediately prior to the adjournment of the meeting.	Retain	Retain, as this is a technical matter and also conforms to Article 146 of Enterprise Law No. 59/2020/QH14.	

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Article 33	Article 33. Preparation of Minutes of the General Meeting of Shareholders	Retain	Retain, as this is merely a technical matter and is also consistent with Article 139 of Enterprise Law No. 59/2020/QH14.	
Article 34	Article 34. Announcement of Resolutions and Minutes of the General Meeting of Shareholders Implement as prescribed in Article 20 of these Regulations.	Retain	Retain, as it is a technical matter and also conforms to Article 139 of Enterprise Law No. 59/2020/QH14.	

IV. REGULATIONS FOR THE GENERAL MEETING OF SHAREHOLDERS PASSING RESOLUTIONS BY WAY OF DIRECT AND ONLINE MEETINGS

Article 35	Article 35. Notice Convening the General Meeting of Shareholders Implement as prescribed in Article 6 of these Regulations.	Retain	Retain, as this is consistent with the corresponding articles of the Regulations.	
Article 36	Article 36. Method of Registering to Attend the General Meeting of Shareholders Implement as prescribed in Clause 1, Article 8 and Article 24 of these Regulations.	Retain	Retain, as it is consistent with the corresponding articles of the Regulations.	
Article 37	Article 37. Authorization of a Proxy to Attend the General Meeting of Shareholders Implement as prescribed in Clause 2, Article 8 and Article 27 of these Regulations.	Retain	Retain, as this is consistent with the corresponding articles of the Regulations.	
Article 38	Article 38. Conditions for Proceeding Implement as prescribed in Article 9 of these Regulations.	Remain unchanged.	Remain unchanged as it is consistent with the corresponding articles of the Regulations.	
Article 39	Article 39. Form of passing resolutions of the General Meeting of Shareholders Implement as prescribed in Article 10 and Article 29 of these Regulations.	Remain unchanged.	Remain unchanged as it is consistent with the corresponding articles of the Regulations.	
Article 40	Article 40. Voting methods Implement as prescribed in Articles 13, 14, and 30 of these Regulations.	Remain unchanged.	Remain unchanged as it is consistent with the	

			corresponding articles of the Regulations.	
Article 41	Article 41. Vote counting methods Implement as prescribed in Articles 15 and 31 of these Regulations.	Remain unchanged.	Remain unchanged as it is consistent with the corresponding articles of the Regulations.	
Article 42	Article 42. Notification of vote counting results Implement as prescribed in Article 17 and Article 32 of these Regulations.	Remain unchanged.	Remain unchanged as it is consistent with the corresponding articles of the Regulations.	
Article 43	Article 43. Preparation of minutes of the General Meeting of Shareholders Implement as prescribed in Article 19 and Article 33 of these Regulations.	Remain unchanged.	Remain unchanged as it is consistent with the corresponding articles of the Regulations.	
Article 44	Article 44. Announcement of the Resolution and Minutes of the General Meeting of Shareholders Implement as prescribed in Article 20 of these Regulations.	Remain unchanged.	Remain unchanged as it is consistent with the corresponding articles of the Regulations.	

CHAPTER 3 – BOARD OF DIRECTORS

Section 1. General Provisions

Article 45	Article 45. Role, Rights, and Obligations of the Board of Directors	Remain unchanged.	Remain unchanged as it is consistent with the provisions of the law (Article 153 of the Enterprise Law No. 59/2020/QH14 and Article 278 of Decree No. 155/2020/ND-CP).	
Article 46	Article 46. Rights, Obligations, and Responsibilities of Board of Directors' members	Remain unchanged.	Remain unchanged as it is consistent with the provisions of the law (Article 41 of the Securities Law No. 54/2019/QH14, Articles 153 and 159 of the Enterprise Law No. 59/2020/QH14, and Articles 278 and	

			280 of Decree No. 155/2020/ND-CP).	
Section 2 – Regulations on Nomination, Candidacy, Election, Dismissal, and Removal of the Board of Directors' members				
Article 47	Article 47. Number, Term, and Structure of the Board of Directors	Remain unchanged.	Remain unchanged as it is consistent with the provisions of the law (Article 154 of the Enterprise Law No. 59/2020/QH14 and Article 276 of Decree No. 155/2020/ND-CP).	
Article 48	Article 48. Standards and Conditions for Members of the Board of Directors <ol style="list-style-type: none"> 1. Member of the Board of Directors, must meet the standards and conditions as prescribed in Clause 1 and Clause 2, Article 155 of the Enterprise Law and the Company's Charter. 2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director of a public company. 3. A Member of the Board of Directors of a public company may concurrently serve as a Member of the Board of Directors at another company. 	Article 48. Standards and Conditions for Board of Directors' members <ol style="list-style-type: none"> 1. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1, Clause 2, Article 155 of the Law on Enterprises and the Company's Charter. 2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director of one (01) public company. 3. A Member of the Board of Directors of a public company may only concurrently serve as a Member of the Board of Directors at a maximum of five (05) other companies. 	- Adjust Clause 3 to comply with the provisions of Clause 3, Article 275 of Decree No. 155/2020/ND-CP. - The remaining contents remain unchanged as they are consistent with the provisions of Articles 155 and 156 of the Enterprise Law No. 59/2020/QH14.	

<p>Article 49</p>	<p>Article 49. Nomination and Candidacy for Members of the Board of Directors</p> <p>1. A shareholder or group of shareholders owning at least 5% of the total ordinary shares has the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter. Shareholders holding ordinary shares have the right to combine their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% to 90% may nominate a maximum of eight (08) candidates.</p> <p>2. In the event that the number of Board of Directors candidates through nomination and candidacy is still insufficient, the incumbent Board of Directors shall introduce additional candidates or organize the nomination process as stipulated in the Board of Directors' Working Regulations. The incumbent Board of Directors' introduction of</p>	<p>Article 49. Nomination and Candidacy for Members of the Board of Directors</p> <p>1. A shareholder or group of shareholders owning at least 5% of the total ordinary shares has the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter. Shareholders holding ordinary shares have the right to combine their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from</p>	<p>Adjust the ratio similarly to the advisory section in Article 25 of the Company Charter.</p>	
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	<p>additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect Members of the Board of Directors in accordance with the law.</p>	<p>70% to 80% may nominate a maximum of seven (07) candidates; and from 80% to 90% may nominate a maximum of eight (08) candidates.</p> <p>2. In the event that the number of Board of Directors candidates through nomination and candidacy is still insufficient, the incumbent Board of Directors shall introduce additional candidates or organize the nomination process as stipulated in the Board of Directors' Working Regulations. The incumbent Board of Directors' introduction of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect Members of the Board of Directors in accordance with the law.</p>		
Article 50	<p>Article 50. Method of electing members of the Board of Directors</p> <p>1. The voting for members of the Board of Directors must be conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and the shareholder has the right to cast all or part of their total votes for</p>	<p>- Clause 1 remains unchanged.</p> <p>- Remove Clause 2 to be consistent with Article 21 of the Company Charter.</p>	<p>- Clause 1 remains unchanged as it is consistent with Clause 3, Article 148 of Enterprise Law No. 59/2020/QH14.</p>	

	<p>one or more candidates. The successful candidates for the Board of Directors are determined by the number of votes from highest to lowest, starting with the candidate with the highest number of votes until the number of members prescribed in the Company Charter is reached. In the event that two or more candidates receive the same number of votes for the last 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 or the Company Charter.</p> <p>2. If the number of candidates is less than or equal to the number of Board of Directors members to be elected, the election of Board of Directors members may be conducted by the cumulative voting method as above or by voting (approval, disapproval, abstention). The approval voting ratio is implemented according to Clause 2, Article 21 of the Company Charter.</p>			
Article 51	Cases of dismissal, removal, replacement, and supplementation of members of the Board of Directors	Remains unchanged.	Consistent with Article 160 of Enterprise Law No. 59/2020/QH14	
Article 52	<p>Article 52. Notification of election, dismissal, and removal of members of the Board of Directors</p> <p>After a decision is made on the election, dismissal, or removal of a member of the Board of Directors, the Company is responsible for announcing the information internally within the</p>	Remains unchanged.	Consistent with Article 11 of Circular No. 96/2020/TT-BTC	

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	Company and to relevant authorities, on mass media, and on the Company's website according to the procedures and regulations of applicable law.			
Article 53	Article 53. Method of nominating candidates for members of the Board of Directors	Remains unchanged.	Remains unchanged as it is consistent with Article 274 of Decree No. 155/2020/ND-CP	
Article 54	Article 54. Election, removal, and dismissal of the Chairman of the Board of Directors 1. The Chairman of the Board of Directors is elected, dismissed, and removed by the Board of Directors from among its members. 2. The Chairman of the Board of Directors may not concurrently hold the position of General Director. The concurrent holding of the position of General Director by the Chairman of the Board of Directors must be approved annually at the Annual General Meeting of Shareholders.	Article 54. Election, Dismissal, and Removal of the Chairman of the Board of Directors 1. The Chairman of the Board of Directors shall be elected, dismissed, and removed by the Board of Directors from among its members. 2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director.	- Remove the phrase "The concurrent holding of the position of General Director by the Chairman of the Board of Directors must be approved annually at the Annual General Meeting of Shareholders" in Clause 2 to comply with Clause 2, Article 156 of Enterprise Law No. 59/2020/QH14. - The remaining contents remain unchanged as they are consistent with the provisions of Article 156 of the Enterprise Law No. 59/2020/QH14.	
Section 3 – Remuneration, Salary, Bonuses, and Other Benefits of Members of the Board of Directors				
Article 55	Article 55. Remuneration, Bonuses, and Other Benefits of Members of the Board of Directors	Retain	Consistent with the provisions of Article 163 of Enterprise Law No. 59/2020/QH14 and Article 28 of the Model Charter issued together with Circular No. 116/2020/TT-BTC	

Section 4 – Regulations on the Order and Procedures for Organizing Meetings of the Board of Directors

Article 56	Article 56. Minimum Number of Meetings per Month/Quarter/Year	Retain	Consistent with the provisions of Article 157 of Enterprise Law No. 59/2020/QH14	
Article 57	Article 57. Circumstances Requiring the Convening of Extraordinary Meetings of the Board of Directors	Retain	Consistent with the provisions of Article 157 of Enterprise Law No. 59/2020/QH14	
Article 58	Article 58. Notice of Board of Directors Meetings and the Right to Attend Board of Directors Meetings of Members of the Supervisory Board	Retain	Consistent with the provisions of Article 157 of Enterprise Law No. 59/2020/QH14	
Article 59	Article 59. Conditions for Holding Board of Directors Meetings	Retain	Consistent with the provisions of Article 157 of Enterprise Law No. 59/2020/QH14	
Article 60	<p>Article 60. Voting Methods</p> <p>3. Voting</p> <p>a. Except as provided in point b, clause 3 of this Article, each Member of the Board of Directors, or an authorized person as prescribed in clause 1 of this Article, directly present in person at the meeting of the Board of Directors shall have one (01) vote;</p> <p>b. Members of the Board of Directors may not vote on contracts, transactions, or proposals in which such Member or a person related to such Member has an interest, and that interest conflicts or may conflict with the interests of the Company. A Member of the Board of Directors shall not be counted towards the minimum number of members present required to hold a Board of Directors meeting on decisions on which such Member does not have the right to vote;</p>	<p>Article 60. Voting Methods</p> <p>3. Voting</p> <p>a. Except as provided in point b, clause 3 of this Article, each Member of the Board of Directors or an authorized person as prescribed in clause 1 of this Article, directly present in person at the meeting of the Board of Directors shall have one (01) vote;</p> <p>b. Members of the Board of Directors may not vote on contracts, transactions, or proposals in which such Member or a related person has an interest, and that interest conflicts or may conflict with the interests of the Company;</p>	<p>- Remove the phrase: "A Member of the Board of Directors shall not be counted towards the minimum number of members present required to hold a Board of Directors meeting on decisions on which such Member does not have the right to vote," similar to the advice provided in Article 30 of the Company's Charter.</p> <p>- The remaining contents remain unchanged as they are consistent with the provisions of Article 30 of the Company's Charter.</p>	

Article 61	Article 61. Method of Passing Resolutions of the Board of Directors	Remain unchanged	Consistent with the provisions of Article 157 of the Law on Enterprises No. 59/2020/QH14	
Article 62	Article 62. Authorization for another person to attend the meeting of a member of the Board of Directors	Remain unchanged	Consistent with the provisions of Article 157 of the Law on Enterprises No. 59/2020/QH14	
Article 63	Article 63. Preparation of Minutes of Board of Directors Meetings All Board of Directors meetings must be minuted and may be audio-recorded, video-recorded, or stored in other electronic formats. The minutes must be prepared in Vietnamese and may also be prepared in a foreign language, including the following main contents: <ol style="list-style-type: none"> Name, address of the headquarters, and enterprise code; Time and place of the meeting; Purpose, agenda, and content of the meeting; Full name of each member present or the authorized representative and the method of attendance; full name of absent members and the reasons for their absence; Issues discussed and voted upon at the meeting; Summary of each member's opinions in the order of the meeting's proceedings; Voting results, clearly stating the members who approved, disapproved, and abstained; Matters approved and the corresponding approval rate; 	Article 63. Recording the Minutes of Board of Directors Meetings 1. All Board of Directors meetings must be minuted and may be recorded (audio, video, or other electronic formats). Minutes must be in Vietnamese, with an optional foreign language version. Key contents include: <ol style="list-style-type: none"> Company name, headquarters address, and enterprise code; Meeting time and location; Meeting purpose, agenda, and content; Full name of each attendee or their proxy, and attendance method; Full names of absent members and reasons for absence; Issues discussed and voted upon; Summary of each member's comments, following the meeting's flow; 	- Restructure into sections for enhanced tracking. - Omit the concluding phrase: "The minutes of the Board of Directors meeting and documents utilized during the meeting must be retained at the company's headquarters" due to redundancy with Clause 2.	



	<p>i. Full name and signature of the chairperson and the minute-taker, except as provided in Article 64 of these Regulations.</p> <p>The minutes of the Board of Directors meetings and the documents used in the meeting must be kept at the company's headquarters.</p> <p>Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In case of discrepancies between the Vietnamese and foreign language versions, the content of the Vietnamese version shall prevail.</p> <p>The chairperson, the minute-taker, and those who sign the minutes are responsible for the truthfulness and accuracy of the content of the minutes of the Board of Directors meeting.</p> <p>The minutes of the Board of Directors meeting and documents used during the meeting must be stored at the main office.</p>	<p>g. Voting results, clearly indicating approvals, disapprovals, and abstentions;</p> <p>h. Approved matters and their respective approval rates;</p> <p>i. Full name and signature of the chairperson and minute-taker, except as outlined in Article 64 of these regulations.</p> <p>2. Meeting minutes and related documents must be kept at the company's headquarters.</p> <p>3. Minutes drafted in Vietnamese and in a foreign language possess equal legal validity. In instances of discrepancies between the Vietnamese and foreign language versions, the content of the Vietnamese version shall prevail.</p> <p>4. The Chairperson, the minute-taker, and all signatories to the minutes shall bear responsibility for the veracity and accuracy of the content within the minutes of the Board of Directors meeting.</p>		
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Article 64	Article 64. Circumstances where the Chairperson and/or Secretary decline to sign the Minutes of the Board of Directors Meeting In circumstances where the Chairperson or the minute-taker declines to sign the meeting minutes, yet all other members of the Board of Directors in attendance affix their signatures, and the minutes encompass all requisite content as stipulated in points a, b, c, d, đ, e, g, and h of Article 63 of these Regulations, the minutes shall retain their validity.	Retain	Consistent with Clause 6, Article 7 of Law No. 03/2022/QH15	
Article 65	Article 65. Notification of Resolutions/Decisions of the Board of Directors	Retain	Consistent with Article 11 of Circular No. 96/2020/TT-BTC	
Section 5 - Sub-committees of the Board of Directors				
Article 66	Article 66. Sub-committees reporting to the Board of Directors	Retain	Consistent with Article 31 of the Model Charter issued under Circular No. 116/2020/TT-BTC	
Section 6 - Selection, Appointment, and Dismissal of the Corporate Governance Officer				
Article 67	Article 67. Criteria for the Corporate Governance Officer	Retain	Consistent with Article 32 of the Model Charter issued under Circular No. 116/2020/TT-BTC, and Article 281 of Decree No. 155/2020/NĐ-CP	
Article 68	Article 68. Appointment of the Corporate Governance Officer	Retain	Consistent with Article 32 of the Model Charter issued under Circular No. 116/2020/TT-BTC, and Article 281 of Decree No. 155/2020/NĐ-CP	

Article 69	Article 69. Grounds for Dismissal of the Corporate Governance Officer 1. The Board of Directors may dismiss/remove the Corporate Governance Officer when necessary, provided such action does not contravene prevailing labor regulations. 2. The Corporate Governance Officer may be dismissed pursuant to a resolution of the General Meeting of Shareholders.	Article 69. Grounds for Dismissal of the Corporate Governance Officer The Board of Directors may dismiss/remove the Corporate Governance Officer when necessary, provided such action does not contravene prevailing labor regulations.	Remove Clause 2, as the General Meeting of Shareholders does not possess this authority under Article 138 of the Enterprise Law No. 59/2020/QH14 and the Company Charter, and to preclude overlapping authority where two bodies decide on dismissal for a single position.	
Article 70	Article 70. Notification of Appointment and Dismissal of the Corporate Governance Officer	Remain unchanged.	Compliant with Article 11 of Circular No. 96/2020/TT-BTC.	
Article 71.	Article 71. Rights and Obligations of the Person in Charge of Corporate Governance.	Remain unchanged.	Article 281 of Decree No. 155/2020/ND-CP.	
CHAPTER 4 – BOARD OF SUPERVISORS.				
Section 1. General Provisions.				
Article 72.	Article 72. Roles, Rights, and Obligations of the Board of Supervisors, Responsibilities of Board Members.	Remain unchanged.	Compliant with Article 170 of the Law on Enterprises No. 59/2020/QH14, Article 287, and Article 288 of Decree No. 155/2020/ND-CP.	
Section 2. Regulations on Term, Quantity, Composition, and Structure of the Board of Supervisors.				
Article 73.	Article 73. Quantity, Term, Composition, and Structure of the Board of Supervisors.	Remain unchanged.	Compliant with Article 168 of the Law on Enterprises No. 59/2020/QH14, Article 287, and Article 286 of Decree No. 155/2020/ND-CP.	
Article 74.	Article 74. Standards and Conditions for Members of the Board of Supervisors.	Remain unchanged.	Compliant with Article 168 of the Law on Enterprises No. 59/2020/QH14, Article 287, and	

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			Article 286 of Decree No. 155/2020/ND-CP.	
Article 75.	<p>Article 75. Nomination and Candidacy for Members of the Board of Supervisors.</p> <p>1. The nomination and candidacy for Board of Supervisors members shall be carried out similarly to the provisions of Clause 1, Article 25 of the Company's Charter. Shareholders holding voting shares have the right to combine their voting rights to nominate Supervisors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% to 90% may nominate a maximum of eight (08) candidates.</p> <p>2. In the event that the number of candidates for the Board of Supervisors through nomination and candidacy is not sufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations similarly as prescribed in Clause 3, Article 49 of these Regulations. The incumbent Board of Supervisor's introduction</p>	<p>Article 75. Nomination and Candidacy for Members of the Board of Supervisors.</p> <p>1. The nomination and candidacy for members of the Board of Supervisors shall be carried out similarly to the provisions of Clause 1, Article 25 of the Company's Charter. Shareholders holding voting shares have the right to combine their voting rights to nominate Supervisors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may</p>	Reasons are similar to Article 37 of the Company Charter.	

	<p>of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.</p>	<p>nominate a maximum of seven (07) candidates; and from 80% to 90% may nominate a maximum of eight (08) candidates.</p> <p>2. In the event the number of candidates for the Board of Supervisors approved through nomination and application is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize a similar nomination process as stipulated in Clause 3, Article 49 of these Regulations. The incumbent Board of Supervisors' introduction of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with legal regulations.</p>		
Article 76	Article 76. Method of electing members of the Board of Supervisors	Remain unchanged.	Compliant with Article 148 of the Enterprise Law No. 59/2020/QH14	
Article 77	Article 77. Cases of dismissal and removal of members of the Board of Supervisors	Remain unchanged.	Compliant with Article 174 of the Enterprise Law No. 59/2020/QH14	

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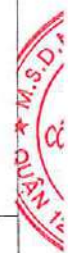
Article 78	Article 78. Notification of election, dismissal, and removal of members of the Board of Supervisors	Remain unchanged.	Compliant with Article 11 of Circular No. 96/2020/TT-BTC	
Article 79	Article 79. Salaries and other benefits of members of the Board of Supervisors	Remain unchanged.	Compliant with Article 172 of the Enterprise Law No. 59/2020/QH14	

CHAPTER 5 - GENERAL DIRECTOR

Article 80	Article 80. Roles, responsibilities, rights, and obligations of the General Director	Remain unchanged.	Compliant with Article 162 of the Enterprise Law No. 59/2020/QH14	
Article 81	Article 81. Term, standards, and conditions of the General Director	Remain unchanged.	Compliant with Article 162 of the Enterprise Law No. 59/2020/QH14	
Article 82	Article 82. Appointment, dismissal, contract signing, and termination of contract with the General Director	Remain unchanged.	Compliant with Article 162 of the Enterprise Law No. 59/2020/QH14, Article 27 and Article 35 of the Company Charter.	
Article 83	Article 83. Notification of appointment, dismissal, contract signing, and termination of contract with the General Director	Remain unchanged.	Compliant with Article 11 of Circular No. 96/2020/TT-BTC	
Article 84	Article 84. Salary and other benefits of the General Director	Remain unchanged.	Compliant with Article 163 of the Enterprise Law No. 59/2020/QH14	

CHAPTER 6 – OTHER ACTIVITIES**Section 1 – Regulations on coordination of activities between the Board of Directors, Board of Supervisors, and General Director**

Article 85	Article 85. Procedures and sequences for convening, sending meeting invitations, recording minutes, and announcing meeting results between the Board of Directors, Board of Supervisors, and General Director The procedures and sequences for convening, sending meeting invitations, recording minutes, and announcing meeting results between the Board of Directors, the Board of Supervisors, and the General Director shall be carried out in accordance with the procedures and sequences for convening Board of Directors meetings as stipulated in Section 4, Chapter 3 of these Regulations.	Remain unchanged.	Compliant with the Charter and Enterprise Law No. 59/2020/QH14	
Article 86	Article 86 Notification of the Board of Directors' Resolution to the Supervisory Board The Resolution/Decision and minutes of the Board of Directors meeting, after being issued, must be sent to the Supervisors at the same time and in the same manner as to the members of the Board of Directors.	Remain unchanged.	Consistent with the Charter and Enterprise Law No. 59/2020/QH14.	
Article 87	Article 87. Notification of the Board of Directors' Resolution to the General Director The Board of Directors' Resolution/Decision (with contents related to the responsibilities, authorities, and obligations of the Director), after being issued, must be sent to the General Director at the same time and in the same manner as to members of the Board of Directors.	Remain unchanged.	Consistent with the Charter and Enterprise Law No. 59/2020/QH14.	



<p>Article 88</p>	<p>Article 88. Cases where the Supervisory Board and General Director request to convene a meeting of the Board of Directors and matters requiring the Board of Directors' opinion.</p> <p>2. Matters requiring the Board of Directors' opinion:</p> <p>a. Propose to the Board of Directors the organizational structure plan and internal management regulations of the Company.</p> <p>b. Propose measures to improve the Company's operations and management.</p> <p>c. The General Director must develop a plan for the Board of Directors to approve matters related to recruitment, employee termination, salaries, social insurance, benefits, rewards, and discipline for employees and company executives.</p> <p>d. The General Director must develop a plan for the Board of Directors to approve matters related to the Company's relations with trade union organizations in accordance with the best standards, practices, and management policies, the practices and policies specified in the Company's Charter, the Company's regulations, and current legal regulations.</p> <p>e. Seek the Board of Directors' opinion on the audited Financial Statements (including the balance sheet, income statement, and projected cash flow statement) for each fiscal year, which must be submitted to the Board of Directors for approval.</p> <p>f. Propose a plan for dividend payment or handling of business losses.</p>	<p>2. Matters requiring the Board of Directors' opinion:</p> <p>e. Seek the Board of Directors' opinion on the audited Financial Statements (including the Financial Position Statement; Income Statement; Statement of Cash Flows; Notes to the Financial Statements; and other reports as required by law) for each fiscal year, which must be submitted to the Board of Directors for approval.</p>	<p>- Amend point e, clause 2, to comply with clause 6, Article 2 of Law No. 56/2024/QH15: "6. Amend and supplement clause 1, Article 29 (Law on Accounting) as follows:</p> <p>"1. The financial statements of an accounting unit are used to summarize and explain the financial position and operating results of the accounting unit. The financial statements of the accounting unit must be prepared and presented in accordance with the applicable accounting standards and accounting regime, including:</p> <p>a) Financial Position Statement;</p> <p>b) Income Statement;</p> <p>c) Statement of Cash Flows;</p> <p>d) Notes to the Financial Statements;</p> <p>dd) Other reports as required by law."</p> <p>- The remaining contents remain unchanged as they are consistent with the Charter and Enterprise Law No. 59/2020/QH14.</p>	
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	g. Request the Board of Directors' approval for the detailed business plan for the next fiscal year. h. Other matters when deemed to be in the Company's best interest.			
Article 89	Article 89. General Director's Report to the Board of Directors' members on the Performance of Assigned Duties and Powers	Remain unchanged	In accordance with the Charter and Enterprise Law No. 59/2020/QH14	
Article 90	Article 90. Review of the Implementation of Resolutions and Other Matters Authorized by the Board of Directors' members to the General Director	Remain unchanged	In accordance with the Charter and Enterprise Law No. 59/2020/QH14	
Article 91	Article 91. Matters the General Director Must Report, Provide Information, and Methods of Notification to the Board of Directors' members and the Supervisory Board	Remain unchanged	In accordance with the Charter and Enterprise Law No. 59/2020/QH14 (Article 167)	
Article 92	Article 92. Coordination of Control, Management, and Supervision Activities between Board of Directors' members, Supervisory Board Members, and the General Director According to Their Specific Duties	Remain unchanged	The law does not stipulate this coordination mechanism.	
Section 2 – Regulations on Annual Evaluation for Commendation and Disciplinary Actions for Board of Directors' members, Supervisory Board Members, General Director, and Other Enterprise Executives				
Article 93	Article 93. Regulations on the Performance Evaluation of Board of Directors' members, Supervisory Board Members, General Director, and Other Executives	Remain unchanged	The law does not stipulate this evaluation mechanism.	
Article 94	Article 94. Commendation	Remain unchanged	The law does not stipulate this evaluation mechanism.	
Article 95	Article 95. Disciplinary Action	Remain unchanged	The law does not stipulate this	

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			disciplinary mechanism, only the responsibilities of managers and lawsuits against managers (Article 165, Article 166 of Enterprise Law No. 59/2020/QH14)	
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CHAPTER 7 - AMENDMENTS TO CORPORATE GOVERNANCE REGULATIONS

Article 96	Article 96. Supplementing and Amending Corporate Governance Regulations	Remain unchanged	In accordance with the Charter and Enterprise Law No. 59/2020/QH14 (Article 138)	
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CHAPTER 8 - EFFECTIVE DATE

Article 97	Article 97. Effective Date	Remain unchanged	In accordance with the Charter and Enterprise Law No. 59/2020/QH14 (Article 138)	
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APPENDIX 2.1 ATTACHED TO DOCUMENT 04 FOR THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Regarding consultancy for review, amendment, and supplement of Regulations guiding online participation and electronic voting in the General Meeting of Shareholders of Saigontel

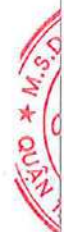
SUMMARY TABLE OF AMENDMENTS AND SUPPLEMENTS TO THE REGULATIONS GUIDING ONLINE PARTICIPATION AND ELECTRONIC VOTING IN THE GENERAL MEETING OF SHAREHOLDERS - SAIGON TECHNOLOGY AND TELECOMMUNICATIONS JOINT STOCK COMPANY (SAIGONTEL)

Clause	CONTENT OF THE REGULATIONS GUIDING ONLINE PARTICIPATION AND ELECTRONIC VOTING IN THE GENERAL MEETING OF SHAREHOLDERS			
	CURRENT REGULATIONS (Contents not mentioned in this column are to remain unchanged as in the current Regulations)	AMENDED REGULATIONS	EXPLANATION OF REASONS AND LEGAL BASIS	NOTE
CHAPTER I. GENERAL PROVISIONS				
Article 1	Article 1. Scope and Subjects of Application These Regulations govern online participation and electronic voting by delegates in the Annual General Meeting of Shareholders/Extraordinary General Meeting of Shareholders of Saigon Technology and Telecommunications Joint Stock Company (hereinafter referred to as the "Company").	Remain unchanged	Scope and subjects of application are determined by the company.	
Article 2	Article 2. Definition of Terms	Remain unchanged	The technical terms are consistent with the provisions of law (Civil Code No. 91/2015/QH13...).	
CHAPTER II. SPECIFIC PROVISIONS				
Article 3	Article 3. Notice convening the General Meeting of Shareholders The Company complies with the provisions of Article 18 of the Company's Charter.	Remain unchanged	Because it is consistent with the provisions of current law (Article 143 of the Enterprise Law No. 59/2020/QH14) and Article 18 of the Company's Charter.	

Article 4	Article 4. Conditions and procedures for delegates to participate in the General Meeting of Shareholders online and vote electronically	Remain unchanged	Because it is consistent with the provisions of current law (Article 144 of the Enterprise Law No. 59/2020/QH14). In addition, for matters not stipulated by law, the Regulations may provide further details to ensure the organization of the online General Meeting of Shareholders in accordance with common practice.	
Article 5	Article 5. Provision of login information and implementation of electronic voting	Remain unchanged	This is merely a technical matter.	
Article 6	Article 6. Method of recording delegates' online participation in the General Meeting of Shareholders A delegate is recognized by the electronic voting system as having attended the online General Meeting of Shareholders when the delegate accesses the system using the access information provided in accordance with Article 4 of these Regulations and has voted electronically on any matter within the agenda of the online General Meeting of Shareholders.	Article 6. Method of Recording Delegates Attending the Online General Meeting of Shareholders A Delegate is recorded by the electronic voting system as attending the online General Meeting of Shareholders when that Delegate accesses the system using the access information provided in accordance with Article 4 of these Regulations.	Remove the phrase: "and has voted electronically on any matter of the content of the Agenda of the online General Meeting of Shareholders." as voting (electronic voting) is a shareholder's right; a shareholder may attend the meeting without voting. Therefore, it is sufficient for the shareholder to access the system using the access information provided in accordance with Article 4 of these Regulations to be considered as having attended the online	

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			General Meeting of Shareholders.	
Article 7	<p>Article 7. Regulations on Online Proxy Voting</p> <p>c. Validity of Proxy: The proxy is only legally valid when the following conditions are met:</p> <ul style="list-style-type: none"> - When the shareholder completes all information on the online proxy form and completes the online proxy process. - The printed proxy form, following the online proxy template, includes the full signature, full name, and seal (if applicable for organizations) of both the authorizing party and the authorized party. - The Company receives the original Proxy Form before the official commencement of the meeting. 	<p>Article 7. Regulations on Online Proxy Voting</p> <p>c. Validity of Proxy: The proxy is only legally valid when the following conditions are met:</p> <ul style="list-style-type: none"> - When the shareholder completes all information according to the online proxy form issued by the Company or as prescribed by civil law and completes the online proxy process. - The proxy form, printed according to the online proxy template issued by the Company or as prescribed by civil law, includes the full signature, full name, and seal (if applicable for organizations) of both the authorizing party and the authorized party. - The Company receives the original Proxy Form before the official commencement of the meeting. 	<p>- Amend point c because Clause 2, Article 144 of the Enterprise Law No. 59/2020/QH14 stipulates: "The proxy document must be prepared in accordance with civil law regulations and must clearly state the name of the individual or organization authorized and the number of shares authorized." Therefore, the company cannot require shareholders to use the proxy form issued by the company, even for online meeting proxies.</p> <p>- Other contents remain unchanged as they are only technical matters.</p>	
Article 8	Article 8. Electronic Voting Period	Remain unchanged.	Remain unchanged as they are only technical matters.	
Article 9	Article 9. Electronic Voting Methods	Remain unchanged.	Remain unchanged as they are only technical matters.	



<p>Article 10</p>	<p>Article 10. Vote Counting Procedures</p> <p>When a Delegate votes/elects, the number of ballots and votes are recorded on the system based on the principle of the number of cards in favor, the number of cards against, and the number of abstentions.</p> <p>The vote counting record is a document recording the vote counting results of all Delegates attending the online General Meeting of Shareholders via the electronic voting system.</p> <p>For sensitive matters, and upon shareholder request, the company must appoint a neutral organization to conduct the collection and counting of votes.</p>	<p>Article 10. Voting Procedures</p> <p>When a Representative votes/casts a ballot, the number of votes and ballots are recorded on the system based on the principle of the number of cards in favor, the number of cards against, and the number of abstentions.</p> <p>The vote counting record is a document recording the voting results of all Representatives attending the online General Meeting of Shareholders through the electronic voting system.</p>	<p>Remove the paragraph: "For sensitive matters, and upon shareholder request, the Company must appoint an independent organization to conduct the collection and counting of votes." This is an outdated provision in Circular 121/2012/TT-BTC on corporate governance applicable to public companies that has expired, and subsequent replacement documents have removed this provision. Furthermore, this provision is easily abused by shareholders to appoint an independent organization to collect and count votes, which is time-consuming and affects the establishment of Resolutions, as "sensitive matters" is a very abstract concept. Usually, the General Meeting of Shareholders only takes place in one session, and the Minutes of the General Meeting of Shareholders must be completed and approved before the</p>	
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			<p>end of the meeting (Article 150 of the Enterprise Law No. 59/2020/QH14). In addition, within 24 hours, the company must announce unusual information, so if a shareholder requests the appointment of an independent organization to collect and count votes, the meeting cannot end as planned. Article 151 of the Enterprise Law No. 59/2020/QH14 stipulates that shareholders have the right to request the Court or Arbitration to review and annul the resolution or part of the resolution of the General Meeting of Shareholders. Therefore, if they disagree with the vote counting, shareholders only have the right to request the Court or Arbitration to review and annul the resolution.</p>	
Article 11	<p>Article 11. Announcement of Voting Results</p> <p>Based on the vote counting record as prescribed in Article 10 of these Regulations, the Vote Counting Board shall check, synthesize, and report to the Chairperson the voting results of each issue according to the agenda of the meeting. The voting results will be</p>	Retain	Retain as it is only a technical matter.	

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	announced by the Chairperson immediately before the closing of the meeting.			
Article 12	Article 12. Procedures for Objecting to Resolutions of the General Meeting of Shareholders The request for annulment of a decision of the General Meeting of Shareholders shall be implemented in accordance with the provisions of Article 24 of the Company's Charter.	Retain	Consistent with Article 151 of Enterprise Law No. 59/2020/QH14 and Article 24 of the Company's Charter.	
Article 13	Article 13. Minutes of the Online General Meeting of Shareholders and the Form of Approval		Consistent with Articles 146 and 150 of Enterprise Law No. 59/2020/QH14 and Article 23 of the Company's Charter.	
Article 14	Article 14. Rights and Obligations of Representatives when Participating in Electronic Voting	Retain	Retain as these contents are only technical and comply with the provisions of the law (Article 115 of Enterprise Law No. 59/2020/QH14) and Article 21 of the Company's Charter.	
Article 15	Article 15. Discussion at the Online General Meeting of Shareholders	Keep as is.	Keep as is, as these contents pertain solely to technical matters and are in accordance with the legal provisions of (Article 146 of the Law on Enterprises No. 59/2020/QH14) and Article 20 of the Company Charter.	
Article 16	Article 16. Circumstances of Force Majeure	Article Circumstances of Force Majeure	16. In principle, resolutions validly passed prior to a force majeure event retain their efficacy, and neither the Company nor any other	

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	<p>a. During the course of the online General Meeting of Shareholders and electronic voting, unforeseen events beyond the Company's control (excluding those specific to individual attendees) may occur at the Chairperson's location, such as: natural disasters, fire, power outages or internet disconnections, technical issues at the Chairperson's location, directives from governmental bodies, or other authoritative pronouncements.</p> <p>b. Should insurmountable force majeure events prevent the meeting's continuation within 60 minutes, the Chairperson shall declare its suspension, rendering any resolutions passed beforehand null and void. These matters will be re-addressed in the next convened General Meeting of Shareholders.</p>	<p>a. During the course of the online General Meeting of Shareholders and electronic voting, unforeseen events beyond the Company's control (excluding those specific to individual attendees) may occur at the Chairperson's location, such as: natural disasters, fire, power outages or internet disconnections, technical issues at the Chairperson's location, directives from governmental bodies, or other authoritative pronouncements.</p> <p><i>b. Should insurmountable force majeure events prevent the meeting's continuation within 60 minutes, the Chairperson shall declare its suspension; however, all matters voted upon prior to the suspension (if any) shall remain valid. These matters will not be re-addressed in the next convened General Meeting of Shareholders.</i></p>	<p>entity may nullify these outcomes.</p> <p>Furthermore, as these voting results are archived on the Company's servers, revisiting them in a subsequent meeting is unnecessary and inefficient.</p>	
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CHAPTER III. OTHER PROVISIONS

Article 17	<p>Article 17. Other Provisions</p> <p>Any matters not addressed herein shall be governed by the Company Charter, the Internal Regulations on Corporate</p>	Keep as is.	This is merely a technical matter.	
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	<p>Governance, and other applicable laws and regulations.</p> <p>These Regulations are an Appendix to the Internal Regulations on Corporate Governance.</p>			
Article 18	<p>Article 18. Effective Date</p> <p>These Regulations, comprising 3 Chapters and 18 Articles, are effective from the date of issuance.</p> <p>Representatives, individuals, organizations, and departments involved in the Company's online General Meeting of Shareholders are obligated to adhere to these Regulations.</p>	Keep as is.	This is merely a technical matter concerning the document.	

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**APPENDIX 03 ATTACHED TO DOCUMENT 04 OF THE 2025 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**

*Regarding consulting, reviewing, amending, and supplementing the Regulations on Operation of the
Board of Directors of Saigontel*



**SUMMARY TABLE OF AMENDMENTS AND SUPPLEMENTS TO THE REGULATIONS
ON OPERATION OF THE BOARD OF DIRECTORS - SAIGON TECHNOLOGY -
TELECOMMUNICATIONS CORPORATION (SAIGONTEL)**

Clause	CONTENT OF THE REGULATIONS ON OPERATION OF THE BOARD OF DIRECTORS			
	CURRENT REGULATIONS (Content not mentioned in this column is to remain unchanged as in the Current Regulations)	AMENDED REGULATIONS	EXPLANATION OF REASONS AND LEGAL BASIS	NOTE

BASIS SECTION

	<ul style="list-style-type: none"> - Pursuant to the Law on Securities dated November 26, 2019; - Pursuant to the Law on Enterprises dated June 17, 2020; - Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain articles of the Law on Securities; - Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance guiding certain articles on corporate governance applied to public companies in Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain articles of the Law on Securities; - Pursuant to the current Charter of Saigon Technology Telecommunications Corporation; - Pursuant to the Resolution of the General Meeting of Shareholders of Saigon Technology Telecommunications Corporation on the issuance of the Regulations on Operation of the Board of Directors No:..... dated...../...../..... 	<ul style="list-style-type: none"> - Pursuant to the Law on Securities dated November 26, 2019; - Pursuant to the Law on Enterprises dated June 17, 2020; - Pursuant to Law No. 56/2024/QH15 dated November 29, 2024, of the National Assembly amending the Law on Securities, the Law on Accounting, the Law on Independent Auditing, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Administrative Sanction 2024 - Pursuant to Law No. 03/2022/QH15 dated January 11, 2022 of the National Assembly amending and supplementing some articles of the Law on Public Investment, the Law on Public-Private Partnership Investment, the Law on Investment, the Law on Housing, the Law on Bidding, the 	<p>Supplementing amended and supplemental Laws Latest Securities Law and Enterprise Law. However, supplementation may not be necessary because, when referring to the law, it can be understood to include amendments and supplements, if any.</p>	
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		<p>Law on Electricity, the Law on Enterprises, the Law on Excise Tax, and the Law on Civil Judgment Enforcement, effective from March 01, 2022;</p> <ul style="list-style-type: none"> - Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain articles of the Law on Securities; - Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance guiding certain articles on corporate governance applied to public companies in Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain articles of the Law on Securities; - Pursuant to the current Charter of Saigon Technology - Telecommunications Corporation; - Pursuant to the Resolution of the 		
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		General Meeting of Shareholders of Saigon Technology - Telecommunications Corporation on the issuance of the Regulations on Operation of the Board of Directors No:..... dated...../...../.....		
Article 1	Article 1. Scope of Regulation and Applicable Subjects	Remain unchanged.	Consistent with Enterprise Law No. 59/2020/QH14, Securities Law No. 54/2019/QH14, and the Company Charter.	
Article 2	Article 2. Operating Principles of the Board of Directors	Remain unchanged.	As it is consistent with the provisions of current law (Articles 157, 162 of Enterprise Law No. 59/2020/QH14) and the Company Charter.	Many public companies also have similar regulations .
CHAPTER II. MEMBERS OF THE BOARD OF DIRECTORS				
Article 3	Article 3. Rights and Obligations of Members of the Board of Directors,	Remain unchanged.	As it is consistent with the provisions of current law (Article 153, Enterprise Law No. 59/2020/QH14, Article 277 Decree 155/2020/ND-CP).	Many public companies also have similar regulations .
Article 4	Article 4. Right to Information Access for Members of the Board of Directors	Remain unchanged.	As it is consistent with the provisions of current law (Article 159 of Enterprise Law No. 59/2020/QH14).	Many public companies also have similar regulations .

Article 5	<p>Article 5. Number, Term, and Structure of Members of the Board of Directors</p> <p>1. The number of Members of the Board of Directors is at least 05 and at most 11.</p>	<p>Article 5. Number, Term, and Structure of Members of the Board of Directors</p> <p>"1. The number of Members of the Board of Directors is at least 05 and at most 11. The specific number of Members of the Board of Directors shall be decided by the General Meeting of Shareholders at each point in time."</p> <p>- Other clauses of this Article are proposed to remain unchanged.</p>	<p>- Clause 1, Article 154 of Enterprise Law No. 59/2020/QH14 stipulates: "1. The Board of Directors shall have from 03 to 11 members. The Company Charter shall specify the number of Members of the Board of Directors." Therefore, the Company Charter must specify the number of Members of the Board of Directors. The Company will be more proactive in determining the number of Members of the Board of Directors at each point in time/term.</p> <p>- Other clauses of this Article are proposed to remain unchanged as they are consistent with legal provisions (Article 154 of Enterprise Law No. 59/2020/QH14, Article 276 of Decree No. 155/2020/ND-CP).</p>	Many public companies also have similar regulations.
Article 6	<p>Article 6. Standards and Conditions for Members of the Board of Directors</p> <p>1. Members of the Board of Directors must meet the following standards and conditions:</p> <p>a) Not belonging to the subjects specified in Clause 2, Article 17 of the Enterprise Law;</p>	<p>Article 6. Standards and Conditions for Members of the Board of Directors</p> <p>1. Members of the Board of Directors must meet the following standards and conditions:</p>	<p>- Adjust point c to comply with the provisions of Clause 3, Article 275 of Decree No. 155/2020/ND-CP: "A Member of the Board of Directors of a public company may only concurrently</p>	

	<p>b) Having professional qualifications and experience in business administration or in the field, industry, or business of the Company and not necessarily being a shareholder of the Company, unless otherwise stipulated in the Company Charter;</p> <p>c) A Member of the Board of Directors of the Company may concurrently be a Member of the Board of Directors of another company;</p>	<p>a) Not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;</p> <p>b) Possess professional qualifications and experience in business administration or in the Company's field, sector, or business line, and not necessarily be a shareholder of the Company, unless otherwise stipulated in the Company's Charter;</p> <p>c) A Member of the Board of Directors of a public company may only concurrently serve as a Member of the Board of Directors at a maximum of 05 other companies.</p>	<p>serve as a Member of the Board of Directors at a maximum of 05 other companies."</p> <p>- The remaining contents remain unchanged as they are consistent with the provisions of Articles 155 and 156 of the Law on Enterprises No. 59/2020/QH14.</p>	
Article 7	Article 7. Chairman of the Board of Directors	Remain unchanged	Remain unchanged as it is consistent with the provisions of current law (Article 156 of the Law on Enterprises No. 59/2020/QH14).	Many public companies also have similar regulations
Article 8	Article 8. Dismissal, Removal, Replacement, and Supplementation of Members of the Board of Directors	Remain unchanged	Remain unchanged as it is consistent with the provisions of current law (Article 160 of the Law on Enterprises No. 59/2020/QH14).	Many public companies also have similar regulations
Article 9	<p>Article 9. Procedures for Electing, Dismissing, and Removing Members of the Board of Directors</p> <p>1. A shareholder or a group of shareholders owning at least 5% of the total number of ordinary shares has the</p>	Article 9. Procedures for Election, Dismissal, and Removal of	- Amend the ratio: "under 90%" to "up to 90%" in point a, clause 1 because according to the capital structure and shareholder	Many public companies also have similar

	<p>right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter. The nomination of individuals to the Board of Directors is carried out as follows:</p> <p>a) Ordinary shareholders forming a group to nominate individuals to the Board of Directors must notify the shareholders attending the meeting of the group meeting before the opening of the General Meeting of Shareholders. Shareholders holding voting shares for a continuous period of at least six (06) months have the right to combine their voting rights to nominate candidates for the Board of Directors. A shareholder or a group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30%, a maximum of two (02) candidates; from 30% to less than 40%, a maximum of three (03) candidates; from 40% to less than 50%, a maximum of four (04) candidates; from 50% to less than 60%, a maximum of five (05) candidates; from 60% to less than 70%, a maximum of six (06) candidates; from 70% to 80%, a maximum of seven (07) candidates; and from 80% to less than 90%, a maximum of eight (08) candidates.</p> <p>b) Based on the number of Members of the Board of Directors, the shareholder or group of shareholders specified in this Clause has the right to nominate one or several individuals, as decided by the General Meeting of Shareholders, as candidates for the Board of Directors.</p> <p>2. In the event that the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient as prescribed in</p>	<p>Members of the Board of Directors</p> <p>1. A shareholder or a group of shareholders owning at least 5% of the total ordinary shares has the right to nominate candidates for the Board of Directors in accordance with the Enterprise Law and the Company's Charter. The nomination of individuals to the Board of Directors is carried out as follows:</p> <p>a) Ordinary shareholders forming a group to nominate a person to the Board of Directors must notify the attending shareholders of the group meeting prior to the opening of the General Meeting of Shareholders. Shareholders holding voting shares for a continuous period of at least six (06) months have the right to combine their voting rights to nominate candidates for the Board of Directors. Shareholders or a group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may</p>	<p>structure of a public company as stipulated in point a, clause 1, Article 33 of the Securities Law No. 54/2019/QH14 and Law No. 56/2024/QH15, major shareholders of a public company can hold up to 90% of the voting shares.</p> <p>- The remaining clauses are proposed to remain unchanged as they are consistent with legal regulations (Clause 3, Article 115 of the Enterprise Law No. 59/2020/QH14, Clause, Article 274 of Decree No. 155/2020/ND-CP, Article 25 of the Model Charter - Circular No. 116/2020/TT-BTC).</p> <p>- Clause 4 should only stipulate the dismissal and removal because the election is already stipulated in Clause 3.</p> <p>- Remove Clause 5 because Clause 3 has chosen the cumulative voting method.</p>	<p>regulations</p>
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Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company's Charter and Internal Regulations on Corporate Governance. The incumbent Board of Directors' introduction of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect Members of the Board of Directors as prescribed by law.

3. The voting for members of the Board of Directors must be conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and the shareholder has the right to cast all or part of their total votes for one or more candidates. The elected members of the Board of Directors shall be determined based on the number of votes from highest to lowest, starting with the candidate with the highest number of votes until the number of members specified in the Company's Charter is reached. In the event that two (02) or more candidates receive the same number of votes for the last member of the Board of Directors, a re-election shall be conducted among the candidates with the same number of votes or a selection shall be made according to the criteria of the election regulations or the Company's Charter.

4. The election, dismissal, and removal of members of the Board of Directors shall be carried out by the General Meeting of Shareholders based on the principle of voting. The approval rate is

nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to 90% may nominate up to eight (08) candidates.

b) Based on the number of members of the Board of Directors, the shareholder or group of shareholders specified in this clause has the right to nominate one or more persons as candidates for the Board of Directors, as decided by the General Meeting of Shareholders.

2. In the event that the number of Board of Directors candidates nominated and self-nominated is still insufficient as prescribed in Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company's Charter and Internal Regulations on Corporate Governance.



implemented according to Clause 2, Article 21 of the Company's Charter.

5. If the number of nominated candidates is less than or equal to the number of Board of Directors members to be elected, the election of Board of Directors members can be carried out by the cumulative voting method as above or by the voting method (approval, disapproval, abstention). The approval rate for the voting method is implemented according to Clause 2, Article 21 of the Company's Charter.

The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors as prescribed by law.

3. The voting for members of the Board of Directors must be conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors, and the shareholder has the right to cast all or part of their total votes for one or more candidates. The elected members of the Board of Directors shall be determined based on the number of votes from highest to lowest, starting with the candidate with the highest number of votes until the number of members specified in the Company's Charter is reached. In the event that two (02) or more candidates receive the same number of votes for the last member of the Board of Directors, a re-



		<p>election shall be conducted among the candidates with the same number of votes or a selection shall be made according to the criteria of the election regulations or the Company's Charter.</p> <p>4. The dismissal or removal of a Member of the Board of Directors shall be conducted by the General Meeting of Shareholders following the principle of voting. The approval rate shall be implemented in accordance with Clause 2, Article 21 of the Company's Charter.</p>		
Article 10	Article 10. Notification of Election, Dismissal, and Removal of Members of the Board of Directors	Keep as is.	Consistent with Article 274 of Decree No. 155/2020/ND-CP and Article 11 of Circular No. 96/2020/TT-BTC.	Many public companies also have similar regulations
CHAPTER III. BOARD OF DIRECTORS				
Article 11	Article 11. Rights and Obligations of the Board of Directors	Keep as is.	Consistent with Article 153 of the Enterprise Law No. 59/2020/QH14.	
Article 12	Article 12. Duties and Powers of the Board of Directors in Approving and Signing Transaction Contracts	Keep as is.	Consistent with legal regulations (Articles 153, 167 of the Enterprise Law No. 59/2020/QH14 and Article 293 of Decree No. 155/2020/ND-CP).	Many public companies also have similar regulations

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Article 13	Article 13. Responsibilities of the Board of Directors in Convening Extraordinary General Meetings of Shareholders	Keep as is.	Consistent with Article 140 of the Enterprise Law No. 59/2020/QH14.	
Article 14	Article 14. Sub-Committees Assisting the Board of Directors	Keep as is.	Propose to keep as is because it is consistent with legal regulations (Enterprise Law No. 59/2020/QH14, Article 31 of the Model Charter - Circular No. 116/2020/TT-BTC).	

CHAPTER IV. BOARD OF DIRECTORS MEETING

Article 15	<p>Article 15. Board of Directors Meeting</p> <p>11. Voting at the Board of Directors Meeting:</p> <p>a. Except for the provisions in point b, clause 11 of this Article 15, each Member of the Board of Directors or a legally authorized person as prescribed in clause 9 of this Article, who is directly present in person at the Board of Directors meeting, shall have one (01) vote;</p> <p>b. A Member of the Board of Directors shall not vote on contracts, transactions or proposals in which such member or a related person has an interest and that interest conflicts or may conflict with the interests of the Company. A Member of the Board of Directors shall not be counted towards the minimum number of members present required to hold a Board of Directors meeting on decisions on which such member does not have the right to vote;</p>	<p>Article 15. Board of Directors Meeting</p> <p>11. Voting at the Meeting of the Board of Directors:</p> <p>a. Except as provided in point b, clause 11, Article 15 of these Regulations, each Member of the Board of Directors or a duly authorized person as prescribed in clause 9 of this Article who is personally present at the meeting of the Board of Directors shall have one (01) vote;</p> <p>b. A Member of the Board of Directors may not vote on contracts, transactions or proposals in which such member or a person related to such</p>	<p>- Remove the paragraph: "A Member of the Board of Directors shall not be counted towards the minimum number of members present for holding a meeting of the Board of Directors on decisions on which such member has no voting right;" in point b, clause 11, because Clause 3, Article 167 of the Enterprise Law No. 59/2020/QH14 and Clause 4, Article 291 of Decree No. 155/2020/ND-CP only stipulate that a Member of the Board of Directors may not vote on transactions that bring benefits to such member or related persons of such member, but do not</p>	<p>Many public companies have similar regulations</p>
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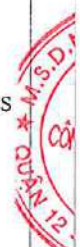
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member has an interest, and such interest conflicts or may conflict with the interests of the Company.

stipulate that a Member of the Board of Directors shall not be counted towards the minimum number of members present for holding a meeting of the Board of Directors on decisions on which such member has no voting right. The prohibition on voting and being counted towards the minimum number of members present for holding a meeting of the Board of Directors are two different matters. Therefore, these Regulations shall not stipulate the exclusion of the presence of a Member of the Board of Directors when counting towards the minimum number of members present for holding a meeting. This is the regulation in point b, clause 11, Article 30 of the Model Charter of Circular No. 95/2017/TT-BTC dated September 22, 2017, of the Minister of Finance guiding a number of articles of Decree No. 71/2017/ND-CP dated June 06, 2017, of the Government guiding

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			<p>corporate governance applicable to public companies which has expired.</p> <p>- The remaining clauses remain unchanged as they are consistent with Article 157 of the Enterprise Law No. 59/2020/QH14</p>	
Article 16	<p>Article 16. Minutes of the Meeting of the Board of Directors</p> <p>1. Meetings of the Board of Directors must be minuted and may be audio-recorded, video-recorded, and stored in other electronic forms. Minutes must be prepared in Vietnamese and may also be prepared in a foreign language, including the following main contents:</p> <p>a) Name, address of the head office, enterprise registration code;</p> <p>b) Time and place of the meeting;</p> <p>c) Purpose, agenda, and content of the meeting;</p> <p>d) Full name of each member attending the meeting or authorized representative and the manner of attendance; full name of absent members and reasons for absence;</p> <p>e) Issues discussed and voted on at the meeting;</p> <p>f) Summary of opinions expressed by each member attending the meeting in the order of the meeting's proceedings;</p> <p>g) Voting results, clearly stating the members who agreed, disagreed, and abstained;</p> <p>h) Issues approved and the corresponding approval rate;</p> <p>i) Full name and signature of the chairperson and the minute-taker, except as provided in clause 2 of this Article.</p>	<p>Article 16. Minutes of the Board of Directors Meeting</p> <p>1. All Board of Directors meetings must be minuted and may be audio-recorded, video-recorded, or stored in other electronic formats. Minutes must be prepared in Vietnamese and may also be prepared in a foreign language, including the following main contents:</p> <p>a) Name, head office address, enterprise registration number;</p> <p>b) Time and location of the meeting;</p> <p>c) Purpose, agenda, and content of the meeting;</p> <p>d) Full name of each attending member or authorized representative and their method of attendance; full name of absent members and reasons for absence;</p> <p>e) Matters discussed and voted upon at the meeting;</p>	<p>- Amend Clause 2 of this Article 16 to comply with Law No. 03/2022/QH15 (Clause 6, Article 7):</p> <p>"2. In cases where the chairperson or minute-taker refuses to sign the minutes, but all other attending members of the Board of Directors agree to approve and sign the minutes, and the minutes contain all the content prescribed in points a, b, c, d, e, f, g, and h of Clause 1 of this Article, the minutes shall be valid. The minutes shall clearly state the refusal of the chairperson or minute-taker to sign. The signatory of the minutes shall be jointly responsible for the accuracy and truthfulness of the content of the Board of Directors meeting minutes. The</p>	<p>Many public companies have similar regulations</p>



	<p>2. In the event that the chairperson or the minute-taker refuses to sign the minutes of the meeting, the other members of the Board of Directors attending the meeting shall sign the minutes of the meeting and clearly state the refusal of the chairperson or minute-taker to sign the minutes. However, if the minutes of the meeting are signed by all other members of the Board of Directors attending the meeting and contain all the contents prescribed in points a, b, c, d, e, f, g, and h of clause 1 of this Article, such minutes shall be valid.</p> <p>3. The chairperson, minute-taker, and signatories of the minutes shall be responsible for the truthfulness and accuracy of the minutes' content.</p> <p>4. The minutes of the Board of Directors meeting and documents used in the meeting must be kept at the Company's head office.</p> <p>5. Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In case of discrepancies between the Vietnamese and foreign language versions, the Vietnamese version shall prevail.</p>	<p>f) Summary of each member's comments in the order of the meeting's proceedings;</p> <p>g) Voting results, clearly stating the members who voted in favor, against, and abstained;</p> <p>h) Matters approved and their corresponding approval rates;</p> <p>i) Full name and signature of the chairperson and minute-taker, except as prescribed in Clause 2 of this Article.</p> <p>2. In cases where the chairperson or minute-taker refuses to sign the minutes, but all other attending members of the Board of Directors agree to approve and sign the minutes, and the minutes contain all the content prescribed in points a, b, c, d, e, f, g, and h of Clause 1 of this Article, the minutes shall be valid. The minutes shall clearly state the refusal of the chairperson or minute-taker to sign. The signatory of the minutes shall be jointly responsible for the accuracy and truthfulness of the minutes' content. The chairperson and minute-taker shall be personally liable for any damage to the enterprise</p>	<p>chairperson and minute-taker shall be personally liable for any damage to the enterprise resulting from their refusal to sign the minutes as prescribed by this Law, the company's charter, and relevant laws."</p> <p>- The remaining content remains unchanged as it aligns with Article 158 of the Enterprise Law No. 59/2020/QH14.</p>	
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resulting from their refusal to sign the minutes as prescribed by this Law, the company's charter, and relevant laws.

3. The chairperson, minute-taker, and signatories of the minutes shall be responsible for the truthfulness and accuracy of the content of the Board of Directors meeting minutes.

4. The minutes of the Board of Directors meeting and documents used in the meeting must be kept at the Company's head office.

5. Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In case of discrepancies between the Vietnamese and foreign language versions, the Vietnamese version shall prevail.

CHAPTER V. REPORTING AND DISCLOSURE OF INTERESTS

Article 17	Article 17. Annual Reporting	Retain	Consistent with Article 175 of the Enterprise Law No. 59/2020/QH14.	Many public companies have similar regulations
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<p>Article 18</p>	<p>Article 18. Remuneration, Bonuses, and Other Benefits of Members of the Board of Directors</p> <p>1. The Company has the authority to compensate and provide bonuses to Members of the Board of Directors based on business results and performance.</p> <p>2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days required to complete the duties of a Member of the Board of Directors and the daily remuneration rate. The Board of Directors shall estimate the remuneration for each member based on the principle of unanimity (or equal division in the absence of an agreement or if an agreement cannot be reached). The total remuneration and bonuses for the Board of Directors shall be determined by the General Meeting of Shareholders at the annual meeting.</p>	<p>Article 18. Remuneration, Bonuses, and Other Benefits of Members of the Board of Directors</p> <p>1. The company has the authority to compensate and provide bonuses to Members of the Board of Directors based on business results and performance.</p> <p>2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days required to complete the duties of a Member of the Board of Directors and the daily remuneration rate. The Board of Directors shall estimate the remuneration for each member based on the principle of unanimity. The total remuneration and bonuses for the Board of Directors shall be determined by the General Meeting of Shareholders at the annual meeting.</p>	<p>- Remove the phrase: “(or equal division in the absence of an agreement or if an agreement cannot be reached)” in Clause 2 of this Article 18, because the remuneration here is not a contractual relationship, so the issue of agreement is not raised. In addition, Article 163 of Enterprise Law No. 59/2020/QH14 and Article 28 of the Company Charter do not have provisions on equal division if no agreement can be reached.</p> <p>- The remaining content remains unchanged as it is consistent with the provisions of the law (Article 163 of Enterprise Law No. 59/2020/QH14) and Article 28 of the Company Charter.</p>	<p>Many public companies have similar regulations .</p>
<p>Article 19</p>	<p>Article 19. Disclosure of Related Interests</p>	<p>Retain</p>	<p>As this is consistent with current legal regulations (Article 164 of Enterprise Law No. 59/2020/QH14) and Article 18 of the Company Charter.</p>	<p>Many public companies have similar regulations .</p>



CHAPTER VI. RELATIONSHIPS OF THE BOARD OF DIRECTORS				
Article 20	Article 20. Relationship Between Members of the Board of Directors	Retain	The law does not stipulate this coordination matter; therefore, the company has the right to establish its own regulations.	Many public companies have similar regulations .
Article 21	Article 21. Relationship with the Executive Board In its governance role, the Board of Directors issues resolutions for the General Director and the executive apparatus to implement. Concurrently, the Board of Directors inspects and supervises the implementation of these resolutions.	Article 21. Relationship with the Executive Board In its administrative role, the Board of Directors issues resolutions and decisions for the General Director and the executive apparatus to implement. Concurrently, the Board of Directors inspects and supervises the implementation of these resolutions and decisions.	Added the word "decisions" as Enterprise Law No. 59/2020/QH14 (Articles 157, 162) adds "decisions" as another form of documentation for the Board of Directors, alongside "resolutions."	Many public companies have similar regulations .
Article 22	Article 22. Relationship with the Board of Supervisors	Remain unchanged.	This coordination matter is not stipulated by law; therefore, the company has the right to establish its own regulations.	Many public companies have similar regulations .
CHAPTER VII. IMPLEMENTATION CLAUSES				
Article 23	Article 23. Effective Date	Remain unchanged.	Remain unchanged as it is merely a technical matter, the issuance time needs to be adjusted accordingly when the regulations are approved.	Many public companies have similar regulations .

C.I.C.P. *

**APPENDIX 04 ATTACHED TO DOCUMENT 04 ANNUAL GENERAL MEETING OF
SHAREHOLDERS 2025**

*Regarding consulting, reviewing, amending, and supplementing the Regulations on
Operation of the Board of Supervisors of Saigontel*



**SYNTHESIS TABLE OF AMENDMENTS AND SUPPLEMENTS TO THE REGULATIONS
ON OPERATION OF THE BOARD OF SUPERVISORS - SAIGON TECHNOLOGY -
TELECOMMUNICATIONS JOINT STOCK COMPANY (SAIGONTEL)**

Clause	CONTENT OF THE REGULATIONS ON OPERATION OF THE BOARD OF SUPERVISORS			
	CURRENT REGULATIONS (Contents not mentioned in this column are to be kept the same as in the current Regulations)	ADJUSTED REGULATIONS	EXPLANATION OF REASONS AND LEGAL BASIS	NOTE



BASIS SECTION

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	<ul style="list-style-type: none"> - Pursuant to the Law on Securities dated November 26, 2019; - Pursuant to the Law on Enterprises dated June 17, 2020; - Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain articles of the Law on Securities; - Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance guiding certain articles on corporate governance applicable to public companies in Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain articles of the Law on Securities; - Pursuant to the Charter of Saigon Technology Telecommunications Joint Stock Company.; - Pursuant to the Resolution of the General Meeting of Shareholders of Saigon Technology Telecommunications Joint Stock Company on the issuance of the Regulations on Operation of the Board of Supervisors No.: dated...../...../..... 	<ul style="list-style-type: none"> - Pursuant to the Law on Securities dated November 26, 2019; - Pursuant to the Law on Enterprises dated June 17, 2020; - Pursuant to Law No. 56/2024/QH15 dated November 29, 2024, of the National Assembly amending the Law on Securities, the Law on Accounting, the Law on Independent Auditing, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Administrative Sanction 2024 - Pursuant to Law No. 03/2022/QH15 dated January 11, 2022, of the National Assembly amending and supplementing some articles of the Law on Public Investment, the Law on Public-Private Partnership Investment, the Law on Investment, the Law on Housing, the Law on Bidding, the 	<p>Supplement the latest amended Laws Law on Securities and Law on Enterprises. However, it may not be necessary to supplement because when referring to the law, it can be understood to include amendments and supplements, if any.</p>	
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Law on Electricity, the Law on Enterprises, the Law on Excise Tax, and the Law on Civil Judgment Execution, effective from March 01, 2022;

- *Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain articles of the Law on Securities;*
- *Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance guiding certain articles on corporate governance applicable to public companies in Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain articles of the Law on Securities;*
- *Pursuant to the current Charter of Saigon Technology - Telecommunications Joint Stock Company;*
- *Pursuant to the Resolution of the*

		<p><i>General Meeting of Shareholders of Saigon Technology - Telecommunications Joint Stock Company on the issuance of the Regulations on Operation of the Board of Supervisors</i></p> <p>No.:.....</p> <p>.....</p> <p><i>dated...../...../.....</i></p>		
DEFINITIONS AND TERMS	<p>DEFINITIONS AND TERMS</p> <p>In these Regulations, the following terms are understood as follows:</p> <ol style="list-style-type: none"> 1. A member of the Board of Supervisors is a Supervisor. 2. The Charter is the Charter of Saigon Technology - Telecommunications Joint Stock Company. 3. Enterprise Law is Enterprise Law No. 59/2020/QH14 of June 17, 2020 and its guiding documents. 4. Securities Law is Securities Law No. 54/2019/QH14 of November 26, 2019 and its guiding documents. 	<p>DEFINITIONS AND TERMS</p> <p>In these Regulations, the following terms are understood as follows:</p> <ol style="list-style-type: none"> 1. "Member of the Board of Supervisors" is Supervisor. 2. "Charter" is the Charter of Saigon Technology - Telecommunications Joint Stock Company. 3. "Enterprise Law" is Enterprise Law No. 59/2020/QH14 of June 17, 2020 and its guiding documents. 4. "Securities Law" is Securities Law No. 54/2019/QH14 of November 26, 2019 and its guiding documents. 	Put quotation marks around defined terms for greater clarity.	
Article 1	Article 1. Scope of Regulation and Subjects of Application	Retain	Consistent with Enterprise Law No. 59/2020/QH14, Securities Law No. 54/2019/QH14 and the Company Charter.	

Article 2	Article 2. Operating Principles of the Board of Supervisors	Retain	As it is consistent with the current legal regulations (Article 170 of Enterprise Law No. 59/2020/QH14) and the Company Charter.	
CHAPTER II. MEMBERS OF THE BOARD OF SUPERVISORS				
Article 3	Article 3. Rights, Obligations, and Responsibilities of Members of the Board of Supervisors	Retain	As it is consistent with the current legal regulations (Articles 170, 173 of Enterprise Law No. 59/2020/QH14, Articles 287, 288 of Decree 155/2020/ND-CP).	
Article 4	Article 4. Term and Number of Members of the Board of Supervisors	Retain	As it is consistent with the current legal regulations (Article 168 of Enterprise Law No. 59/2020/QH14).	
Article 5	Article 5. Standards and Conditions for Members of the Board of Supervisors	Retain	Retain as it is consistent with legal regulations (Article 169 of Enterprise Law No. 59/2020/QH14, Article 286 of Decree No. 155/2020/ND-CP).	
Article 6	Article 6. Head of the Board of Supervisors	Retain	Retain as it is consistent with legal regulations (Article 168 of Enterprise Law No. 59/2020/QH14).	
Article 7	Article 7. Nomination of Members of the Board of Supervisors 1. A shareholder or group of shareholders owning at least [5%] of the total common shares has the right to nominate a person to the Board of Supervisors. Shareholders holding voting shares have the right to combine	Article 7. Nomination of Members of the Board of Supervisors 1. A shareholder or a group of shareholders owning at least 5% of the total ordinary shares has the right to nominate	- Because according to the capital structure and shareholder structure of public companies stipulated in Point a, Clause 1, Article 32 of the Securities Law No.	

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	<p>their voting rights to nominate Members of the Board of Supervisors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% to less than 90% may nominate a maximum of eight (08) candidates.</p> <p>2. In the event that the number of candidates for the Board of Supervisors through nomination and self-nomination is still insufficient as prescribed in Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Supervisors shall introduce additional candidates. The introduction of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with legal regulations.</p>	<p>individuals to the Board of Supervisors. Shareholders holding voting shares have the right to combine their voting rights to nominate members of the Board of Supervisors. A shareholder or a group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% to 90% may nominate a maximum of eight (08) candidates.</p> <p>2. In the event that the number of candidates for the Board of Supervisors, through nominations and self-nominations,</p>	<p>54/2019/QH14 and Law No. 56/2024/QH15, major shareholders of a public company can hold up to 90% of the voting shares.</p> <p>- The remaining clauses are proposed to remain unchanged as they are consistent with legal provisions (Article 168 of the Enterprise Law No. 59/2020/QH14, Article 285 of Decree No. 155/2020/ND-CP, Article 36 of the Model Charter - Circular No. 116/2020/TT-BTC).</p>	
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		<p>remains insufficient as stipulated in Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Supervisors shall introduce additional candidates. This introduction of additional candidates by the incumbent Board of Supervisors must be publicly disclosed prior to the General Meeting of Shareholders' vote for the election of Board of Supervisors members, as prescribed by law.</p>	
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<p>Article 8</p>	<p>Article 8. Procedures for Election, Dismissal, and Removal of Members of the Board of Supervisors</p> <p>1. The election, dismissal, and removal of members of the Board of Supervisors are within the authority of the General Meeting of Shareholders.</p> <p>2. The voting for the election of members of the Board of Supervisors must be conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Supervisors, and the shareholder has the right to cast all or part of their total votes for one or several candidates. Successful candidates for the Board of Supervisors are determined based on the number of votes from highest to lowest, starting with the candidate with the highest number of votes until the number of members specified in the Company Charter is reached. In the event that two or more candidates receive the same number of votes for the last member of the Board of Supervisors, a re-election will be conducted among the candidates with the same number of votes or a selection will be made based on criteria stipulated in the election regulations or the Company Charter.</p> <p>3. If the number of candidates is less than or equal to the number of members of the Board of Supervisors to be elected, the election of members of the Board of Supervisors can be conducted by cumulative voting as specified in Clause 2 of this Article or by voting (approval, disapproval, abstention). The approval rate for voting is conducted in</p>	<p>Article 8. Procedures for Electing, Dismissing, and Removing Members of the Supervisory Board</p> <p>1. The election, dismissal, and removal of Supervisory Board members fall under the authority of the General Meeting of Shareholders.</p> <p>2. The election of Supervisory Board members must be conducted through cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of Supervisory Board members to be elected, and the shareholder has the right to cast all or part of their total votes for one or more candidates. Successful candidates for the Supervisory Board are determined based on the number of votes received, from highest to lowest, starting with the candidate with the highest number of</p>	<p>- Remove clause 3 to align with Article 21 of the Company Charter, as the cumulative voting method has been agreed upon for electing members of the Board of Directors and the Supervisory Board.</p> <p>- Add new clause 3 stipulating the dismissal and removal of Supervisory Board members.</p>	
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	<p>accordance with Clause 2, Article 21 of the Company Charter.</p>	<p>votes until the number of members specified in the Company Charter is reached. In the event that two or more candidates receive the same number of votes for the last member of the Supervisory Board, a re-election will be held among the candidates with the same number of votes, or a selection will be made based on the criteria stipulated in the election regulations or the Company Charter.</p> <p>3. The dismissal and removal of Supervisory Board members are carried out by the General Meeting of Shareholders based on the principle of voting. The approval rate is implemented according to Clause 2, Article 21 of the Company Charter.</p>		
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Article 9	Article 9. Cases of Dismissal and Removal of Supervisory Board Members	Remain unchanged.	Consistent with the provisions of the law (Article 174 of the Enterprise Law No. 59/2020/QH14).	
Article 10	Article 10. Notification of Election, Dismissal, and Removal of Supervisory Board Members	Remain unchanged.	Consistent with Article 274 of Decree No. 155/2020/ND-CP and Article 11 of Circular No. 96/2020/TT-BTC.	
CHAPTER III - SUPERVISORY BOARD				
Article 11	Article 11. Rights, Obligations, and Responsibilities of the Supervisory Board	Remain unchanged.	Consistent with Article 170 and other relevant provisions of Enterprise Law No. 59/2020/QH14.	
Article 12	Article 12. Right to Information Access of the Supervisory Board	Remain unchanged.	Consistent with Article 171 and other relevant provisions of Enterprise Law No. 59/2020/QH14.	
Article 13	Article 13. Responsibility of the Supervisory Board in Convening Extraordinary General Meetings of Shareholders	Remain unchanged.	Consistent with Article 140 of Enterprise Law No. 59/2020/QH14.	
CHAPTER IV - SUPERVISORY BOARD MEETINGS				
Article 14	Article 14. Meetings of the Supervisory Board	Remain unchanged.	Consistent with Article 289 of Decree No. 155/2020/ND-CP.	
Article 15	Article 15. Minutes of Supervisory Board Meetings	Remain unchanged.	Consistent with Article 289 of Decree No. 155/2020/ND-CP.	
CHAPTER V. REPORTING AND DISCLOSURE OF INTERESTS				
Article 16	Article 17. Submission of Annual Reports	Remain unchanged.	Consistent with Article 175 of the Law on Enterprises No. 59/2020/QH14	

Article 17	Article 17. Salaries and Other Benefits	Remain unchanged	Consistent with the provisions of Article 172 of the Law on Enterprises No. 59/2020/QH14	
Article 18	Article 18. Disclosure of Related Interests	Remain unchanged	As it is consistent with the provisions of current law (Article 164 of the Law on Enterprises No. 59/2020/QH14) and Article 291 of Decree No. 155/2020/ND-CP	
CHAPTER VI - RELATIONSHIP OF THE SUPERVISORY BOARD				
Article 19	Article 19. Relationship between Members of the Supervisory Board	Remain unchanged	This Law does not stipulate coordination matters; therefore, the company has the right to establish its own regulations.	
Article 20	Article 20. Relationship with the Executive Board	Remain unchanged	This Law does not stipulate this relationship matter; therefore, the company has the right to establish its own regulations.	
Article 21	Article 21. Relationship with the Board of Directors	Remain unchanged	This Law does not stipulate this relationship matter; therefore, the company has the right to establish its own regulations.	
CHAPTER VII. IMPLEMENTATION CLAUSES				
Article 22	Article 22. Effect	Remain unchanged	Remain unchanged as it is merely a technical matter. The issuance time needs to be adjusted accordingly when the regulations are approved.	

