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APPENDIX 01: AMENDMENTS AND ADDITIONS TO THE CHARTER OF HANOI - THANH HOA BEER JOINT STOCK COMPANY

(Attached to the Proposal No. ……, dated …. 2026)

Note:

- *Provisions not detailed in this appendix remain unchanged.*
- *The proposed amendments under the section "Current Charter Provisions" are indicated by **bold and underlined text**.*
- *The amendments and supplements under the section "Amended Charter Provisions" are indicated by **bold and underlined text**.*
- *The "Law on Enterprises" means Law No. 59/2020/QH14 on Enterprises, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and Law No. 76/2025/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, together with the amendments, supplements and implementing regulations thereto.*
- *The "Law on Enterprises" means Law No. 76/2025/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025.*
- *The "Law on Securities" means Law No. 54/2019/QH14 on Securities, adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024, together with the amendments, supplements and implementing regulations thereto.*
- *Decree No. 155/2020/ND-CP means Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025, together with the amendments, supplements and implementing regulations thereto.*

- *Circular No. 116/2020/TT-BTC means Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Ministry of Finance, providing guidance on a number of provisions relating to corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities.*

Current Charter Provisions	Amended Charter Provisions	Note
HANOI BEER - THANH HOA JOINT STOCK COMPANY **Address: 152 Quang Trung Street, Ngoc Trao Ward, Thanh Hoa City, Thanh Hoa Province** **Phone:** (84) 0237.3 852 503 **Fax:** (84) 0237.3 853 270	**HANOI BEER - THANH HOA JOINT STOCK COMPANY** **Address: 152 Quang Trung Street, Hac Thanh Ward, Thanh Hoa Province** **Phone:** (84) 0237.3 852 503 **Fax:** (84) 0237.3 853 270	Update the company address.
(Issued together with the Resolution of the General Meeting of Shareholders) **Resolution No. 17/NQ-ĐHĐCĐ-THB dated April 26,** 2024	(Issued together with the Resolution of the General Meeting of Shareholders) **No. ………………………….... September 11, 2026**	Update the legal basis of the Charter.
INTRODUCTION **This Charter of Hanoi - Thanh Hoa Beer Joint Stock Company (hereinafter referred to as "the Company"), serves as the legal basis for the Company's operation in accordance with the Law on Enterprise No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 passed by the**	**INTRODUCTION** **This Charter of Hanoi - Thanh Hoa Beer Joint Stock Company (hereinafter referred to as the "Company") constitutes the legal basis for the organization and operation of the Company in accordance with the Law on Enterprises, the Law on Securities, and other relevant legal documents, including any amendments, supplements, and implementing regulations (if any).**	Update legal references. Update the timeframe for amending the Charter.

Current Charter Provisions	Amended Charter Provisions	Note
National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines; and the Law on Securities No. 59/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and Decree No. 155/2020/ND-CP guiding corporate governance applicable to public companies. The company's charter, regulations, and resolutions of the General Meeting of Shareholders and the Board of Directors, if duly adopted in accordance with relevant laws, shall be the binding rules and regulations governing the company's business operations.	**This Charter was adopted pursuant to Resolution No. …………………… of the General Meeting of Shareholders dated September 11, 2026.** The company's charter, regulations, and resolutions of the General Meeting of Shareholders and the Board of Directors, if duly adopted in accordance with relevant laws, shall be the binding rules and regulations governing the company's business operations.	
I. DEFINITION OF TERMS IN THE STATUTES	**I. DEFINITION OF TERMS IN THE STATUTES**	
Article 1. Explanation of Terms 1. In these Regulations, the following terms shall be understood as follows:	**Article 1. Explanation of Terms** 1. In these Regulations, the following terms shall be understood as follows:	
b) "Law on Enterprise" refers to **Law on Enterprise No. 59/2020/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15, passed by the**	b) b) "Law on Enterprises" refers to **the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Viet Nam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 adopted by the National Assembly of the Socialist Republic**	Update legal references.

Current Charter Provisions	Amended Charter Provisions	Note
National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its implementing guidelines. **c)** “Law on Securities” refers to **Law on Securities No. 54/2019/QH14, adopted by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019.**	**of Viet Nam on January 11, 2022, and Law No. 76/2025/QH15 adopted by the National Assembly of the Socialist Republic of Viet Nam on June 17, 2025, together with any amendments, supplements, and implementing regulations.** **c)** “Law on Securities” refers to **the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Viet Nam on November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 adopted by the National Assembly of the Socialist Republic of Viet Nam on November 29, 2024, together with any amendments, supplements, and implementing regulations;**	
e) "Company Manager" refers to a person who manages the company, including the Chairman of the Board of Directors, members of the Board of Directors, Chief Executive Officer, Deputy Chief Executive Officer, Chief Accountant, and other management positions in the Company approved by the Board of Directors;	**e) "Company Managers" refers to the managers of the Company, including the Chairman of the Board of Directors, members of the Board of Directors, the Director, the Deputy Director;**	Update the definition of "Company Manager" to reflect the company's current situation and Clause 24, Article 4 of the Law on Enterprise.
h) "Operating period" means the operating period of the Company as stipulated **in Article 0 of this Charter** and any extension period (if any) approved by the Company's General Meeting of Shareholders through a resolution;	h) "Operating period" refers to the operating period of the Company as stipulated in **Article 2 of this Charter** and any extension period (if any) approved by resolution of the Company's General Meeting of Shareholders;	Update the references.

Current Charter Provisions	Amended Charter Provisions	Note
II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, TERM OF OPERATION, AND LEGAL REPRESENTATIVE OF THE COMPANY	**II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, TERM OF OPERATION, AND LEGAL REPRESENTATIVE OF THE COMPANY**	
Article 2. Name, form, head office, branches, representative offices, business locations, operating period, and legal representative of the Company.	**Article 2. Name, form, head office, branches, representative offices, business locations, operating period, and legal representative of the Company.**	Edit the title to match the content.
1. Company Name ○ Vietnamese name: HANOI BEER - THANH HOA JOINT STOCK COMPANY ○ English name: Ha Noi - Thanh Hoa Beer Joint Stock Company ○ Trade name: Ha Noi - Thanh Hoa Beer Joint Stock Company ○ **Abbreviation: THB**	1. Company Name ○ Vietnamese name: HANOI BEER - THANH HOA JOINT STOCK COMPANY ○ English name: Ha Noi - Thanh Hoa Beer Joint Stock Company ○ Trade name: Ha Noi - Thanh Hoa Beer Joint Stock Company ○ **Abbreviation: HABECO - HTH**	Update the Company's abbreviated name (in case **the Proposal regarding The Addition of the Company's Abbreviated Name to the Enterprise Registration Certificate**is approved by the Extraordinary General Meeting of Shareholders in 2026).
3. The company's registered office is:	3. The company's registered office is:	Update the company's address information.

<table>
<tr><th>Current Charter Provisions</th><th>Amended Charter Provisions</th><th>Note</th></tr>
<tr><td>
○ Address: Company headquarters – 152 Quang Trung Street, Ngoc Trao Ward, Thanh Hoa City, Thanh Hoa Province.
○ Phone: (84) 0237 3852 503
○ Fax: (84) 0237 3853 270
○ E-mail: thb@biathanhhoa.com.vn
○ Website: biathanhhoa.com.vn
</td><td>
○ Head office address: 152 Quang Trung Street, Hac Thanh Ward, Thanh Hoa Province.
○ Phone: (84) 0237 3852 503
○ Fax: (84) 0237 3853 270
○ E-mail: thb@biathanhhoa.com.vn
○ Website: biathanhhoa.com.vn
</td><td></td></tr>
<tr><td>III. COMPANY'S OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS</td><td>III. COMPANY'S OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS</td><td></td></tr>
<tr><td>Article 3. Objectives of the Company's Operations</td><td>Article 3. Objectives of the Company's Operations</td><td></td></tr>
<tr><td>
1. Company's business areas:
a) The alcoholic and non-alcoholic beverage industry.
b) Beer of all kinds, carbonated soft drinks, bottled Bordeaux wine, ice blocks, imported raw materials, supplies, and equipment serving the Company's production and business activities.
c) Production, trading, and import/export of alcoholic beverages, soft drinks of all kinds (carbonated, non-carbonated, mineral water, and pure natural drinking water).
</td><td>
1. Company's business areas:
<table>
<tr><th>No.</th><th>Business Line Code</th><th>Business Line</th></tr>
<tr><td>(1)</td><td>(2)</td><td>(3)</td></tr>
<tr><td>1</td><td>5610</td><td>Restaurants and Mobile Food Service Activities</td></tr>
<tr><td>2</td><td>6810</td><td>Real Estate Activities with Own or Leased Property and Land Use Rights
Details: Investment in the construction of infrastructure for urban areas, industrial parks and residential areas.</td></tr>
<tr><td>3</td><td>5210</td><td>Warehousing and Storage</td></tr>
</table>
</td><td>Amend and supplement the Company's registered business activities to align with the current registered business activities and additional business activities to be submitted to the Extraordinary General Meeting of Shareholders in 2026</td></tr>
</table>

<table>
<tr><th>Current Charter Provisions</th><th colspan="3">Amended Charter Provisions</th><th>Note</th></tr>
<tr><td rowspan="4">d) Importing and trading raw materials, supplies, equipment, and spare parts for the production and sale of alcoholic beverages, beer, and soft drinks.

e) Restaurant and hotel business.

f) Trading in food products, renting warehouses and yards.

g) Construction of civil and industrial works.

h) Real estate business, land use rights belonging to the owner, user or lessee.

Details: Investment in the construction of infrastructure for urban areas, industrial zones, and residential areas.

i) Road freight transport</td><td></td><td></td><td>Details: Warehouse and yard leasing services.</td><td rowspan="4">for approval (the two business activities with corresponding industry codes 20111 and 4679 can only be added in the case of a Proposal regarding the Amendment and Supplementation of the Company's Business Lines). (approved by the Extraordinary General Meeting of Shareholders in 2026)</td></tr>
<tr><td>4</td><td>4632</td><td>Wholesale of Food
(except for the exercise of export rights, import rights, and distribution rights with respect to goods included in the List of Goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, or distribution rights).</td></tr>
<tr><td>5</td><td>4633</td><td>Wholesale of Beverages
Details: Trading in alcoholic beverages, beer, carbonated and non-carbonated soft drinks, mineral water, and purified natural drinking water.
(except for the exercise of export rights, import rights, and distribution rights with respect to goods included in the List of Goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, or distribution rights).</td></tr>
<tr><td>6</td><td>4669</td><td>Other Specialized Wholesale Not Elsewhere Classified
Details: Trading in raw materials, supplies, equipment and spare parts</td></tr>
</table>

Current Charter Provisions	Amended Charter Provisions			Note
			serving the Company's production and business activities, including the manufacture and trading of alcoholic beverages, beer and soft drinks. (except for the exercise of export rights, import rights, and distribution rights with respect to goods included in the List of Goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, or distribution rights).	
	7 (Primary)	1104	Manufacture of Non-alcoholic Beverages and Mineral Water Details: Manufacture of alcoholic and non-alcoholic beverages; manufacture of all types of beer, carbonated beverages, bottled and canned wine, block ice; manufacture of alcoholic beverages, beer, carbonated and non-carbonated soft drinks, mineral water, and purified natural drinking water.	
	8	4659	Wholesale of Machinery, Equipment and Other Machine Parts (except for the exercise of export rights, import rights, and distribution rights with respect to goods included in the List of Goods for which foreign	

Current Charter Provisions	Amended Charter Provisions			Note
			investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, or distribution rights).	
	9	5510	Short-term Accommodation Activities Details: Hotel services.	
	10	4933	Freight Transport by Road Details: General freight transport.	
	11	4101	Construction of Residential Buildings	
	12	8299	Other Business Support Service Activities Not Elsewhere Classified Details: Import and export of alcoholic beverages, beer, carbonated and non-carbonated soft drinks, mineral water and purified natural drinking water; import of raw materials, supplies, equipment and spare parts serving the Company's production and business activities, including the manufacture and trading of alcoholic beverages, beer and soft drinks.	
	13	4102	Construction of Non-residential Buildings	
	14	4299	Construction of Other Civil Engineering ProjectsDetails: Construction of industrial facilities.	
	15	20111	Manufacture of Industrial Gases	

<table>
<tr><th>Current Charter Provisions</th><th>Amended Charter Provisions</th><th>Note</th></tr>
<tr><td></td><td><table><tr><td>16</td><td>4679</td><td>Other Specialized Wholesale Not Elsewhere Classified
Details: Wholesale of carbon dioxide (CO_2).
(except for the exercise of export rights, import rights, and distribution rights with respect to goods included in the List of Goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, or distribution rights).</td></tr></table></td><td></td></tr>
<tr><td>Article 4. Scope of business and operations</td><td>Article 4. Scope of business and operations</td><td></td></tr>
<tr><td>1. The Company is permitted to plan and conduct all business activities in accordance with the Company's published business lines on the National Business Registration Portal and this Charter in compliance with applicable laws and regulations, and to take appropriate measures to achieve the Company's objectives.
2. The company is free to conduct business in any field not prohibited by law and approved by the General Meeting of Shareholders.</td><td>The Company may formulate plans and carry out all business activities within the scope of its registered business lines, provided that any changes to its enterprise registration information have been duly notified to the business registration authority and published on the National Enterprise Registration Portal, in accordance with this Charter and applicable laws. The Company may also undertake all appropriate measures to achieve its objectives.</td><td>Adjustments are made in accordance with Article 5 of Appendix I issued with Circular 116/2020/TT-BTC.</td></tr>
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Current Charter Provisions	Amended Charter Provisions	Note
IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS	**IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS**	
Article 10. Share Repurchase	**Article 10. Share Repurchase**	
3. The Board of Directors decides the share repurchase price. For common shares, the repurchase price must not exceed the market price at the time of repurchase. **4. The repurchase of shares by the Company is only permitted if, immediately after the full payment for the repurchased shares, the Company can still ensure that it has sufficient funds to pay all its debts and other financial obligations.** **5. Shares repurchased in accordance with Clauses 1 and 2 of this Article shall be considered unsold shares as stipulated in Clause 4, Article 112 of the Law on Enterprise. The company must carry out the procedure to adjust the charter capital downwards corresponding to the total par value of the repurchased shares within ten (10) days from the date of completion of the share repurchase payment, unless the Law on Securities provides otherwise.** **6. Share certificates confirming ownership of repurchased shares must be destroyed immediately after the corresponding shares have been fully paid for.**	**3. The Board of Directors shall determine the repurchase price of shares in accordance with Article 133 of the Law on Enterprises and other applicable laws.** **4. The payment conditions for, and the treatment of, repurchased shares shall comply with the Law on Enterprises and other applicable laws**	Amendments in accordance with Articles 133 and 134 of the Law on Enterprise.

Current Charter Provisions	Amended Charter Provisions	Note
<u>7. After the repurchase of shares is fully paid for, if the total value of assets recorded in the company's accounting books decreases by more than ten percent (10%), the company must notify all creditors within fifteen (15) days from the date of full payment of the repurchase of shares.</u>		
VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS	**VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS**	
Article 14. General Meeting of Shareholders	**Article 14. General Meeting of Shareholders**	
3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases: …. d) Shareholders or groups of shareholders as stipulated in Clause 3, Article 12 of this Charter may request the convening of a General Meeting of Shareholders by submitting a written request. The written request for convening must include the following information: full name, contact address, nationality, and legal document number of the individual shareholder; name, business registration number or legal document number of the organization, and head office address of the organization shareholder; the number of shares and the registration date of each shareholder, the total number of shares of the entire group of shareholders, and their ownership percentage in the total	3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases: …. d) Shareholders or groups of shareholders as stipulated in Clause 3, Article 12 of this Charter may request the convening of a General Meeting of Shareholders by submitting a written request. The written request for convening must include the following information: full name, contact address, nationality, and legal document number of the individual shareholder; name, business registration number or legal document number of the organization, and head office address of the organization shareholder; the number of shares and the registration date	This amendment is in accordance with Clause 18, Article 1 of the amended Law on Enterprise 2025 and Point d, Clause 1, Article 140 of the Law on Enterprise.

Current Charter Provisions	Amended Charter Provisions	Note
shares of the company; the basis and reasons for requesting the convening of the General Meeting of Shareholders; and must be signed by all relevant shareholders, or the request may be made in multiple copies and include the signatures of all relevant shareholders. **e) The Board of Supervisors may request a meeting if it has reason to believe that members of the Board of Directors or other executives have seriously violated their obligations under Article 165 of the Law on Enterprise, or that the Board of Directors has acted or intends to act outside the scope of its authority;**	of each shareholder, the total number of shares of the entire group of shareholders, and their ownership percentage in the total shares of the company; the basis and reasons for requesting the convening of the General Meeting of Shareholders; and must be signed by all relevant shareholders, or the request may be made in multiple copies and include the signatures of all relevant shareholders. **In the case of convening a General Meeting of Shareholders pursuant to Clause 3, Article 115 of the Law on Enterprises, the request for convening the meeting must be accompanied by documents and evidence of the Board of Directors' violations, the extent of such violations, or any decision made beyond its authority. The shareholder or group of shareholders shall bear full legal responsibility for the accuracy and truthfulness of the documents and evidence submitted to the competent authority in support of the request to convene the General Meeting of Shareholders** **e) At the request of the Board of Supervisors;**	
4. Convene an extraordinary general meeting of shareholders. a) The Board of Directors shall convene a General Meeting of Shareholders within thirty (30) days from the date on which the number of the **remaining members of the Board of Directors,**	4. Convene an extraordinary general meeting of shareholders. a) The Board of Directors shall convene a General Meeting of Shareholders within thirty (30) days from the date on which the number of the **remaining members of the Board of Directors**	Amended to comply with Articles 140 and 160 of the Law on Enterprises.

Current Charter Provisions	Amended Charter Provisions	Note
<u>or members of the Board of Supervisors as prescribed in point c, clause 3 of this Article, or upon receiving the request prescribed in points d and e, clause 3 of this Article, or upon receiving the request prescribed.</u> <u>Within sixty (60) days from the date the number of Board of Directors members is reduced by more than one-third (1/3) compared to the number of members stipulated in this Charter. If the Board of Directors fails to convene the General Meeting of Shareholders as required, the Chairman of the Board of Directors and the members of the Board of Directors shall be legally liable and shall compensate the Company for any damages incurred in accordance with Clause 2, Article 140 of the Law on Enterprises;</u> b) If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 4 of this Article, then within the next thirty (30) days, the Board of Supervisors must replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in clause 3, Article 140 of the Law on Enterprise. **<u>If the Board of Supervisors fails to convene a General Meeting of Shareholders as prescribed, the Board of Supervisors must compensate the company for any resulting damages.</u>** c) If the Board of Supervisors fails to convene the General Meeting of Shareholders in accordance with Point b, Clause 4	**<u>or the Board of Supervisors falls</u> <u>below the minimum number prescribed by law, or from the date of receipt of a request referred to in Points d and e, Clause 3 of this Article. The Board of Directors shall convene a General Meeting of Shareholders within sixty (60) days from the date on which the number of members of the Board of Directors is reduced by more than one-third (1/3) of the number prescribed in this Charter</u>**; b) If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 4 of this Article, then within the next thirty (30) days, the Board of Supervisors must replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in clause 3, Article 140 of the Law on Enterprise. c) If the Board of Supervisors fails to convene the General Meeting of Shareholders in accordance with Point b, Clause 4 of this Article, the shareholder or group of shareholders making the request referred to in **<u>Clause 3, Article 12 of this Charter</u>** shall have the right to represent the Company in convening the General Meeting of Shareholders in accordance with Clause 4, Article 140 of the Law on Enterprises. In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the business registration authority to supervise the procedures for	Update the references.

Current Charter Provisions	Amended Charter Provisions	Note
of this Article, **<u>within the next thirty (30) days,</u>** the shareholder or group of shareholders making the request referred to in **<u>Point d,</u>** **<u>Clause 3 of this Charter</u>** shall have the right to represent the Company in convening the General Meeting of Shareholders in accordance with Clause 4, Article 140 of the Law on Enterprises. In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the business registration authority to supervise the procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. d) All expenses for convening and conducting the General Meeting of Shareholders will be reimbursed by the company. This excludes expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.	convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. d) All expenses for convening and conducting the General Meeting of Shareholders will be reimbursed by the company. This excludes expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.	
Article 15. Rights and obligations of the General Meeting of Shareholders	**Article 15. Rights and obligations of the General Meeting of Shareholders**	
2. The **<u>Annual</u>** General Meeting of Shareholders shall approve the following matters:	2. The General Meeting of Shareholders shall **<u>discuss and</u>** approve the following matters:	Supplemented according to Clause 2, Article 138 of the Law on Enterprise and Clause 2, Article 15 of

Current Charter Provisions	Amended Charter Provisions	Note
		Appendix I issued with Circular 116/2020/TT-BTC
e) Electing, dismissing, and removing members of the Board of Directors and the Board of Supervisors **<u>and approve the Board of Directors' appointment of the Executive Director;</u>**	e) Electing, dismissing, and removing members of the Board of Directors and the Board of Supervisors;	The amendments are in accordance with Clause 2, Article 138 of the Law on Enterprise and Clause 2, Article 15 of Appendix I issued with Circular 116/2020/TT-BTC, and are consistent with the operation of enterprises.
Article 16. Authorization to attend the General Meeting of Shareholders	**Article 16. Authorization to attend the General Meeting of Shareholders**	
1. Shareholders, or authorized representatives of shareholders that are organizations, may attend meetings in person, authorize one or more other individuals or organizations in writing to attend, or attend meetings through one of the forms stipulated in Clause 3, Article 144 of the Law on Enterprise.	1. Shareholders, or authorized representatives of shareholders that are organizations, may attend meetings in person, authorize one or more other individuals or organizations in writing to attend, or attend through one of the forms stipulated in Clause 3, Article 144 of the Law on Enterprise. **<u>In case a shareholder authorizes one or more individuals or organizations in</u>**	The regulations should be supplemented to clearly specify the cases of authorization, in accordance with Clause 1 of Article 144

Current Charter Provisions	Amended Charter Provisions	Note
	<u>writing to attend the meeting on its/his/her behalf, the following shall apply:</u> **<u>- An individual shareholder may authorize one (01) individual to attend and vote at the General Meeting of Shareholders on his or her behalf.</u>** **<u>- An organizational shareholder holding less than ten percent (10%) of the total ordinary shares of the Company may authorize a maximum of one (01) representative to attend and vote at the General Meeting of Shareholders on its behalf.</u>** **<u>- An organizational shareholder holding ten percent (10%) or more of the total ordinary shares of the Company may authorize a maximum of three (03) representatives to attend and vote at the General Meeting of Shareholders on its behalf</u>**	and Article 14 of the Law on Enterprise.
<u>5.</u> <u>Except as provided in Clause 4 of Article 16, the vote of an authorized representative attending the meeting within the scope of their authorization remains valid in the following cases:</u> a) The grantor has died, is restricted in their legal capacity, or has lost their legal capacity;	**<u>5. The vote of an authorized representative attending the meeting within the scope of their authorization remains valid in the following cases:</u>** a) The grantor has died, is restricted in their legal capacity, or has lost their legal capacity; b) The authorizing party has revoked the designation of authorization;	Amendments and additions are made in accordance with the provisions of Clause 2, Article 15, Appendix I issued together with Circular 116/2020/TT-BTC.

Current Charter Provisions	Amended Charter Provisions	Note
b) The person who granted the authorization has revoked the designation; c) The grantor has revoked the authority of the grantee. This clause shall not apply if the Company receives notice of any of the above events forty-eight hours before the opening of the General Meeting of Shareholders or before the meeting is reconvened.	c) The grantor has revoked the authority of the grantee. This clause shall not apply if the Company receives notice of any of the above events **<u>less than</u>** forty-eight hours before the opening of the General Meeting of Shareholders or before the meeting is reconvened.	
Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders	**Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders**	
2. When registration, the Company shall issue to each shareholder or authorized representative entitled to vote one (01) set of voting cards and/or ballot papers and election ballots (if any), indicating the registration number (or shareholder/authorized representative identification code), the full name of the shareholder or the authorized representative, and the number of votes or election votes of such shareholder or authorized representative.	2. **<u>In case the Company convenes the General Meeting of Shareholders in the form of an in-person meeting without applying electronic voting or any other electronic means, upon</u>** registration, the Company shall issue to each shareholder or authorized representative entitled to vote one (01) set of voting cards and/or ballot papers and election ballots (if any), indicating the registration number **<u>(or shareholder/authorized representative identification code),</u>** the full name of the shareholder or the authorized representative, and the number of votes or election votes of such shareholder or authorized representative	Amendments and additions are made in accordance with Clause 1, Article 146 of the Law on Enterprise, Clause 1, Article 20 of Appendix I issued with Circular 116/2020/TT-BTC, and the actual implementation by enterprises.

Current Charter Provisions	Amended Charter Provisions	Note
3. In the event that the Company organizes an online General Meeting of Shareholders and electronic voting, shareholders and authorized representatives (if any) access the online General Meeting of Shareholders and electronic voting system, attend and exercise their voting and election rights.	**3. In case the Company convenes the General Meeting of Shareholders in the form of a virtual meeting or a hybrid meeting combining in-person and virtual participation, and/or applies electronic voting, shareholders and their authorized representatives (if any) shall complete the registration for attendance, verify their eligibility to attend, exercise their voting and election rights, and exercise other rights in accordance with the Company's instructions, the Regulation on Organization and Voting adopted for the relevant General Meeting, this Charter, and applicable laws. In such case, the voting cards, ballot papers and election ballots referred to in Clause 2 of this Article may be replaced by electronic means or other methods appropriate to the form in which the General Meeting is conducted.**	Amendments and additions to the regulations applicable in cases of online meetings or meetings combining in-person and online participation.
5. The election of the chairperson, secretary, and vote counting committee is regulated as follows: a) The Chairman of the Board of Directors shall act as the chairperson of, or authorize another member of the Board of Directors to chair, the General Meeting of Shareholders convened by the Board of Directors. If the Chairman is absent or temporarily unable to perform his or her duties, the remaining members of the Board of Directors shall elect one	5. The election of the chairperson, secretary, and vote counting committee is regulated as follows: a) The Chairman of the Board of Directors shall act as the chairperson of, or authorize another member of the Board of Directors to chair, the General Meeting of Shareholders convened by the Board of Directors. If the Chairman is absent or temporarily unable to perform his or her duties, the remaining members of the Board of Directors shall elect one	Add a mechanism for implementation in cases where the Head of the Board of Supervisors presides over the meeting, so that the General Meeting of Shareholders can elect

Current Charter Provisions	Amended Charter Provisions	Note
(01) of their members to serve as the chairperson of the meeting by majority vote. **<u>If no presiding officer can be elected, the Head of the Board of Supervisors shall direct the General Meeting of Shareholders to elect a presiding officer from among those present, and the person with the highest number of votes shall preside over the meeting.</u>**	(01) of their members to serve as the chairperson of the meeting by majority vote. **<u>If no chairperson can be elected, the Head of the Board of Supervisors shall preside over the meeting for the purpose of enabling the General Meeting of Shareholders to elect the chairperson. The list of candidates for election as chairperson shall be nominated or introduced by the Board of Supervisors, and the candidate receiving the highest number of votes shall serve as the chairperson of the meeting.</u>**	the chairman of the meeting , in accordance with Clause 2, Article 146 of the Law on Enterprise.
Article 22. Authority and procedures for obtaining shareholder opinions in writing to approve decisions of the General Meeting of Shareholders.	**Article 22. Authority and procedures for obtaining shareholder opinions in writing to approve decisions of the General Meeting of Shareholders.**	
3. The survey form must include the following key information: a) Name, registered office address, business registration number; b) Purpose of soliciting opinions; **<u>c) Full name, permanent address, nationality, Citizen Identification Card number, Citizen Identification Card number, Passport number or other legally valid personal identification of the individual shareholder; name, enterprise code or establishment decision number, head office address of the organizational shareholder; or full</u>**	3. The survey form must include the following key information: a) Name, registered office address, business registration number; b) Purpose of soliciting feedback; **<u>c) The full name, contact address, nationality and legal document number of an individual shareholder; the name, enterprise identification number or legal document number, and the head office address of an organizational shareholder; or the full name, contact address, nationality and legal document number of the representative of an</u>**	Amended in accordance with Clause 3, Article 149 of the Law on Enterprise and Clause 3, Article 22 of Appendix I issued with Circular 116/2020/TT-BTC

Current Charter Provisions	Amended Charter Provisions	Note
<u>name, permanent address, nationality, Citizen Identification Card number, Citizen Identification Card number , Passport number or other legally valid personal identification of the authorized representative of the organizational shareholder; number of shares of each class and number of voting rights of the shareholder;</u> d) The issue requires consultation before a decision can be made. e) The voting options include approve, disapprove, and abstain. f) The deadline for submitting the feedback form to the company has been set. **<u>g) Full name and signature of the Chairman of the Board of Directors and the legal representative of the company;</u>**	**<u>organizational shareholder; the number of shares of each class held and the corresponding number of voting rights of the shareholder;</u>** d) The issue requires consultation before a decision can be made. e) The voting options include approve, disapprove, and abstain. f) The deadline for submitting the feedback form to the company has been set. **<u>g) Full name and signature of the Chairman of the Board of Directors;</u>**	
VII. BOARD OF DIRECTORS	**VII. BOARD OF DIRECTORS**	
Article 26. Nomination and candidacy of Board of Directors members	**Article 26. Nomination and candidacy of Board of Directors members**	
2. A shareholder or group of shareholders holding five percent (5%) or more of the total ordinary shares shall have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and this Charter. **<u>Shareholders or groups of shareholders holding from 5% (five percent) to</u>**	2. A shareholder or group of shareholders holding five percent (5%) or more of the total ordinary shares shall have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and this Charter. **<u>A shareholder or group of shareholders holding from five percent (5%) to</u>**	Amendments are made to suit governance needs and Article 115 of the Law on Enterprise, and Clause

Current Charter Provisions	Amended Charter Provisions	Note
less than 10% (ten percent) of the voting shares may nominate one (01) candidate; from 10% (ten percent) to less than 30% (thirty percent) may nominate two (02) candidates; from 30% (thirty percent) to less than 50% (fifty percent) may nominate three (03) candidates; from 50% (fifty percent) to less than 65% (sixty-five percent) may nominate four (04) candidates; and if from 65% (sixty-five percent) or more, they may nominate five (05) candidates.	**less than ten percent (10%) of the voting shares may nominate one (01) candidate; from ten percent (10%) to less than twenty percent (20%), two (02) candidates; from twenty percent (20%) to less than thirty percent (30%), three (03) candidates; from thirty percent (30%) to less than forty percent (40%), four (04) candidates; from forty percent (40%) to less than fifty percent (50%), five (05) candidates; from fifty percent (50%) to less than sixty percent (60%), six (06) candidates; and sixty percent (60%) or more, seven (07) candidates.**	2, Article 274 of Decree No. 155/2020/ND-CP.
Article 27. Composition, term, and qualifications of Board of Directors members:	**Article 27. Composition, term, and qualifications of Board of Directors members:**	
1. The number of Board of Directors members is five (05) people.	1. The number of Board of Directors members is seven (07) people.	Amendment of the number of Board of Directors members (in case **the Proposal regarding The change in the number of members of the Board of Directors from 05 to 07 members, the dismissal of 01**

Current Charter Provisions	Amended Charter Provisions	Note
		member of the Board of Directors, and the election of 03 additional members of the Board of Directors for the remainder of the 2026–2031 term is approved by the 2026 Extraordinary General Meeting of Shareholders)
4. Criteria for becoming a member of the Board of Directors: **a) Possess full legal capacity and not be subject to the restrictions on managing businesses as stipulated in Clause 2, Article 17 of the Law on Enterprise.** b) Possess professional qualifications and experience in business administration or in the Company's business lines or sectors, and are not required to be shareholders of the Company, unless otherwise provided for in this Charter. c) Be in good health, possess good moral character, honesty and integrity, and have a sound knowledge of the law.	4. Criteria for becoming a member of the Board of Directors: **a) Not falling within the categories of persons specified in Clause 2, Article 17 of the Law on Enterprises.** b) Possess professional qualifications and experience in business administration or in the Company's business lines or sectors, and are not required to be shareholders of the Company, unless otherwise provided for in this Charter. c) Be in good health, possess good moral character, honesty and integrity, and have a sound knowledge of the law.	Amendments and additions are in accordance with Clause 1, Article 155 of the Law on Enterprise, Article 275 of Decree 155/2020/ND-CP dated December 31, 2020, and Clause 78, Article 1 of Decree 245/2025/ND-CP

Current Charter Provisions	Amended Charter Provisions	Note
<u>d) A member of the Board of Directors may not simultaneously be a member of the Board of Directors in more than 05 other companies.</u>	**<u>d) Concurrently serving as a member of the Board of Directors or the Members' Council of no more than five (05) other companies.</u>**	dated September 11, 2025.
Article 28. Rights and obligations of the Board of Directors	**Article 28. Rights and obligations of the Board of Directors**	
3. The rights and obligations of the Board of Directors are stipulated by law, the Charter, the Company's internal regulations, and decisions of the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties: …. i) Approval of purchase, sale, loan, lending and other contracts and transactions with a value of fifteen percent (15%) or more of the total asset value recorded in the company's most recent financial statement, excluding contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, clauses 1 and 3, Article 167 of the Law on Enterprise and **<u>clause 2, Article 14 of this Charter;</u>** … q) Decide on the issuance of the Board of Directors' Operating Regulations, the Internal Corporate Governance Regulations following their approval by the General Meeting of	3. The rights and obligations of the Board of Directors are stipulated by law, the Charter, the Company's internal regulations, and decisions of the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties: …. i) Approval of purchase, sale, loan, lending and other contracts and transactions with a value of fifteen percent (15%) or more of the total asset value recorded in the company's most recent financial statement, excluding contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, clauses 1 and 3, Article 167 of the Law on Enterprise and **<u>clause 2, Article 15 of this Charter;</u>** … q) Decision on the promulgation of the Board of Directors' Operating Regulations and the Internal Corporate Governance Regulations following their approval by the General Meeting	Update cross-references and amend and supplement the provisions relating to the authority of the Board of Directors to decide on and promulgate regulations governing finance, investment, procurement, sales, trade credit, and other related matters, in accordance with applicable laws and the Company's governance requirements.

Current Charter Provisions	Amended Charter Provisions	Note
Shareholders, and the Company's Information Disclosure Regulations.	of Shareholders; decision on the promulgation of the Company's Information Disclosure Regulations; **and decisions on the issuance of regulations governing finance, investment, procurement, sales, trade credit, credit limits, delegation of authority, and other significant management policies in accordance with applicable laws and the Company's Charter.** **r) The Board of Directors shall approve contracts and transactions between the Company and any of the persons specified in Point n, Clause 2, Article 15 of this Charter, with a value of less than thirty-five percent (35%) of the total assets as recorded in the Company's latest financial statements.**	Addition of provisions regarding the rights of the Board of Directors in accordance with Clause 84, Article 1 of Decree No. 245/2025/ND-CP, effective from September 11, 2025.
4. The following matters require approval from the Board of Directors: ..... e) The Company's borrowing and the execution of mortgages, guarantees, and compensation, except for matters falling under the authority of the General Meeting of Shareholders as prescribed by law and **Article 14 of this Charter;**	4. The following matters require approval from the Board of Directors: ..... e) The Company's borrowing and the execution of mortgages, guarantees, and compensation, except for matters falling under the authority of the General Meeting of Shareholders as prescribed by law and **Article 15 of this Charter;**	Update the references.

Current Charter Provisions	Amended Charter Provisions	Note
4. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities **as prescribed in Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.** 5. Unless otherwise provided by law and the Articles of Association, the Board of Directors may authorize subordinate staff and executives to act on behalf of the Company.	**5.** The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities **in accordance with the Law on Enterprises, the Law on Securities, and their amendments, supplements, and implementing guidelines.** **6.** Unless otherwise provided by law and the Articles of Association, the Board of Directors may authorize subordinate staff and executives to act on behalf of the Company.	Update the legal references and serial numbers.
Article 30. Chairman and Vice-Chairman of the Board of Directors	**Article 30. Chairman and Vice Chairman of the Board of Directors**	
3. The Chairman of the Board of Directors is responsible for ensuring that the Board of Directors submits the annual financial statements, the company's operational report, the audit report, and the Board of Directors' inspection report to the shareholders at the General Meeting of Shareholders;	**3. The Chairman of the Board of Directors shall be responsible for ensuring that the Board of Directors prepares and provides shareholders with all documents for the General Meeting of Shareholders in accordance with applicable laws and this Charter, including the annual financial statements, the report on the performance of the Board of Directors, the independent auditor's report, and other documents as required by law;**	Update the types of reports in accordance with the provisions of Clause 3, Article 139 of the Law on Enterprise.
4. In the event that both the Chairman and the Vice Chairman of the Board of Directors resign or are dismissed, the Board of Directors must elect a replacement within ten (10) days;	4. In the event that both **the Chairman of the Board of Directors** resign or are dismissed, the Board of Directors must elect a replacement within ten (10) days;	Amendments are made in accordance with Clause 4, Article 29,

Current Charter Provisions	Amended Charter Provisions	Note
		Appendix I issued with Circular 116/2020/TT-BTC and the structure of the Company's Board of Directors.
Article 31. Meetings of the Board of Directors	**Article 31. Meetings of the Board of Directors**	
3. Extraordinary Meetings: The Chairman must convene a meeting of the Board of Directors, without delay unless there is a valid reason, when one of the following parties submits a written request outlining the purpose of the meeting, the matter to be discussed, and the decision falling within the authority of the Board of Directors: **a) The Executive Director or at least five (05) executives;** **b) At least two (02) members of the Board of Directors;** **c) Chairman of the Board of Directors;** **d) The majority of the Board of Supervisors members and the Board of Directors members are independent.**	3. Extraordinary Meetings: The Chairman must convene a meeting of the Board of Directors, without delay unless there is a valid reason, when one of the following parties submits a written request outlining the purpose of the meeting, the matter to be discussed, and the decision falling within the authority of the Board of Directors: **a) Board of Supervisors or an independent member of the Board of Directors;** **b) Director or at least five (05) other managers;** **c) At least two (02) members of the Board of Directors;** **d) Chairman of the Board of Directors.**	Amendments and additions in accordance with Clause 3, Article 157 of the Law on Enterprise.
11. Voting. ..... d) A member of the Board of Directors who benefits from a contract as stipulated in **points a and b of Clause 8, Article 43**	11. Voting. ..... d) A member of the Board of Directors who benefits from a contract as stipulated in **points a and b of Clause 8, Article 44**	Update legal references.

Current Charter Provisions	Amended Charter Provisions	Note
of this Charter shall be deemed to have a substantial interest in that contract.	**of this Charter** shall be deemed to have a substantial interest in that contract.	
VIII. EXECUTIVE DIRECTOR, OTHER EXECUTIVE MANAGERS, AND COMPANY SECRETARY	**VIII. EXECUTIVE DIRECTOR, OTHER EXECUTIVE MANAGERS, AND COMPANY SECRETARY**	
Article 33. Organizational structure of the management apparatus	**Article 33. Organizational structure of the management apparatus**	
The Company shall implement a management structure under which the Director, Deputy Directors, Chief Accountant and other managers shall be under the supervision of and accountable to the Board of Directors. The Director, Deputy Directors, **and a Chief Accountant appointed by the Board of Directors .** The Executive Director and Deputy Executive Directors may also be members of the Board of Directors and are appointed or dismissed by the Board of Directors by a formally adopted resolution.	The company will implement a management system under which the management team will be accountable to and under the leadership of the Board of Directors. The company has a Executive Director or several Deputy Executive Directors and **a Chief Accountant and other managers appointed by the Board of Directors.** The Executive Director and Deputy Executive Directors may also be members of the Board of Directors and are appointed or dismissed by the Board of Directors by a formally adopted resolution.	Amendments are made in accordance with Article 33 of Appendix I issued with Circular 116/2020/TT-BTC.
IX. BOARD OF SUPERVISORS	**IX. BOARD OF SUPERVISORS**	
Article 38. Members of the Board of Supervisors	**Article 38. Members of the Board of Supervisors**	
2. Criteria for membership in the Board of Supervisors:	2. Criteria for membership in the Board of Supervisors:	Updating legal references.

Current Charter Provisions	Amended Charter Provisions	Note
a) Individuals aged 21 and above, with full legal capacity, and not falling under the categories specified in Clause 2, Article 17 of **this Law**;	a) Individuals aged 21 and above, with full legal capacity, and not falling under the categories specified in Clause 2, Article 17 of **Law on Enterprises;**	
X. RESPONSIBILITIES OF BOARD OF DIRECTORS MEMBERS, BOARD OF SUPERVISORS, EXECUTIVE DIRECTOR AND EXECUTIVE MANAGERS	**X. RESPONSIBILITIES OF BOARD OF DIRECTORS MEMBERS, BOARD OF SUPERVISORS, EXECUTIVE DIRECTOR AND EXECUTIVE MANAGERS**	
Article 44. Duty of Loyalty and Avoidance of Conflicts of Interest	**Article 44. Duty of Loyalty and Avoidance of Conflicts of Interest**	
(None)	**9. The Director must not be a related person of any manager, Supervisor of the Company or its parent company, the State capital representative, or the enterprise capital representative at the Company or its parent company, in accordance with Point d, Clause 46, Article 4 of the Law on Securities.**	Add clause 9 in accordance with Clause 83, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025.
XV. ANNUAL REPORT, INFORMATION DISCLOSURE RESPONSIBILITIES, PUBLIC ANNOUNCEMENTS	**XV. FINANCIAL STATEMENT, ANNUAL REPORT, INFORMATION DISCLOSURE RESPONSIBILITIES, PUBLIC ANNOUNCEMENTS**	Update the Section title to match the detailed regulations.
Article 54. Annual, semi-annual and quarterly reports	**Article 54. Annual, semi-annual and quarterly reports**	
1. The company must prepare annual financial statements in accordance with the law and the regulations of the State	**1. The Company shall prepare annual financial statements, and such annual financial statements shall be audited in**	Amendments are made in accordance with

Current Charter Provisions	Amended Charter Provisions	Note
Securities Commission, and these statements must be audited as stipulated in Article 56 of this Charter. Within the timeframe prescribed by law from the end of each fiscal year, the company must submit the annual financial statements approved by the General Meeting of Shareholders to the competent tax authority, the State Securities Commission, the Stock Exchange, and the business registration authority. **2. Annual financial statements must include a statement of business results that truthfully and objectively reflects the profit and loss situation of the Company for the financial year, and a balance sheet that truthfully and objectively reflects the Company's operations up to the time of preparing the report, a cash flow statement, and notes to the financial statements. If the Company is a parent company, in addition to separate financial statements, it must publish consolidated financial statements.** **3. The company must prepare and publish semi-annual and quarterly reports in accordance with the regulations of the State Securities Commission, the Stock Exchange, and other relevant authorities.** **4. If the company has audited financial statements (including the auditor's opinion), the company's quarterly**	**accordance with applicable laws. The Company shall disclose the audited annual financial statements in accordance with the regulations on information disclosure in the securities market and submit them to the competent state authorities as required by law.** **2. The annual financial statements shall include all reports, schedules and explanatory notes as required by the laws on corporate accounting. The annual financial statements shall fairly and objectively reflect the Company's financial position and operating results.** **3. The Company shall prepare and disclose the reviewed semi-annual financial statements and the quarterly financial statements in accordance with the regulations on information disclosure in the securities market and submit them to the competent state authorities as required by law.**	Article 55 of Appendix I issued with Circular 116/2020/TT-BTC.

Current Charter Provisions	Amended Charter Provisions	Note
and semi-annual reports must be published on the company's website. **5. Interested organizations and individuals have the right to examine or copy the audited annual financial statements, semi-annual reports, and quarterly reports during the Company's business hours, at the Company's head office, and must pay a reasonable fee for copying.**		
Article 55. Disclosure of information and public notification **Annual financial reports and other supporting documents must be published publicly in accordance with the regulations of the State Securities Commission and submitted to the relevant tax authorities and business registration agencies in accordance with the provisions of the Law on Enterprise.** The company must prepare and publish an Annual Report in accordance with the laws and regulations on securities and the securities market.	**Article 55. Annual Report** The company must prepare and publish an Annual Report in accordance with the laws and regulations on securities and the securities market.	Amendments are made in accordance with Article 56 of Appendix I issued with Circular 116/2020/TT-BTC.
XXII. EFFECTIVE DATE	**XXII. EFFECTIVE DATE**	
Article 65. Effective Date	**Article 65. Effective Date**	
1. This charter, comprising 21 chapters and 65 articles, was unanimously approved by the General Meeting of Shareholders	1. This charter, comprising 21 chapters and 65 articles, was unanimously approved by the General Meeting of Shareholders	Update information

Current Charter Provisions	Amended Charter Provisions	Note
of Hanoi - Thanh Hoa Beer Joint Stock Company on **April 26, 2024, and this Charter shall come into effect from April 26, 2024.**	of Hanoi - Thanh Hoa Beer Joint Stock Company and **will come into effect on September 11, 2026**	

Note:

- Several other detailed adjustments have been made to the sentence structure, wording, abbreviations, and some references in the Charter to ensure consistency in form and content, but without changing the content of the Articles and Clauses.