PHỤ LỤC: SỬA ĐỔI BỔ SUNG ĐIỀU LỆ

(Đính kèm Tờ trình số: 06/TTr-HĐQT của Hội đồng quản trị ngày 11/07/2026)

ITEM	CURRENT CHARTER	AMENDED CHARTER	EXPLANATION OF AMENDMENT
Point g, Clause 1, Article 1. Interpretation of Terms	"Executive Officer" means the General Director, Deputy General Director, Chief Accountant and other executive officers as provided for in this Charter.	"Executive Officer of the Company" means the General Director, Deputy General Director and Chief Accountant.	To clearly define the executive officer positions of the Company
Point h, Clause 1, Article 1. Interpretation of Terms	"Enterprise Manager" means a manager of the Company, including the Chairman of the Board of Directors, Vice Chairman of the Board of Directors, members of the Board of Directors, the General Director, the Project Director and other individuals holding managerial positions as prescribed in this Charter.	"Enterprise Manager" includes the Chairman of the Board of Directors, Vice Chairman of the Board of Directors, members of the Board of Directors and the General Director.	To clearly define the managerial positions of the Company.
Point i, Clause 1, Article 1. Interpretation of Terms	"Related Person" means an individual or organization having a relationship in any of the following cases (as prescribed in Clause 46, Article 4 of the Law on Securities): - An enterprise and its internal persons; a public fund or public securities investment company and their internal persons; - An enterprise and any organization or individual owning more than 10% of its voting shares or contributed capital; - Organizations or individuals that directly or indirectly control, are controlled by, or are under common control with another organization or individual; - An individual and his/her biological parents, adoptive parents, parents-in-law, spouse, biological children, adopted children, sons-in-law, daughters-in-law, siblings, brothers-in-law, sisters-in-law; - A fund management company and the investment funds or securities investment companies managed by such fund management company;	"Related Person" means an individual or organization as prescribed in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities.;	To make a direct reference to the relevant provisions of the Law on Enterprises and the Law on Securities.

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	- Parties to a contractual relationship in which one party acts as the representative of the other; - Other organizations and individuals deemed to be related persons under the Law on Enterprises.		
Article 3. Legal Representatives	1. The Company has 03 Legal Representatives. The Chairman of the Board of Directors, the Vice Chairman of the Board of Directors and the General Director are the Legal Representatives of the Company. (...) 4. A mechanism is established for the transfer of rights and obligations among the Legal Representatives in the event that a Legal Representative is absent from Vietnam, is serving an administrative handling measure at a compulsory drug rehabilitation establishment or compulsory educational institution, has limited legal capacity or has lost legal capacity, has difficulties in cognition or behavioral control, or is prohibited by the Court from holding certain positions, practicing certain professions or performing certain jobs: a) Where the Legal Representative being the Chairman of the Board of Directors or the Vice Chairman of the Board of Directors falls into any of the above circumstances, the General Director shall exercise the rights and perform the obligations of the Chairman of the Board of Directors or the Vice Chairman of the Board of Directors, as applicable. **b)** Where the Legal Representative being the General Director falls into any of the above circumstances, the Chairman of the Board of Directors shall exercise the rights and perform the obligations of the General Director.	1. The Company has 02 Legal Representatives. The Vice Chairman of the Board of Directors and the General Director are the Legal Representatives of the Company. (...) 4. A mechanism is established for the transfer of rights and obligations among the Legal Representatives in the event that a Legal Representative is absent from Vietnam, is serving an administrative handling measure at a compulsory drug rehabilitation establishment or compulsory educational institution, has limited legal capacity or has lost legal capacity, has difficulties in cognition or behavioral control, or is prohibited by the Court from holding certain positions, practicing certain professions or performing certain jobs: a) Where the Legal Representative being the Vice Chairman of the Board of Directors falls into any of the above circumstances, the General Director shall exercise the rights and perform the obligations of the Vice Chairman of the Board of Directors. b) Where the Legal Representative being the General Director falls into any of the above circumstances, the Vice Chairman of the Board of Directors shall exercise the rights and perform the obligations of the General Director.	To streamline the structure of the Company's Legal Representatives and align it with the Company's governance and operational requirements.

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Clause 1, Article 4. Objectives of the Company			To update the Company's business lines in accordance with the applicable regulations and the Company's operational needs.
Clause 2, Article 4. Objectives of the Company	2. Objectives of the Company: The objectives of the Company are to efficiently utilize capital mobilized from shareholders and domestic and foreign organizations for investment and business development activities; continuously improve its production organization, management and corporate governance to maximize profits; create employment opportunities for employees; continuously enhance shareholders' interests; contribute to the State budget; and promote the sustainable development of the Company, in compliance with the laws of Vietnam.	2. Objectives of the Company: The objectives of the Company are to efficiently utilize capital mobilized from shareholders and domestic and foreign organizations for investment and business development activities; continuously improve its production organization, management and corporate governance to maximize profits; create employment opportunities for employees; continuously enhance shareholders' interests; contribute to the State budget; and promote the sustainable development of the Company.	To remove the content that duplicates the heading of Article 5 of the Charter.
Clause 1, Article 21. Conditions for Adoption of Resolutions of the General Meeting of Shareholders	Resolutions on the following matters shall be adopted if approved by shareholders representing at least 65% of the total voting shares of all attending shareholders, except for the cases specified in Clauses 3 (election of members of the Board of Directors and the Board of Supervisors by cumulative voting), 4 (adoption of resolutions by written ballot), and 6 (resolutions adversely affecting the rights and obligations of preference shareholders) of Article 148 of the Law on Enterprises.	Resolutions on the following matters shall be adopted if approved by shareholders representing 65% or more of the total voting shares of all shareholders attending and voting at the meeting, except for the cases specified in Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises.	To align with the amended provisions of Article 148 of the Law on Enterprises.
Clause 2, Article 21. Conditions for Adoption of Resolutions of the General Meeting of Shareholders	Resolutions on other matters shall be adopted if approved by shareholders representing at least 51% 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 of Article 148 of the Law on Enterprises.	Resolutions shall be adopted if approved by shareholders representing more than 55% of the total voting shares of all shareholders attending and voting at the meeting, except for the cases specified in Clauses 1, 3, 4 and 6 of Article 148 of the Law on Enterprises.	To align with the amended provisions of Article 148 of the Law on Enterprises.

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Point i, Clause 2, Article 27. Rights and Obligations of the Board of Directors	Elect, dismiss and remove the Chairman and Vice Chairman of the Board of Directors; appoint, dismiss, enter into and terminate employment contracts with the General Director and other key managers as provided for in this Charter; determine their salaries, remuneration, bonuses and other benefits; appoint authorized representatives to participate in the Members' Council or the General Meeting of Shareholders of other companies, and determine their remuneration and other benefits.	- Elect, dismiss and remove the Chairman and Vice Chairman of the Board of Directors; - Appoint, dismiss, remove, enter into and terminate the employment contract with the General Director; determine his/her salary and other benefits (if any); - Decide on the appointment, dismissal and removal of authorized representatives to participate in the Members' Council or the General Meeting of Shareholders of other companies; determine their remuneration and other benefits.	To clearly specify the authority of the Board of Directors with respect to each position.
Clause 8, Article 29. Chairman and Vice Chairman of the Board of Directors	Where the Company has two (02) or more Vice Chairmen of the Board of Directors, the Board of Directors shall convene a meeting and discuss the appointment of one (01) Vice Chairman of the Board of Directors as the Legal Representative of the Company as prescribed in Clause 1, Article 3 of this Charter.	Where the Company has two (02) or more Vice Chairmen of the Board of Directors, the Board of Directors shall convene a meeting, discuss and designate one (01) Vice Chairman of the Board of Directors as the Legal Representative in accordance with Clause 1 of this Article. Where a Vice Chairman of the Board of Directors concurrently holds the position of General Director, the Board of Directors shall still convene a meeting, discuss and designate one (01) additional Vice Chairman of the Board of Directors as a Legal Representative.	To align with the Company's operational practice.
Article 37A. Rights and Obligations of the Project Director	Article 37A. Rights and Obligations of the Project Director 1. Represent the Company in organizing, managing and coordinating all project activities. 2. Represent the Company in dealings with the employer, contractors, regulatory authorities and consultants. 3. Sign documents, technical dossiers, reports and expense-related documents within the scope of delegated authority. 4. Approve detailed plans, construction methods and technical measures (where authorized). 5. Assign and coordinate the work of project personnel.	Repealed.	To align with the Company's operational practice.

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	6. Develop, manage, supervise and control the overall project plan, including scope, schedule, cash flow, budget, quality and quantities under the contract. 7. Ensure the project complies with all legal requirements (construction permits, acceptance procedures, occupational safety, environmental regulations, etc.). 8. Organize interim acceptance and final acceptance of the project in accordance with the regulations of the State and the Company. 9. Other rights and obligations as prescribed by the Company's regulations.		
Clause 1, Article 36. Executive Officers of the Company	The Executive Officers of the Company include the General Director, Deputy General Director, Chief Accountant and other executive officers as determined by resolutions or decisions of the Board of Directors.	The Executive Officers of the Company are those specified in Point g, Clause 1, Article 1 of this Charter.	To align with the Company's operational practice.
Clause 2, Article 38. Disclosure of Related Interests	Members of the Board of Directors, Supervisors, the General Director and other managers of the Company shall disclose to the Company their related interests, including: (...)	Members of the Board of Directors, Supervisors and the General Director shall disclose to the Company their related interests, including: (...)	To align with the Company's operational practice.
Clause 6, Article 46. Duty of Honesty and Avoidance of Conflicts of Interest	Transactions between the Company and one or more members of the Board of Directors, members of the Board of Supervisors, the General Director, other executive officers, and organizations or individuals related to such persons shall not be rendered invalid in the following cases: a) For transactions with a value of less than 35% of the total assets recorded in the latest financial statements, the material terms of the contract or transaction, together with the relationships and interests of the members of the Board of Directors, members of the Board of Supervisors, the General Director and other executive officers, have been	Transactions between the Company and the following individuals or organizations: (i) shareholders and authorized representatives of institutional shareholders holding more than 10% of the total ordinary shares of the Company, and their related persons; (ii) members of the Board of Directors, Supervisors, the General Director, other executive officers of the Company and their related persons; and (iii) enterprises in which members of the Board of Directors, Supervisors, the General Director and other executive officers of the Company are required to declare interests pursuant to Clause 2, Article 164 of	To align with the Company's operational practice.

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	reported to the Board of Directors and approved by a majority of the disinterested members of the Board of Directors. b) For transactions with a value of 35% or more of the total assets recorded in the latest financial statements, or transactions resulting in the aggregate transaction value arising within 12 months from the first transaction reaching 35% or more of the total assets recorded in the latest financial statements, the material terms of the transaction, together with the relationships and interests of the members of the Board of Directors, members of the Board of Supervisors, the General Director and other executive officers, have been disclosed to the shareholders and approved by the General Meeting of Shareholders through the votes of shareholders having no related interests.	the Law on Enterprises, shall be subject to approval as follows: a) The Board of Directors shall approve transactions with a value of less than 35% of the total assets of the Company as recorded in the latest financial statements. In such case, the Company's Legal Representative signing the contract or transaction shall notify the members of the Board of Directors and the Supervisors of the related parties to such contract or transaction and provide the draft contract or the principal terms of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the date of receipt of the notification. Any member of the Board of Directors having an interest related to the parties to the contract or transaction shall not have the right to vote. b) The General Meeting of Shareholders shall approve the following transactions: (i) Transactions other than those specified in Point a, Clause 6 of this Article; (ii) Loan, lending or asset sale transactions with a value exceeding 10% of the total assets of the Company as recorded in the latest financial statements between the Company and a shareholder holding 51% or more of the total voting shares, or such shareholder's related person.	