

EXPLANATORY STATEMENT ON THE AMENDMENTS TO THE INTERNAL REGULATION ON CORPORATE GOVERNANCE

To ensure that the Internal Regulation on Corporate Governance (the “**Regulation**”) remains fully compliant with the applicable legal framework, aligned with recognized corporate governance standards, and supportive of the effective administration and oversight of the Company, a comprehensive review and refinement of the Regulation has been undertaken. These revisions also ensure consistency with the draft amendments to the Charter proposed for submission to the 2026 Annual General Meeting of Shareholders.

Furthermore, the structure, terminology, and drafting style of the Regulation have been reviewed and formalized to enhance clarity, precision, and coherence, ensuring that the Regulation accurately reflects prevailing governance practices and the Company’s operational realities

The principal amendments and supplements to the Regulation are summarized below:

No	Contents of Amendments	<i>Reason</i>
1	Streamlining Article 3 – Roles, Rights and Obligations of the General Meeting of Shareholders	The rights and obligations of the General Meeting of Shareholders are cross-referenced to Article 12 of the Charter in order to avoid duplication and ensure consistency
2	Adjusting Article 9.2 of the Regulation regarding the composition of the Board of Directors, whereby the Company must have at least three non-executive members of the Board of Directors (instead of the previous requirement that one-third of the Board members be non-executive).	Adjusted to comply with Clause 79, Article 1 of Decree No. 245/2020/ND-CP.
3	Supplementing the required number of Board of Directors meetings under Article 11.1 of the Regulation. Accordingly, the following provision is added: “The Board must meet at least once a year without the attendance of executive Board members”	To align with the practices under the ASEAN Corporate Governance Scorecard and to advance the Company’s corporate governance standards in accordance with accepted best practices.
4	Supplementing additional rights and duties of the Audit Committee as provided under Article 12 of the Regulation: “Review and submit to the Board for approval the Company's capital and debt structure in alignment with strategic objectives and the Company’s risk appetite”	To align with the practices under the ASEAN Corporate Governance Scorecard and to advance the Company’s corporate governance standards in accordance with accepted best practices.
5	Supplementing provisions on the minimum number of meetings of the Committees, whereby the Nomination Committee, the Remuneration Committee, and the Strategy Committee shall	To align with the practices under the ASEAN Corporate Governance Scorecard and to advance

	meet at least twice per year, while the Audit Committee shall meet at least four times per year. After each meeting, the Committee shall issue a Resolution and shall prepare an assessment report on the implementation of such Resolution, which shall be presented at the subsequent meeting.	the Company's corporate governance standards in accordance with accepted best practices.
6	Removing the detailed provisions relating to the guidelines for evaluating the performance of the Board of Directors as set out in Article 22.1.1 of the Regulation. Accordingly, the following provision is added: “The Board shall issue a detailed procedure for evaluating the Board, its committees and individual Board members. Such procedure shall be proposed by the Nomination Committee”.	Nomination Committee and the Board of Directors shall review and issue a separate detailed procedure for evaluating the Board in order to ensure flexibility and the timely incorporation of advanced governance practices.