COMPARISON TABLE OF CHANGES BETWEEN THE CURRENT CHARTER AND THE AMENDED CHARTER Updated on 14/02/2025

Article	Current Regulation	Proposed Amendments	Explanation	Update Team
PREAMBLE	This Charter is ratified under the Resolution No. 01/2021/NQ-ĐHĐCĐ dated 28 th , April 2021 of the GMS	This Charter is ratified under the Resolution No. 01/2021 /NQ-ĐHĐCĐ dated 28th, . April 202 <mark>51</mark> of the GMS	Updating the amendment date.	TK-QHCC
1.1.g	<i>Managers</i> include the CEO, Deputy CEO, chief accountant and other personnel under the assignment and/or appointment of the BOD;	Managers include the CEO, Deputy CEO, chief accountant and other personnel under the assignment and/or appointment of the BOD as PVI's Managers;	Revising the definition of executive officers/managers to prevent misunderstanding that anyone appointed by the BOD is automatically an executive officer/manager.	PCTT&QTRR
1.1.h	<i>Executives</i> include the Chairman of the Board of Directors, members of the Board of Directors, the CEO and persons holding other personnel under the assignment and/or appointment of the BOD	<i>Executives</i> include the Chairman of the Board of Directors, members of the Board of Directors, the CEO and persons holding other personnel under the assignment and/or appointment of the BOD as PVI's Executive Officers		PCTT&QTRR
11.5	Other managers and executive officers of the enterprise.	Removed.	Revised to align with the organizational structure of a joint-stock company as stipulated in the Enterprise Law.	PCTT&QTRR
15.1.k	[The General Meeting of Shareholders (GMS) decides:] k) Decide the budget or total remunerations, bonuses and other	k) Decide the budget or total remunerations, bonuses, salary and other benefits of the Board of Directors and the Supervisory Board.	Added a provision regarding salary (consistent with Article 28 of the Charter).	PCTT&QTRR

15.2.i	 benefits of the Board of Directors and the Supervisory Board. i) The budget or total remunerations, bonuses and other benefits of the Board of Directors and the Supervisory Board. 	i) The budget or total remunerations, bonuses, salary and other benefits of the Board of Directors and the Supervisory Board	Added a provision regarding salary (consistent with Article 28 of the Charter).	PCTT&QTRR
15.2.p	p) Decisions relating to the transactions of sale of assets of PVI or PVI's branches and underlying companies or the transaction of purchase of assets valued at 35% or more of the total value of assets of PVI and PVI's branches and underlying companies as recorded in the most recent audited financial statements;	p) Decisions relating to the transactions of invest, purchase or sale of assets of PVI, PVI's subsidiaries or PVI's branches and underlying companies or the transaction of purchase of assets with a value at 35% or more of the total value of assets of PVI and PVI's branches and underlying companies as recorded in the most recent audited financial statements of PVI	Revised for clarity based on YKVN's legal advice: - Clarifies that "affiliated companies" refer to "subsidiary companies." (<i>The</i> original Vietnamese text mistakenly uses "công ty trực thuộc" (affiliated company) instead of "công ty con" (subsidiary), which may cause inconsistency in legal interpretation) - Specifies that "Total assets of PVI and its subsidiaries, branches" refers to PVI's assets as per the latest financial statements.	PCTT&QTRR
21.2	Resolutions of the General Meeting of Shareholders on amendments of and supplements to the Charter, classes of shares and volume of shares offered for sale, merger, re- organization and dissolution of PVI,	Resolutions of the General Meeting of Shareholders on amendments of and supplements to the Charter, classes of shares and volume of shares offered for sale, merger, re-organization and dissolution of PVI, transactions of invest,	Revised for consistency with Article 15.2.p above.	PCTT&QTRR

transactions of sale of assets of PVI	purchase or sale of assets of PVI, PVI's		
or PVI's branches and underlying	subsidiaries or PVI's branches executed		
companies or transactions of	by PVI, PVI's subsidiaries or PVI's		
purchase executed by PVI or PVI's	branches with a value of 35% or more of		
branches and underlying companies	the total value of assets of PVI <mark>as</mark>		
with a value of 35% or more of the	recorded in the most recent audited		
total value of assets of PVI and PVI's	financial statements of PVI shall be		
branches and underlying companies	approved when they are passed by 75% or		
calculated on the basis of the most	more of the total number of votes of the		
recent audited accounting books	shareholders with voting rights present in		
shall be approved when they are	person or via their authorized		
passed by 75% or more of the total	representatives at the General Meeting of		
number of votes of the shareholders	Shareholders.		
with voting rights present in person			
or via their authorized			
representatives at the General			
Meeting of Shareholders.			
h) Approve contracts for purchase,	h) Approve contracts for purchase, sale,	Revised for clarity (per YKVN Law Firm's advice on 14/11/2024).	PCTT&QTRR
sale, lending and other contracts	lending and other contracts and		
and transactions that are worth at	transactions that are worth at least 20%		
least 20% of the total assets written	of the total assets written PVI's latest		
PVI's latest audited financial	audited financial statement except for		
statement, contracts and	contracts and transactions within the		
transactions within the jurisdiction	jurisdiction of the GMS as prescribed in		
of the GMS as prescribed in Point d	Point d Clause 2 Article 138, Clause 1 and		
Clause 2 Article 138, Clause 1 and	Clause 3 Article 167 of the Law on		
	Enterprises		
	or PVI's branches and underlying companies or transactions of purchase executed by PVI or PVI's branches and underlying companies with a value of 35% or more of the total value of assets of PVI and PVI's branches and underlying companies calculated on the basis of the most recent audited accounting books shall be approved when they are passed by 75% or more of the total number of votes of the shareholders with voting rights present in person or via their authorized representatives at the General Meeting of Shareholders. h) Approve contracts for purchase, sale, lending and other contracts and transactions that are worth at least 20% of the total assets written PVI's latest audited financial statement, contracts and transactions within the jurisdiction of the GMS as prescribed in Point d	or PVI's branches and underlying companies or transactions of purchase executed by PVI or PVI's branches and underlying companies with a value of 35% or more of the total value of assets of PVI and PVI's branches and underlying companies calculated on the basis of the most recent audited accounting books shall be approved when they are passed by 75% or more of the total number of votes of the shareholders with voting rights present in person or via their authorized representatives at the General Meeting of Shareholders.shall be general merson of the total assets of purchase, sale, lending and other contracts and transactions that are worth at least 20% of the total assets written PVI's latest audited financial statement, contracts and transactions within the jurisdiction of the GMS as prescribed in Point d Clause 2 Article 138, Clause 1 and Clause 2 Article 138, Clause 1 andsubsidiaries or PVI's branches executed by PVI, PVI's busidiaries or PVI's branches with a value of 35% or more of the total value of assets of PVI as recorded in the most recent audited financial statement except for contracts and transactions within the jurisdiction of the GMS as prescribed in Point d Clause 3 Article 167 of the Law on	or PVI's branches and underlying companies or transactions of purchase executed by PVI or PVI's branches and underlying companies with a value of 35% or more of the total value of 35% or more of the total value of assets of PVI and PVI's branches and underlying companies calculated on the basis of the most recent audited accounting books shall be approved when they are passed by 75% or more of the total number of votes of the shareholders with voting rights present in person or via their authorized representatives at the General Meeting of Shareholders.subsidiaries or PVI's branches executed by PVI, PVI's subsidiaries or PVI's branches with a value of 35% or more of the total value of assets of PVI and PVI's branches and underlying companies calculated on the basis of the most recent audited accounting books shall be approved when they are passed by 75% or more of the total number of votes of the shareholders with voting rights present in person or via their authorized representatives at the General Meeting of Shareholders.shall be approved contracts for purchase, sale, lending and other contracts and transactions that are worth at least 20% of the total assets written PVI's latest audited financial statement, contracts and transactions within the jurisdiction of the GMS as prescribed in Point d Clause 2 Article 138, Clause 1 andh) Approve contracts for purchase, sale, lending and char contracts and transactions within the jurisdiction of the GMS as prescribed in Point d Clause 2 Article 138, Clause 1 andRevised for clarity (per YKVN Law Firm's advice on 14/11/2024).

	Clause 3 Article 167 of the Law on			
	Enterprises			
27.5	Except where otherwise stipulated	Except where otherwise stipulated by	As per the Civil Code, the BOD is neither an individual nor a legal entity, so it cannot issue authorizations.	TK-QHCC
	by Laws and the Charter, the Board	Laws and the Charter, the Board of		
	of Directors may authorize its	Directors may delegate authority its		
	subordinates and managers to act	subordinates and managers to act on		
	on behalf of PVI to perform works.	behalf of PVI to perform works.		
28	Article 28. Remuneration, Bonuses, and Other Benefits of the Members of the Board of Directors	Article 28. Remuneration, Salary, Bonuses, and Other Benefits of the Members of the Board of Directors	The term "salary" has been added to align with actual practice and ensure compliance with tax deduction requirements.	PCTT-QTRR
1	1. PVI is entitled to pay	1. PVI is entitled to pay remunerations,		
	remunerations, and bonuses to	salary and bonuses to members of the		
	members of the Board of Directors	Board of Directors according to business		
	according to business performance.	performance.		
	2. Members of the Board of	2. Members of the Board of Directors are		
	Directors are entitled to	entitled to remunerations, salary and		
	remunerations, and bonuses.	bonuses. Remunerations are calculated		
	Remunerations are calculated	according to the number of working days		
	according to the number of working	necessary for completion of their tasks		
	days necessary for completion of	and the daily rate. The Board of Directors		
	their tasks and the daily rate. The	shall estimate the remuneration of each		
	Board of Directors shall estimate	member under unanimity rule. The total		
	the remuneration of each member	remunerations, salary and bonuses for		
	under unanimity rule. The total	the Board of Directors shall be decided by		
	remunerations, salary and bonuses	the annual GMS.		
	for the Board of Directors shall be	3. Remunerations and salary of each		
	decided by the annual GMS.	member of the Board of Directors shall be		
	3. Remunerations of each member	recorded as PVI's operating costs in		
	of the Board of Directors shall be	accordance with regulations of law on		

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	recorded as PVI's operating costs in	corporate income tax, presented in a		
	accordance with regulations of law	separate section of PVI's annual financial		
	on corporate income tax, presented	statement and reported at the annual		
	in a separate section of PVI's annual	GMS.		
	financial statement and reported at	4. Members of the Board of Directors who		
	the annual GMS.	are holding the executive positions or		
	4. Members of the Board of	working in committees of the Board of		
	Directors who are holding the	Directors or performing tasks other than		
	executive positions or working in	normal tasks of members of the Board of		
	committees of the Board of	Directors may be paid an additional		
	Directors or performing tasks other	salary, remuneration in the form of a lump		
	than normal tasks of members of	sum, salary , commission, profit		
	the Board of Directors may be paid	percentage or another form decided by		
	an additional remuneration in the	the Board of Directors.		
	form of a lump sum, salary ,			
	commission, profit percentage or			
	another form decided by the Board			
	of Directors.			
60.1	This Charter consists of 22 sections	This Charter consists of 22 sections and 60	The revision updates the	TK-QHCC
	and 60 articles, approved by the 2021	articles, approved by the Annual General	amendment date.	
	Annual General Meeting of	Meeting of Shareholders of PVI Holdings		
	Shareholders of PVI Holdings and	and effective from April 28, 2021		
	effective from April 28, 2021.			