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No.: 09/2026/TTr-HĐQT

Hanoi, April 2<sup>nd</sup>, 2026

## PROPOSAL

### ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

*(Re: Amendments and Supplements to the Company's Charter, Internal Corporate Governance Regulations, and Operational Regulations of the Board of Directors)*

**To: The General Meeting of Shareholders,**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020; the Law Amending and Supplementing Certain Articles of the Law on Enterprises and its implementing regulations;
- Pursuant to the Law on Securities No. 54/2019/QH14; Law No. 56/2024/QH15 Amending and Supplementing Certain Articles of the Law on Securities and its implementing regulations;
- Pursuant to Decree No. 155/2020/NĐ-CP guiding the Law on Securities; Decree No. 245/NĐ-CP Amending and Supplementing Certain Articles of Decree No. 155/2020/NĐ-CP;
- Pursuant to the Charter of ELCOM Technology Communications Corporation.

In order to ensure compliance with the amended and supplemented legal provisions (as detailed in the legal basis section of this Proposal), the Board of Directors respectfully submits to the Annual General Meeting of Shareholders for consideration and approval the amendments and supplements to the Company's internal governance documents, specifically as follows:

- Amendments and supplements to the Company's Charter — as detailed in Appendix 01 attached hereto.
- Amendments and supplements to the Internal Corporate Governance Regulations — as detailed in Appendix 02 attached hereto.
- Amendments and supplements to the Operational Regulations of the Board of Directors - as detailed in Appendix 03 attached hereto.

Respectfully submitted to the General Meeting of Shareholders for approval.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**



**PHAN CHIEN THANG**

## APPENDIX 01: DRAFT AMENDMENTS TO THE COMPANY'S CHARTER

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
1.	<p><b>PREAMBLE</b></p> <p>This Charter was adopted pursuant to a valid resolution of the General Meeting of Shareholders duly convened on 24 April 2025.</p>	<p><b>PREAMBLE</b></p> <p>This Charter was adopted pursuant to a valid resolution of the General Meeting of Shareholders duly convened on 23 April 2026 and has been amended and supplemented pursuant to resolutions of the Company's General Meeting of Shareholders from time to time.</p>	<p>Amendment to reflect actual circumstances</p>
2.	<p><b>Article 1. Definitions</b></p> <p>1. In this Charter, the following terms shall be construed as follows:</p> <p>...</p> <p>c. "Law on Enterprises" means the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020;</p> <p>d. "Law on Securities" means the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist</p>	<p><b>Article 2. Definitions</b></p> <p>1. In this Charter, the following terms shall be construed as follows:</p> <p>...</p> <p>c. "Law on Enterprises" means the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020 and its amending, supplementing, guiding, and replacing instruments from time to time;</p> <p>d. "Law on Securities" means the Law on Securities No. 54/2019/QH14 adopted by the National</p>	<p>Supplemented to account for amending, supplementing, guiding, and replacing instruments from time to time</p>

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
	Republic of Vietnam on 26 November 2019	Assembly of the Socialist Republic of Vietnam on 26 November 2019 and its amending, supplementing, guiding, and replacing instruments from time to time	
3.	<b>Article 7. Share Certificates</b>  1. Shareholders of the Company shall be issued share certificates corresponding to the number and class of shares held.	<b>Article 7. Share Certificates</b>  1. Shareholders of the Company shall be issued share certificates or recorded in the Company's securities ownership register corresponding to the number and class of shares held.	Supplemented pursuant to Clause 21, Article 1 of Law No. 76/2025/QH15 amending and supplementing certain articles of the Law on Enterprises
4.	<b>Article 13. General Meeting of Shareholders</b>  .....  3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:  ...  c. Upon request of a shareholder or group of shareholders as specified in Clause 2, Article 11 of this Charter. <u>A request to convene a General Meeting of Shareholders must be made in writing,</u>	<b>Article 13. General Meeting of Shareholders</b>  .....  3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:  ...  c. Upon request of a shareholder or group of shareholders as specified in Clause 2, Article 11 of this Charter. A request to convene a General Meeting of Shareholders as specified in Clause 3 of this Article must be made in writing and must include the following information: full name,	Amended pursuant to Clause 18, Article 1 of Law No. 76/2025/QH15 amending and supplementing certain articles of the Law on Enterprises

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
	<u>clearly stating the reasons and purposes of the meeting, and must be signed by all relevant shareholders or the request must be made in multiple copies collecting sufficient signatures of the relevant shareholders.</u>	<p>contact address, nationality, and personal legal document number in the case of an individual shareholder; name, enterprise registration number or organisational legal document number, and registered office address in the case of an institutional shareholder; the number of shares and the date of share registration of each shareholder, the total number of shares of the group of shareholders and the ownership ratio in the total share capital of the company; and the grounds and reasons for requesting the convening of the General Meeting of Shareholders. The request must be accompanied by documents and evidence of violations by the Board of Directors, the severity of such violations, or decisions exceeding the Board's authority. The shareholder or group of shareholders shall bear full legal responsibility for the accuracy and truthfulness of the documents and evidence provided to the competent authorities when requesting the convening of the General Meeting of Shareholders.</p>	
5.	<p><b>Article 14. Rights and Duties of the General Meeting of Shareholders</b></p> <p>...</p> <p>2. The General Meeting of Shareholders shall discuss and approve the following matters:</p>	<p><b>Article 14. Rights and Duties of the General Meeting of Shareholders</b></p> <p>...</p> <p>2. The General Meeting of Shareholders shall discuss and approve the following matters:</p> <p>...</p>	<p>Amended pursuant to Clauses 82 and 84, Article 1 of Decree No. 245/2025/ND-CP amending Decree No. 155/2020/ND-CP</p>

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
	<p>...</p> <p>c. Report of the Board of Directors on corporate governance and operational results of the Board of Directors and each member of the Board of Directors;</p> <p>...</p> <p>o. Approval of transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government providing detailed regulations on the implementation of certain articles of the Law on Securities</p>	<p>c. Report of the Board of Directors on corporate governance and operational results of the Board of Directors and each member of the Board of Directors, independent Board members, and the assessment results of each independent member on the activities of the Board of Directors;</p> <p>...</p> <p>o. Approval of transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government providing detailed regulations on the implementation of certain articles of the Law on Securities, and Clause 84, Article 1 of Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing certain articles of Decree No. 155/2020/ND-CP</p>	
6.	<p><b>Article 16. Alteration of Rights</b></p> <p>1. Any alteration or cancellation of special rights attached to a class of preference shares shall take effect when approved by shareholders representing 65% or more of the total voting shares of all shareholders <u>present at the meeting</u>. A</p>	<p><b>Article 16. Alteration of Rights</b></p> <p>1. Any alteration or cancellation of special rights attached to a class of preference shares shall take effect when approved by shareholders representing 65% or more of the total voting shares of all shareholders <u>attending and voting at the meeting</u>. A resolution of the General Meeting of Shareholders</p>	<p>Amended and supplemented pursuant to Clause 5, Article 7 of Law No. 03/2022/QH15 amending and supplementing the Law on Enterprises</p>

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
	<p>resolution of the General Meeting of Shareholders on matters that adversely affect the rights and obligations of holders of preference shares shall only be adopted if approved by preference shareholders of the same class present at the meeting holding 75% or more of the total preference shares of that class, or if approved by preference shareholders of the same class holding 75% or more of the total preference shares of that class in the case of adopting the resolution by means of written opinion collection.</p> <p>.....</p> <p><b>3.</b> The procedures for conducting such separate meetings shall be carried out in a manner analogous to the provisions of Articles 18, 19, <u>20</u> of this Charter.</p>	<p>on matters that adversely affect the rights and obligations of holders of preference shares shall only be adopted if approved by preference shareholders of the same class present at the meeting holding 75% or more of the total preference shares of that class, or if approved by preference shareholders of the same class holding 75% or more of the total preference shares of that class in the case of adopting the resolution by means of written opinion collection.</p> <p>.....</p> <p><b>3.</b> The procedures for conducting such separate meetings shall be carried out in a manner analogous to the provisions of Articles 17, 18, 19 of this Charter.</p>	
7.	<p><b>Article 19. Procedures for Conducting Meetings and Voting at General Meetings of Shareholders</b></p>	<p><b>Article 19. Procedures for Conducting Meetings and Voting at General Meetings of Shareholders</b></p> <p>1. Prior to the opening of the meeting, the Company must carry out shareholder registration procedures</p>	<p>Amended to comply with Clause 5, Article 146 of the Law on Enterprises</p>

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
	<p>1. Prior to the opening of the meeting, the Company must carry out shareholder registration procedures and shall continue to do so until all shareholders entitled to attend the meeting have completed registration, in the following manner:</p> <p><b>a.</b> When conducting shareholder registration, the Company shall issue each shareholder or authorized representative entitled to vote a voting card, on which shall be recorded the registration number, full name of the shareholder, full name of the authorized representative, and the number of votes of that shareholder. The General Meeting of Shareholders shall discuss and vote on each item on the agenda. Voting shall be conducted by indicating approval, disapproval, or abstention. At the meeting, approval cards shall be collected first, <u>objection</u> cards shall be collected next, and finally the total number of approval or <u>objection</u> cards shall be counted to determine the outcome. The Chairperson shall announce the vote counting results immediately before the closing of the meeting. The meeting shall elect persons</p>	<p>and shall continue to do so until all shareholders entitled to attend the meeting have completed registration, in the following manner:</p> <p><b>a.</b> When conducting shareholder registration, the Company shall issue each shareholder or authorized representative entitled to vote a voting card, on which shall be recorded the registration number, full name of the shareholder, full name of the authorized representative, and the number of votes of that shareholder. The General Meeting of Shareholders shall discuss and vote on each item on the agenda. Voting shall be conducted by indicating approval, disapproval, or abstention. At the meeting, approval cards shall be collected first, <u>disapproval</u> cards shall be collected next, and finally the total number of approval or <u>disapproval</u> cards shall be counted to determine the outcome. The Chairperson shall announce the vote counting results immediately before the closing of the meeting. The meeting shall elect persons responsible for counting or supervising the vote count upon the Chairperson's proposal. The number of members of the vote counting committee shall be determined by the General Meeting of Shareholders based on the Chairperson's recommendation.</p>	

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
	responsible for counting or supervising the vote count upon the Chairperson's proposal. The number of members of the vote counting committee shall be determined by the General Meeting of Shareholders based on the Chairperson's recommendation.		
8.	<p><b>Article 20. Conditions for Approval of Resolutions of the General Meeting of Shareholders</b></p> <p>1. A resolution on the following matters shall be adopted if approved by shareholders representing 65% or more of the total voting shares of all shareholders <u>present at the meeting</u>, except in cases stipulated in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises:</p> <p>[...]</p> <p>2. Resolutions shall be adopted when approved by shareholders holding more than 50% of the total voting shares of all shareholders <u>present at the meeting</u>, except in cases stipulated in Clause 1 of</p>	<p><b>Article 20. Conditions for Approval of Resolutions of the General Meeting of Shareholders</b></p> <p>1. A resolution on the following matters shall be adopted if approved by shareholders representing 65% or more of the total voting shares of all shareholders <u>attending and voting at the meeting</u>, except in cases stipulated in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises:</p> <p>[...]</p> <p>2. Resolutions shall be adopted when approved by shareholders holding more than 50% of the total voting shares of all shareholders <u>attending and voting at the meeting</u>, except in cases stipulated in Clause 1 of this Article and Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises.</p>	Amended and supplemented pursuant to Clause 5, Article 7 of Law No. 03/2022/QH15 amending and supplementing the Law on Enterprises



NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
	this Article and Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises.		
9.	<p><b>Article 25. Composition and Term of Members of the Board of Directors</b></p> <p>.....</p> <p>3. The composition of the Board of Directors shall be as follows:</p> <p>The composition of the Board of Directors of a public company must ensure that at least one-third of the total number of Board members are non-executive members. The Company shall limit, to the greatest extent possible, the concurrent holding of executive positions by Board members in order to ensure the independence of the Board of Directors.</p>	<p><b>Article 25. Composition and Term of Members of the Board of Directors</b></p> <p>.....</p> <p>3. The composition of the Board of Directors shall be as follows:</p> <p>The number of non-executive members of the Board of Directors of the Company must comply with the following requirements: at least 01 non-executive member where the Board of Directors has between 03 and 05 members; at least 02 non-executive members where the Board of Directors has between 06 and 07 members. The Company shall limit, to the greatest extent possible, the concurrent holding of executive positions by Board members in order to ensure the independence of the Board of Directors.</p> <p>....</p> <p>7. A member of the Board of Directors may only concurrently serve as a member of the Board of Directors or Members' Council of a maximum of 05 other companies.</p>	<p>Amended and supplemented pursuant to Clauses 78 and 79, Article 1 of Decree No. 245/2025/ND-CP amending Decree No. 155/2020/ND-CP</p>

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
10.	<p><b>Article 26. Powers and Duties of the Board of Directors</b></p> <p>...</p> <p>2. The rights and obligations of the Board of Directors are prescribed by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties:</p> <p>....</p> <p>h. Approving contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements, except for contracts and transactions falling within the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138, <u>Clauses 1 and 3</u> of Article 167 of the Law on Enterprises;</p> <p>...</p> <p>n. Recommending dividend levels to be paid; deciding on the timeline and</p>	<p><b>Article 26. Powers and Duties of the Board of Directors</b></p> <p>...</p> <p>2. The rights and obligations of the Board of Directors are prescribed by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties:</p> <p>....</p> <p>h. Approving contracts for purchase, sale, borrowing, lending, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's most recent financial statements, except for contracts and transactions falling within the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138, Clause 3 of Article 167 of the Law on Enterprises;</p> <p>...</p> <p>n. Recommending dividend levels to be paid; organising the payment of dividends to shareholders in accordance with applicable laws after approval by the Annual General Meeting of Shareholders, or</p>	<p>Amended pursuant to Clause 81, Article 1 of Decree No. 245/2025/ND-CP amending Decree No. 155/2020/ND-CP</p>

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
	<p>procedures for dividend payment or treatment of losses incurred in the course of business operations;</p> <p>....</p> <p>3. The Board of Directors shall report to the General Meeting of Shareholders on the operational results of the Board of Directors in accordance with Article 280 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government providing detailed regulations on the implementation of certain articles of the Law on Securities.</p>	<p>treatment of losses incurred in the course of business operations;</p> <p>...</p> <p>3. The Board of Directors shall report to the General Meeting of Shareholders on the operational results of the Board of Directors in accordance with Article 280 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government providing detailed regulations on the implementation of certain articles of the Law on Securities, and Clause 82, Article 1 of Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing certain articles of Decree No. 155/2020/ND-CP.</p>	
11.	<p><b>Article 41. Fiduciary Duty and Avoidance of Conflicts of Interest</b></p> <p>...</p> <p>6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, and related individuals and organisations of such persons shall not be rendered void in the following cases:</p>	<p><b>Article 41. Fiduciary Duty and Avoidance of Conflicts of Interest</b></p> <p>...</p> <p>6. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, and related individuals and organisations of such persons shall not be rendered void in the following cases:</p> <p>a. For transactions with a value of less than 35%, or transactions where the cumulative transaction value</p>	<p>Amended and supplemented pursuant to Clauses 83 and 84, Article 1 of Decree No. 245/2025/ND-CP amending Decree No. 155/2020/ND-CP</p>

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
	<p>a. For transactions <u>with a value of less than 35% of the total asset value</u> recorded in the most recent financial statements, the material terms of the contract or transaction, as well as the relationships and interests of the members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, have been reported to the Board of Directors and approved by a majority vote of Board members who do not have related interests;</p> <p>...</p>	<p>arising within 12 months from the date of the first transaction is less than 35% of the total asset value recorded in the most recent financial statements, the material terms of the contract or transaction, as well as the relationships and interests of the members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, have been reported to the Board of Directors and approved by a majority vote of Board members who do not have related interests;</p> <p>....</p> <p>7. The General Director must not be a related person of the enterprise manager, Supervisory Board member of the company and its parent company, the representative of state capital, or the representative of enterprise capital at the company and its parent company, as prescribed in Point d, Clause 46, Article 4 of the Law on Securities.</p>	
12.	<p><b>Article 54. Extension of the Operational Term</b></p> <p>1. ....</p> <p>2. The operational term shall be extended when approved by shareholders representing 65% or more of the total</p>	<p><b>Article 54. Extension of the Operational Term</b></p> <p>1. ....</p> <p>2. The operational term shall be extended when approved by shareholders representing 65% or more of the total voting shares of all shareholders</p>	<p>Amended and supplemented pursuant to Clause 5, Article 7 of Law No. 03/2022/QH15 amending and supplementing the Law on Enterprises</p>

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
	voting shares of all shareholders <u>present</u> at the General Meeting of Shareholders.	<u>attending and voting at the meeting of</u> the General Meeting of Shareholders.	
13.	<p><b>Article 58. Effective Date</b></p> <p>This Charter comprising 21 chapters and 58 articles was unanimously adopted by the General Meeting of Shareholders of ELCOM Technology Communications Corporation on 26 January 2022 in Hanoi, and the full text of this Charter is hereby acknowledged to be in effect.</p>	<p><b>Article 58. Effective Date</b></p> <p>This Charter comprising 21 chapters and 58 articles was unanimously adopted by the General Meeting of Shareholders of ELCOM Technology Communications Corporation on 23 April 2026 in Hanoi, and the full text of this Charter is hereby acknowledged to be in effect.</p>	

## APPENDIX 02: DRAFT AMENDMENTS TO THE INTERNAL CORPORATE GOVERNANCE REGULATIONS

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
1	<p><b>Legal Basis</b></p> <p>Pursuant to the Law on Securities dated 26 November 2019;</p> <p>Pursuant to the Law on Enterprises dated 17 June 2020;</p> <p>Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government providing detailed regulations for the implementation of certain articles of the Law on Securities;</p> <p>Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Minister of Finance guiding certain provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government providing detailed regulations for the implementation of certain articles of the Law on Securities.</p>	<p><b>Legal Basis</b></p> <p>Pursuant to the Law on Securities dated 26 November 2019 and its amending and supplementing instruments;</p> <p>Pursuant to the Law on Enterprises dated 17 June 2020 and its amending and supplementing instruments;</p> <p>Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government providing detailed regulations for the implementation of certain articles of the Law on Securities and its amending and supplementing instruments;</p> <p>Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Minister of Finance guiding certain provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government providing detailed regulations for the implementation of certain articles of the Law on Securities and its amending and supplementing instruments.</p>	<p>Amended to reflect changes in applicable legislation</p>

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
2	<p><b>Article 4. Role, Rights and Obligations of the General Meeting of Shareholders</b></p> <p>2. The General Meeting of Shareholders shall discuss and approve the following matters:</p> <p>.....</p> <p>c. Report of the Board of Directors on the governance and operating results of the Board of Directors and each member of the Board of Directors;</p> <p>....</p> <p>r. Approval of transactions stipulated in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government providing detailed regulations for the implementation of certain articles of the Law on Securities.</p>	<p><b>Article 4. Role, Rights and Obligations of the General Meeting of Shareholders</b></p> <p>2. The General Meeting of Shareholders shall discuss and approve the following matters:</p> <p>.....</p> <p>c. Report of the Board of Directors on the governance and operating results of the Board of Directors and <u>each member of the Board of Directors, independent Board members; and the results of each independent Board member's evaluation of the Board of Directors' operations;</u></p> <p>.....</p> <p>r. Approval of transactions stipulated in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government providing detailed regulations for the implementation of certain articles of the Law on Securities and Clause 84, Article 1 of Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing certain articles of Decree No. 155/2020/ND-CP.</p>	<p>Amended pursuant to Clauses 82 and 84, Article 1 of Decree No. 245/2025/ND-CP amending Decree No. 155/2020/ND-CP</p>

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
3	<p><b>Article 5. Procedures for the General Meeting of Shareholders to Pass Resolutions by Vote at the Meeting</b></p> <p>...</p> <p>10. Method of vote counting:</p> <p>...</p> <p>b. The Vote Counting Committee shall collect and verify the voting cards in the following order: approval cards for the resolution shall be collected first, <u>objection</u> cards shall be collected next, and finally the total number of approval or <u>objection</u> votes shall be counted to determine the outcome.</p>	<p><b>Article 5. Procedures for the General Meeting of Shareholders to Pass Resolutions by Vote at the Meeting</b></p> <p>...</p> <p>10. Method of vote counting:</p> <p>...</p> <p>b. The Vote Counting Committee shall collect and verify the voting cards in the following order: approval cards for the resolution shall be collected first, <u>disapproval</u> cards shall be collected next, and finally the total number of approval or <u>disapproval</u> votes shall be counted to determine the outcome.</p>	<p>Amended to comply with Clause 5, Article 146 of the Law on Enterprises</p>
4	<p><b>Article 9. Role, Rights and Obligations of the Board of Directors; Responsibilities of Board Members</b></p> <p>1. Role, rights and obligations of the Board of Directors:</p>	<p><b>Article 9. Role, Rights and Obligations of the Board of Directors; Responsibilities of Board Members</b></p> <p>1. Role, rights and obligations of the Board of Directors:</p>	<p>Sửa đổi, bổ sung theo quy định tại Khoản 81, Khoản 82 Điều 1 Nghị định 245/2025/NĐ-CP sửa đổi Nghị định 155/2020/NĐ-CP</p>



NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
	<p>b. The powers and duties of the Board of Directors shall be as prescribed by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors shall have the following powers and duties:</p> <p>....</p> <p>Recommending the level of dividend to be paid; <u>deciding on the deadline and procedures for dividend payment</u>; or handling losses arising in the course of business.</p> <p>c. The Board of Directors must report to the General Meeting of Shareholders on the results of its operations in accordance with Article 280 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government providing detailed regulations for the implementation of certain articles of the Law on Securities.</p>	<p>b. The powers and duties of the Board of Directors shall be as prescribed by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors shall have the following powers and duties:</p> <p>....</p> <p>Recommending the level of dividend to be paid; <u>organising the payment of dividends to shareholders in accordance with applicable law following approval by the Annual General Meeting of Shareholders</u>; or handling losses arising in the course of business.</p> <p>c. The Board of Directors must report to the General Meeting of Shareholders on the results of its operations in accordance with Article 280 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government providing detailed regulations for the implementation of certain articles of the Law on Securities <u>and Clause 82, Article 1 of Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing certain articles of Decree No. 155/2020/ND-CP.</u></p>	

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
5	<p><b>Article 21. Effective Date</b></p> <p>This Regulation comprises 7 Chapters and 22 Articles and shall take effect from <u>26 January 2022</u>.</p>	<p><b>Article 21. Effective Date</b></p> <p>This Regulation comprises 7 Chapters and 22 Articles and shall take effect from <u>23 April 2026</u>.</p>	

### APPENDIX 03: DRAFT AMENDMENTS TO THE OPERATIONAL REGULATIONS OF THE BOARD OF DIRECTORS

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
1	<p>Pursuant to the Law on Securities dated 26 November 2019;</p> <p>Pursuant to the Law on Enterprises dated 17 June 2020;</p> <p>Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government providing detailed regulations for the implementation of certain articles of the Law on Securities;</p> <p>Pursuant to the Charter of <u>Electronics Communications Technology Investment Development Corporation.</u></p>	<p>Pursuant to the Law on Securities dated 26 November 2019 and its amending and supplementing instruments;</p> <p>Pursuant to the Law on Enterprises dated 17 June 2020 and its amending and supplementing instruments;</p> <p>Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government providing detailed regulations for the implementation of certain articles of the Law on Securities and its amending and supplementing instruments;</p> <p>Pursuant to the Charter of <u>ELCOM Technology Communications Corporation.</u></p>	Amended to reflect changes in applicable legislation and the updated Company name
2	<b>Article 3. Rights and Obligations of Members of the Board of Directors</b>	<b>Article 3. Rights and Obligations of Members of the Board of Directors</b>	Amendment pursuant to Clause 82, Article 1 of Decree No. 245/2025/ND-CP amending Decree No. 155/2020/ND-CP.

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
	3. Independent members of the Board of Directors of a listed company shall prepare an evaluation report on the operations of the Board of Directors.	3. Each independent member of the Board of Directors of the Company shall prepare an evaluation report on the operations of the Board of Directors.	
3	<p><b>Article 6. Criteria and Conditions for Members of the Board of Directors</b></p> <p>1. Members of the Board of Directors must satisfy the following criteria and conditions:</p> <p>c) A member of the Company's Board of Directors may simultaneously serve as a member of the Board of Directors of another company.</p>	<p><b>Article 6. Criteria and Conditions for Members of the Board of Directors</b></p> <p>1. Members of the Board of Directors must satisfy the following criteria and conditions:</p> <p>c) A member of the Board of Directors may only simultaneously serve as a member of the Board of Directors or the Members' Council of a maximum of five (05) other companies.</p>	Amendment pursuant to Clause 78, Article 1 of Decree No. 245/2025/ND-CP amending Decree No. 155/2020/ND-CP.
4	<p><b>Article 23. Entry into Force</b></p> <p>The Operational Regulations of the Board of Directors of Elcom Electronic Technology Development Investment Joint Stock Company comprise 7</p>	<p><b>Article 23. Entry into Force</b></p> <p>The Operational Regulations of the Board of Directors of Elcom Technology – Telecommunications Joint Stock Company comprise 7 chapters and 23 articles, and shall take effect from 23 April 2026.</p>	

NO.	CURRENT PROVISIONS OF THE CHARTER	PROPOSED AMENDMENTS AND SUPPLEMENTS	REASONS FOR AMENDMENT AND SUPPLEMENT
	chapters and 24 articles, and shall take effect from 27 April 2021.		