

- Shareholders holding ordinary shares for a continuous period of at least six (06) months have the right to combine the number of voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 5% to less than 10% of the total number of voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% shall be nominated a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% shall be nominated for a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% shall be nominated a maximum of seven (07)

candidates; and from 80% to less than 90%, a maximum of eight (08) candidates will be nominated.

Article 4. Ballot and ballot recording

4.1. List of candidates for the Board of Directors

- Sorted in ABC order by first name, full name on the ballot.

4.2. Ballot papers and recording of ballots

- The ballot papers are printed uniformly, with the total number of voting rights according to the shareholder code;
- Shareholders or authorized representatives are issued votes to elect members of the Board of Directors according to the shareholder code (owned and/or authorized);
- In case of incorrect recording, shareholders request the Organizing Committee to change the vote to another one;
- Shareholders or authorized representatives must write the number of voting rights for each candidate in the blank box of that candidate on the ballot.

4.3. Cases of invalid ballots

- The slip is not in accordance with the Company's prescribed form, does not have the Company's seal;
- Votes for deletion, modification or addition of names not on the list of candidates approved by the General Meeting of Shareholders before voting;
- The total number of voting rights for the shareholders' nominees exceeds the total number of voting rights held by the shareholder (including ownership and/or delegated rights).

Article 5. Election methods and principles of cumulative voting

- The voting to elect members of the Board of Directors shall be carried out by secret ballot by the method of accumulating votes.
- Each shareholder has a total number of voting rights corresponding to the total number of voting shares (including the number of shares owned and authorized) multiplied by the number of members elected to the Board of Directors.
- Shareholders may give all the total voting rights to one (01) candidate, or divide the voting rights equally among all candidates, or only take part/all of the voting rights to vote for some candidates, or not vote (abstain) provided that the total number of voting rights does not exceed the number of voting rights owned by such shareholder ownership.

Article 6. Vote Counting Board, Voting Principles and Vote Counting

6.1. Vote Counting Board

- The Vote Counting Committee is nominated by the Chairman and approved by the General Meeting of Shareholders;
- The Vote Counting Board is responsible for:
 - ✓ Adoption of the Election Regulations;
 - ✓ Introduction of contents and methods of recording and distributing ballots;
 - ✓ Conduct vote counting;
 - ✓ Announce the election results before the Congress.
- Members of the Vote Counting Committee must not be on the list of nominees and candidates for the Board of Directors;

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6.2. Principles of voting and counting votes

- The Vote Counting Committee inspected the ballot box in the presence of shareholders;
- Voting begins when the distribution of election ballots is completed and ends when the last shareholder casts their ballots in the ballot box;
- The counting of votes must be conducted immediately after the voting is over;
- The results of the vote counting shall be made in writing and announced by the Head of the Vote Counting Committee before the Congress.

Article 7. Principles for election of members of the board of directors

The principle of election of members of the Board of Directors is determined by the percentage of votes on the total number of voting shares (including the number of shares owned and/or authorized) calculated from high to low.

Article 8. Preparation and publication of vote counting minutes

- After counting votes, the Vote Counting Committee must make a record of vote counting. The contents of the Vote Counting Record include the following main contents: Election Board; Nomination list; The total number of votes issued, the total number of votes collected, the total number of valid votes, the total number of invalid votes corresponding to the number of voting shares (including the number of shares owned and/or authorized); The results of the vote count, and the list of winners.
- The vote counting minutes must be published before the Congress.

Article 9. Other Regulations

Complaints about the election and vote counting will be settled by the Chairman of the General Meeting and recorded in the minutes of the General Meeting of Shareholders.

Article 10. Enforcement effect

This Regulation consists of 10 (ten) Articles, which are read publicly at the General Meeting of Shareholders and take effect immediately after being voted and approved by the 2025 Annual General Meeting of Shareholders.



ON BEHALF OF THE BOARD OF DIRECTORS

Nguyen Thi Quyen