

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hai Phong, October 24, 2026

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SUPPLEMENTARY ELECTION REGULATIONS

Election of additional Members of the Board of Directors and Members of the Board of Supervisors at the 2026 Annual 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 June 14, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted on November 26, 2019 and other relevant legal documents;
- Pursuant to the Charter of Viet Nam Investment and Enterprise Development Joint Stock Company.

The Regulations on the supplementary election of members of the Board of Directors and members of the Board of Supervisors of Viet Nam Investment and Enterprise Development Joint Stock Company at the 2026 Annual General Meeting of Shareholders shall be implemented as follows:

I. ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS

1. Number of additional members of the Board of Directors to be elected:
01 member

2. Term of the Board of Directors:

The term of the Board of Directors of Viet Nam Investment and Enterprise Development Joint Stock Company is 05 (five) years. The term of office of a member of the Board of Directors shall be the same as the term of the Board of Directors and such member may be re-elected for an unlimited number of terms.

3. Conditions for becoming a member of the Board of Directors:

- Not falling within the subjects specified in Clause 2, Article 17 of the Law on Enterprises;
- Having professional qualifications and experience in business administration or in the field or business line of the company and not necessarily being a shareholder of the company.
- A member of the Board of Directors of the company may concurrently be a member of the Board of Directors of another company;

II. ELECTION OF THE BOARD OF SUPERVISORS

1. Number of additional members of the Board of Supervisors to be elected: 03 members

2. Term of the Board of Supervisors:

The term of the Board of Supervisors is 05 (five) years; members of the Board of Supervisors may be re-elected for an unlimited number of terms.

3. Conditions for becoming a member of the Board of Supervisors:

a. Not falling within the subjects specified in Clause 2, Article 17 of the Law on Enterprises;

b. Having been trained in one of the majors in economics, finance, accounting, auditing, law, business administration or a major relevant to the business operations of the enterprise;

c. Not being a person having a family relationship with a member of the Board of Directors, Director or General Director and other managers of the company;

d. Not being a company manager; not necessarily being a shareholder or employee of the company;

d. Other standards and conditions as prescribed by other relevant laws and the Company's Charter.

e. Not falling into any of the following cases:

- Working in the accounting or finance department of the company;
- Being a member or employee of an auditing organization approved to audit the company's financial statements during the three consecutive years immediately preceding.

III. RIGHT TO NOMINATE CANDIDATES FOR MEMBERS OF THE BOARD OF DIRECTORS AND BOARD OF SUPERVISORS

1. Right to nominate candidates for members of the Board of Directors:

a. Shareholders holding ordinary shares for a continuous period of at least six (06) months have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% or more may nominate a maximum of five (05) candidates.

b. In case the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient as required under Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nomination in accordance with the Internal Regulations on Corporate Governance and the Regulations on Operation of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

2. Right to nominate candidates for members of the Board of Supervisors:

The principle of nominating candidates for the Board of Supervisors shall be implemented in the same manner as the right to nominate members of the Board of Directors.

III. DOCUMENTS FOR PARTICIPATION IN SELF-NOMINATION AND NOMINATION FOR MEMBERS OF THE BOARD OF DIRECTORS AND BOARD OF SUPERVISORS

1. The documents for participation in self-nomination and nomination of candidates for the Board of Directors and Board of Supervisors include: (i) Application for self-nomination or nomination of a candidate for the Board of Directors (according to the prescribed form). (ii) Curriculum Vitae declared by the candidate (according to the prescribed form). (iii) Certified copies of the Identity Card/Citizen Identity Card or passport and diplomas and certificates evidencing the candidate's educational and professional qualifications meeting the prescribed conditions. (iv) Written commitment of the candidates.
2. Place and deadline for receiving documents for self-nomination and nomination of candidates for the Board of Directors and Board of Supervisors: (i) Place for submission of nomination documents: Documents for self-nomination and nomination of members as specified in Sections I and II of these Regulations must be submitted directly or sent by guaranteed mail to the following address: Viet Nam Investment and Enterprise Development Joint Stock Company, Viet Tien Son Office Building, Residential Area to the East of Yet Kieu Street, Cong Hoa Ward, Chi Linh City, Hai Duong Province, Tel: 0220.6296.583 (ii) Deadline for receipt of self-nomination and nomination documents: no later than 17:00 on April 08, 2026. Any self-nomination or nomination documents received by Viet Nam Investment and Enterprise Development Joint Stock Company after the above deadline shall be invalid.

V. PRINCIPLES FOR ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND BOARD OF SUPERVISORS

1. The cumulative voting method shall be applied, whereby each shareholder shall have a total number of votes equal to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors. A shareholder has the right to allocate all of his/her total votes to one candidate or distribute the votes among several candidates:

a. The number of candidates for additional election to the Board of Directors at the 2026 Annual General Meeting of Shareholders is 01 (one) candidate; accordingly, the total number of votes of each shareholder shall equal the total number of shares owned multiplied (x) by the number of candidates.

b. The number of candidates for additional election to the Board of Supervisors at the 2026 Annual General Meeting of Shareholders is 03 (three) candidates; accordingly, the total number of votes of each shareholder shall equal the total number of shares owned multiplied (x) by the number of candidates.

2. The total number of votes cast for candidates by a shareholder shall not exceed the total number of votes permitted for such shareholder (equal to the number of shares multiplied by the number of members to be elected).

Example of the cumulative voting principle for 1 candidate:

- Shareholder A holding 1,000 (one thousand) voting shares shall have $1,000 \times 1 = 1,000$ votes to elect members of the Board of Directors and $1,000 \times 3 = 3,000$ votes to elect members of the Board of Supervisors.
 - Under the cumulative voting method, Shareholder A may vote in one of the following ways, provided that the total number of votes does not exceed 1,000 votes for members of the Board of Directors and 3,000 votes for members of the Board of Supervisors:
 - Distribute the votes equally among all members of the Board of Directors or Board of Supervisors (1,000 votes for each candidate); or
 - Allocate different numbers of votes to each candidate for the Board of Directors or Board of Supervisors (e.g.: Candidate X: 500 votes; Candidate Y: 300 votes; Candidate Z: 0 votes...).
 - Under the above principle, it is possible for a candidate to receive a number of votes exceeding 100%.
3. The elected members of the Board of Directors and Board of Supervisors shall be determined based on the number of votes received, from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is reached, and each candidate must receive more than 50% of the total votes cast for each candidate out of the total number of voting shares of the shareholders attending the General Meeting of Shareholders:

a. In case there are multiple candidates receiving an equal number of votes, the person who owns or represents ownership of a larger number of shares shall be selected. In case the number of shares owned or represented is equal, the General Meeting of Shareholders shall conduct a second round of voting, and voting shall only be conducted among the candidates who have received an equal total number of votes and have an equal number of shares owned or represented.

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b. If the election does not result in a sufficient number of members of the Board of Directors and/or Board of Supervisors, the General Meeting shall conduct a second round of voting among the remaining candidates. If, after the second round, the required number of members has still not been elected, the General Meeting shall conduct a third round of voting or leave the position(s) of member(s) of the Board of Directors or Board of Supervisors vacant and conduct a supplementary election at the next General Meeting, as decided by the Chairperson of the General Meeting.

VI. VOTING PROCEDURE:

1. The ballot shall contain the following sections: (i) name of the candidate, (ii) "Equal Voting" box, and (iii) "Number of Votes" column for entering the number of votes:

a. If a shareholder allocates votes equally among the candidates, the shareholder shall tick the "Equal Voting" box; or

b. If a shareholder does not allocate votes equally among the candidates, the shareholder shall enter the number of votes to be cast for each candidate in the "Number of Votes" column. If a shareholder does not vote for one or more candidates, the corresponding "Number of Votes" column for such candidate(s) shall be left blank or crossed out.

2. Vote counting:

The vote counting shall be conducted by the Vote Counting Committee at the voting room immediately after the voting ends. Before opening the ballot box, the Vote Counting Committee shall count, make a record of, and seal the unused ballots. The Vote Counting Committee shall not erase, cross out or make corrections on the ballots.

3. A ballot shall be valid when all of the following conditions are satisfied:

a. The ballot votes for a candidate whose name is included in the list and within the number of members to be elected as approved by a resolution of the General Meeting of Shareholders;

b. The total number of votes is less than or equal to ($\leq$) the total number of votes permitted for such shareholder (equal to the number of shares multiplied by the number of members to be elected);

c. The ballot does not fall under the cases specified in Clause 4 of this Article.

4. A ballot shall be invalid if it falls into any of the following cases:

a. The ballot states the name of a candidate who is not included in the nomination list approved by the General Meeting of Shareholders; or

b. The shareholder casts more votes than the total number of votes permitted; or

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- c. The ballot is not signed and does not clearly state the full name; or
- d. The ballot does not state the number of votes; or
- e. The ballot is not issued by the Organizing Committee of the General Meeting.

VI. ANNOUNCEMENT OF ELECTION RESULTS

1. Based on the Vote Counting Minutes, the election results for members of the Board of Directors shall be announced by the Vote Counting Committee immediately at the General Meeting.
2. The election results shall be recorded in the Resolution of the General Meeting.

VII. EFFECTIVENESS

These Regulations shall take effect after being approved by the General Meeting of Shareholders and shall only apply to the supplementary election of members of the Board of Directors of Viet Nam Investment and Enterprise Development Joint Stock Company./.

Recipients:

- State Securities Commission (SSC);
- Hanoi Stock Exchange (HNX);
- General Shareholders Meeting;
- Board of Directors;
- Office Archives.

FOR THE PRESIDIUM



Bùi Thùy Linh



Hai Phong, October 24, 2026

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**REGULATIONS ON ORGANIZATION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

To ensure the Meeting is conducted effectively, in accordance with the planned agenda and in compliance with the Law on Enterprises and relevant regulations, the Presidium of Vietnam Investment and Development Enterprise Joint Stock Company hereby establishes the working regulations of the Meeting with the following contents:

Objectives:

To ensure the principles of transparency, fairness, and democracy;
To facilitate the organization and conduct of the General Meeting of Shareholders.

**CHAPTER I
GENERAL PROVISIONS**

Article 1. Scope of application

These Regulations apply to the organization of the Annual General Meeting of Shareholders 2026 of Vietnam Investment and Development Enterprise Joint Stock Company (hereinafter referred to as the “Company”).

These Regulations stipulate the rights and obligations of participants, as well as the conditions and procedures for conducting the Meeting.

Article 2. Applicable subjects

Shareholders and all participants are responsible for complying with these Regulations.

**CHAPTER II
RIGHTS AND OBLIGATIONS OF PARTICIPANTS**

Article 3. Participants of the Annual General Meeting of Shareholders 2026

All shareholders holding shares of Vietnam Investment and Development Enterprise Joint Stock Company as recorded in the shareholder list finalized on July 24, 2026, and invited participants as prescribed.

Article 4. Rights and obligations of shareholders

1. Rights of shareholders attending the Meeting

1.1. To vote on all matters within the authority of the General Meeting in accordance with the Law on Enterprises 2020, relevant legal documents, and the Charter of Vietnam Investment and Development Enterprise Joint Stock Company (the “Charter”);

1.2. To be publicly informed by the Organizing Committee of the Meeting agenda;

1.3. Shareholders or their authorized representatives attending the Meeting have the right to discuss and vote on matters specified in Clause 2 of this Article;

1.4. Upon attending the Meeting, each shareholder or authorized representative shall receive a Voting Card, Ballot, and Election Ballot, which specify the shareholder’s name, registration number, and number of voting shares after registration with the Shareholder Eligibility Verification Committee;

1.5. The voting value of the Voting Card, Ballot, and Election Ballot corresponds to the proportion of voting shares owned or represented by such shareholder based on the total voting shares of attending participants;

1.6. Shareholders or authorized representatives arriving late may register and participate in voting immediately; however, the Chairman is not required to suspend the Meeting, and previously conducted votes remain valid.

2. Obligations of shareholders attending the Meeting

2.1. To dress appropriately and formally;

2.2. To present the following documents: (i) ID card/Citizen ID/Passport (for individuals) or Business Registration Certificate (for organizations); (ii) Power of Attorney (if applicable); Introduction Letter (for organizations);

The Power of Attorney must comply with civil law and clearly state the authorized person/entity and the number of shares represented;

To register attendance with the Shareholder Eligibility Verification Committee;

2.3. To comply with these Regulations, follow the direction of the Chairman, and respect the Meeting’s outcomes.

Article 5. Rights and obligations of the Presidium – Chairman of the Meeting

1. The Chairperson is the legal representative of Vietnam Enterprise Investment and Development Joint Stock Company and serves as the person presiding over the Annual General Meeting of Shareholders. The Presidium consists of the Chairperson and several members nominated by the Chairperson and approved by the General Meeting of Shareholders.

2. The Presidium and Chairman have the following rights and obligations:

a) To conduct the Meeting in a lawful and orderly manner;

b) To handle matters arising outside the agenda in consultation with the Organizing Committee or Presidium; in case of differing opinions, the Chairman’s opinion shall prevail;



c) To take necessary measures to ensure the Meeting proceeds in an orderly and lawful manner;

d) To adjourn the Meeting to another time and location without seeking approval from the Meeting if:

The venue is insufficient for all participants;

There are disturbances affecting the fairness and legality of the Meeting;

Adjournment is necessary to ensure proper conduct of the Meeting. The adjournment shall not exceed three days from the originally scheduled date.

Article 6. Rights and obligations of the Secretariat

The Secretariat consists of a Head and members nominated by the Presidium and approved by the Meeting;

The Secretariat assists the Presidium, including recording the Minutes, drafting the Resolution, and performing assigned tasks.

Article 7. Rights and obligations of the Shareholder Eligibility Verification Committee

Appointed by the Board of Directors, responsible for:

a) Verifying the identity and eligibility of shareholders or authorized representatives;

b) Distributing Voting Cards, Ballots, Election Ballots, and documents;

c) Reporting verification results to the Meeting;

The Committee may establish supporting teams to perform its duties.

Article 8. Rights and obligations of the Vote Counting Committee

Consists of a Head and members (not candidates for the Board of Directors or Supervisory Board), nominated by the Presidium and approved by the Meeting;

May establish supporting teams;

Responsibilities:

a) For voting:

Guiding shareholders on voting procedures;

Collecting ballots;

Reporting voting results;

b) For elections:

Guiding election procedures;

Counting votes and preparing minutes;

Reporting election results.

CHAPTER III

PROCEDURES OF THE MEETING

Article 9. Conditions for holding the Meeting

The Meeting is valid when shareholders representing more than 50% of total voting shares attend.

Article 10. Conduct of the Meeting

The Meeting is expected to last half a day;

Matters will be discussed and approved in accordance with the agenda;

Detailed procedures are specified in the Meeting agenda.

Article 11. Approval of resolutions

Resolutions are approved with more than 50% of total voting shares of attending shareholders;

Certain matters require at least 65% approval, including:

- a) Share classes and total shares;
- b) Changes in business lines;
- c) Changes in management structure;
- d) Major investments or asset sales ($\geq 35\%$ of total assets);
- e) Reorganization or dissolution;

Dismissal of Board/Supervisory members requires more than 50% approval;

Other matters follow applicable laws and the Charter;

Decisions of the Chairman on procedural matters are final.

Article 12. Handling unsuccessful Meetings

Second Meeting: within 30 days, valid with $\geq 33\%$ attendance;

Third Meeting: within 20 days, valid regardless of attendance.

Article 13. Minutes of the Meeting

All contents must be recorded, approved before closing, and archived.

CHAPTER IV

OTHER PROVISIONS

Article 14. Other provisions

Shareholders may speak only with the Chairman's approval and must be concise and relevant;

Disruptive participants may be removed from the Meeting.

CHAPTER V

IMPLEMENTATION PROVISIONS

Article 15. Effectiveness

These Regulations consist of 5 Chapters and 15 Articles, applicable to the Annual General Meeting of Shareholders 2026 of Vietnam Investment and Development Enterprise Joint Stock Company held on August 29, 2026, and take effect immediately upon approval by the General Meeting of Shareholders./.

Recipients:

- State Securities Commission (SSC);
- Hanoi Stock Exchange (HNX);
- General Shareholders Meeting;
- Board of Directors;
- Office Archives.

**FOR THE PRESIDIUM
CHAIRPERSON**



Bùi Thùy Linh

Hai Phong, October 24, 2026

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VOTING PRINCIPLES AND PROCEDURES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

To facilitate the organization and conduct of the Annual General Meeting of Shareholders 2026, and to guide shareholders in participating and exercising their voting rights directly or through authorized representatives, the Presidium of Vietnam Investment and Development Enterprise Joint Stock Company respectfully submits the following voting principles and procedures for approval:

I. VOTING PRINCIPLE

1. Compliance with applicable laws and accuracy;
2. All matters in the Meeting agenda must be approved through direct voting at the Meeting (except for the election of members of the Board of Directors and Supervisory Board, which shall be conducted by cumulative voting). Each shareholder shall be provided with a Voting Card and Ballot issued by Vietnam Investment and Development Enterprise Joint Stock Company;
3. The Voting Card (printed on blue paper) and Ballot (printed on white paper) are issued, stamped, and delivered directly to shareholders/authorized representatives after completing registration procedures. These documents clearly state the shareholder's/representative's full name, shareholder code, and total number of voting rights;
4. Each shareholder's voting rights correspond to the number of shares owned and represented under authorization;
5. Ballots are valid only if they meet the prescribed requirements;
6. Voting results are calculated as a percentage of the total number of shares represented by valid ballots over the total number of shares of all attending shareholders.

II. VOTING METHODS

1. General provisions

- Voting on reports, proposals, and resolutions at the Meeting shall be conducted publicly and directly under the direction of the Presidium, using only Voting Cards and Ballots issued by the Organizing Committee;



- Shareholders/authorized representatives express their votes (agree/disagree/no opinion) by raising their Voting Card at the Meeting and marking “x” or “✓” on the Ballot in accordance with the Chairman’s instructions;

- Shareholders must sign and clearly state their full name on the Ballot;

- Invalid ballots include:

+ Ballots that are erased, altered, or contain unclear voting content (in case of error, a new ballot must be requested and the old one invalidated);

+ Ballots not issued by the Organizing Committee;

+ Ballots selecting more than one option for a single issue (such votes shall be excluded for that issue);

+ Ballots without the shareholder’s/representative’s signature;

- Immediately after the voting process, the Vote Counting Committee shall collect ballots, conduct vote counting, and announce the results to the Meeting.

2. Compilation of results

The Head of the Vote Counting Committee shall announce the voting results for each matter;

Voting results must be recorded in the Minutes of the General Meeting of Shareholders.

III. APPROVAL OF VOTING RESULTS

1. Resolutions are approved when shareholders representing more than 50% of the total voting shares of attending shareholders (in person or by proxy) vote in favor;

2. The following matters require approval by at least 65% of the total voting shares of attending shareholders, except as otherwise provided in Clauses 3, 4, and 6, Article 148 of the Law on Enterprises:

a) Types and total number of shares of each class;

b) Changes in business lines and sectors;

c) Changes in the Company’s organizational and management structure;

d) Investment projects or asset sales with a value of 35% or more of total assets as stated in the most recent financial statements;

đ) Reorganization or dissolution of the Company;

3. The dismissal of members of the Board of Directors or Supervisory Board shall be conducted by voting at the Meeting, whereby each shareholder has one vote. If more than 50% of attending or represented shareholders vote in favor, the dismissal shall be approved;

4. Other matters shall be approved in accordance with applicable laws and the Company’s Charter;



5. For procedural matters relating to the organization and conduct of the Meeting, the Chairman's decision shall be final and binding on all attending shareholders.

IV. EFFECTIVENESS

These voting principles and procedures take effect immediately upon approval by the Annual General Meeting of Shareholders 2026 of Vietnam Investment and Development Enterprise Joint Stock Company. /.

Recipients:

- State Securities Commission (SSC);
- Hanoi Stock Exchange (HNX);
- General Shareholders Meeting;
- Board of Directors;
- Office Archives.

**FOR THE PRESIDIUM
CHAIRPERSON**



Bùi Thùy Linh

