

**Gia Lai Water Supply Sewerage  
Joint Stock Company**

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**SOCIALIST REPUBLIC OF VIETNAM  
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*Gia Lai, April 24<sup>th</sup>, 2025*

**RULES FOR SUPPLEMENTARY ELECTION OF MEMBERS TO THE BOARD OF  
DIRECTORS TERM 2022 - 2027  
At the 2025 Annual General Meeting of Shareholders**

- Based on the Law on Enterprises Law in 2020 and its guiding documents
- Based on the Charters of Gia Lai Water Supply Sewerage Joint Stock Company

The election of supplementary members to the Board of Directors (BOD) for the term 2022-2027 at the 2025 Annual General Meeting of Shareholders of *Gia Lai Water Supply Sewerage Joint Stock Company* will be conducted according to the following regulations:

**Article 1. Election Participants**

Shareholders holding voting shares and authorized representatives of shareholders holding voting shares (based on the shareholder list confirmed on March 18<sup>th</sup>, 2025).

**Article 2. Responsibilities of the Chairperson:**

The chairperson at the General Meeting is responsible for overseeing the election, including:

- a. Introduce the list of nominees for additional members of the Board of Directors for the term 2022-2027.
- b. Nominate the Voting Committee.
- c. Supervise the voting and counting of votes.
- d. Resolving any complaints regarding the election (if any).

**Article 3. Nominations and Candidacies for the Board of Directors:**

- Number of BOD members to be elected: Three (03) people
- Term: 2022-2027
- The number of candidates for the BOD will be announced by shareholders/groups of shareholders through Notification No. 01/2025/TB-HDQT-GLW dated March 20<sup>th</sup>, 2025, from the company regarding the nomination and candidacy for supplementary BOD members for the term 2022-2027.

**Article 4. Voting Form and Method:**

- The election of BOD members at Gia Lai Water Supply Sewerage Joint Stock Company will be carried out by direct voting, secret ballot at the General Meeting using the cumulative voting method.
- Regarding the election of Board members: Each shareholder has a total number of voting rights corresponding to their total number of voting shares multiplied by the number of members to be elected to the Board of Directors
- Shareholders have the right to distribute or allocate all their votes to one or several candidates, or abstain from voting for any candidates (cast a blank vote).

**Article 5. Ballot and Voting Instructions:**

- The list of BOD candidates will be arranged alphabetically, with full names listed on the ballot.
- Each shareholder attending the meeting will receive a ballot with a code, the number of shares owned, and the total number of votes corresponding to their shareholding.
- Shareholders will mark their votes for the candidates they trust, ensuring the total number of votes does not exceed the number of votes they are entitled to.

- If there is any error in the selection, shareholders can contact the Election Committee to request a new ballot and return the old one.
- The ballots will be placed in a ballot box that has been inspected and sealed before the vote counting begins.

**Article 6. Invalid Ballots:**

- Ballots that do not follow the provided format, or are altered, erased, or contain additional information beyond the specified regulations.
- Ballots that include names not on the approved list of nominees and candidates.
- Ballots where the total number of votes for the members exceeds the shareholder's voting rights will be invalid.
- Ballots that do not conform to the contents specified in this regulation.

**Article 7. Vote Counting:**

- The vote counting committee and election committee are nominated by the chairperson and approved by the General Meeting. The members of these committees must not be on the list of nominees for the BOD or the Board of Supervisors.
- The vote counting will take place immediately after the voting ends, under the supervision of the shareholder representatives.
- The vote counting committee is responsible for preparing the vote counting minutes, announcing the results, and resolving any complaints or disputes raised by shareholders (if any).
- The ballots and vote counting materials will be sealed by the Head of the Vote Counting and Election Committee after the counting and can only be opened upon request from the General Meeting of Shareholders.

**Article 8. Principles for Election:**

- Candidates are elected based on the number of votes received, from the highest to the lowest, until the required number of members is filled.
- In case of a tie among candidates, the one with the higher shareholding will be selected. If shareholdings are equal, a re-election among those candidates will be held.
- If the election results do not meet the required number of members, a second round of voting will be held for the candidates who did not receive sufficient votes in the first round. The candidate with the highest votes in the second round will be elected.

**Article 9. Effectiveness of the Regulation:**

This regulation is effective immediately after being approved by the 2025 Annual General Meeting of Shareholders and only applies to the election of supplementary members to the Board of Directors for the term 2022-2027 at the 2025 Annual General Meeting of Shareholders, which will be held on April 24<sup>th</sup>, 2025.

**On behalf of the General Meeting of  
Shareholders  
Chairperson**

**Pham Ngoc Tien**

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## Details

### Instructions for Voting for Supplementary Members to the Board of Directors of Gia Lai Water Supply Sewerage Joint Stock Company, Term 2022-2027, using the Cumulative Voting Method

#### 1. Type of Ballots

There is one type of ballot for electing BOD members:

- Pink ballot: For BOD election

#### 2. Voting Process

Shareholders/Representatives of shareholders will cast their votes in the ballot box.

Each ballot contains:

- 1) The number of shares owned and/or represented by the shareholder.
- 2) A list of candidates (arranged alphabetically) for the BOD members who have submitted sufficient nomination documents according to the Articles of Incorporation.
- 3) The total number of votes of the shareholder.

For the BOD election: Since we are electing 03 BOD members, each 1 share will receive 03 (three) votes when participating in the election. Therefore, the total number of votes of a shareholder is equal to the number of shares owned multiplied by 3.

#### 3. Voting:

Shareholders, based on their trust, will fill in the number of votes for each candidate in the box next to their name and sum up the total number of votes in the designated section. The total number of votes for all candidates must not exceed the total number of votes a shareholder holds.

**Valid Ballots:** A valid ballot is:

1. A ballot issued by the Election Committee according to the prescribed format, with the company's seal on the upper left corner of the ballot.
2. The total number of votes for all candidates must not exceed the total number of votes the shareholder has.

An invalid ballot is one that is not issued by the Election Committee or where the number of votes exceeds the total number of votes the shareholder holds.

#### 4. Vote Counting:

After collecting all the ballots, the Election Committee will conduct the counting and publicly announce the results to the entire Meeting.

#### 5. Election Results:

Candidates elected to the Board of Directors will be the 3 candidates receiving the highest votes at the Meeting.

To avoid confusion, the Voting Committee will provide examples of valid and invalid ballots.

As a general principle, when voting, shareholders have the right to distribute their total number of votes among the candidates, provided that the total number of votes allocated does not exceed the total number of votes they are entitled to.

**Example:** A shareholder with 1,000 shares will have a total of 3,000 votes for the Board of Directors election. Various voting scenarios may occur (1,000 shares  $\times$  3 candidates to be elected).

#### 6. Case 1: Equal distribution of votes among candidates

No.	Full Name	Number of Votes
1	Nguyễn Văn A	1,000
2	Nguyễn Văn B	1,000
3	Nguyễn Văn C	1,000
	<b>Total Votes</b>	<b>3,000</b>
<b>This is a valid ballot.</b>		

**7. Case 2: Unequal distribution of votes among candidates**

No.	Full Name	Number of Votes
1	Nguyễn Văn A	1,000
2	Nguyễn Văn B	2,000
3	Nguyễn Văn C	0
	<b>Total Votes</b>	<b>3,000</b>
<b>This is a valid ballot.</b>		

**8. Case 3: All votes allocated to one candidate, within the allowed total**

No.	Full Name	Number of Votes
1	Nguyễn Văn A	3,000
2	Nguyễn Văn B	0
3	Nguyễn Văn C	0
	<b>Total Votes</b>	<b>3,000</b>
<b>This is a valid ballot.</b>		

**9. Case 4: Total votes exceed allowable number**

No.	Full Name	Number of Votes
1	Nguyễn Văn A	3,000
2	Nguyễn Văn B	1,000
	<b>Total Votes</b>	<b>4,000</b>
<b>This is an invalid ballot.</b>		

**10. Case 5: All votes allocated to one candidate, exceeding total allowed**

No.	Full Name	Number of Votes
1	Nguyễn Văn A	4,000
2	Nguyễn Văn B	
3	Nguyễn Văn C	
	<b>Total Votes</b>	<b>4,000</b>
<b>This is an invalid ballot.</b>		

Cases 1, 2, and 3 are valid ballots because the total number of votes allocated does not exceed 3,000. Cases 4 and 5 are invalid because the total number of votes exceeds the shareholder's allowed votes ( $1,000 \text{ shares} \times 3 = 3,000$ ).

If shareholders wish to vote equally for all candidates they support, they may simply mark an (x) in the vote box next to each candidate's name. In this case, the Election Committee will consider the votes to be equally divided among the selected candidates.

Voting is both a right and duty of each shareholder. We appreciate your participation in today's meeting. For any questions or clarifications, please feel free to raise them directly so we can ensure a successful and smooth election process.

