

**DNP HOLDING
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 01/2025/NQ-DHDCD

Dong Nai, April 25, 2025

RESOLUTION

(Re: Approval of matters within the authority of the General Meeting of Shareholders)

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

DNP HOLDING JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises 2020 and its guiding documents;
- Pursuant to the Law on Securities 2019 and its guiding documents;
- Pursuant to the Charter of DNP Holding Joint Stock Company;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of DNP Holding Joint Stock Company on the same day,

RESOLUTION:

Article 1. Approve the reports of the Board of Directors ("BOM") and the Executive Board of DNP Holding Joint Stock Company on the operations in 2024 and the plan for 2025 (including the Report on the Activities of the Audit Committee in 2024).

Article 2. Approve the Audited Financial Statement for 2024 (*According to the content of Proposal No.: 01/2025/TTr-HDQT dated April 3, 2025*).

Article 3. Approve the Company's 2024 profit distribution plan (*according to the content of Proposal No.: 02/2025/TTr-HDQT dated April 3, 2025*).

Article 4. Approve the payment of remuneration to the Board of Directors in 2024 and the plan for payment of remuneration to the Board of Directors in 2025 (*According to the content of Proposal No.: 02/2025/TTr-HDQT dated April 3, 2025*).

Article 5. Approve the List of Auditing Firms for the 2025 fiscal year (*According to the content of Proposal No.: 03/2025/TTr-HDQT dated April 3, 2025*).

Article 6. Approve the removal of Mr. Bui Thanh Viet and Mr. Hoang Anh Tuan from the positions of members of the Board of Directors from April 25, 2025.

Assign the Company's Board of Directors to review and resolve issues regarding the rights and benefits of Mr. Bui Thanh Viet and Mr. Hoang Anh Tuan in accordance with the Company's regulations and relevant laws.

Article 7. Elect Mr. Trinh Kien to hold the position of member of the Board of Directors and Ms. Tran Thi Linh to hold the position of independent member of the Board of Directors of the Company from April 25, 2025.



The term of the addition member of the Board of Directors elected follows the remaining term of the current Board of Directors of the Company (2022 - 2027).

Article 8. Approve certain general matters under the authority of the General Meeting of Shareholders (*According to the content of Proposal No.: 05/2025/TTr-HDQT dated April 3, 2025*).

Article 9. Resolution takes effect from the date of signing.

The Board of Directors, Board of Directors and relevant persons are responsible for implementing this Resolution.

Received place:

- As Article 9;
- Company Shareholders;
- Archived in office.

ON BEHALF OF
GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS



TRAN DUC HUY



**THE MINUTES OF
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025 DNP
HOLDING JOINT STOCK COMPANY**

A. COMPANY INFORMATION

- **Company Name:** DNP Holding Joint Stock Company (“The Company”)
- **Enterprise Registration Certificate No.:** 3600662561 issued by the Department of Planning and Investment of Dong Nai Province on January 2, 2004, as amended for the 26th time on September 6, 2024.
- **Head Office Address:** No. 9 Street, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province.
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B. TIME, VENUE, AND METHOD OF MEETING

- **Time:** 3:00 PM, April 25, 2025
- **Meeting method:** Offline at Dong Nai Hotel, No. 57 Pham Van Thuan Street, Tan Tien Ward, Bien Hoa City, Dong Nai Province, Vietnam.

C. MEETING AGENDA:

I. Shareholder Eligibility Report:

Mr. Nguyen Thanh Minh - Head of the Shareholder Eligibility Verification Committee - read the Shareholder Eligibility Report for those attending the meeting as of the opening time (15:00 on April 25, 2025):

The results are as follows:

- Total number of shares issued by the Company: 140,974,846 shares, including:
 - + Treasury shares: 8,810 shares
 - + Total voting shares: 140,966,036 shares
- Total number of shareholders with voting rights: 828 shareholders, representing 140,966,036 shares.
- Total number of shareholders attending the meeting: 137 shareholders, representing 137,383,389 shares, accounting for 97.46% of the Company’s total voting shares.
- Shareholders attending in person: 24 shareholders.
- Shareholders by proxy: 113 shareholders.

(By the time of voting, there were 141 shareholders attending in person or by proxy, representing 137,383,439 shares, accounting for 97.46% of the total voting shares.)

Thus, pursuant to Clause 1, Article 145 of the 2020 Law on Enterprises and the Company's Charter, the 2025 Annual General Meeting of Shareholders is eligible to proceed.

II. MEETING PROGRAM AND AGENDA

1. Introduction of the Chairperson and the Presidium

The Organizing Committee introduces the Chairperson and the Presidium of the Meeting, including the following individuals:

- Mr. Tran Duc Huy – Chairman of the Board of Directors – Chairperson of the Meeting
- Mr. Trinh Kien – General Director – Member of the Presidium
- Ms. Nguyen Thi Huyen – Member of the Board of Directors, Deputy General Director – Member of the Presidium

The Chairperson and Presidium officially assume their responsibilities and exercise their authority to conduct the meeting.

2. Appointment of the Meeting Secretariat

The Presidium appoints the Meeting Secretariat, consisting of the following individuals:

- Ms. Luong Thi Huong – Head of the Secretariat
- Ms. Bui Thi Thuong – Member of the Secretariat

The Secretariat officially assumes and carries out its duties for the meeting.

3. Approval of the Organizational and Voting Regulations, Election Regulations for Supplementing Members of the Board of Directors for the Remainder of the 2022-2027 Term, Approval of the Meeting Agenda, and the Vote-Counting Committee Composition

3.1. Approval of the Organizational and Voting Regulations

Voting on the approval of the Organizational and Voting Regulations was conducted by raising Voting Cards.

Result: 100% of the shareholders present at the meeting agreed to approve the Organizational and Voting Regulations.

3.2. Approval of the Election Regulations for Supplementing Members of the Board of Directors ("BOD") for the Remainder of the 2022-2027 Term

Voting on the approval of the Election Regulations for supplementing members of the Board of Directors was conducted by raising Voting Cards.



Result: 100% of the shareholders present at the meeting agreed to approve the Election Regulations.

3.3. Approval of the Meeting Agenda

Voting on the approval of the Meeting Agenda was conducted by raising Voting Cards.

Result: 100% of the shareholders present at the meeting agreed to approve the Meeting Agenda.

3.4. Approval of the Vote-Counting Committee

The Chairperson introduced the composition of the Vote-Counting Committee for approval by the meeting, consisting of the following individuals:

No.	Full name	Position
1	Ms. Nguyen Thanh Minh	Chair of the Vote-Counting Committee
2	Ms. Nguyen Thi Hong Cuc	Member of the Vote-Counting Committee
3	Mr. Do Huy Thang	Member of the Vote-Counting Committee

Shareholders did not self-nominate, nominate additional members, or raise any objections to the list of the Vote-Counting Committee proposed by the Chairperson. The meeting approved the composition of the Vote-Counting Committee through a show of voting cards.

Result: 100% of the shareholders present at the meeting unanimously approved the composition of the Vote-Counting Committee.

4. Contents of Reports and Proposals Presented at the Meeting

At the Meeting, the Presidium and the Board of the Supervisors presented the following Reports and Proposals:

- (i) The Report from the Board of Directors and the Board of Management on the activities in 2024, the business plan, and operational plan in 2025.
- (ii) The Report of Board of Supervisors in 2024.;
- (iii) The Report: Approval of the Audited Financial Statements for 2024, along with the accompanying audited financial reports.
- (iv) The Report: Approval of the profit distribution plan for 2024 and the remuneration for the Board of Directors and the Board of Supervisors in 2024, and the remuneration plan for the Board of Directors and the Board of Supervisors in 2025.
- (v) The Report: Approval of the list of independent auditing firms to audit the Company's Financial Statements for 2025.
- (vi) The Report: for the Dismissal and Additional Election of Members of the Board of Directors for the Remainder of the 2022–2027 Term.

- (vii) The Report: Approval of some general matters under the authority of the General Meeting of Shareholders.
- (viii) Announcement of the List of Candidates for the Additional Election of Members of the Board of Directors and the Board of Supervisors for the Remainder of the 2021–2026 Term.

5. Discussions at the Meeting

The shareholders/proxies attending the Meeting discussed the reports and proposals. The discussions were recorded by the Secretariat and attached as an appendix to the minutes of this meeting.

6. Voting on the Meeting's Agenda and Electing an Additional Member of the Board of Directors, Board of Supervisors for the Remainder of the 2021-2026 Term

The Chair of the Vote-Counting Committee guided shareholders on voting for the agenda items presented at the Meeting using a secret ballot. The election of an additional member of the Board of Directors for the remainder of the 2022-2027 term was conducted using the cumulative voting method.

6.1 Voting Results by Ballot:

Content 1. Approval The Report from the Board of Directors and the Board of Management on the activities in 2024, the business plan, and operational plan in 2025 and Report of Board of Supervisors in 2024

- ❖ **Total number of voting ballots issued:** 137.383.439 ballots, equivalent to 137.383.439 shares, representing 97,46% of the Company's total voting shares.
- ❖ **Total number of voting ballots collected:** 137.383.439 ballots, including:
 - **Total number of valid ballots:** 137.383.439 ballots, equivalent to 137.383.439 shares.
 - **Total number of invalid ballots:** 0 ballots, equivalent to 0 shares.
 - **Number of votes in favor:** 137.383.435 ballots, equivalent to 137.383.435 shares, representing 99,999997% of the total votes cast by shareholders attending and voting at the meeting.
 - **Number of votes against:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.
 - **Number of abstentions:** 4 ballots, equivalent to 4 shares, representing 0,000003% of the total votes cast by shareholders attending and voting at the meeting.

Content 2. Approval of the audited Financial Statements for 2024 (According to the Report No: 01/2025/TTr-HĐQT dated April 3, 2025).

- ❖ **Total number of voting ballots collected:** 137.383.439 ballots, including:
 - **Total number of valid ballots:** 137.383.439 ballots, equivalent to 137.383.439 shares.
 - **Total number of invalid ballots:** 0 ballots, equivalent to 0 shares.

- **Number of votes in favor:** 137.383.435 ballots, equivalent to 137.383.435 shares, representing 99,99997% of the total votes cast by shareholders attending and voting at the meeting.
- **Number of votes against:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.
- **Number of abstentions:** 4 ballots, equivalent to 4 shares, representing 0,000003% of the total votes cast by shareholders attending and voting at the meeting.

Content 3. Approval of the profit distribution plan for 2024 (According to the Report No: 02/2025/TTr-HĐQT dated April 3, 2025).

- ❖ **Total number of voting ballots collected:** 137.383.439 ballots, including:
 - **Total number of valid ballots:** 137.383.439 ballots, equivalent to 137.383.439 shares.
 - **Total number of invalid ballots:** 0 ballots, equivalent to 0 shares.
 - **Number of votes in favor:** 137.383.355 ballots, equivalent to 137.383.355 shares, representing 99,99939% of the total votes cast by shareholders attending and voting at the meeting.
 - **Number of votes against:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.
 - **Number of abstentions:** 84 ballots, equivalent to 84 shares, representing 0,000061% of the total votes cast by shareholders attending and voting at the meeting.

Content 4. Approval of the remuneration for the Board of Directors and the Board of Supervisors in 2024, and the remuneration plan for the Board of Directors and the Board of Supervisors in 2025 (According to the Report No: 02/2025/TTr-HĐQT dated April 3, 2025).

- ❖ **Total number of voting ballots collected:** 137.383.439 ballots, including:
 - **Total number of valid ballots:** 137.383.439 ballots, equivalent to 137.383.439 shares.
 - **Total number of invalid ballots:** 0 ballots, equivalent to 0 shares.
 - **Number of votes in favor:** 137.378.355 ballots, equivalent to 137.378.355 shares, representing 99,996299 % of the total votes cast by shareholders attending and voting at the meeting.
 - **Number of votes against:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.
 - **Number of abstentions:** 5.084 ballots, equivalent to 5.084 shares, representing 0,003701% of the total votes cast by shareholders attending and voting at the meeting.

Content 5. Approval of the list of independent auditing firms to audit the Company's Financial Statements for 2025 (According to the Report No: 03/2025/TTr-HĐQT dated April 3, 2025).

- ❖ **Total number of voting ballots collected:** 137.383.439 ballots, including:

- **Total number of valid ballots:** 137.383.439 ballots, equivalent to 137.383.439 shares.
- **Total number of invalid ballots:** 0 ballots, equivalent to 0 shares.
- **Number of votes in favor Approval of the list of independent auditing firms to audit the Company's Financial Statements for 2025 (According to the Report No: 03/2025/TTr-HĐQT dated April 3, 2025):** 137.383.355 ballots, equivalent to 137.383.355 shares, representing 99,999939% of the total votes cast by shareholders attending and voting at the meeting.
- **Number of votes against:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.
- **Number of abstentions:** 84 ballots, equivalent to 84 shares, representing 0,000061% of the total votes cast by shareholders attending and voting at the meeting.

Content 6. Approval for the Dismissal and Additional Election of Members of the Board of Directors for the Remainder of the 2022–2027 Term (According to the Report No: 04/2025/TTr-HĐQT dated April 3, 2025).

❖ **Total number of voting ballots collected:** 137.383.439 ballots, including:

- **Total number of valid ballots:** 137.383.439 ballots, equivalent to 137.383.439 shares.
- **Total number of invalid ballots:** 0 ballots, equivalent to 0 shares.
- **Number of votes in favor:** 137.378.355 ballots, equivalent to 137.378.355 shares, representing 99,996299 % of the total votes cast by shareholders attending and voting at the meeting.
- **Number of votes against:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.
- **Number of abstentions:** 5.084 ballots, equivalent to 5.084 shares, representing 0,003701% of the total votes cast by shareholders attending and voting at the meeting.

Nội dung 7. Approval of some general matters under the authority of the General Meeting of Shareholders (According to the Report No. 05/2025/TTr-HĐQT dated April 3, 2025).

❖ **Total number of voting ballots collected:** 137.383.439 ballots, including:

- **Total number of valid ballots:** 137.383.439 ballots, equivalent to 137.383.439 shares.
- **Total number of invalid ballots:** 0 ballots, equivalent to 0 shares.
- **Number of votes in favor:** 137.383.355 ballots, equivalent to 137.383.355 shares, representing 99,999939% of the total votes cast by shareholders attending and voting at the meeting.
- **Number of votes against:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.
- **Number of abstentions:** 84 ballots, equivalent to 84 shares, representing 0,000061% of the total votes cast by shareholders attending and voting at the meeting.

6.2. Voting Results for the Additional Election of Members of the Board of Directors were

presented at the General Meeting by the Head of the Vote Counting Committee as follows:

Total Voting Ballots Issued at the General Meeting:	137.383.439 ballots
Number of Additional Board of Directors Members Elected for the Remainder of the 2022–2027 Term:	02 member
Total Election Ballots Participating in the Cumulative Voting Method:	274.766.878 ballots
Total Ballots Counted:	274.766.878 ballots, equivalent to 100% of the election ballots participating and cast
Details: + Valid Ballots	274.766.876 ballots, equivalent to 99,999999% of the election ballots participating and cast
+ Invalid Ballots:	2 ballots, equivalent to 0,000001% of the election ballots participating and cast

Voting Results for the Election of Board of Directors Members are as follows:

No.	Candidate Name	Number of Votes Received	Election Percentage (%) (Calculated based on the total voting ballots of all shareholders attending and voting at the General Meeting)
1	Mr. Trinh Kien	137.425.041	100,0303%
	Ms Tran Thi Linh	137.341.835	99,9697%

III. RESOLUTIONS APPROVED BY THE MEETING

1. Based on the voting results mentioned above and pursuant to the Meeting Organizational Regulations, the following matters have been approved:

No.	Approved Resolutions	Percentage of the total voting shares of shareholders attending and voting at the meeting (%)
1.	Approval The Report from the Board of Directors and the Board of Management on the activities in 2024, the business plan in 2025, Report of Board of Supervisors in 2024	99,99%

No.	Approved Resolutions	Percentage of the total voting shares of shareholders attending and voting at the meeting (%)
2.	Approval of the audited Financial Statements for 2024 (According to the Report No: 01/2025/TTr-HĐQT dated April 3, 2025).	99,99%
3.	Approval of the profit distribution plan for 2024 (According to the Report No: 02/2025/TTr-HĐQT dated April 3, 2025).	99,99%
4.	Approval of the remuneration for the Board of Directors and the Board of Supervisors in 2024, and the remuneration plan for the Board of Directors and the Board of Supervisors in 2025 (According to the Report No: 02/2025/TTr-HĐQT dated April 3, 2025).	99,99%
5.	Approval of the list of independent auditing firms to audit the Company's Financial Statements for 2025 (According to the Report No: 03/2025/TTr-HĐQT dated April 3, 2025).	99,99%
6.	Approval for the Dismissal and Additional Election of Members of the Board of Directors for the Remainder of the 2022–2027 Term (According to the Report No: 04/2025/TTr-HĐQT dated April 3, 2025).	99,99%
7.	Approval of some general matters under the authority of the General Meeting of Shareholders (According to the Report No. 05/2025/TTr-HĐQT dated April 3, 2025).	99,99%

2. Based on the election results above and in accordance with the General Meeting's regulations and the election regulations for the additional members of the Board of Directors and Board of Supervisors for the remainder of the 2022–2027 term, Mr. Trịnh Kiên has been elected as a member of the Board of Directors and Ms. Tran Thi Linh have been elected as members of the independent member of the Board of Directors of the Company from April 25, 2025

IV. APPROVAL OF THE MINUTES OF THE GENERAL MEETING OF SHAREHOLDERS

The minutes were fully and accurately recorded by the Meeting Secretariat, read to the entire assembly, and approved by 100% of the shareholders attending the meeting.

These minutes were prepared in three (03) copies in Vietnamese, each having equal legal validity. Based on the voting and election results and the contents of the minutes approved by the General Meeting of Shareholders, the Chairman of the Board of Directors will issue the Resolution of the Annual General Meeting of Shareholders in 2025 of DNP Holding Joint Stock Company in accordance with the regulations.

The meeting ended at 17 hours 00 minutes on the same day.

ON BEHALF OF THE SECRETARIAT



(Ms) Luong Thi Huong

CHAIRMAN



(Mr) Tran Duc Huy



APPENDIX
SUMMARY OF ISSUES TO BE DISCUSSED AT THE MEETING

Question 1: Could the Company please share the outlook for the core business sectors and assess the impact of recent reciprocal tariff policies and trade tensions on the Company's operations?

Chairperson's Response:

Regarding the outlook for DNP's core business sectors:

- Water sector: Forecasted CAGR growth of 13% per year from 2025–2033, driven by rapid urbanization, strong population growth, and rising demand for industrial wastewater treatment.
- Household goods sector: Vietnam's market is expected to reach USD 12.5–13 billion with a 10% annual growth rate.
- Packaging sector: Especially plastic packaging, projected to reach 15.09 million tons by 2028 with a CAGR of 8.44%.

Assessment of the impact of trade tensions and tariffs:

- Global growth slowdown could affect demand but DNP's core businesses are resilient.
- Specific impacts on sectors:
 - i) Water sector: Stable demand.
 - ii) Packaging and household plastics: Minor exposure to US market.
- Currency fluctuation managed by early procurement, material stocking, hedging, and B2B contract adjustments.
- Supply chain optimization initiatives are ongoing.

Question 2: In the context of increasing competition in infrastructure pipes and water sector equipment, what plans does the Company have to develop and ensure profitability amidst raw material cost volatility?

Chairperson's Response:

- Focus on leading technology production at Nhua Dong Nai and DNP Hawaco.
- Strengthen R&D to develop new high-quality products.
- Promote localization of materials.
- Implement hedging strategies and strengthen retail and distribution partnerships.

Question 3: Regarding the raw water project in Region 1 to address saltwater intrusion in the Mekong Delta, what is the project progress and potential factors affecting its implementation?

Chairperson's Response:

Progress:

- Investment policy and certification approved.
- Contracts signed with Long An, preliminary agreements with Tien Giang, ongoing talks with Ben Tre.



- Complex legal procedures across provinces.
- Raw water purchase agreements required for financing.

Also proposing Southwest Hau River project to supply Ca Mau, Bac Lieu, and Soc Trang.

Chairperson's Response:

- Expand premium household products under Inochi brand.
- Develop high-value, high-tech packaging products.
- Focus on green and sustainable products such as biodegradable trash bags and eco-friendly baby bottles (PPSU material from BASF, Germany).
- Launch Aoi baby bottle product lines with superior features.

Chairperson's Response:

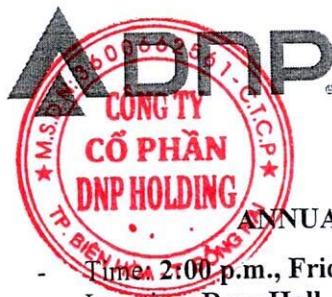
- Q1/2025 consolidated net revenue: VND 2,075 billion (+17.2% YoY).
- H1/2025 revenue estimated at VND 4,700 billion (+16.7% YoY).
- Q1/2025 PBT estimated at VND 17 billion (+158% YoY) or VND 62 billion excluding extraordinary factors (+119% YoY).

Chairperson's Response:

- Master production technology and localize key materials.
- Focus on early procurement and hedging.
- Expand retail and distribution networks.

- Focus on operational efficiency and profitable growth.
- Kaizen-driven internal improvements (VND 130 billion contribution in 2024).
- Accelerate domestic and export market growth.
- Invest in social impact projects, especially water projects for Mekong Delta.
- Target: Region 1 water project operational in Q1/2026, Region 2 in 2027.





DNP Holding Joint Stock Company

Head office: Road No. 9, Bien Hoa 1 Industrial Park,
Bien Hoa City, Dong Nai Province.

Tel: 0251 383 1168

Website: www.dnpcorp.vn

MEETING AGENDA

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

- Time: 2:00 p.m., Friday, April 25, 2025
- Location: Rose Hall, Dong Nai Hotel, No. 57, Pham Van Thuan Street, Tan Tien Ward, Bien Hoa City, Dong Nai Province.

No.	TIME	CONTENT	UNIT/PERSON IN CHARGE
1.	13:30 – 14:00	<ul style="list-style-type: none"> - Welcome guests; - Carry out registration procedures and verify shareholder qualifications; - Distribute meeting materials. 	Organizing Committee
2.	14:00 – 14:05	<ul style="list-style-type: none"> - Opening of the Congress; - Report on checking the eligibility of shareholders/meeting attendees; 	Shareholder Eligibility Verification Committee
3.	14:05 – 14:10	<ul style="list-style-type: none"> - Introduce the Presidium, appoint the Secretariat & approve the composition of the Vote Counting Committee; - Approve the Meeting Program; - Approve the Organization and Voting Regulations at the Meeting; - Approve the Regulations on election of additional members of the Board of Directors for the 2022-2027 term. 	Chairperson
4.	14:10 – 14:20	- Report of the Board of Directors and the Executive Board on the Company's activities in 2024 and the business plan for 2025 (including the Audit Committee's Activity Report in 2025)	Member of the Presidium
5.	14:20 – 14:30	The Reports with the following contents: <ul style="list-style-type: none"> - Report to approve the 2024 Audited Financial Statements. - Report to approve the 2024 profit distribution plan, 2024 Board of Directors' remuneration and 2025 Board of Directors' total remuneration plan; - Report to approve the list of units auditing the 2025 Financial Statements; - Report on removal and election of additional members of the Board of Directors for the 2022-2027 term; - Report to approve certain general matters under the authority of the General Meeting of Shareholders; - Other contents under the authority of the General Meeting of Shareholders (if any). 	Member of the Presidium
6.	14:30 - 15:00	Discuss the contents of the Reports and Submissions at the Meeting	Presidium
7.	15:00 - 15:10	Vote to approve the contents in the Meeting Elect additional members of the Board of Directors for the 2022-2027 term	General Meeting of Shareholders
8.	15:15 – 15:45	Vote counting Break time	Counting Committee
9.	15:45 – 16:00	Announcement of voting and election results	Counting Committee
10.	16:00 – 16:15	Approve the Minutes of the 2025 Annual General Meeting of Shareholders	Presidium



DNP Holding Joint Stock Company

Tel: 0251 383 1168

Head office: Road No. 9, Bien Hoa 1 Industrial Park,
Bien Hoa City, Dong Nai Province.

Website: www.dnpcorp.vn

ORGANIZATION AND VOTING REGULATIONS AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Respectfully to: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 DNP HOLDING JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises 2020 and its guiding documents;
- Pursuant to the Law on Securities 2019 and its guiding documents;
- Pursuant to the Charter of organization and operation of DNP Holding Joint Stock Company.

To ensure the Annual General Meeting of Shareholders in 2025 ("**Meeting**") of DNP Holding Joint Stock Company ("**Company**") is conducted promptly, smoothly, and successfully, safeguarding the rights of shareholders and complying with the provisions of the Law on Enterprises and the Company's Charter,

The Organizing Committee of the Meeting respectfully submits to the General Meeting of Shareholders for approval the "**Regulations on Organization and Voting at the 2025 Annual General Meeting of Shareholders**" ("**Regulations**") with the following key contents:

Article 1. Duties of the Meeting

- Vote to approve the Regulations on Organization and Voting at the Meeting; the Ballot Counting Committee; the Regulations on the Election of Additional Members of the Board of Directors for the 2022-2027 term;
- Discuss and vote to approve the reports of the Board of Directors ("**BOD**") and Executive Board on the operations in 2024 and the plan for 2025 (including the Report on the Activities of the Audit Committee in 2024);
- Discuss and vote to approve the Audited Financial Statements for 2024;
- Discuss and vote to approve the Proposal on the List of Auditing Firms for the Financial Statements in 2025;
- Discuss and vote to approve the Proposal on the profit distribution plan for 2024; the remuneration of the BOD in 2024 and the plan for the total remuneration of the BOD in 2025;
- Discuss and vote to approve the Proposal on the dismissal and election of additional members of the Board of Directors for the 2022-2027 term;
- Discuss and approve the Proposal on certain general matters within the authority of the GMS;
- Discuss and approve other matters arising at the Meeting;



- Vote to approve the Minutes of the Meeting and the Resolutions of the Meeting.

Article 2. Shareholders attending the General Meeting of Shareholders

Shareholders of the Company listed in the shareholder register as at March 24, 2025, are entitled to attend the Annual General Meeting of Shareholders in 2025 of the Company.

1. Shareholders or their authorized persons attending the Meeting must register with the Shareholder Eligibility Verification Committee to receive **Voting Ballots, Election Ballots, Voting Cards, and Discussion Forms**, which include the name of the shareholder or authorized person, voting code, and the number of voting shares held by the shareholder.
2. Shareholders or thier authorized persons must arrive on time and complete registration procedures with the Meeting Organizing Committee upon entering the Meeting room. Shareholders or thier authorized persons must bring the following documents to verify their eligibility and complete the registration with the Meeting Organizing Committee:
 - (A) *In case an individual being shareholder attends the Meeting in person, he/she must bring:*
 - + Original valid ID card/Citizen identification card/Passport.
 - (B) *In case an individual being shareholder authorizes another person to attend the Meeting, the authorized person must bring:*
 - + Original valid ID card/Citizen identification card/Passport; and
 - + Valid authorization letter according to the Company's form.
 - (C) *In case an organization being shareholder and its legal representative attends the General Meeting of Shareholders in person, the legal representative of the organization must bring:*
 - + Copy of Enterprise Registration Certificate/Establishment Decision (validly certified copy); and
 - + Original valid ID card/Citizen identification card/Passport of the legal representative.
 - (D) *In case an organization being shareholder authorizes a non-legal representative to attend the General Meeting of Shareholders, this authorized person must bring:*
 - + Original valid ID card/Citizen identification card/Passport of the authorized person;
 - + Copy of Enterprise Registration Certificate/Establishment Decision (validly certified copy); and
 - + Valid power of attorney in accordance with the Company's form.If shareholders or thier authorized persons fail to present the required documents to verify their eligibility as specified in cases (A), (B), (C), and (D) above, the Organizing Committee reserves the right to deny their participation in the Meeting.
3. The authorized persons must use a power of attorney form provided by the Company attached to the Meeting Notice and may not further delegate their authority to a third party to participate the Meeting.

4. Smoking is prohibited in the Meeting room;
5. Private conversations and mobile phone usage are prohibited during the Meeting. All mobile phones must be turned off or set to silent mode.
6. Recording or filming the Meeting requires the Chairperson's approval and/or unanimous consent of all attending shareholders.
7. Shareholders/authorized persons attending the Meeting, during the entire duration of the Meeting, must remain seated in designated positions, areas as specified by the Meeting Organizing Committee, follow the Presidium's instructions, behave courteously, and comply with security and order requirements set by the Meeting Organizing Committee at the meeting place.
8. For the Meeting's general interests, shareholders/authorized persons violating security or order regulations may be denied participation by the Organizing Committee.

Article 3. Presidium

1. The Presidium consists of at least 03 members, including 01 Chairperson held by the Chairman of the Board of Directors and members appointed by the Chairman of the Board of Directors. The Chairman of the Board of Directors is the Chairperson of the General Meeting of Shareholders. The Presidium conducts the Meeting's affairs according to the content and agenda submitted by the Board of Directors ("BOD") and approved by the Meeting.
2. Duties of the Presidium:
 - a. Manage the activities of the Company's General Meeting of Shareholders according to the Board of Directors' planned agenda approved by the General Meeting of Shareholders;
 - b. Guide shareholders and/or authorized persons and the Meeting to discuss agenda items;
 - c. Present drafts and conclusions regarding the necessary matters for voting;
 - d. Discuss and clarify contents related to the Meeting program at the request of shareholders.
 - e. Decide and handle issues arising during the Meeting.

3. Working principles of the Presidium:

The Chairperson has the highest authority in directing and making decisions in the Meeting. Presidium members perform tasks assigned/delegated by the Chairperson.

Article 4. Secretariat of the Meeting

1. The Secretariat of the Meeting consists of a maximum of 02 members appointed by the Chairperson; responsible to the Chairperson, the Presidium, and the General Meeting of Shareholders for their duties and under the direction of the Chairperson.
2. Duties of the Secretariat:
 - a. Assist the Presidium in announcing the agenda, draft documents, conclusions, Resolutions of the Meeting and notices of the Presidium sent to shareholders if requested;

- b. Receive and arrange registration forms for shareholders to express their opinions and submit them to the Presidium for decision;
- c. Record sufficiently and honestly all the content of the Meeting and the matters approved or noted by the shareholders in the Minutes of the Meeting;
- d. Draft Resolutions on matters approved at the Meeting;
- e. Read the Minutes for the Meeting's approval;
- f. Perform other tasks as required or assigned by the Chairperson.

Article 5. Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee consists of a maximum of 03 members, including 01 Head and a maximum of 02 members appointed by the Chairman of the Board of Directors of the Company.
2. Duties of the Shareholder Eligibility Verification Committee:
 - Verify the eligibility of shareholders and authorized persons to attend the Meeting.
 - The Shareholder Eligibility Verification Committee shall report to the General Meeting of Shareholders on the attendance to the Meeting. If the meeting has a sufficient number of shareholders/ authorized persons of shareholders entitled to attend the meeting representing more than 50% of the shares with voting rights, the General Meeting of Shareholders of the Company shall be held in accordance with the regulations.
 - The Shareholder Eligibility Verification Committee must prepare a shareholder eligibility verification minutes, report and be responsible to the General Meeting of Shareholders when performing its duties.
 - After the Meeting, the Shareholder Eligibility Verification Committee must hand over the shareholder eligibility verification minutes along with a list of shareholders attending the meeting to the Meeting Organizing Committee for archiving purposes.
 - Perform other tasks as required or assigned by the Chairperson.

Article 6. Ballot Counting Committee

1. The Ballot Counting Committee consists of a maximum of 03 members, including 01 Head and a maximum of 02 members proposed by the Chairperson and approved by the Meeting.
2. Duties of the Ballot Counting Committee
 - Disseminate the voting rules and guide shareholders in voting;
 - Accurately determine the voting results on each matters to be voted on at the Meeting;
 - Review and report to the Meeting any violations of voting rules or complaints about voting results.
 - Announce the voting results to the Secretariat for updating in the content of the meeting minutes;
 - The Ballot Counting Committee must prepare the Ballot Counting Minutes, report and be responsible to the General Meeting of Shareholders when performing its duties.
 - After the Meeting, the Ballot Counting Committee must hand over the Ballot Counting Minutes along with all Voting Ballots to the Meeting Organizing Committee for archiving purposes.

- Perform other tasks as required or assigned by the Chairperson.

Article 7. Discussion at the General Meeting of Shareholders

1. Principles:

- Discussions shall only be conducted within the prescribed time and within the scope of the matters presented in the agenda of the General Meeting of Shareholders. In case the Meeting requires more time for discussion than expected, the Chairperson shall have the authority to decide on this issue.
- Shareholders or authorized persons who have opinions must fill in full shareholder information and clearly state the content to be discussed on the Discussion Form that has been distributed and forwarded to the Secretariat;
- The Secretariat will arrange the Discussion Forms and forward them to the Presidium;
- Shareholders or authorized persons who need to speak or debate must raise their hands and must comply with the following regulations:
 - + With the approval of the Chairperson;
 - + Must state name and voting code before speaking;
 - + The speech content must be concise and consistent with the Meeting agenda;

2. Addressing inquiries of shareholders or authorized persons:

- Based on the shareholders' Discussion Forms, the Chairperson or the person designated by the Chairperson will respond to the inquiries of the shareholders or authorized person ;
- In case there are many discussion contents and the discussion time is not enough, the Chairperson has the full authority to consider and select the contents to prioritize for discussion to ensure the most appropriate and practical for shareholders.

Article 8. Voting to approve matters at the Meeting

1. Principle:

- All matters in the agenda of the Meeting must be discussed and voted on publicly by the General Meeting of Shareholders by raising a Voting Card or by secret ballot by Voting Card (*depending on the voting content*) for all shareholders and/or authorized persons.
- Voting cards/Voting ballots are printed by the Company and distributed to shareholders/ authorized persons at the beginning and will be collected by the Organizing Committee at the end of the General Meeting of Shareholders. Each shareholder/ authorized person is given a Voting Card and a Voting Ballot. The Voting Card clearly states the Shareholder Code, Full Name, and its Number of Voting Ballots. In addition to the contents as recorded on the Voting Card, the Voting Ballot also contains voting contents according to the Agenda of the General Meeting of Shareholders and the signature of the shareholder/ their authorized person.

2. Voting method:

2.1. Voting Card Raising Method

- ❖ Voting contents by raising Voting Card:
 - Approve the regulations for organization and voting at the Meeting;

- Through the Meeting agenda;
 - Through the composition of the Ballot Counting Committee;
 - Approving the Regulations on electing additional members of the Board of Directors for the 2022-2027 term;
 - Approval of the Minutes of the General Meeting of Shareholders;
 - Some other contents under the authority of the General Meeting of Shareholders are decided by the Chairperson.
- ❖ Procedures to vote by raising the Voting Card:
- Shareholders and/or authorized persons (approve, disagree, have no opinion) to a matter by directly raising their Voting Cards at the Meeting;
 - When voting at the General Meeting, shareholders or authorized persons who approve will raise their voting cards. Members of the Ballot Counting Committee will mark the Shareholder Code and the number of voting shares of each shareholder or authorized person who approves. Similarly, under the direction of the Chairperson, shareholders or authorized persons who do not approve or have no opinion will raise their voting cards in turn;
 - Immediately after completing the Voting section to approve each content proposed by the Chairperson for the Meeting's opinion, the Ballot Counting Committee will proceed to count the votes and the Ballot Counting Committee/ Chairperson will announce the voting results to the Meeting.

2.2. Secret ballot voting method

❖ Voting contents by secret ballot (Voting ballot):

- Report of the Board of Directors and the Executive Board on 2024 activities and 2025 plan (integrated with the 2024 Audit Committee's Activity Report) ;
- Proposal to approve the 2024 Audited Financial Statements;
- Proposal on the List of Auditing Firms for the Financial Statements in 2025;
- Proposal to approve the 2024 profit distribution plan; 2024 Board of Directors' remuneration and 2025 Board of Directors' total remuneration plan;
- Proposal on dismissal and election of additional members of the Board of Directors for the 2022-2027 term;
- Proposal on the approval of certain general matters under the authority of the General Meeting of Shareholders;
- Approve other matters within the authority of the General Meeting of Shareholders (if any).

❖ Procedures to vote by secret ballot voting:

- Shareholders and/or authorized persons tick (X) or (√) in the Agree/Disagree/No opinion box for the matters to be voted on as stated in the Voting Ballot; Sign and specify full name on the Voting Ballot.
- Upon completion, shareholders and/or authorized persons shall vote according to the instructions of the Ballot Counting Committee at the Meeting.

- After ensuring that all shareholders and/or authorized persons attending the Meeting have finished voting, the Ballot Counting Committee will proceed to count the votes and announce the vote counting results to the Meeting.

3. Voting rules:

- 3.1. Each 01 (one) share is equivalent to one voting right. Each shareholder and/or authorized person attending representing one or more voting rights will be provided with 01 (one) voting card and 01 (one) Voting Ballot integrating the corresponding number of voting rights.
- 3.2. Issues to be voted on at the Meeting shall be approved when the approval rate of more than 50% of the voting shares attending the General Meeting is achieved:
 - Report of the Board of Directors and the Executive Board on 2024 activities and 2025 plan (integrated with the 2024 Audit Committee's Activity Report);
 - Proposal to approve the Audited Financial Statements for 2024;
 - Proposal on the List of Auditing Firms for the Financial Statements in 2025;
 - Proposal to approve the 2024 profit distribution plan; payment of Board of Directors' remuneration in 2024 and the Board of Directors' remuneration plan in 2025;
 - Proposal on dismissal and election of additional members of the Board of Directors for the 2022-2027 term;
 - Proposal on the approval of certain of general matters under the authority of the General Meeting of Shareholders;
 - Some other contents are under the authority of the General Meeting of Shareholders except for the contents specified in Point 3.3, Clause 3, Article 8 of these Regulations.
- 3.3. Voting issues at the General Meeting are approved when reaching the approval voting rate of 65% or more of the voting shares attending the Meeting:
 - Some other issues as prescribed in the Company's Charter (if any).

4. Verification of the validity of the voting ballot:

- 4.1. A ballot is considered invalid in one of the following cases:
 - i. Voting ballots are not issued by the Meeting Organizing Committee;
 - ii. Voting ballots do not have the Company's seal;
 - iii. Voting ballots are torn, crossed out, erased, or revised;
 - iv. Voting ballots do not have the signature of the shareholder or the authorized person;
 - v. Voting ballots are filled in by the shareholder or the authorized person with contents that are not in accordance with the instructions on the Voting Ballot and these Voting Rules;
 - vi. Voting ballots are submitted to the Ballot Counting Committee after the voting has ended and the Ballot Box has been sealed;
- 4.2. The voting content on the Voting ballots is considered invalid when:

- i. Shareholders do not tick any options (*In case all 3 boxes (agree, disagree, no opinion) on each matter to be selected are not checked but the shareholder still signs, specify his/her full name and stamps (if the shareholder is an organization) on the Voting Ballot, this Voting Ballot is still considered valid and is counted as a case of No opinion*) ;
 - ii. Shareholders tick all or more options at the same time.
- 4.3. Invalid voting ballots or voting contents will not be counted in the vote counting results.

Article 9. Election of additional members of the Board of Directors for the 2022 - 2027 term

The election of additional members of the Board of Directors for the 2022-2027 term is carried out in accordance with the Election Regulations approved by the 2025 Annual General Meeting of Shareholders.

Article 10. Minutes and Resolutions of the General Meeting of Shareholders

Minutes of the General Meeting of Shareholders must be prepared, read and approved by the Secretariat before the closing of the Meeting.

Article 11. Implementation of the Regulations

Shareholders and authorized persons attending the Meeting must strictly comply with the Working Regulations of the General Meeting of Shareholders. Shareholders and authorized persons who violate these Regulations will be considered and disciplined by the Presidium according to the specific level of the violation and the Company Charter, the Law on Enterprises.

The working and voting regulations at this Meeting are presented to the Company's General Meeting of Shareholders and are approved when approved by more than 50% of the voting shares attending the Meeting.

This Charter takes effect from the time it is approved by the Company's 2025 Annual General Meeting of Shareholders and is effective for the Meeting.

The Chairman of the Board of Directors - Chairperson of the Meeting will sign and issue these Regulations on behalf of the General Meeting of Shareholders after the full text of the Regulations is approved by the General Meeting of Shareholders.

ON BEHALF OF
THE GENERAL MEETING OF SHAREHOLDERS



TRAN DUC HUY

**REGULATIONS
ON THE ELECTION
OF ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS
FOR THE TERM 2022 - 2027**

-
- Pursuant to the Law on Enterprises 2020 and its guiding documents;
 - Pursuant to the Law on Securities 2019 and its guiding documents;
 - Pursuant to the Charter on the Organization and Operation of DNP Holding Joint Stock Company.

**CHAPTER I
GENERAL PROVISIONS**

Điều 1. Scope of Regulation and Subjects of the Election

- 1.1. These Regulations is applicable to the election of additional members of the Board of Directors (“**BOD**”) for the term 2022 - 2027 of DNP Holding Joint Stock Company (“**Company**”) at the 2025 Annual Meeting of Shareholders (“**AGM**”).
- 1.2. Eligible voters: Shareholders holding voting shares and authorized persons of shareholders holding voting shares, as per the shareholder list compiled by the Vietnam Securities Depository and Clearing Corporation as at March 24, 2025, who are present at the Meeting.

**CHAPTER II
NOMINATION AND CANDIDACY FOR MEMBERS
OF THE BOARD OF DIRECTORS**

Điều 2. Conditions and qualifications for a Member of the Board of Directors

- 2.1. General conditions and qualifications for a BOD member:
 - Must have full civil act capacity and not fall under the cases stipulated in Clause 2, Article 17 of the Law on Enterprise;
 - Must possess professional qualifications, experience in business management or in the Company’s business field/industry, and do not necessarily need to be a shareholder of the Company;
 - A BOD member can concurrently hold positions as a BOD member in other companies but can only serve as a member of the BOD or Members’ Council in up to five (05) other companies.
- 2.2. Specific conditions and qualifications for an independent BOD member:
 - Must not currently work for the Company, its parent company, or subsidiaries; must not have worked for these entities for at least three (03) consecutive years prior;
 - Must not receive salaries or remuneration from the Company except for allowances entitled to BOD members;
 - Must not have spouses, biological/adoptive parents, natural child, adopted child, or siblings who are major shareholders; managers of the Company or its subsidiaries;
 - Must not directly or indirectly own at least 1% of the total voting shares of the Company;

- Must not have served as a BOD member or supervisory board member of the Company for at least five (05) consecutive years prior unless continuously reappointed for two terms.

Article 3. Nomination/Candidacy Procedure and Number of Members to Be Elected

- 3.1. Shareholders holding voting shares can individually or collectively form groups to nominate/candidate individuals for BOD membership.
- 3.2. Shareholders or groups holding:
 - From 10% to less than 20% voting shares: Can nominate one (01) candidate;
 - From 20% to less than 30% voting shares: Can nominate two (02) candidates;
 - From 30% to less than 40% voting shares: Can nominate up to three (03) candidates;
 - From 40% to less than 50% voting shares: Can nominate up to four (04) candidates;
 - From 50% to less than 65% voting shares: Can nominate up to six (06) candidates;
 - From 65% voting shares or more: Can nominate sufficient candidates.
- 3.3. The number and structure of BOD members to be elected will follow the Proposal by the Board of Directors at the Meeting in 2025.
- 3.4. If by the end of the nomination/candidacy period, there are not enough candidates as required under Clause 3.3 of this Article, the BOD will nominate additional candidates to meet the required number.

Article 4. Application Documents for Nomination/Candidacy

- 4.1. The application includes:
 - a) Nomination/Candidacy form (standard form);
 - b) Candidate's self-declared resume (standard form);
 - c) Copies of ID card/citizen identification card/passport and educational qualifications;
 - d) Valid authorization letter (if shareholders authorize others to nominate);
- 4.2. Applications must be submitted to the Organizing Committee of the Meeting by 4:00 PM on April 22, 2025, at:
DNP Holding Joint Stock Company
Address: Road No. 9, Bien Hoa Industrial Zone 1, Bien Hoa City, Dong Nai Province
Phone: +84-251-3831168
- 4.3. Only applications meeting all nomination/candidacy conditions and candidates meeting all conditions for a BOD member will be included in the list announced at the Meeting.

CHAPTER III

ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS

Article 5. Voting Methods and Election Principles

- 5.1. The election is conducted via secret ballot using cumulative voting.

- 5.2. Each shareholder has a total number of votes equal to their total voting shares multiplied by the number of members being elected.

Example:

a. If two (02) BOD members are being elected and shareholder Nguyen Van A represents 1,000 voting shares (including number of shares owned and authorized), Nguyen Van A's total votes will be:

$$(1,000 \times 2) = 2,000 \text{ votes.}$$

b. If one (01) BOD member is being elected by the GMS and Nguyen Van A holds 1,000 voting shares (including number of shares owned and authorized), Nguyen Van A's total votes will be:

$$(1,000 \times 1) = 1,000 \text{ votes.}$$

- 5.3. Shareholder can accumulate his/her eligible votes for one nominee or some nominees;
5.4. Accumulated number of votes for nominees of each shareholder shall not exceed his/her eligible votes.

Article 6. Ballots and Voting Instructions

- 6.1. Each shareholder/authorized representative attending will receive a ballot indicating their shareholder code, number of shares held, total number of votes corresponding to the number of members being elected, and a list of nominated candidates. The ballot must bear the Company's stamp.
- 6.2. A valid ballot must meet these conditions:
- a) Vote for nominees named in the list and within the number of members to be voted approved by the AGM before casting vote.
 - b) The total number of votes is less than or equal to (\leq) the total number of eligible votes of respective shareholder (the total number of eligible votes is equal to the number of eligible shares multiplied by the number of elected members.
 - c) Should not fall into any cases specified in Article 6.3.
- 6.3. A ballot is considered to be invalid if it falls into one of the following cases:
- a) The ballot is not issued by the Organizing Committee of the Meeting;
 - b) The ballot does not bear the Company's stamp;
 - c) The ballot is torn, crossed out, erased, altered, or includes the name of a candidate not listed among those announced at the Meeting prior to voting;
 - d) The ballot contains additional information or inappropriate symbols;
 - e) The total number of votes cast for candidates exceeds the total number of votes that the shareholder is entitled to vote;
 - f) The number of ballots voting for the total number of candidate exceeds the number of members to be elected;
 - g) The ballot is not signed or does not include the full name of the voter;
 - h) The ballot is submitted to the Vote Counting Committee after voting has concluded and the ballot box has been sealed.
- 6.4. Invalid ballots will not be counted in the election results.
- 6.5. Instructions for Filling Out Voting Ballots:
- a) Shareholders may choose from the following methods to fill out the ballot:
 - Writing the number of votes in the "Number of Votes" column:
 - + For selected nominee(s), shareholders write the number of votes they wish to cast in the "Number of Votes" column corresponding to the candidate's name. The casted votes shall not exceed the total number of eligible votes of shareholder.

- + For non-selected nominee, shareholders enter "0" or leave the "Number of Votes" column blank corresponding to the candidate's name.
 - Marking (x) or (✓) in the "Number of Votes" column:
 - + Allocating all votes to one candidate: mark in the "Number of Votes" column corresponding to that candidate's name.
 - + Distributing votes equally among all candidates: mark in the "Number of Votes" column corresponding to each candidate's name.
 - b) Shareholders or their authorized representatives attending the Meeting may allocate votes to one or more candidates or choose not to vote for any candidate.
- 6.6. In case shareholders make a mistake while filling out the Voting Ballot, provided that the ballot has not yet been placed in the Ballot Box, they have the right to directly contact the Head of the Vote Counting Committee to exchange the Voting Ballot in order to ensure their rights.

Article 7. Principles for Voting to Elect Members of the Board of Directors

- 7.1. The Vote Counting Committee will prepare the ballot box for electing BOD members. The committee will inspect the ballot box in the presence of shareholders.
- 7.2. Voting begins upon the signal from the Chairperson of the Meeting or the Head of the Vote Counting Committee and ends when either the last shareholder present at the Meeting casts their vote into the ballot box, or 15 minutes after voting begins, whichever occurs first. After voting concludes, the ballot box will be sealed by the Vote Counting Committee in the presence of shareholders.
- 7.3. Vote counting will commence immediately after voting concludes and the ballot box is sealed. The vote counting location must ensure confidentiality and independence to prevent interference or influence on Vote Counting Committee members throughout the entire process.
- 7.4. The results of the vote count will be documented in writing and announced by the Head of the Vote Counting Committee at the Meeting.

Article 8. Principles for Electing Members of the Board of Directors

- 8.1. Elected members of the Board of Directors are determined based on the number of votes received, ranked from highest to lowest, starting with the candidate who receives the highest number of votes until the required number of members is elected.
- 8.2. In the event that two (02) or more candidates receive the same highest number of votes, a re-election will be conducted by the GMS among those candidates who have tied votes.

Article 9. Announcement of Vote Counting Results

- 9.1. Based on the Vote Counting Minutes, the election results must be announced by the Vote Counting Committee immediately at the Meeting.
- 9.2. The contents of the Vote Counting Minutes include:
 - Total number of shareholders participating and authorized to attend the Meeting;
 - Total number of shareholders participating in voting;
 - Number of valid ballots;
 - Number of invalid ballots;
 - Number of votes cast for each candidate for the Board of Directors.
- 9.3. The election results will be recorded in the Resolution of the Meeting.

Article 10. Complaints Regarding Voting and Vote Counting

Complaints related to the election and vote counting at the Meeting will be resolved by the Chairperson of the Meeting and recorded in the minutes of the General Meeting of Shareholders.

Article 11. Effectiveness

- 11.1.** This Election Regulations consist of 03 Chapters and 11 Articles, taking effect after being approved by the General Meeting of Shareholders and is only applicable to the election of members of the Board of Directors for the 2022 - 2027 term at the Annual General Meeting of Shareholders in 2025.
- 11.2.** The Chairman of the Board of Directors – Chairperson of the Meeting will sign and issue these Regulations on behalf of the Meeting after being fully approved by the General Meeting of Shareholders.

ON BEHALF OF
THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN



TRAN DUC HUY

