

Ha Noi, Aprilh 02, 2026

**REGULATIONS ON NOMINATION, CANDIDATE, AND SUPPLEMENTARY ELECTION OF
MEMBERS OF THE BOARD OF DIRECTORS FOR THE REMAINING TERM 2025 - 2030
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VINACOMIN INVESTMENT, TRADE AND SERVICE JOINT STOCK COMPANY**

Base:

- Law on Enterprises No. 59/2020/QH dated June 17, 2020; Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Decree No. 155/ND-CP dated December 31, 2020, providing detailed regulations for the implementation of several articles of the 2019 Securities Law;
- Pursuant to the Charter of Vinacomin Investment, Trade and Service Joint Stock Company,

In order for the election of additional members to the Board of Directors of the Company for the remaining term of 2025-2030 to comply with the 2020 Enterprise Law, the Company Charter, and current laws, on the principles of fairness, transparency, democracy, and ensuring the legal rights of shareholders, we respectfully submit to the General Meeting for approval the "Regulations on nomination, candidacy, and election of additional members to the Board of Directors of the Company for the remaining term of 2025-2030 at the Annual General Meeting of Shareholders in 2026" as follows:

Chapter I:

GENERAL REGULATIONS

Article 1. Purpose, scope, and target audience

1. This regulation is used for the nomination, candidacy, and election of additional members to the Board of Directors of Vinacomin Investment, Trade and Service Joint Stock Company for the remainder of the 2025-2030 term at the 2026 Annual General Meeting of Shareholders, ensuring compliance with the provisions of the 2020 Enterprise Law and other current legal regulations.

2. This regulation governs the nomination, candidacy, and election of members of the Board of Directors, including:

a) Regulations regarding the nomination and candidacy of members of the Board of Directors.

b) Regulations regarding the election of members of the Board of Directors.

3. The applicable subjects include shareholders owning voting shares and authorized representatives of shareholders owning voting shares (according to the shareholder list of Vinacomin Investment, Trade and Service Joint Stock Company as finalized by the Vietnam Securities Depository and Clearing Corporation on March 20, 2026), and members of the Election Committee organizing the 2026 Annual General Meeting of Shareholders.

Article 2. Rights and obligations of shareholders

1. Rights of shareholders when attending the General Meeting:

Each shareholder or shareholder representative attending the General Meeting of Shareholders will receive one ballot for electing members of the Board of Directors. The ballot clearly states the number of shares the shareholder holds and the corresponding number of ballots the shareholder is entitled to use to vote.

2. Obligations of shareholders when attending the General Meeting:

a) Comply with the conditions and procedures for elections as stipulated in these Regulations;

b) Shareholders and shareholder representatives attending the General Meeting must complete the registration procedures with the General Meeting Organizing Committee;

c) Shareholders and their representatives, upon receiving the ballot, must verify the number of shares recorded on the ballot. If there are any errors, they must immediately notify the Organizing Committee at the time of receiving the ballot.

d) Strictly comply with the Regulations on nomination, candidacy, and election at the General Meeting of Shareholders, and respect the voting results at the General Meeting.

Chapter II:

REGULATIONS ON NOMINATION AND CANDIDATE APPLICATION MEMBER OF THE BOARD OF DIRECTORS.

Article 3. Standards and conditions for members of the Board of Directors

Members of the Board of Directors must meet all the standards and conditions stipulated in Clauses 1 and 2 of Article 155 of the Enterprise Law and in the company's charter as follows:

a. Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law.

b. Possess full legal capacity, professional qualifications, management skills, and experience in business management. The Chairman of the Board of Directors must have at least three years of experience managing and operating a business in the Company's main line of business;

c. Possess good health, moral character, honesty, integrity, knowledge, and a sense of compliance with the law;

d. Not subject to prohibitions from holding managerial or executive positions in businesses as stipulated by law;

e. A member of the company's Board of Directors may simultaneously be a member of the Board of Directors of no more than 05 other companies;

f. Other standards as prescribed by law.

Article 4. Nominations and candidacies for election to the Board of Directors.

Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the right to nominate and elect candidates for the Board of Directors in accordance with the provisions of the 2020 Enterprise Law and the company's charter.

Shareholders holding voting shares have the right to combine their individual voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to less than 80% may nominate a maximum of seven (07) candidates; from 80% to less than 90% may nominate a maximum of eight (08) candidates.

Article 5. Documents for participating in and nominating candidates for election to the Board of Directors.

1. Nomination and candidacy form for the positions of Board of Directors members (01 original copy) using the template posted on the website www.itasco.vn/vi;

2. Candidate's personal resume (or equivalent document) (1 original copy) using the template posted on the website www.itasco.vn/vi;

3. Other documents proving that the candidate meets the eligibility requirements and standards as prescribed by law (01 original or certified copy).

Article 6. Selection of Candidates

Based on the applications and nominations submitted by shareholders/groups of shareholders for membership on the Board of Directors of Vinacomin Investment, Trade and Service Joint Stock Company, the General Meeting Organizing Committee will compile a list of candidates who meet the requirements as stipulated to be included in the list of candidates for election to the Board of Directors and approve the list at the General Meeting.

Article 7. Information for submitting documents

Nomination and application documents should be submitted to Song Da 11 Joint Stock Company before 10:00 PM on April 20, 2026 at the following address:

General Administration Department - Vinacomin Investment, Trade and Service Joint Stock Company; No. 1 Phan Dinh Giot Street, Phuong Liet Ward, Hanoi City

Telephone: 024 3664 7595

Chapter III:

ELECTION OF BOARD OF DIRECTORS MEMBERS

Article 8. Ballots and ballot recording

1. Ballot:

- The ballots for the supplementary election of Board members are printed and pre-filled with the names of the candidates and bear the seal of Vinacomin Investment, Trade and Service Joint Stock Company.

- The ballot clearly states the list of candidates arranged in alphabetical order; the name of the shareholder or authorized representative, the number of shares, and the total number of votes.

- Shareholders or authorized representatives present at the 2026 Annual General Meeting of Shareholders of the Company will each receive one ballot to vote for the election of additional members of the Board of Directors.

2. Fill out the ballot:

a) Shareholders or authorized representatives must personally write the number of votes for each candidate in the corresponding blank space on the ballot. In the case of valid authorization (with a power of attorney), the authorized person has full voting rights;

b) In case of an error in filling out the ballot, the shareholder may request the Organizing Committee to replace it with another ballot;

c) Sign to confirm the election has taken place.

3. Cases of invalid ballots:

a) The form does not conform to the company's prescribed template and lacks the company's seal;

b) Ballots that are crossed out, altered, have additions made, or contain incorrect names, or names that are not on the list of candidates unanimously approved by the General Meeting of Shareholders before the voting takes place;

c) The total number of votes cast for a shareholder's candidates exceeds the total number of voting rights held by that shareholder (including ownership and proxy rights);

d) Ballots that do not vote for anyone or vote for more people than the number allowed.

Article 9. Election methods

1. The voting for members of the Board of Directors is conducted by secret ballot and cumulative voting; accordingly, each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of additional members to be elected to the Board of Directors. Specifically as follows:

- Number of additional members to the Board of Directors: 1 person;

2. The number of shareholder votes is calculated as follows:

- Number of additional votes for Board of Directors members: This is the number of shares owned and/or represented by a shareholder multiplied by the number of Board of Directors members to be elected. Shareholders have the right to use or not use part or all of their total votes for a candidate.

3. Election method:

- Shareholders have the right to:

+ Cast all your votes for one person, or:

+ The votes may be divided equally among all candidates on the list of nominees approved at the Congress, or according to different voting ratios.

+ It is possible to divide the votes among fewer people than the number on the list approved at the Congress, according to different voting ratios.

- Shareholders must ensure that the total number of votes on each ballot for the election of additional members of the Board of Directors does not exceed the total number of votes as stipulated in Clause 1, Article 9 of these Regulations.

- Shareholders who do not vote for a particular candidate should leave the box containing that candidate's shareholding number blank.

For example: Shareholder X, representing 2,000 shares (including 1,000 shares owned and 1,000 shares authorized by proxy) at the General Meeting, has the right to vote. When participating in the election of additional Board members, the shareholder's number of votes is: 2,000 x 1 person = 2,000 votes (The list of nominees approved by the General Meeting includes 2 candidates). Shareholder X can cast cumulative votes using the following methods:

+ Case 1: Shareholder X casts all 2,000 votes for one candidate to elect an additional member to the Board of Directors (as in the case below, all votes were cast for Nguyen Van A):

No.	Candidate's full name	Number of votes
1	Nguyen Van A	2,000
2	Nguyen Van B	
	Total votes (Not more than 2,000 votes)	2,000

+ Case 2: Shareholder X divides the proceeds equally among the candidates for the by-election to fill the vacant position on the Board of Directors as follows:

No.	Candidate's full name	Number of votes
1	Nguyen Van A	1,000
2	Nguyen Van B	1,000
	Total votes (Not more than 2,000 votes)	2,000

Case 3: Shareholder X divides their votes among several candidates according to different vote ratios as follows:

No.	Candidate's full name	Number of votes
1	Nguyen Van A	500
2	Nguyen Van B	1,500
	Total votes (Not more than 2,000 votes)	2,000

Note:

- Shareholders who do not vote for a particular candidate should leave the box containing that candidate's shareholding number blank.

- Shareholders must ensure that the total number of votes cast for additional candidates to the Board of Directors does not exceed the total number of votes entitled to that shareholder (as stipulated in Clause 1, Article 9 of these Regulations).

Article 11.Vote counting committee, voting and vote counting principles

1. Vote counting committee:

a) The vote counting committee consists of 3 members nominated by the Chairman and approved by the General Meeting of Shareholders. Members of the vote counting committee may not be on the list of nominees or candidates for the Board of Directors;

b) The vote counting committee is responsible for carrying out the necessary procedures for voting to elect members of the Board of Directors, including: preparing ballot boxes, disseminating the election regulations, the list of candidates for the Board of Directors, the voting procedure; instructing on how to fill out ballots; supervising the voting process and conducting the vote counting, and announcing the election results to the General Assembly.

2. Principles of voting and vote counting:

a) The vote counting committee conducts an inspection of the ballot box in the presence of the shareholders;

b) Voting begins when the distribution of ballots is complete and ends when the last shareholder casts their vote into the ballot box;

c) The vote counting must be conducted by the Vote Counting Committee in the counting room immediately after the voting ends; the Vote Counting Committee must compile statistics and prepare a vote counting report in accordance with the company's charter and the 2020 Enterprise Law. The Vote Counting Committee is not allowed to cross out or make corrections on the ballots.

d) The results of the vote count shall be documented and announced by the Head of the Vote Counting Committee to the Congress.

Article 12. Principles for determining the election of Board of Directors members

The candidate elected to the Board of Directors is the one candidate with the highest number of votes.

According to Clause 3, Article 148 of the Enterprise Law 59/2020/QH14, "Voting for members of the Board of Directors and the Supervisory Board must be conducted using cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Supervisory Board, and shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected members of the Board of Directors or the Supervisory Board are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the company's charter is reached. In the event that two or more candidates receive the same number of votes for the last member of the Board of Directors or the Supervisory Board, a re-election will be held among the candidates with the equal number of votes, or a selection will be made according to the criteria stipulated in the election regulations or the company's charter."

Based on the above regulations, the General Meeting recognizes the results of the election of additional members to the Board of Directors as follows:

- The candidates elected to the Board of Directors are determined by the number of valid votes cast, from highest to lowest. The selection process begins with the candidate receiving the highest number of votes and continues until the required number of additional Board members is reached, as stipulated in Clause 1, Article 9 of these

Regulations.

- In the event that two (02) or more candidates receive the same number of votes and need to be eliminated in order to be elected as additional members of the Board of Directors as prescribed, the person who owns and/or represents the ownership of more shares will be selected. If the number of shares owned and/or represented is equal, a re-election will be held among these candidates to select.

Article 13. Preparation and publication of the vote counting minutes.

1. After counting the votes, the Election Committee must prepare a vote counting report. The report shall include: the total number of shareholders attending the meeting, the total number of shareholders participating in the vote, the percentage of voting rights of shareholders participating in the vote compared to the total number of voting rights of shareholders attending the meeting (according to the cumulative voting method), the number and percentage of valid votes, invalid votes, and blank votes; the number and percentage of voting rights for each candidate for the Board of Directors; and the list of elected members of the Board of Directors arranged in descending order of the number of votes received.

2. The full text of the vote count report must be published before the Congress.

Article 14. Any complaints regarding the election and vote counting will be resolved by the Chairman of the General Meeting and recorded in the Minutes of the Shareholders' General Meeting.

This regulation comprises 14 articles and takes effect the day after its approval by the 2026 Annual General Meeting of Shareholders of Vinacomin Investment, Trade and Service Joint Stock Company. It only applies to the nomination, election, and supplementary election of members of the Company's Board of Directors for the remaining term of 2025-2030 at the 2026 Annual General Meeting of Shareholders of Vinacomin Investment, Trade and Service Joint Stock Company.

Receiving place:

- Shareholders;
- Members of the Board of Directors;
- The Supervisory Board;
- Archived: VT, Board of Directors.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**



Thieu Quang Thao

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....., date month year 2026



REGISTER

**Attending the Annual General Meeting of Shareholders 2026
of Vinacomin Investment, Trade and Service Joint Stock Company**

Dear: Vinacomin Investment, Trade and Service Joint Stock Company

Name of shareholder:.....

Address:.....

ID card/Business Registration Certificate No.:..... issued on:
at:

(Or) Business Registration Certificate No.: issued
by on month year

Contact phone number: Fax: Email:

Shareholder code:.....

Number of shares owned: shares.

I have received the notice of the 2026 Annual General Meeting of Shareholders of Vinacomin Investment, Trade and Service Joint Stock Company. I now register to attend the Meeting in the following form:

- Attend the Congress in person
- Not attending the Congress
- Receive authorization to attend the Congress
(with power of attorney attached)

*** Note:**

- Shareholders are requested to mark (X) in the corresponding box.
- If authorizing another person to attend, please attach the Authorization Letter to the Company.

Shareholder signature
(Sign and full name)

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POWER OF ATTORNEY
Attending the Annual General Meeting of Shareholders 2026
of Vinacomin Investment, Trade and Service Joint Stock Company

Dear: Vinacomin Investment, Trade and Service Joint Stock Company

Authorizing party:

- ID card/Business Registration Certificate No.:..... issued on:
- at:
- Address:
- Contact phone number:
- Shareholder code: Current number of shares:

Authorized party (Mr./Ms.):.....

- ID card/Business Registration Certificate No.:..... issued on:
- at:
- Address:
- Contact phone number:

Authorization content:

The authorized party represents the Authorizing Party to attend and vote on relevant issues at the 2026 Annual General Meeting of Shareholders within the scope of shares out of the total shares owned by the Authorizing Party.

Commit:

- The authorized party shall not re-authorize to another person and shall be responsible for strictly complying with the current provisions of the Law; the Charter of Vinacomin Investment, Trade and Service Joint Stock Company and the Regulations on organizing the General Meeting of Shareholders. - The authorized party shall be fully responsible for this authorization and shall commit to strictly comply with the current provisions of the Law; the Charter of Vinacomin Investment, Trade and Service Joint Stock Company and shall commit not to make any complaints or lawsuits against the Company.

We look forward to your consideration and approval. Thank you very much./.

Authorized party
(Sign and full name)

Authorizing party
(Sign and full name)

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....., date month year 2026



POWER OF ATTORNEY

**Attending the Annual General Meeting of Shareholders 2026
of Vinacomin Investment, Trade and Service Joint Stock Company**

Dear: Vinacomin Investment, Trade and Service Joint Stock Company

Authorizing party: We, the shareholders owningvoting shares of Vinacomin Investment, Trade and Service Joint Stock Company, including the following persons:

Oder	Full name	Ownership registration number	Number of shares owned	ID card (or passport)	Signature of Authorizing party
1					
2					
...					
Total					

Together agree to authorize:

Authorized party (Mr./Ms.):.....

- ID card/Business Registration Certificate No.:..... issued on: at:

- Address:

- Contact phone number:

Authorization content:

The authorized party represents the authorized party to attend and vote on relevant issues at the 2026 Annual General Meeting of Shareholders within the scope of shares out of the total shares owned by the authorized party.

Commit:

- The authorized party shall not re-authorize to another person and shall be responsible for strictly complying with current regulations of the Law; Charter of Vinacomin Investment, Trade and Service Joint Stock Company and Regulations on organizing the General Meeting of Shareholders.

- The authorized party is fully responsible for this authorization and commits to strictly comply with current regulations of the Law; Charter of Vinacomin Investment, Trade and Service Joint Stock Company and commits not to make any complaints or lawsuits against the Company.

We look forward to your consideration and approval. Thank you very much./.

Authorized party
(Sign and full name)